

# Human Resources New Technology Quarterly Summary: Q3 2019



## Introduction

The rate of new technologies being developed and companies providing them is exponentially increasing each year. In order to track the players and the innovation they bring, Alexander Mann Solutions, a global provider of talent acquisition and management services, has partnered with *HRO Today* Magazine. Together they produce quarterly reports that summarize activity in technology advancements and funding initiatives that support product innovation in the HR world.

This data reveals critical information about new technologies, their applications, and the companies offering them in the human capital management (HCM) technology sector. HCM systems covered in this summary are those that include recruitment, employee records, performance, learning and compensation management, and compliance.

The report is organized by months in the quarter, and then further divided within those months by the type of activity reported. There are announcements focused mostly on products, funding announcements for companies providing HR technology solutions, and merger and acquisition activity that had direct technology implications for HR.

This ongoing report not only summarizes activity for the quarter, but also includes analyses about major technology breakthroughs or applications, as well as insight from the study sponsor,

**Alexander Mann Solutions.**

## HUMAN RESOURCES NEW TECHNOLOGY QUARTERLY SUMMARY: Q3 2019

## Third Quarter 2019 Overview

The third quarter of 2019 saw an increasing number of announcements and funding for advancing technologies to support human resources. In total, there were 62 major announcements (those with at least \$1 million in funding), up from 49 announced in the third quarter of 2018. Thirty-four of the announcements were from companies located in the United States, three from Canada, ten from APAC, four from Latin America and three from EMEA. There were seven total joint announcements by geography; six EMEA/US and one US/APAC. In the United States, seven of the announcements were from companies in San Francisco, while in the APAC region, four were from Singapore-based companies. The most common type of announcement was product-related, with 20 citations.

Private equity and venture capital firms continue to be investing heavily in HR technology. Most announcements were around funding for small or start-up organizations. Other announcements included well-known technology providers such as PayChex, Workday, and Indeed. In the third quarter of 2019, investment deals hit over \$765 million, a 38 percent increase of investment in 3Q 2018 of \$553 million. Among the three largest deals, Gusto raised \$200 million in HCM, Checkr raised \$160 million in talent acquisition, and Culture Amp raised \$82 million in talent management.

Major Mergers & Acquisitions activity continues. There were 8 acquisitions announced in the quarter. Indeed, Alright Solutions and TMP worldwide were among the companies acquiring other HR technology providers or units. Alright Solutions has been particularly aggressive in its acquisition strategy over the last year.

The next section of this report provides insight from Steve Leach, Group Sector Managing Director of **Alexander Mann Solutions** discusses the paradox of the need to attract digital-savvy talent without integrating tech in the hiring process. Finally, the last section discusses findings from a recent study by *The Economist*. It examines the relationship between HR and IT, and how they could be working more closely together.



## Attracting Digital Talent: Why Action is Needed Now

**By Steve Leach**

*Group Sector Managing Director, Alexander Mann Solutions*

Staying abreast of the latest tech talent developments is invaluable in our line of work and these insights from *HRO Today* help our experts steer clients in the right direction. While this latest research highlights the continued lack of communication and co-operation between IT and HR remains prevalent, I'd argue that the bigger concern is the impact this has on attracting digital talent.



It's no secret that engaging with digital-minded talent pools is becoming an increasing struggle for organizations of all sizes and from all sectors. Not only are there too-few such individuals available to meet the global demand, but for less tech-developed firms, many of the attraction processes that are in place don't have the required appeal for these potential hires. The challenge in addressing this is that businesses are facing a "Catch-22" situation. They can't attract digital-savvy talent without integrating tech in the hiring process but can't incorporate innovative AI or machine learning applications without the talent to deliver it.

But we can't doubt the need to address this – and quickly. As our candidate pools continue to adapt to the evolution of technology, those businesses that fail to at least keep pace with this change risk extinction. Indeed, we're noting a growing number of organizations stating that they are struggling to attract digital skills because the application process is analogue and doesn't reflect the scope of work individuals will likely be involved in. So how can businesses end this vicious cycle of digital talent attractions challenges?

The first step is to be bold and make a move. Progress can't be achieved without some form of action. For those employers without the pre-existing tech skills in-house to build digital innovation into attraction strategies, there's a wealth of external software that can be used to help make smaller, simpler changes that can have a greater impact on the candidate or user experience.

## HUMAN RESOURCES NEW TECHNOLOGY QUARTERLY SUMMARY: Q3 2019

Once this shift in mindsets has been achieved and there's a willingness to drive digital innovation, there are a number of steps hiring teams can follow to ensure the best possible success:

## Steps to Success:

- **Identify what is most critical to your organization** to build a business case for digital technology and better manage the process. Pinpoint the top priorities rather than taking a catch-all approach as this simply won't work.
- **Know your current technology, resources, and budget** so you can have the right expertise to evaluate proposed solutions and make informed decisions on those that will drive the most value.
- **Complete a competitor analysis** to ensure that you understand where you stand in relation to your competitors, as this can be powerful information to support your business case with senior leaders.
- **Identify the current business problems** related to talent – both digital and non-tech – and identify where digital technology can help solve these.
- **Map all initiatives** to desired business outcomes and calculate the ROI and payback period of your digital investment. Remember to do this upfront and ensure you are very clear on how to get the data to measure this once the solution is implemented.
- **Invest in strategic partners** to help drive change within your organization and ensure success, but remember to carefully consider what resources you already have to hand when selecting the best partner.
- **Ensure that brand is a key component** of the digital strategy.
- **Don't be afraid** to discard traditional implementation methods. A more agile approach to introducing digital technology that has the user experience at the heart of the design increases adoption rates. New technology will have an inevitable impact on the way you operate and how your people perform in their roles.



## HUMAN RESOURCES NEW TECHNOLOGY QUARTERLY SUMMARY: Q3 2019

Finally, HR teams need to look at the innovation that's being driven across global hiring as a whole to help guide what will and won't work for their firm and, perhaps more crucially, demonstrate to the rest of the board why investing in recruitment tech innovations is necessary. Just take the recent example of McDonald's and its integration of Alexa in the application process. McDonald's Apply Thru™ was developed to make it easier than ever for candidates to apply for a role—with individual's simply asking Google or Alexa to "help me get a job at McDonald's" in order to find out what roles are available in their local area and submit their basic information for hiring considerations. This brings a stronger alignment between the digital customer experience at McDonald's with the candidate experience.

This idea of utilizing voice search is arguably simple – though the implementation was undoubtedly complex. But such activity is more than possible for other employers to also integrate. By replicating the technology that surrounds us in our daily lives, we can improve efficiencies in the workplace and across the recruitment process. And the fact that this technology often already exists in the consumer world will help firms get over the first hurdle.

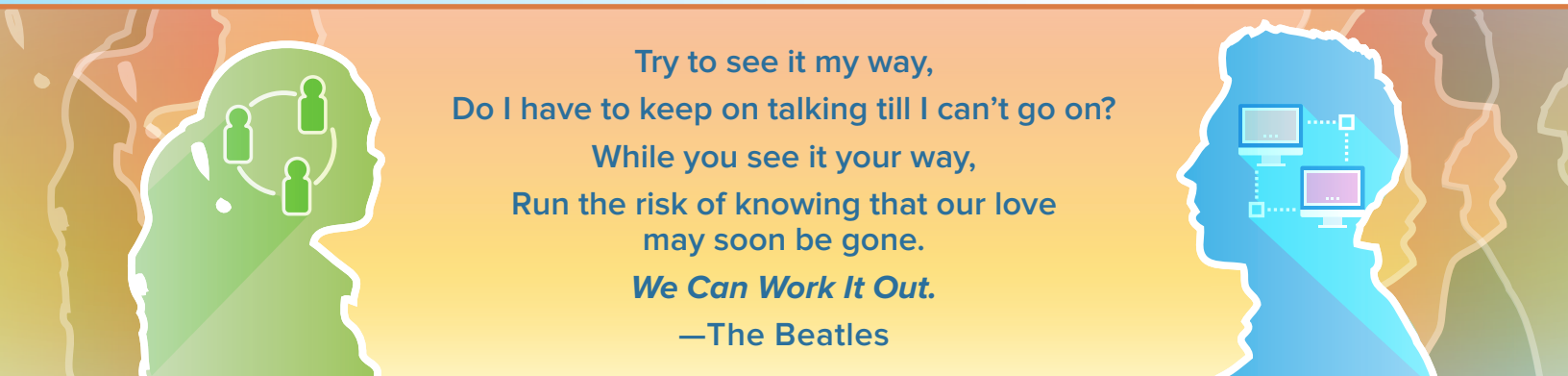
I have no doubt that exciting times are ahead in the world of tech talent attraction and indeed digital transformation, but without the acceptance that new tools need to be invested in and the collaboration between crucial functions, we're quite simply limiting our success. ■



## HR, Meet IT. IT, Meet HR.

By Larry Basinait

Vice President — Market Research, HRO Today



Do HR and IT teams have to “keep on talking till they can’t go on?” or can they align their interests more closely? Ideally, they should be able to find common ground, yet they all too often do not. This lack of empathy is the highest hurdle to effective HR/IT collaboration. An excellent study, “The Experience of Work.”<sup>1</sup> was recently published by *The Economist* that identifies the challenges HR and IT have in strengthening their relationship, and discusses some of the ways companies are overcoming those obstacles.

The report findings showed that 34 percent of respondents indicated a “lack of mutual understanding” was the toughest barrier to a strong HR-IT relationship; slightly more than the 32 percent who identified “lack of common objectives/key performance indicators.” Other important impediments to a strong HR-IT relationship were “Lack of budget” and “Other priorities take precedence,” both indicated by 28 percent.


So what are companies doing about all the impediments to a tighter collaboration between these two historically disparate departments? Top-performing organizations are making HR/IT collaboration happen. **Valerie Hughes-D’Aeth**, group HR director of the BBC, said in the “Experience of Work” report that in her organization, a small team of HR data and systems specialists work with a design and engineering team, which includes the BBC’s IT function. **“IT and HR might be different functions with different responsibilities, but they have a joint stake in delivering a high-quality employee experience,”** Hughes-D’Aeth stated.

In the report, industry analysts also cited that at Northwell Health, IT professionals are embedded in the HR department where they work in “tight-knit fashion with the team responsible for the employee experience.” **Elina Petrillo**, assistant vice president for HR technology at Northwell Health, plays the role of liaison between the HR and IT functions. **“Ultimately, my boss is the CHRO,”** Petrillo said in the report. **“He determines the strategy for HR. I have to tell him what’s possible from a technology perspective and provide him with solutions.”**

## HUMAN RESOURCES NEW TECHNOLOGY QUARTERLY SUMMARY: Q3 2019

To overcome the lack of understanding that hampers collaboration, many firms are taking practical measures such as employing specialists with knowledge of both disciplines and developing common metrics. Ravi Singh, CTO and co-founder of Catalytic, stated that in order to provide a streamlined experience across his organization, its CHRO, CIO and CFO make tech decisions as one group. This ensures that all employees are considered, all processes are as connected as possible, and change management can be proactive from all angles.<sup>2</sup>

Getting HR and IT to more closely align isn't a new concept. There are two key factors driving the partnership. The first is technology innovation. Leading organizations began incorporating analytics and sophisticated algorithms into sales, marketing, finance and operations decades ago. Those are the areas where money was made and managed, so that's where infrastructure investment was first applied. Further, HR in its traditionally administrative role had few metrics to justify scarce corporate dollars and was seen largely as only a cost center. The technologies perfected elsewhere have now found their way to HR. Further, there are new technologies that weren't available in the past. Just a few years ago, very little was being done with AI, ML and block chain technologies as they pertained to HR. The exponential development, growth and investment in these areas has made organizations think hard about where they can apply them in their organizations.



**In September 2019, the US unemployment rate was 3.8 percent, the lowest rate in nearly 50 years.**

An additional factor driving increased pressure on HR and IT to more fully collaborate is that HR is feeling the heat from the most intense job market in half a century and needs help

finding talent while also keeping retention high. In September 2019, the US unemployment rate was 3.8 percent, the lowest rate in nearly 50 years. Further, there were plenty of options for those seeking a new position. In September, there were 7.2 million job opening in the US<sup>3</sup>, according to the Bureau of Labor Statistics. And despite some recent economic slowdowns, unemployment across the globe for most industrialized nations also remains near record lows. Getting back to *The Economist's* report, **Art Mazor**, global HR transformation leader at Deloitte stated that **“there are a lot of signals coming from the workforce, a very competitive workforce in which a lot of countries have very low unemployment,”** Mazor said. **“The demand for the best possible experience wins out in terms of attracting and growing the right workers, whether they are full-time or gig workers, into an enterprise.”**

Mazor goes on to state that it's time to be taking advantage of the investment that's been made by technology players in the HR and employee experience space. **“I think this has created the perfect opportunity to go out and do something,”** he stated.

With Venture Capital investment in HR technology likely to be over \$4 billion in 2019, there are a multitude of options available for organizations to evaluate and incorporate into their HR operations. ■

## HUMAN RESOURCES NEW TECHNOLOGY QUARTERLY SUMMARY: Q3 2019

### Notes:

1. "The Experience of Work," The Economist Intelligence Unit, sponsored by Citrix, 2019
2. Nicastro, Don. "Should Your Human Resources Team Be Working More Closely with IT?" Digital Workplace August 20, 2019 [cmswire.com/digital-workplace/should-your-human-resources-team-be-working-more-closely-with-it/](https://www.cmswire.com/digital-workplace/should-your-human-resources-team-be-working-more-closely-with-it/)
3. Bureau of Labor Statistics <https://www.bls.gov/news.release/jolts.nr0.htm>



### About HRO Today Magazine

*HRO Today* is the property of SharedXpertise Media and offers the broadest and deepest reach available anywhere into the HR industry. Our magazines, web portals, research, e-newsletters, events and social networks reach over 180,000 senior-level HR decision-makers globally with rich, objective, game-changing content. Our No. 1 strength is our reach. HR leaders rely heavily on the *HRO Today's* Baker's Dozen rankings across six different categories when selecting an HR service provider.



### About Alexander Mann Solutions

We are [Alexander Mann Solutions](https://www.alexmann.com) and we're passionate about helping companies and individuals fulfil their potential through talent acquisition and management. Today, over 4,000 of our talent acquisition and management experts partner with more than 100 blue-chip organizations, operating in 40 languages, and over 90 countries. We deliver a distinctive blend of outsourcing solutions and—through Talent Collective—a full range of consulting and specialist services. We provide unrivalled experience, capability and thought leadership to help clients attract, engage and retain the talent they need for business success.

For more information, contact Alexander Mann Solutions: [Global.Marketing@alexmann.com](mailto:Global.Marketing@alexmann.com)



ORGANIZATION	TRANSACTION	SOURCE OF FUNDS	MONEY RAISED	PRODUCT DESCRIPTION	OBSERVATIONS
--------------	-------------	-----------------	--------------	---------------------	--------------

## PRODUCT ANNOUNCEMENTS

<b>Ideal</b> Toronto, Ontario, Canada	Product	N/A	N/A	Ideal was issued a US Patent entitled "A system, method and computer program product for determining suitability of a candidate for a role in an organization."	The patent protects the system that is configured to create an ideal candidate profile for the selected role based on several different data sets and builds on Ideal's ability to determine the correct candidates for jobs in an organization.
<b>Paradox Assistive Intelligence</b> Scottsdale, AZ and Walldorf, Germany	Product	N/A	N/A	Paradox Assistive Intelligence platform integrates with SAP Successfactors recruiting to deliver innovation in job candidate experience.	Paradox's AI assistant, Olivia, is now available for discovery and digital purchase on the digital marketplace for SAP partner offerings. Olivia's integration with the SAP SuccessFactors Recruiting solution allows us to provide these companies a faster and easier way for candidates to apply, using a conversational interface.
<b>ENGAGE Talent and PredictiveHR</b> Charleston SC and Boston, MA	Product	N/A	N/A	ENGAGE Talent, an AI software company that offers solution to help companies improve talent acquisition, engagement and retention and predict company and market performance, and PredictiveHR, the SaaS company that enables people analytics by utilizing machine learning to predict talent trends and their financial impacts, have partnered to provide enterprises with a complete talent intelligence and analytics platform.	The companies claim this is first solution that brings together an organization's internal talent data, AI-driven metrics on its talent data and people, external data on industry and competitors, and analytics and reporting on that data on one platform.
<b>Benefitfocus, Inc</b> Charleston, SC	Product	N/A	N/A	Benefitfocus, Inc. is a cloud-based benefits management platform and services provider. The company is expanding its data exchange capabilities to address HCM API integrations.	Through this innovation, employers who utilize contemporary HCM platforms for certain human resources processes will benefit through the seamless integration of data, business process, and user experience functionality.
<b>DailyPay and Alight Solutions</b> New York, NY and Lincolnshire, IL	Product	N/A	N/A	DailyPay, a provider of instant access to earned wages, announced a new relationship with Alight Solutions, a leader in technology-enabled health, wealth, human capital management and financial solutions. Alight clients can now offer their employees the DailyPay technology solution at no additional cost.	DailyPay allows employees to transfer their accrued but unpaid wages to any bank account or pay card, prior to their next payday. Employees can also track their accumulated, real-time net earnings using the available balance feature.
<b>Excelity Global and Trans Skills</b> Singapore and Dubia	Product	N/A	N/A	Excelity Global, a pioneer in the HCM and Payroll solutions in Asia Pacific and Trans Skills, a payroll solutions provider across the META region, announced a strategic alliance to strengthen their portfolio of global HR services and solutions.	Excelity Global and Trans Skills alliance is aimed at expanding their global presence and partnership to maximize customer benefit. Leveraging a natural complementarity between Trans Skills' Payroll software and Excelity Globals' leading HCM and Payroll solutions, the alliance will help build and sustain business benefits to customers across 40 countries.

ORGANIZATION	TRANSACTION	SOURCE OF FUNDS	MONEY RAISED	PRODUCT DESCRIPTION	OBSERVATIONS
--------------	-------------	-----------------	--------------	---------------------	--------------

## PRODUCT ANNOUNCEMENTS (cont'd.)

<b>Assure</b> Austin, TX	Product	N/A	N/A	Asure Software, a provider of workforce and workspace software solutions, announced the expansion of its cloud-based Time and Attendance solution with the addition of the TimeClock Basic and TimeClock Elite Series. Both new systems help businesses increase employee engagement and make a more efficient use of resources.	New time clock systems with next-gen facial recognition technology gives today's mobile workforce greater control of their time, increases engagement, and helps employers make more efficient use of resources.
<b>HReasily</b> Singapore	Product	N/A	N/A	HReasily is a HR-Tech firm which provides human resource solutions on a Software-as-a-Service (SaaS) platform across Asia such as streamlining HR work processes such as payroll processing, leave management, claim applications and innovative time recording technologies while keeping things affordable.	The new benefits management module offers businesses insurance programs and healthcare packages, which employers can extend to staff as part of their strategies for employee acquisition and retention.

## FUNDING ANNOUNCEMENTS

<b>TalentGuard</b> Austin, TX	Series B	LiveOak Venture Partners	\$4 million	TalentGuard offers career pathing and talent management software and solutions.	The capital in this round will be used for funding strategic growth initiatives, including global sales and marketing expansion, and the acceleration of product innovation. TalentGuard will leverage artificial intelligence to help companies attract and engage employees in personalized career experiences.
<b>Truework</b> San Francisco, CA	Series A	Sequoia Capital	\$12 million	Truework is a developer of cloud-hosted identity verification solutions.	The funding will be used to scale Truework's product and engineering teams and expand the scope of its identity platform. Truework automatically and continuously responds to income and identity verification requests from employers, lenders, landlords, and background check companies, drawing on a mix of public and private databases.
<b>WantedLab</b> Seoul, South Korea	Series B	KB Partners	\$9 million	WantedLab is a recruitment & networking platform that connects employers & candidates based on word-of-mouth suggestions.	Wantedlab allows anybody to recommend a job candidate in their field with whom they have previously worked via social networking.
<b>Gusto</b> San Francisco, CA	Series D	Fidelity	\$200 million	Gusto is a SaaS company that provides payroll services to SMBs. Gusto's platform addresses a number of HR-related functions including providing services around payroll, employee onboarding, time tracking and retirement.	The new infusion of capital will be used for scaling the company's product and team. The company is also exploring flexible pay options and healthcare insurance.

ORGANIZATION	TRANSACTION	SOURCE OF FUNDS	MONEY RAISED	PRODUCT DESCRIPTION	OBSERVATIONS
--------------	-------------	-----------------	--------------	---------------------	--------------

## FUNDING ANNOUNCEMENTS (cont'd.)

<b>Zeta</b> Bengaluru, India	Series C	Sodexo	\$65 million	Zet is a global fintech company in the digital banking and enterprise payments space.	The HR impact is that the company provides an enterprise payments solutions stack comprising of TnE cards, P-cards, expense management, and salary disbursement.
<b>Built In</b> Chicago, IL	Funding round unspecified	Udata Partners	\$22 million	Built In is a high tech-employment site. Recruiting is the company's focus, but learning and development content for users will be added to their platform.	The new funding will allow the company to double its headcount over the next year and add features to its platform.
<b>Glints</b> Singapore	Series B	Monk's Hill Ventures	\$6.8 million	Glints is a recruitment and career development platform that focuses on youth in Southeast Asia.	Glints will use the funding to expand into Hong Kong and Vietnam.
<b>15Five</b> San Francisco, CA	Series B	Next47	\$30.7 million	15Five has established a leadership position in the high-growth market for continuous performance management solutions.	15Five differentiates itself by basing its product and Best-Self Management approach on the latest research in organizational development and positive psychology. 15Five will use the Series B funding to further accelerate growth, scale sales and marketing, and continue to invest heavily in their innovative product that delivers on the promise of their unique Best-Self Management methodology.
<b>Staffbase</b> Chemnitz, Germany	Series C	Insight Partners	\$23 million	Staffbase is an app and platform designed to wean employees off email for a range of communication, information and internal company processes.	The solution claims to be primarily an employee communication platform. Staffbase has created a "simple and flexible" mobile front end layer that can be designed around the employee journey.
<b>Rankmi</b> Conxto, Chili	Series A	Beagle Ventures	\$1.5 million	With its current SaaS platform, users can generate reports and suggestions using machine learning. As a result, not only do partnering organization improve business practices but also the business environment.	Rankmi intends to create a mobile app and start operations in Mexico.
<b>Employment Hero</b> Sydney, Australia	Series C	Seek	\$22 million	Employment Hero is Australia's first all-in-one HR, Payroll and benefits platform for employers and employees.	The funding will go towards expanding the company's 'Worklife Passport' product, which it hopes will become a commonly used digital asset that workers can carry with them from job to job to keep track of their key employment and superannuation information.

## MERGERS & ACQUISITIONS, STARTUPS

<b>TMP Worldwide and Perengo</b> New York, NY and San Francisco, CA	Acquisition	N/A	N/A	TMP Worldwide, a talent acquisition technologies provider, announced it has acquired Perengo, a programmatic recruitment platform that helps large companies automate and improve their recruitment process.	TMP Worldwide can now deliver end to end, personalized candidate experiences via an AI driven, multi-channel candidate acquisition strategy optimized to meet quality, efficiency and time-to-fill objectives for each job.
--	-------------	-----	-----	--	---

ORGANIZATION	TRANSACTION	SOURCE OF FUNDS	MONEY RAISED	PRODUCT DESCRIPTION	OBSERVATIONS
<b>MERGERS &amp; ACQUISITIONS, STARTUPS (cont'd.)</b>					
<b>Indeed</b> and <b>ClickIQ</b> Austin, TX and Surrey, UK	Acquisition	N/A	N/A	Indeed signed an agreement to acquire ClickIQ, an automated job advertising technology platform.	ClickIQ is Europe's AI-powered programmatic recruitment technology platform. ClickIQ's proprietary technology manages, tracks and optimizes the performance of enterprise clients' recruitment advertising in real-time, focusing job advertising spend where it is needed to reach the best candidates in the most cost-effective way.
<b>ThinkHR</b> and <b>Mammoth HR</b> Pleasanton, CA and Portland, OR	Merger	N/A	N/A	ThinkHR and Mammoth HR, the leading providers of SaaS-based human resources (HR) knowledge, compliance and training solutions, announced their recent merger.	ThinkHR and Mammoth bring together technology, content, and subject matter expertise to help employers manage their compliance responsibilities and engage their people. The merger combines ThinkHR's leadership in the insurance market with Mammoth HR's depth and breadth in the payroll and HCM software markets.
<b>CBIZ Inc.</b> and <b>Paydayta Inc.</b> Cleveland and Solon, OH	Acquisition	N/A	N/A	Business services firm CBIZ Inc. acquired Paydayta Inc., a payroll processor.	CBIZ, Inc. provides financial, insurance and advisory services to businesses throughout the US. Paytime is a payroll service provider.
<b>Alight</b> and <b>Acquire Hodges-Mace</b> Lincolnshire, IL	Acquisition	N/A	N/A	Alight Solutions, which provides a technology-enabled health, wealth and human capital management and financial solution, entered into a definitive agreement to acquire Hodges-Mace, a provider of employee benefits technology, voluntary benefits, and custom enrollment services.	Alight will now be able to meet the needs of employers of nearly any size and level of complexity, including employers smaller than what Alight has traditionally served. In addition, Hodges-Mace's partnerships with consultants, brokers and carriers will strengthen Alight's reach into the growing health and voluntary benefits technology and services market.

ORGANIZATION	TRANSACTION	SOURCE OF FUNDS	MONEY RAISED	PRODUCT DESCRIPTION	OBSERVATIONS
--------------	-------------	-----------------	--------------	---------------------	--------------

## PRODUCT ANNOUNCEMENTS

<b>Dimension Data</b> and <b>WorkDay</b> South Africa	Product	N/A	N/A	Systems integrator Dimension Data has partnered with US-based on-demand financial management and human capital management (HCM) software vendor Workday in South Africa.	Under the deal, Britehouse, the digital business solutions arm of Dimension Data, will be responsible for implementing Workday's HCM solutions in South Africa.
<b>Benefitfocus</b> and <b>Ultimate Software</b> Charleston, SC and Weston, FL	Product	N/A	N/A	Benefitfocus, Inc., a cloud-based benefits management platform and services provider, announced today that they have joined Ultimate Software's UltiPro® Connect Partners program.	The new partnership makes it easier for mutual customers to exchange data between the UltiPro human capital management (HCM) solution and the Benefitfocus MarketPlace through an API integration, which is now available in the UltiPro Connect Marketplace.
<b>ThinkHR</b> Pleasanton, CA	Product	N/A	N/A	ThinkHR, source of SaaS-based HR knowledge, compliance and training solutions, announced details of Learn 3.0, the third generation release of its learning management system.	Learn 3.0 brings together the best of technology, content and subject-matter expertise to help employers engage and develop their employees through online training programs.
<b>Paychex</b> Rochester, NY	Product	N/A	N/A	To help safeguard businesses against the unforeseen costs associated with cyberattacks, Paychex, Inc., a leading provider of integrated human capital management solutions for payroll, HR, benefits, and insurance administration services, is now making cyber liability protection available to its clients.	The policy helps business owners mitigate the potential financial impact of data breaches, hackers, ransomware, and online banking fraud by assisting with costs involved in the response and recovery after an attack, up to specified policy limits.
<b>Paycom Software</b> Oklahoma City, OK	Product	N/A	N/A	Paycom Software, Inc. a provider of cloud-based human capital management (HCM) software, has announced the release of Ask Here, which furthers the enhancement of employee experience within organizations.	Paycom's newest tool gives all client employees a direct line of communication to ask work-related questions of their company representatives, and receive timely answers, all through the convenience of Paycom's self-service technology.
<b>Global Governance Advisors</b> Toronto, ON	Product	N/A	N/A	Global Governance Advisors, a HCM firm, is replacing traditional board portals with a workplace productivity platform engineered for boards of directors and executives, that leverages artificial intelligence, data analytics, and data communications.	emPower is the first digital boardroom and cloud-based solution that integrates board evaluations, performance scorecards and streaming video into one digital platform. Users will be able to effectively prepare for, manage and run all of their board and committee meetings through the platform and evaluate their board's performance through the leading board effectiveness questionnaire.

## FUNDING ANNOUNCEMENTS

<b>Emi Labs</b> Buenos Aires, Argentina	Seed	Khosla Ventures	\$2 million	Emi Labs is an AI recruitment assistant for enterprises hiring lots of low-skilled workers. Emi Labs has developed an Emi-platform based on Artificial Intelligence (AI) that is used for massive selection of human resources in Argentina.	Funding will go towards solidifying operations in Mexico and its native Argentina, as well as exploring other markets including Brazil. The startup is also planning on developing and improving its machine learning algorithms.
--	------	-----------------	-------------	--	---



ORGANIZATION	TRANSACTION	SOURCE OF FUNDS	MONEY RAISED	PRODUCT DESCRIPTION	OBSERVATIONS
<b>FUNDING ANNOUNCEMENTS (cont'd.)</b>					
<b>MediaPartners</b> Seattle, WA	Series A	Byron Group	\$5.6 million	MediaPartners videos focus on people skills and specifically around topics such as sexual harassment, workplace violence, bias, and more. The idea is to help improve employee acquisition and retention, along with productivity and performance.	Media Partners measures its programs' positive impact on behavior and the work environment through detailed data analytics that help organizations navigate both compliance requirements and culture change.
<b>Talview</b> Palo Alto, CA	Series A	Storm Ventures	\$6.75 million	Talview provides an AI and ML- enhanced instahiring platform that allows enterprises to reduce time to hire by allowing recruiters to automate repetitive tasks.	The company intends to use the funds to further enhance with AI capabilities and expand globally.
<b>Perceptyx</b> Los Angeles, CA	Private Equity Funding	TCV	N/A	Perceptyx is an employee survey and people analytics platform. It provides insights into an organization's people, giving leaders the data and insight they need to improve the employee experience, predict challenges in the business, and drive strategic action to deliver improved business performance.	The investment and expertise from TCV will help fuel Perceptyx's rapid growth through product innovations for current and future customers, positioning the company to build upon its market-leading people analytics platform.
<b>Crosschq</b> San Francisco, CA	Seed	GGV Capital	\$4.1 million	Crosschq's mission is to use human insights to help businesses eliminate bad hires. By applying machine learning to identify outcome patterns, Crosschq creates a powerful predictive engine that ensures a great job match.	The company intends to use the funds for continued growth and investments in its cloud-based platform in product and marketing, with plans to double its headcount by the end of the year.
<b>WithYouWithMe</b> Sydney, Australia	Series B	Perennial Value Management	\$5 million	WithYouWithMe offers a platform for workers to reskill and be placed in high-demand jobs.	WithYouWithMe in March launched a software-as-a-service platform called WYWM Potential. Potential allows companies to test individual employees and teams to identify what internal vacancies they are best suited for.
<b>NextStep Interactive</b> Seattle, WA	Series A	SEI Ventures	\$3 million	NextStep Interactive is a startup that aims to help displaced workers retrain for fast-growing careers in the health care sector.	NextStep enables employers to screen talent based on demonstration of competencies and soft skills suggestive of fit for health care professions. Through courses delivered on mobile devices in 10-15 minute modules, displaced workers with experience in low-wage jobs in service and hospitality, can retrain for jobs in the health care industry with higher earning and promotion potential.
<b>WOBB</b> Malaysia	pre-Series A	CAC Capital Investment Limited Partnership	\$1.3 million	WOBB is a Gen Y specialized job portal. The job application platform is for Asian youth.	The funds raised will be used to accelerate growth and capture market share, with the company's immediate goal being to dominate Gen Y hiring in Asia. Ultimately, WOBB aims to tackle issues facing Asian youths, with efforts being directed towards eradicating youth unemployment, increasing their individual earning potential and eventually helping with other important aspects of their professional life.

ORGANIZATION	TRANSACTION	SOURCE OF FUNDS	MONEY RAISED	PRODUCT DESCRIPTION	OBSERVATIONS
--------------	-------------	-----------------	--------------	---------------------	--------------

## MERGERS & ACQUISITIONS, STARTUPS

<b>Entelo and ConveyIQ</b> San Francisco, CA and New York, NY	Acquisition	N/A	N/A	Entelo announced the acquisition of ConveyIQ, the leading provider of candidate engagement Software-as-a-Service solutions.	The company will be the first in the industry to offer end-to-end management of all candidate interactions from source-to-hire. Additionally, the combined company's powerful AI-based targeting and candidate re-engagement capabilities will allow organizations to mine their existing candidate database to uncover and rediscover matched talent for current open roles.
<b>Alight Solutions and NGA Human Resources</b> Lincolnshire, Ill. & Hemel Hempstead, England	Acquisition	N/A	N/A	Alight Solutions, a leader in technology-enabled health, wealth and human capital management (HCM) and financial management solutions, announced it has signed a definitive agreement to acquire NGA Human Resources, a provider of digital HR and multi-country payroll services.	Underpinning NGA HR's HR and payroll expertise is its industry leading technology platforms. These include hrX, which provides companies with a centralized point to access their payroll and HR solutions which includes analytics; and its euHReka multi-tenant cloud payroll platform.

ORGANIZATION	TRANSACTION	SOURCE OF FUNDS	MONEY RAISED	PRODUCT DESCRIPTION	OBSERVATIONS
--------------	-------------	-----------------	--------------	---------------------	--------------

## PRODUCT ANNOUNCEMENTS

<b>Adessa Group and Kronos, Inc.</b> Brussels, BE and Lowell, MA	Product	N/A	N/A	Adessa Group, a pan-European provider of business process and strategic solutions for SAP and SAP SuccessFactors, announced a strategic collaboration with Kronos Incorporated to offer Workforce Dimensions, the next-generation workforce management solution from Kronos, to customers across Europe.	Known as SAP Time Management by Kronos, the solution provides SAP customers with best-in-class workforce management capabilities that integrate with and extend the SAP SuccessFactors suite.
<b>BizMerlinHR and StratAfrique</b> Reston, VA and Accra, Ghana	Product	N/A	N/A	AI powered HR management system, BizMerlinHR, and management consulting firm StratAfrique, have formed a strategic alliance to help businesses in Ghana leverage simple and effective technology solutions that facilitate the HR management experience and support the creation of a culture of performance.	Leveraging the power of AI, BizMerlinHR optimizes all the HR activities like core employee records, candidate selection processes, performance management, employee onboarding experience, and creates an agile employee experience. StratAfrique helps organizations develop the right strategic posture to execute the best HR and business practices to insure industry compliance.
<b>PeopleStrategy and Payfactors</b> Edison, NJ	Product	N/A	N/A	PeopleStrategy, Inc.®, a full-service brokerage and provider of cloud-based HCM solutions, and Payfactors, a provider of cloud-based compensation data management tools, have partnered to offer small and mid-sized businesses access to compensation data.	By incorporating Payfactors into the PeopleStrategy compensation planning tool, clients can obtain accurate, timely pay data to help them make more educated decisions around pay.
<b>JazzHR</b> Pittsburgh, PA	Product	N/A	N/A	JazzHR, a recruiting software provider for small and medium-sized businesses, announced the release of the JazzHR Marketplace.	The JazzHR Marketplace allows users to browse, evaluate and select from solutions including: Pre-employment assessments, background checks, benefit consultants, and professional employer organizations.
<b>Paychex, Inc.</b> Rochester, NY	Product	N/A	N/A	Paychex, Inc., has announced the introduction of several new products and services. These new offerings will support business owners and HR professionals as they work to drive productivity, optimize business operations, comply with regulations, and maintain financial stability.	Paychex Solo combines incorporation services, payroll, and a 401(k) plan into a single complete solution. Paychex Flex Payroll Enhancements include a newly enhanced grid entry view that allows for multiple pay entry options to choose from within a single platform.
<b>Faces Human Capital Management</b> Denver, CO	Product	N/A	N/A	Progressive HR firm, Faces Human Capital Management, fosters the unique legal cannabis industry's community through new recruiting platform, which provides geo-located job listings, live video functionality and instant data sharing.	Through the company app, employers and job-seekers are able to upload job listings, locations, print and video resumes and other files. They also have the ability to share and access all that information in real time during live video interviews.

ORGANIZATION	TRANSACTION	SOURCE OF FUNDS	MONEY RAISED	PRODUCT DESCRIPTION	OBSERVATIONS
<b>FUNDING ANNOUNCEMENTS</b>					
<b>Jobpal</b> Berlin, Germany	Seed Round	InReach Ventures	\$2.7 million	Jobpal is a recruitment chatbot startup company that has built a cross-platform chatbot to automate candidate support and increase efficiency around hiring by applying machine learning and natural language processing.	Employers can rapidly respond to and engage potential job applicants whenever they're reaching out for more info via the chatbot which is primed to respond to common questions. Candidates can also apply for vacancies via the Jobpal chatbot. The target customers are large enterprises with Jobpal offering the product as a managed service.
<b>Terminal</b> San Francisco, CA and New York, NY	Series B	8VC	\$17 million	The company helps its clients spin up and run remote software engineering teams where high-quality talent can be obtained for less. Terminal is the employer and facilitates payroll, perks, and benefits. Its clients, in turn, pay Terminal by the month for their teams.	The company offers a vibrant community with all of the HR resources, benefits and perks that they can get if they worked in Silicon Valley—without having to leave their hometown.
<b>HireHand</b> London, UK	Investment Platform	Seedrs	\$1.2 million	The proprietary platform matches people with business owners who need more help at busy times. HireHand helps fill front and back of house shifts on a regular or last-minute basis, from wait staff to cuisine chefs.	35% of the platform's users are from disadvantaged backgrounds, over half could be categorised as 'underemployed'; with many living in households where income is below the poverty threshold.
<b>Darwinbox</b> Hyderabad, India	Series B	Sequoia India	\$15 million	Darwinbox operates a cloud-based human resource management platform.	Darwinbox's HR platform offers a range of features, including the ability for firms to offer their employees insurance and early salary as loans. Its platform also features social networks for employees within a company to connect and talk, as well as an AI assistant that allows them to apply for a leave or set up meetings with quick voice commands from their phone.
<b>Checkr</b> San Francisco, CA and Denver, CO	Series D	T. Rowe Price Associates, Inc.	\$160 million	Checkr is a background check company using artificial intelligence and machine learning to improve hiring.	The company intends to use the capital in three key areas: Expanding the functionality of its platform, Improving accuracy and fairness while creating new products, and Developing new international capabilities to align with the expansion plans of customers operating globally.
<b>Xerpa</b> Sao Paulo, Brazil	Series B	Vostok Emerging Finance	\$12.9 million	The Xerpa platform allows client employees to withdraw portions of their salary before payday.	Xerpa's technology interacts with a partnering company's HR department. Client employees can access all of the necessary work documents or payroll benefits they need over the Xerpa app.
<b>Plum</b> Waterloo, Ontario, Canada	Seed	Real Ventures	\$4.2 million	Plum is a software-as-a-service company that provides enterprise organizations with the data they need to quantify the potential of their workforce through AI and Industrial/Organizational Psychology.	The funding enables the company to expand their team and partnership with SAP to equip enterprises to tackle challenges with predictive people data. The platform's offerings have expanded to enable data-driven and future-ready decision-making at every stage of the employee lifecycle, including hiring, talent mobility, learning & development, and identifying emerging leaders.

ORGANIZATION	TRANSACTION	SOURCE OF FUNDS	MONEY RAISED	PRODUCT DESCRIPTION	OBSERVATIONS
--------------	-------------	-----------------	--------------	---------------------	--------------

### FUNDING ANNOUNCEMENTS (cont'd.)

<b>Insala</b> Dallas, TX and London, UK	Funding Round Unknown	Mark Hamdan	N/A	Insala is a provider of a suite of cloud-based solutions supporting the employee career lifecycle.	Insala People Analytics uses statistics and modern technologies such as artificial intelligence and machine learning to analyze large volumes of talent data to help organizations make informed recruitment and business decisions.
<b>Incredible Health</b> San Francisco, CA	Series A	Andreessen Horowitz	\$15 million	Incredible Health provides a career marketplace connecting nurses to permanent hospital jobs.	The company intends to use the funds to accelerate the national expansion of its platform and create a true community for health care professionals as they advance their careers.
<b>Zestful</b> Denver, CO	Seed	Thrive Capital	\$5 million	Zestful is a provider of a platform enabling companies to offer a customizable employee perk program.	Zestful provides companies with a solution to create perks and rewards programs for their employees, without the reimbursement process. The Zestful Perk Card works like a regular debit card but only allows purchases of products approved in the Zestful Catalog, and only up to the balance given by the company.
<b>HReasily</b> Singapore	Venture Round	Envy Capital	\$5 million	HReasily is a cloud-based HR SaaS company which innovates and automates HR processes in APAC. The company modules cover functions such as payroll, benefits, staff management, leave, claims and time attendance monitoring.	The company's human-resource technology is geared for small to medium enterprises and is scalable to fit their changing needs. More modules for functions such as scheduling and performance appraisal are in the pipeline for 2020.
<b>RippleMatch</b> New York, NY	Series A	G20 Ventures	\$6 million	RippleMatch has built a recruitment platform to help organizations specifically to connect with recent graduates from more diverse backgrounds that match their needs.	RippleMatch has built a platform that takes a potential candidate through a set of questions about his/her career and geographical ambitions, interests and the candidate's resume. It then combines these with basic information about a candidate's GPA and test scores, and then an algorithm matches candidates with job and internship opportunities.
<b>Culture Amp</b> San Francisco, CA	Series E	Sequoia Capital China	\$82 million	The HR technology company was founded in 2011 as an early pioneer in generating real-time employee feedback, powered by the insights of behavioral science and data analytics. It has since added performance management and predictive capabilities that provide leadership teams with actionable engagement, retention and productivity metrics and trends.	The financing will be used to accelerate Culture Amp's global expansion and the development of innovative products and offerings that enable companies to build a better world of work.
<b>Revelo</b> Brazil	Series B	IFC (The World Bank)	\$15 million	Revelo uses an all-digital platform, using artificial intelligence to increase the efficiency of people hiring processes. It targets mid- to high-income professionals in finance, management, technology and marketing in Latin America.	The startup's focus is to find finance, project management, design, technology and marketing professionals and about 1,000 companies who use the service every month to search for candidates.



ORGANIZATION	TRANSACTION	SOURCE OF FUNDS	MONEY RAISED	PRODUCT DESCRIPTION	OBSERVATIONS
--------------	-------------	-----------------	--------------	---------------------	--------------

## MERGERS & ACQUISITIONS, STARTUPS

<b>Ceridan</b> and <b>RITEQ</b> Minneapolis, MN and Sydney, Australia	Acquisition	N/A	N/A	Ceridia, a leader in HCM technology, announced it has entered into a definitive share purchase agreement to acquire RITEQ, a provider of enterprise workforce management solutions.	The acquisition of RITEQ, combined with Dayforce Payroll in Australia, will position Ceridian as a leading HCM provider in the region.
<b>Trackforce</b> and <b>Valiant Solutions</b> San Diego, CA and Henderson, NC	Acquisition	N/A	N/A	Trackforce™, the leading security workforce management platform, announces its acquisition of Valiant Solutions Inc., a provider of Human Capital Management (HCM) software solutions.	The new company, Trackforce Valiant, now delivers the world's largest all-in-one security workforce management platform. The product is a comprehensive operations management solution available to security guard companies.