

Human Resources New Technology Quarterly Summary: Q3 2021



Introduction

The rate of new technologies being developed and companies providing them is exponentially increasing each year. To track the players and the innovation they bring, HRO Today Magazine produces 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 have direct technology implications for HR.

Third Quarter 2021 Overview

The funding and development of HR technologies in the third quarter of 2021 continued at the rapid pace set in the first half of the year. The distribution of the COVID-19 vaccine has likely accelerated technology investment, particularly among the richer and more developed countries. As of November 16, 2021, at least 218 countries have administered more than 7 billion doses of the COVID-19 vaccine.¹ This corresponds to a rise in technology advancements; in total, there were 207 major announcements (those with at least \$1 million in funding) this quarter, up greatly from 150 in the second quarter of 2021.

Private equity and venture capital firms continued to invest heavily in HR technology, totaling \$6.48 billion in the third quarter, up a substantial 48.2% from \$4.37 billion in the second quarter. The average investment increased from \$49.1 million in the second quarter to \$69.7 million in the third quarter. The number of announcements and associated funding for HR technology was the highest reported in any quarter for over four years and continues the upward trend from the fourth quarter of 2020.

There were 46 product and 61 merger and acquisition announcements, which was about twice the number for both areas in Q2 2021.

Of the 207 technology announcements, 141 were from companies located in the United States, five from Canada, 34 from EMEA, 11 from APAC, and one from Latin America. Additionally, there were 14 joint announcements by geography, 10 of which were in the U.S. and EMEA. In the United States, 37 announcements were from companies in or near Silicon Valley, while in the EMEA region, 11 were from London-based companies. The most common

type of announcement was funding-related, with 100 citations. There were also 46 product announcements and 61 merger and acquisition announcements, about double the numbers from the second quarter of 2021.

Most announcements were around funding for small or start-up organizations, though there were 17 announcements of at least \$100 million. The largest announcement came in the amount of \$6.4 billion, as private equity firm Thoma Bravo purchased Medillia, an employee experience and customer experience company. The acquisition will allow San Mateo, California-based Medillia to benefit from the capital support and operating capabilities of Thoma Bravo.

The next largest announcement came from Clearlake Capital, a private equity firm in the amount of \$5.2 billion. The company acquired Cornerstone OnDemand, a talent management system for recruiting, training, and collaboration solutions.

HUMAN RESOURCES NEW TECHNOLOGY QUARTERLY SUMMARY: Q3 2021

Another announcement of particular significance was Series A funding of \$1.5 billion to Articulate. Articulate is a workplace training platform that helps provide training and learning courses.

Artificial intelligence (AI) and machine learning (ML) technologies continued to be a major focus of new technology developments in the third quarter, with 35 announcements totaling \$168.1 million in funding—double the number of announcements from the second quarter of 2021. Companies continue to adopt AI and ML technology in order to increase the speed, agility, and efficiency of HR solutions.

Technology that addresses learning or upskilling was also a top priority for today's tech companies, accounting for the single largest area of investment at nearly \$2 billion. This level of investment is well timed, as a recent report by PwC found that 74% of CEOs are concerned about the availability of key skills and 40% of workers will require up to six months of reskilling by 2025.² HCM and core HR platforms were the next highest areas of investment at nearly \$1.5 billion, though the area had by far the greatest number of announcements at 53. There were 19 marketplace job boards and recruiting technology announcements totaling \$680 million. Remote working investments in technology, which increased dramatically in 2020 because of the pandemic, remained high at \$55 million.

Q3 2021 HR Technology Investment

	Total Funding (Millions)	Number of Announcements
Learning/Upskilling	\$1,961.4	22
HCM/Core HR	\$1,454.3	53
Marketplace Job Boards	\$679.9	19
Payroll	\$621.3	6
Mental Wellness	\$84.5	3
Remote Working	\$55.0	5
Skills Assessment	\$50.0	2

1. Pettersson, Henrik et al. "Tracking Covid-19 Vaccinations Worldwide," *CNN*, November 16, 2021. <https://www.cnn.com/interactive/2021/health/global-covid-vaccinations/>
2. Moritz, Robert E. "Humanity, innovation and radical progress in the post-COVID world," *PwC*, January 26, 2021. <https://www.pwc.com/gx/en/issues/reinventing-the-future/take-on-tomorrow/covid-disparity-evaluation.html>

Win Your Unfair Share of Talent with HR Technology in a Challenging Hiring Market

In the third quarter of 2021 alone, companies spent \$22.7 billion on HR technology advancements—five times as much compared to Q2. But what exactly do these improvements and innovations mean for the recruiting market?

Cielo's **Elaine Orlor, Senior Vice President—Technology Consulting**, and **Matt Jones, Vice President—Global Business Services**, joined **Larry Basinait, Vice President of Market Research** at SharedXpertise, to summarize key findings of HRO Today's Q3 HR Technology Report.

The research comes at a time when companies across regions are struggling to fill open positions. With many candidates shuffling to new roles or leaving the workforce altogether, experts believe today's challenging talent market is here for the foreseeable future.

"I've been doing this for around 20 years, and I've really never seen a market like this in all regions and all segments at the same time. As a TA or HR professional nowadays, the challenge is to win your unfair share because there is not a fair share out there of talent that we need," said Jones.

The advancements in talent sourcing technology can deliver immense value to both recruiters and candidates. Here are three improvements and innovations in HR technology that will help companies enhance the recruitment process to find the talent they need:

**1**

Simplifying and streamlining the hiring process

Not long ago, companies assumed that if someone was interested enough in the job, they would jump through all the application hoops. But that is not the case in today's candidate-driven market, where companies must make the point of entry simple and as seamless as possible to capture a candidate's attention.

Today's speed of market requires TA teams to have greater discipline in how they move candidates through the sub-cycles of the recruiting process. Technology can help by quickly putting top candidates in front of hiring managers, improving communication speed, and meeting candidate experience expectations.

2

Providing an interactive experience

Conversational AI can help TA teams reach and engage with more candidates at the top of the funnel. Virtual assistants allow applicants to get their recruitment questions answered, schedule interviews, and learn more about the company. TA leaders across all lines of recruiting—not just high volume—are seeing the value proposition of this technology.

“The speed and agility that happens with these virtual assistants allow for the organization to work through that kind of relationship with the candidates in a way that candidates desire, while also achieving the company’s goals of getting the information they need to make quality decisions quickly,” said Orlor.

3

Embracing mobile-device communication

Smartphone use in the United States, United Kingdom and much of Western Europe is nearly universal. Mobile-based communication, such as text messaging, WhatsApp and WeChat, can accelerate the hiring process significantly.

Jones has seen results which show that it takes less than 20 minutes to schedule an interview if a company is leveraging an SMS- or WhatsApp-based approach versus more than 24 hours using traditional outreach like email. And it makes sense—many people have their phones with them throughout the day.

As HR technology continues to advance, it is important to remember that choosing a new career or role remains a deeply emotional and human experience. Ultimately, companies with the right balance of people, process and technology will win their unfair share of talent.

Learn more in a new podcast, where Cielo’s Orlor and Jones join Larry Basinait, vice president of market research at SharedXpertise, to summarize the key findings of HRO Today’s Third Quarter 2021 HR Technology Report, which can be found here: <https://www.hrotoday.com/uncategorized/winning-your-unfair-share/> ■



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 Cielo

Cielo is the world's leading strategic Recruitment Process Outsourcing (RPO) partner and industry innovator delivering RPO, Total Talent Acquisition, Consulting, and Executive Search services in over 100 countries. We design comprehensive, people-centric solutions and leverage Cielo TalentCloud—our agile technology platform featuring CRM, AI, automation, and analytics capabilities—to help our clients find, attract and hire the specific talent to move their businesses forward. To learn more, visit www.cielotalent.com.

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

Model Match San Clemente, CA	Product	N/A	N/A	Model Match is a talent management system for the mortgage industry to help source and attract talent.	Model Match launched Market Insights, which helps mortgage lenders elevate their talent acquisition efforts.
Applioi New York, NY	Product	N/A	N/A	Applioi is a recruiting, onboarding, and credential management software company.	Applioi released a new product called Onboard and Manage Teams, which is an onboarding and credential management solution for healthcare employers.
Emsi Burning Glass Boston, MA	Product	N/A	N/A	Emsi Burning Glass is a provider of labor market analytics that helps employers, workers, and educators make better decisions.	Emsi Burning Glass released Skillfit, which helps job seekers assess their career goals, gain inventory of their skills, identify training opportunities, and see local job openings.
Greenhouse New York, NY	Product	N/A	N/A	Greenhouse is an applicant tracking system (ATS) and recruiting software company.	Greenhouse launched the Job Ad Market function, which offers individuals access to thousands of job boards within Greenhouse.
TikTok Los Angeles, CA	Product	N/A	N/A	TikTok is a video social media platform.	TikTok launched TikTok Resumes, which lets users submit video resumes to companies.
EdCast San Francisco, CA	Product	N/A	N/A	EdCast is a learning experience and career mobility platform that helps attract, develop, and retain talent.	EdCast released a new product called SkillsDNA, a learning and employee experience platform.
Lee Hecht Harrison New York, NY	Product	N/A	N/A	Lee Hecht Harrison is a provider of career transition, coaching and leadership development.	Lee Hecht Harrison launched LHH Sports Solutions, which provides talent management solutions to sports organizations worldwide.
Cisive Holtsville, NY	Product	N/A	N/A	Cisive is an HCM and risk management platform.	Cisive released ContractorDirect, a background screening product for contingent labor.
Apex Human Capital Roswell, GA	Product	N/A	N/A	Apex HCM is a cloud-based payroll, benefits, and human resources technology company.	Apex HCM is now offering business process outsourcing (BPO) through its white label program. The BPO service will offer services for service bureaus that want to focus on sales growth and leave the administrative complexities to payroll domain experts.
Oyster Charlotte, NC	Product	N/A	N/A	Oyster delivers a variety of HR services, including employment services, payroll, compliance, benefits, and more.	Oyster launched Oyster Academy, which offers educational programs to help train employees and job seekers.
Qualtrics Provo, UT and Seattle, WA	Product	N/A	N/A	Qualtrics offers a subscription software platform for experience management.	Qualtrics launched Experience Design for Hybrid Work and Workplaces, which will help companies get employee feedback to drive productivity, innovation, and growth at work.
HRSOFT Blue Bell, PA	Product	N/A	N/A	HRSOFT is a provider of compensation, rewards, and performance management solutions.	HRSOFT launched PERFORMview, a performance management software.
Ceridian Minneapolis, MN	Product	N/A	N/A	Ceridian is an HCM company and a provider of human resources software.	Ceridian launched Dayforce Wallet, an on-demand pay solution in Canada.

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PRODUCT ANNOUNCEMENTS (cont'd.)

Justworks New York, NY	Product	N/A	N/A	Justworks is a provider of payroll, benefits, HR, and compliance services.	Justworks launched Justworks Hours, a time and attendance solution for companies.
MassiveU Naples, FL	Product	N/A	N/A	MassiveU is a B2B social learning platform.	MassiveU released Solvably TALENT, which helps companies manage the entire talent cycle, including recruitment, selection, and onboarding; learning and development; and continuous performance improvement.
Paycom Oklahoma City, OK	Product	N/A	N/A	Paycom is an online payroll and human capital management platform.	Paycom launched Paycom Beti (Better Employee Transaction Interface), which helps automate and streamline the payroll process by allowing employees to do their own payroll.
Slack San Francisco, CA	Product	N/A	N/A	Slack is a workplace online communication platform.	Slack added a variety of new features and products to its platform. The first is Slack Huddles, which will help with "spontaneous and informal discussions" that usually occur in an office setting.

FUNDING ANNOUNCEMENTS

Catch New York, NY	Series A	Crosslink	\$12 Million	Catch is a platform that offers retirement plans, health insurance, and tax withholding for freelancers without benefits.	Catch will use the investment to help accelerate its newly announced partnership program and expand its offerings to independent disability insurance and health savings accounts (HSAs).
Talview Palo Alto, CA	Series B	Eileses Capital	\$15 Million	Talview offers an end-to-end, AI-powered hiring and proctoring solution that unifies how organizations screen, interview, and assess top talent.	With the investment, Talview will expand its business with enterprise companies, educational institutions, and certificate organizations on a global scale.
Revelio Labs New York, NY	Seed Round	Barclays and K20 Fund	\$4 Million	Revelio Labs is a workforce intelligence company that provides public employment records and workforce trends of any company.	The investment will be used to expand the company's offerings beyond investment management to corporate strategy.
Homebase San Francisco, CA	Series C	GGV Capital	\$71 Million	Homebase is a Software-as-a-Service (SaaS) company that helps small businesses manage hourly employees with its HCM software.	Homebase will use the investment to expand its products and services to become an all-in-one platform for small businesses.
Culture Amp Melbourne, Australia	Series F	TDM Growth Partners (TDM) and Sequoia Capital China	\$100 Million	Culture Amp is an employee engagement app that provides employee analytics and surveying.	Culture Amp will use the funding to help grow its business to "empower more organizations and people leaders to unlock the power of humanity at work."
Odoo Louvain-la-Neuve, Belgium	Private Equity Round	Summit Partners	\$125 Million	Odoo is an open-source business software that provides applications covering HR, accounting, inventory, manufacturing, project management, marketing, website builder, and more.	Odoo will use the investment to help grow and expand its business.
Pangea Providence, RI	Seed Round	IDEA Fund Partners	\$2 Million	Pangea is a platform that matches companies to students to find work and projects in marketing and graphic design.	The company will use the funding to help improve its product.

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FUNDING ANNOUNCEMENTS (cont'd.)					
Patchwork Health London, UK	Venture Round	Praetura Ventures and BMJ New Ventures	\$4.82 Million	Patchwork Health is a company that connects vacant shifts with healthcare workers.	Patchwork Health will use the investment to expand and grow its business.
87% London, UK	Seed Round	Aviva Foundation	\$2.2 Million	87% is a workplace well-being platform.	87% plans to use the funds to expand into the corporate sector.
Teamflow San Francisco, CA	Series B	Coatue	\$35 Million	Teamflow is a virtual office platform.	Teamflow will use the funds to hire additional staff and accelerate growth.
Tovuti LMS Eagle, ID	Series A	Blueprint Equity and ScOp Venture Capital	\$8 Million	Tovuti is a learning management system for companies and individuals.	The investment will be used to grow Tovuti's engineering, development, and client support teams to better serve customers and add new features.
KOSA AI Amsterdam Netherlands	Pre-Seed Funding	EchoVC Partners	Undisclosed	KOSA AI enables HR, healthcare, credit, risk, and insurance companies to build or deploy inclusive technologies.	KOSA AI will use the investment to build its automated AI systems platform.
OpenSesame Portland, OR	Series D	JMI Equity	\$50 Million	OpenSesame is an e-learning company that provides training courses for businesses and employees.	OpenSesame will use the funding to invest in the partnerships and technology it provides to its customers.
Hyreo Trivandrum, India	Pre-Series A	Callapina Capital	Undisclosed	Hyreo is a recruiting data, insights, AI, and analytics company.	The investment will be used for international expansion and growing the product development team.
YOOBIC New York, NY	Series C	Highland Europe	\$50 Million	YOOBIC gives the deskless workforce access to training, communication, and process management tools.	YOOBIC will use the investment to increase its headcount by 75%, increase its R&D efforts, and develop more services.
SuperBeings Bengaluru, India	Seed Round	Endiya Partners	Undisclosed	SuperBeings is an employee engagement software and platform.	SuperBeings will use the investment for product expansion and scaling the business.
Employment Hero Sydney, Australia	Series E	Insight Partners	\$101.5 Million	Employment Hero helps companies manage HR, payroll, and employee benefits.	The new investment will be used to hire more employees for its engineering team along with further international expansion.
SmartRecruiters San Francisco, CA	Series E	Silver Lake Waterman	\$110 Million	SmartRecruiters is a talent acquisition suite platform.	The investment will be used to accelerate product development for SmartRecruiters' talent acquisition suite, provide support with its customer community and partner ecosystem, and expand its go-to-market efforts in the U.S., EMEA, and APAC.
Paycor Cincinnati, OH	IPO	N/A	\$426 Million	Paycor is an HCM platform that helps companies with everything from onboarding to recruitment.	The investment will allow Paycor to help expand the company to serve its customers.

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FUNDING ANNOUNCEMENTS (cont'd.)					
Go1 Brisbane, Australia	Series D	SoftBank Vision Fund 2, AirTree Ventures, and Salesforce Ventures	\$200 Million	Go1 helps companies upskill their workforce by providing an on-demand training platform.	Go1 will use the investment to create new partnerships, expand its product offerings, and grow its company worldwide.
Mesh San Jose, CA	Seed Round	Sequoia Capital India's Surge	\$5 Million	Mesh provides employee performance and engagement needs, all in one platform.	Mesh will use the investment to grow its engineering and sales teams as it plans to expand in the U.S.
Dover San Francisco, CA	Series A	Tiger Global	\$20 Million	Dover is a recruiting platform that helps find and engage candidates.	With the investment, Dover will expand its business reach.
Bleexo Toulouse, France	Seed Round	M Capital, Techmind, Paris Business Angels, Didier Boullery and Thibault Poutrel-Alderville.	\$1.77 Million	Bleexo is a company that utilizes AI and real-time data to help companies develop their teams and employees.	With the investment, Bleexo intends to expand its position in France and internationally while pursuing technological advancements.
Nooks Palo Alto, CA	Seed Round	Tola Capital	\$5 Million	Nooks is a platform for remote teams to work and collaborate.	Nooks plans to use the investment to expand its business reach.
Simpplr Redwood City, CA	Series C	Tola Capital	\$32 Million	Simpplr is an employee communication and enablement platform.	With the funds, Simpplr plans to expand its development team and further develop its platform.
Joon Los Angeles, CA	Seed Round	Alpha Edison	\$2.3 Million	Joon is an employee wellness benefits company.	Joon will use the investment to expand its platform, adding an enhanced suite to help employees align their benefits with their goals.
Multiplier Singapore	Seed Round	Surge	\$4 Million	Multiplier is a professional employment organization and employer of record SaaS provider that helps companies manage employment contracts, payroll, benefits, and legal and compliance issues.	Multiplier will utilize the investment for growth marketing, inventory capital, and employee and workplace benefits.
Remote San Francisco, CA	Series B	Accel	\$150 Million	Remote is a provider of payroll, benefits, and compliance services for employees and contractors.	With the investment, Remote plans to expand into more countries.
Leadr Plano, TX	Series A	Bedrock	\$10 Million	Leadr is a people development platform that helps companies engage and grow every person on their team.	Leadr intends to use the funds to accelerate its development efforts and expand its business reach.
Gig Wage Dallas, TX	Debt Financing	Silicon Valley Bank	\$3.25 Million	Gig Wage is a payroll platform for 1099 employees.	Gig Wage intends to use the investment to invest in key growth areas of the business.
Instawork San Francisco, CA	Series C	Craft Ventures	\$60 Million	Instawork is a job marketplace where business and workers can find each other.	Instawork plans to utilize the investment to expand into new markets, job categories, and industries, along with investing in more training and development initiatives.

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FUNDING ANNOUNCEMENTS (cont'd.)

Thrive Global New York, NY	Series C	Mamoon Hamid at Kleiner Perkins	\$80 Million	Thrive Global provides technology to help employees and companies improve their well-being and performance by reducing burnout and stress so employees can be more productive.	The investment will be used to expand Thrive's product, engineering, and design teams; invest in data science; and add more resources to the platform.
Rocketmat Dallas, TX	Seed Round	SmartMoney Ventures	\$1.5 Million	Rocketmat is an AI company that provides HR, talent management, and recruiting products and services.	The investment will be used for a new "expansion cycle."
Censia San Francisco, CA	Series A	Marbruck Investments	\$21 Million	Censia is a talent intelligence platform.	Censia plans to use the investment to expand its go-to-market efforts, scale its API first offerings, and continue with product innovations.
Articulate New York, NY	Series A	General Atlantic	\$1.5 Billion	Articulate is a workplace training platform that offers training and learning courses.	The investment will be used to accelerate growth and scale internationally.
Juno Journey Herzliya, Israel	Series A	Insight Partners	\$19 Million	Juno Journey is an AI platform that enhances professional development by increasing employee engagement and loyalty.	Juno Journey plans to use the investment to expand and accelerate its activities in global markets, particularly in the United States.

MERGERS & ACQUISITIONS, STARTUPS

Adecco and AKKA Technologies Zurich, Switzerland, and Brussels, Belgium	Acquisition	N/A	\$2.4 Billion	Adecco, the world's second-largest HR and temporary staffing firm, acquired AKKA Technologies, an engineering consulting firm.	With the acquisition, Adecco hopes to join the trend of outsourcing research and development work to outside consultants.
Health & Safety Institute (HSI) and Solv Solutions Dallas, TX and Perth, Australia	Acquisition	N/A	N/A	Health & Safety Institute (HSI), a company that provides environmental, health, and safety and workforce development software, training, and compliance solutions, acquired Solv Solutions, a health and safety management software.	The combined companies will be able to deliver employee safety, regulatory compliance, and occupational health services in one platform.
Medallia and Thoma Bravo San Mateo, CA and Chicago, IL	Acquisition	N/A	\$6.4 Billion	Thoma Bravo, a private equity firm, acquired Medillia, an employee experience and customer experience company.	The acquisition will allow Medillia to benefit from the capital support and operating capabilities of Thoma Bravo.
Bullhorn and Sirenum Boston, MA and London, UK	Acquisition	N/A	N/A	Bullhorn, a cloud computing software company for staffing and recruiting firms, acquired Sirenum, a scheduling and workforce management solutions provider for staffing companies on Salesforce.	The acquisition will help Bullhorn for Salesforce grow and scale its businesses.
Valamis and The Working Manager Joensuu, Finland and London, UK	Acquisition	N/A	N/A	Valamis, a digital learning technology and workforce development platform, acquired The Working Manager, a provider of online learning solutions.	By acquiring The Working Manager, Valamis will be able to enhance its current learning solutions for its customers.

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MERGERS & ACQUISITIONS, STARTUPS (cont'd.)

Fintel, Zest, and FPE Capital Marseille, France; Leatherhead, UK, and London, UK	Acquisition	N/A	\$13.77 Million	Fintel, a company that automatically evaluates people's creditworthiness, sold Zest Technology, an employee benefits platform, to FPE Capital, a growth equity investor.	Fintel sold Zest to refocus on its core business and to find a company that would "support and propel the business through its next stage of growth."
Veritone and PandoLogic Costa Mesa, CA and New York, NY	Acquisition	N/A	\$150 Million	Veritone, a provider of AI technology and solutions, acquired PandoLogic, an AI-enabled recruitment platform.	The acquisition will help Veritone build on its organic growth, expand its addressable market, and add new growth and development opportunities.
COYO and Jubiwee Hamburg, Germany and Paris, France	Acquisition	N/A	N/A	COYO, an intranet and employee communications platform, acquired Jubiwee, an employee management platform.	The acquisition will help COYO expand into different countries and grow its product line.
Accenture and Workforce Insight Denver, CO and Dublin, Ireland	Acquisition	N/A	N/A	Accenture, a consulting and professional services company, acquired Workforce Insight, a provider of workforce management and HCM advisory and technology services.	With the acquisition, Accenture will be able to enhance its workforce management and HR transformation capabilities.
Limeade and TINYPulse Bellevue, WA and Seattle, WA	Acquisition	N/A	\$8.8 Million	Limeade, a software company that focuses on employee engagement, acquired TINYPulse, a feedback tool that measures employee engagement.	By adding TINYPulse's listening capabilities, Limeade will be able to expand its employee well-being solution.
GP Strategies and Learning Technologies Group Columbia, MD and Brighton, UK	Acquisition	N/A	\$394 Million	Learning Technologies Group (LTG), an e-learning services company, acquired GP Strategies, a workforce transformation, development, and learning company.	The acquisition will give LTG strong complementary workforce transformation capabilities.
Infosoft Group, LLC (dba as Circa) and LatPro Inc (dba as DiversityJobs) Milwaukee, WI and Boulder, CO	Acquisition	N/A	N/A	Circa, a company that helps organizations hire a more diverse workforce, acquired DiversityJobs, a diversity recruitment and OFCCP HR compliance technology solutions provider.	The acquisition will help Circa accelerate its growth and become a diversity recruitment leader.
Perceptyx and Waggl Temecula, CA and San Francisco, CA	Acquisition	N/A	N/A	Perceptyx, an employee listening and people analytics platform, acquired Waggl, an employee feedback platform that provides insights through employee voice.	This acquisition, along with the acquisition of CultureIQ, will grow Perceptyx's continuous listening capabilities, expand its market share in Europe and the U.S., and cement its leadership in the employee experience enterprise-class.
Perceptyx and CultureIQ Temecula, CA and New York, NY	Acquisition	N/A	N/A	Perceptyx, an employee listening and people analytics platform, acquired CultureIQ, a culture management platform.	This acquisition will grow Perceptyx's continuous listening capabilities, expand its market share in Europe and the U.S., and cement its leadership in the enterprise-class employee experience.

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MERGERS & ACQUISITIONS, STARTUPS (cont'd.)

Hireology and EmployUs Chicago, IL and Raleigh, NC	Acquisition	N/A	N/A	Hireology, a staffing and hiring platform, acquired EmployUs, an employee referral technology.	The acquisition will help expand Hireology's set of solutions and products.
isolved and TrenData HR Charlotte, NC and Richardson, TX	Acquisition	N/A	N/A	isolved, a human capital management technology provider, acquired TrenData, a people and HR analytics platform.	The TrenData acquisition significantly advances isolved's vision for an "intelligently connected HCM" by adding sophisticated technology, such as TrenData HR's predictive people analytics and conversational interface.
Velocity Global and Shield GEO Denver, CO and Hong Kong	Acquisition	N/A	N/A	Velocity Global, an employment solutions provider that helps companies expand overseas, acquired Shield GEO, an employee of record solution company.	Velocity Global will scale its work platform and expand its footprint.
Addison Group and ArcLight Consulting Chicago, IL and Burlington, MA	Acquisition	N/A	N/A	Addison Group, a professional staffing firm, acquired ArcLight Consulting, a human capital management cloud implementation services firm.	The acquisition will help Addison Group expand its suite of Oracle Cloud Products, grow software specialization in HCM integrations, improve change management, and support ERP.
High Street Insurance Partners and First Security Insurance Traverse City, MI and Hickory, NC	Acquisition	N/A	N/A	High Street Insurance Partners, a provider of employee benefits, human capital management, specialty risk, financial & retirement services, business insurance, risk management, and personal insurance, acquired First Security Company, a firm that covers various types of insurance.	The acquisition will help High Street Insurance Partners expand the products and services it has to offer.
Futuris Company and Health HR Inc. Rockville, MD and Boca Raton, FL	Acquisition	N/A	N/A	Futuris Company, a provider of technology staffing services and workforce solutions, acquired Health HR Inc., a medical staffing company.	The acquisition will help Futuris gain more exposure to the healthcare staffing industry.
Recruiter.com and Uncubed Houston, TX and New York, NY	Acquisition	N/A	N/A	Recruiter.com, an on-demand recruiting platform, acquired the Technology Solutions division of Uncubed, a recruiting technology company.	By acquiring Uncubed's Technology Solutions division, Recruiter.com will be able to bring on proprietary recruiting technology, large clients, and a candidate network of over one million users.
Eliassen Group and Rooster Park Reading, MA and Seattle, WA	Acquisition	N/A	N/A	Eliassen Group, a consulting and talent solutions group, acquired Rooster Park, a software engineering staffing agency.	The acquisition will help the Eliassen Group expand its geographical footprint and enhance its consulting offerings.
TopFunnel and Teamable San Francisco, CA	Acquisition	N/A	N/A	TopFunnel, a computer software company that helps companies manage administrative tasks and data entry, acquired Teamable, an employee referral program.	The acquisition will help both companies offer more products and services in order to cross sell and grow their businesses.

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PRODUCT ANNOUNCEMENTS

Qualtrics Provo, UT and Seattle, WA	Product	N/A	N/A	Qualtrics is a subscription software platform for experience management.	Qualtrics launched EX25, a product that is designed to help employers listen to their employees in order to better meet their employees' needs.
Certn Victoria, Canada	Product	N/A	N/A	Certn is a background screening company.	Certn released Certn Lime, a self-service background check offering for small- and medium-sized businesses.
Visier Vancouver, Canada	Product	N/A	N/A	Visier is a human resources analytics firm that provides workforce analytics and workforce planning solutions.	Visier released Visier NOW, which offers AI-powered analytics and planning tools, pre-built questions, analytics models, and best practices.
Able Unify Cleveland, OH	Product	N/A	N/A	Able is a provider of onboarding automation technology for the staffing and recruitment industry.	Able launched Able Unify, an integration platform that enables multiple HR system integrations and the ability to automate workflows.
iMocha Pune, India	Product	N/A	N/A	iMocha is a skills assessment solution.	iMocha launched AI-EnglishPro in order to help companies assess job candidates' ability to speak English.
Coursera Mountain View, CA	Product	N/A	N/A	Coursera is an online education provider that partners with companies and universities to offer classes on their platform.	Coursera launched Leadership Academy to help business leaders learn to lead remote teams and navigate the transition back to the office.
Momentive San Mateo, CA	Product	N/A	N/A	Momentive is an experience management company.	Momentive launched Workplace Equity IQ, which will help companies understand the beliefs and experiences of their employees to inform their DEI roadmap and HR strategy. This will be accomplished by the company's AI-powered employee engagement solution, with the help of specialized professional services from Momentive DEI experts.
Namley New York, NY	Product	N/A	N/A	Namley is a human resources platform for medium-sized companies.	Namley launched Tell Us, an anonymous reporting portal where employees can anonymously report confidential information from cyberbullying to physical stalking at work.
iDatafy Little Rock, AR	Product	N/A	N/A	iDatafy is a real-time information services company.	iDatafy released SmartResume Certified Job Talent Marketplace, which helps employers search, connect, and hire certified talent.
Hitch Seattle, WA	Product	N/A	N/A	Hitch is a skills intelligence and internal mobility platform.	Hitch launched Hitch.Graph, a skills intelligence technology that leverages AI to connect and update data.
Mineral Portland, OR	Product	N/A	N/A	Mineral is an HR compliance company for small-to medium-sized businesses.	Mineral launched Mineral Intelligence, which leverages company data with up-to-date info and guidance on employment laws to recommend actions that should be taken by clients.
Claro Analytics Nashua, NH	Product	N/A	N/A	Claro Analytics is a labor market intelligence platform.	Claro Analytics released Job Seeking Sonar, a tool that helps recruiters connect with professionals on LinkedIn.

ORGANIZATION	TRANSACTION	SOURCE OF FUNDS	MONEY RAISED	PRODUCT DESCRIPTION	OBSERVATIONS
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PRODUCT ANNOUNCEMENTS (cont'd.)

HireQuest Goose Creek, SC	Product	N/A	N/A	HireQuest helps individuals find employment and provides temporary staffing.	HireQuest launched DriverQuest, a franchise offering that provides staffing services to the transportation and logistics industries.
Talroo Austin, TX	Product	N/A	N/A	Talroo is a talent attraction platform that utilizes AI and data to help companies hire talent.	Talroo launched Target CPA (Cost per Applicant), a tool that uses job seeker conversion data to help bid real-time on recruitment marketing advertisers. This helps employers get the best price on recruitment marketing advertisements.
Businessolver West Des Moines, Iowa	Product	N/A	N/A	Businessolver is a provider of SaaS-based employee benefits technology and services.	Businessolver added a variety of new products and features, including a vaccine tracker, historical medical utilization for personalized plan recommendations, My Choice Find a Provider to book high quality medical care, an updated interface, and enhanced reporting for Sofia.
GR8 People and PandoLogic Yardley, PA and New York, NY	Product	N/A	N/A	GR8 People, a developer of enterprise recruiting software solutions for RPO and corporate companies, partnered with PandoLogic, a provider of job advertising solutions powered by analytics, AI, and machine learning.	The partnership will allow customers of GR8 People's One-Experience Talent Platform to connect with job seekers through program sourcing.
Artswrk New York, NY	Product	N/A	N/A	Artswrk is a professional network for artists and creative individuals to find, track, and refer work.	In August, Artswrk launched a website that helps artists and creative individuals network, find and track jobs.

FUNDING ANNOUNCEMENTS

Checkr San Francisco, CA	Financing Round	Durable Capital	\$250 Million	Checkr is a background check provider.	Checkr will use the funding to expand its product line and pursue acquisitions.
Solo Seattle, WA	Seed Round	Slow Ventures	\$5.3 Million	Solo helps gig workers optimize their time and predict their incomes.	The investment will be used to fuel Solo's ongoing development and go-to-market efforts.
Compa Newport Beach, CA	Seed Round	Base10 Partners	\$3.9 Million	Compa is a compensation software that helps talent acquisition teams create and determine compensation packages for employees.	Compa plans to use the investment to expand its team and product line.
Workstream Maitland, FL	Series B	BOND and Coatue	\$48 Million	Workstream is a compensation planning, performance management, and talent solutions and services company.	Workstream will use the investment to double the size of its team by hiring for its sales, marketing, and engineering teams. Additionally, the company will invest in product development and growth.
Sora San Francisco, CA	Series A	Two Sigma Ventures	\$14 Million	Sora is an HR automation company that connects HR tools, syncs employee data, and automates HR processes.	The investment will be used to help further grow the business.
Knoetic New York, NY	Series A	Accel	\$18 Million	Knoetic is a people analytics software for Chief People Officers.	The investment will help the company expand its team and propel further product innovation.

ORGANIZATION	TRANSACTION	SOURCE OF FUNDS	MONEY RAISED	PRODUCT DESCRIPTION	OBSERVATIONS
FUNDING ANNOUNCEMENTS (cont'd.)					
Tango Los Angeles, CA	Seed Round	Wing Venture Capita	\$5.7 Million	Tango is a workforce intelligence platform that helps companies onboard and train new hires and improve employee performance.	Tango will use the investment to further develop its platform and upskill its own team.
Bravely New York, NY	Series A	Telescope Partners	\$15 Million	Bravely is a platform that connects people with on-demand professional coaching and development.	Bravery will use the investment to expand globally, develop additional capabilities, conduct research on the use of its data, and develop its people science function.
AllVoices Santa Monica, CA	Series A	Silverton Partners	\$9.6 Million	AllVoices is an employee feedback management platform.	AllVoices will use the investment to add more communication channels for its customer's employees, scale its platform so leaders can easily resolve issues, build automated solutions, and expand its team.
Eloops Tel Aviv, Israel	Seed Round	HIGH BIZ	\$2 Million	Eloops is an employee engagement platform.	Eloops will use the investment to expand its business operations and reach.
Vault Verify New Smyrna Beach, FL	Private Equity Round	Providence Strategic Growth (PSG)	Undisclosed	Vault Verify is a platform that helps HR departments automate employee verification through API integrations.	Vault Verify will use the investment to further product development and innovation.
WeSpire Boston, MA	Series B	Level Structured Capital	\$13 Million	WeSpire is an employee experience platform for Environment, Social, and Governance (ESG) initiatives.	WeSpire will use the investment to grow product innovation and expand its sales, marketing, and customer service teams.
Beqom Fribourg, Switzerland	Venture Round	Golub Capital	Undisclosed	Beqom is a compensation management company.	The investment will be used to further develop the company and its platform. Additionally, Golub Capital chose to use Beqom to help handle its pay, bonus, and long-term incentive compensation.
Develop Diverse Copenhagen, Denmark	Venture Round	Seed Capital	\$2.96 Million	Develop Diverse is an AI tool that helps companies develop inclusive hiring and employer branding to attract candidates.	Develop Diverse will use the investment for product development and to accelerate its commercialization plans.
CloudPay Andover, UK	Founding Round	The Olayan Group	\$58 Million	CloudPay is a global payroll and treasury services company.	The investment will be used to help grow and expand the company.
Branch Minneapolis, MN	Series B	Addition	\$540 Million	Branch helps businesses provide on-demand pay to their employees.	The funding will be used to help fuel the company's momentum in delivering flexible workforce payments.
KARE Houston, TX	Series A	Golden Section Ventures	\$7.85 Million	KARE is a digital labor marketplace for senior care and post-acute facilities.	The investment will help the company expand nationally and fuel growth going forward.
Retrain.ai New York, NY	Venture Round	Square Peg, Hetz Ventures, TechAviv, .406 Ventures, Schusterman Family Investments and Splunk Ventures	\$7 Million	Retrain.ai utilizes AI and machine learning to help organizations and governments retrain and upskill their talent.	Retrain.ai will use the investment to expand within the United States, hire more talent, and develop products.

ORGANIZATION	TRANSACTION	SOURCE OF FUNDS	MONEY RAISED	PRODUCT DESCRIPTION	OBSERVATIONS
FUNDING ANNOUNCEMENTS (cont'd.)					
Polywork New York, NY	Series A	Andreessen Horowitz	\$13 Million	Polywork is a professional network company.	Polywork will use the investment to grow its team from 15 to 25 people by hiring for the product, design, engineering, and data science teams.
Anthill.AI Chicago, IL	Seed Round	Rethink Education	\$3 Million	Anthill.AI is a talent management platform for the deskless workforce that helps companies retain, engage, and develop their employees through employee experience and internal mobility.	Anthill.AI plans to use the investment to expand its operations and reach.
Graphite Solutions, Inc. San Francisco, CA	Series A	Valor Siren Ventures	\$15 Million	Graphite Solutions connects enterprise companies with independent experts to help execute critical work.	The investment will be used to scale the company's sales, marketing, recruitment, customer success, and product development efforts.
Pave San Francisco, CA	Series B	YC Continuity Fund	\$400 Million	Pave helps companies plan, communicate, and benchmark compensation.	Pave plans to use the investment to expand its operations and business reach.
Joonko Tel Aviv, Israel	Series A	Vertex Ventures	\$10 Million	Joonko collects second-choice candidates and makes them available to companies with open requisitions where diversity is a key priority. The company utilizes AI to help with the sorting and matching of candidates and jobs.	Joonko plans to use the investment to expand its platform and business reach.
Gusto San Francisco, CA	Series E	T. Rowe Price Associates	\$175 Million	Gusto is a cloud-based payroll, benefits, and HR management solution for businesses.	Gusto will utilize the funding to further develop its benefits and payroll tools.
Sona London, UK	Seed Round	Speedinvest	\$2.2 Million	Sona is an employee engagement and workforce management app.	Sona plans to use the investment to accelerate the development of its app.
WorkMotion Berlin, Germany	Series A	Activant Capital and Xange	\$24 Million	WorkMotion is an HR platform that allows companies to hire remotely and onboard employees.	WorkMotion will use the investment to expand across Europe, launch new compliance solutions, and expand its direct employment offerings.
Decagon Lagos, Nigeria	Seed Round	Kepple Africa and Timon Capital	\$1.5 Million	Decagon trains individuals to become software engineers and places them with various companies.	Decagon will use the investment to scale the company into edtech, fintech, and "the future of work."
Pipeline Denver, CO	"Strategic Investment"	Accenture Ventures	Undisclosed	Pipeline is an AI software company that helps employers increase their financial performance by closing the gender gap.	The investment will give Pipeline the resources it needs to grow.
Equity Check Oslo, Norway	Seed Round	Alliance Venture	\$1.48 Million	Equity Check is a review platform for diversity and equity in the workplace.	Equity Check will use the investment to expand internationally and develop its products.
Crehana Lima, Peru	Series B	General Atlantic	\$70 Million	Crehana is a learning platform for companies and individuals that helps employees reskill and upskill.	With the investment, Crehana plans to launch in Brazil and grow its sales, technology, and "team of collaborators" in existing locations.
Chronus Bellevue, WA	Private Equity Round	Level Equity	\$78 Million	Chronus is a mentoring software for employers.	Chronus will utilize the investment to fund growth initiatives and improve its ability to serve the needs of its customers.

ORGANIZATION	TRANSACTION	SOURCE OF FUNDS	MONEY RAISED	PRODUCT DESCRIPTION	OBSERVATIONS
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FUNDING ANNOUNCEMENTS (cont'd.)

expertlead Berlin, Germany	Series B	Acton Capital Partners	\$11.3 Million	expertlead helps organizations find, evaluate, and hire IT professionals.	expertlead plans to utilize the investment to invest in the expansion and development of new and existing products.
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MERGERS & ACQUISITIONS, STARTUPS

Recruiter.com and Novo Group Houston, TX and Brookfield, WI	Acquisition	N/A	N/A	Recruiter.com, an AI hiring platform, acquired Novo Group, a provider of recruitment services and leadership development programs.	With its acquisition of Novo Group, Recruiter.com will be able to add to its on-demand recruiting platform.
Udemy and CorpU San Francisco, CA and Mechanicsburg, PA	Acquisition	N/A	N/A	Udemy, an online course provider for students and professionals, acquired CorpU, an online leadership development platform that seeks to foster collaboration, drive impact, and accelerate growth.	Udemy's acquisition of CorpU will help expand its offerings and corporate footprint.
Eagle Point and KnowledgeSmart Dubuque, IA and Bath, UK	Acquisition	N/A	N/A	Eagle Point, a developer of employee e-learning systems, acquired KnowledgeSmart, a developer of online skills testing and software tools for engineering and construction businesses.	The acquisition will help the companies deliver rapid platform enhancements to help the design and construction industries upskill and work more efficiently.
ManpowerGroup and ettain Milwaukee, WI and Charlotte, NC	Acquisition	N/A	\$925 Million	ManpowerGroup, a provider of recruitment, assessment, training, development, and other HR services, acquired ettain, a provider of recruitment solutions and managed solutions in technology.	ettain will become part of the Experis segment of the ManpowerGroup, and the acquisition will strengthen the delivery of IT services to the financial services and healthcare industries.
Pluribus Technologies and Pathways Toronto, Canada	Acquisition	N/A	N/A	Pluribus Technologies, a company that acquires and enhances software businesses, acquired Pathways Training & eLearning, a company that provides training and development, learning technologies, and change management.	As a result of being acquired, Pathways will be able to amplify its client offerings by collaborating with the companies that are currently in Pluribus' portfolio.
Paradox and Traitify Scottsdale, AZ and Baltimore, MD	Acquisition	N/A	\$40 Million	Paradox, a company that uses AI to help companies capture and screen candidates, improve conversations, and answer candidate questions, acquired Traitify, a mobile assessment platform.	The acquisition will improve the hiring process of hourly workers by streamlining assessments.
Job.com and Endevis Austin, TX and Toledo, OH	Acquisition	N/A	N/A	Job.com, an AI-powered recruitment platform that connects candidates and employers through its marketplace job board, acquired Endevis, a permanent recruitment services, contract staffing, and RPO company.	By acquiring Endevis, Job.com will develop its revenue and reach by acquiring other businesses that are already profitable and have the ability to grow quickly.
Job.com and Fortus Healthcare Austin, TX and Utica, NY	Acquisition	N/A	N/A	Job.com, an AI-powered recruitment platform that connects candidates and employers through its marketplace job board, acquired Fortus Healthcare Resources, which specializes in the direct and travel placement of healthcare professionals.	The acquisition will help Fortus find and match nurses to roles more efficiently.

ORGANIZATION	TRANSACTION	SOURCE OF FUNDS	MONEY RAISED	PRODUCT DESCRIPTION	OBSERVATIONS
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MERGERS & ACQUISITIONS, STARTUPS (cont'd.)

Ascentis and Cincinnati Time Systems Eden Prairie, MN and West Chester, OH	Acquisition	N/A	N/A	Ascentis, an HCM company, acquired Cincinnati Time Systems, a time and attendance company.	The acquisition will expand Ascentis' time and attendance management tools for its clients.
Payscale and CURO Compensation Seattle, WA and London, UK	Acquisition	N/A	N/A	Payscale, a provider of compensation software, data, and salary information, acquired CURO Compensation, a pay equity and compensation management technology.	Payscale's acquisition of Curo Compensation will enhance the solutions it currently offers.
EAB, Seramount, and Bonnier Corp. Washington, D.C. and Winter Park, FL	Acquisition	N/A	N/A	EAB, a provider of education research, technology, and marketing and enrollment solutions, acquired Seramount, a professional services firm that helps companies advance diversity, equity, and inclusion in the workplace, from Bonnier Corp., a consumer-publishing group with over 30 special interest magazines and multi-media.	By combining EAB's educational expertise and Seramount's insights on inclusive workplaces, schools and employers can be better prepared to eliminate the opportunity gap.
PRO Unlimited and Workforce Logiq Boca Raton, FL and Orlando, FL	Acquisition	N/A	N/A	PRO Unlimited, a contingent workforce management software and services provider, acquired Workforce Logiq, an AI workforce intelligence, technology, and services provider.	With its acquisition of Workforce Logiq, PRO Unlimited will expand its reach across EMEA and grow the scale and breadth of its operations.
SAP and SwoopTalent Walldorf, Germany and Oakland, CA	Acquisition	N/A	N/A	SAP, a developer of application software for companies, acquired SwoopTalent, an intelligence data platform that uses AI and machine learning to interpret and connect people data.	After the acquisition, SAP will embed SwoopTalent's data and machine learning technology into SAP SuccessFactors to help boost its human experience management capabilities.
Headway Workforce, PathGoal Employer Services, and PrestigePEO Raleigh, NC and Melville, NY	Acquisition	N/A	N/A	Headway Workforce Solutions, a provider of HR and staffing solutions, sold PathGoal, a provider of outsourced recruitment and HR solutions, to PrestigePEO, a provider of HR solutions and employee benefits.	The acquisition will give PrestigePEO the ability to expand its service offerings.
softgarden, absence.io, and Shore Berlin, Germany and Munich, Germany	Acquisition	N/A	N/A	softgarden, a recruitment software provider, acquired absence.io from Shore, a provider of digital solutions for managing internal HR processes.	The acquisition will help both companies expand the solutions that they offer to their customers.
Harris and Jobillico Ottawa, Canada and Montreal, Canada	Acquisition	N/A	N/A	Harris, a vertical market software provider, acquired Jobillico, a marketplace job board.	With the acquisition, Harris will expand its scope of business solutions.

ORGANIZATION	TRANSACTION	SOURCE OF FUNDS	MONEY RAISED	PRODUCT DESCRIPTION	OBSERVATIONS
MERGERS & ACQUISITIONS, STARTUPS (cont'd.)					
iQmetrix and Shiftlab Vancouver, Canada and Carmel, IN	Acquisition	N/A	N/A	iQmetrix, a telecom retail management software, acquired Shiftlab, an employee scheduling platform that helps retail companies maximize employee performance and employee engagement.	The combined companies will seek to bring an AI-based workforce management solution to the market.
Aya Healthcare and Vizient San Diego, CA and Irving, TX	Acquisition	N/A	N/A	Aya Healthcare, a staffing provider for healthcare facilities, acquired Vizient's Contract Labor Management business unit. Vizient is a healthcare performance improvement company.	The acquisition will help expand Aya's temporary staffing solutions. Additionally, Vizient's Contract Labor Management business unit will transition into Vaya Workforce Solutions, a new subsidiary of Aya.
World Insurance Associates and McFarlin Insurance Agency Tinton Falls, NJ and Columbia, MD	Acquisition	N/A	N/A	World Insurance Associates, a provider of business and commercial insurance, employee benefits, HCM solutions, and retirement and financial services, acquired McFarlin Insurance Agency, a provider of commercial and personal insurance.	The acquisition will help World Insurance Associates expand within the insurance industry.
Cornerstone OnDemand and Clearlake Capital Santa Monica, CA	Acquisition	N/A	\$5.2 Billion	Clearlake Capital, a private equity firm, acquired Cornerstone OnDemand, a talent management system for recruiting, training, and collaboration solutions.	The acquisition will give Cornerstone the ability to benefit from Clearlake's operating capabilities, capital support, and "deep sector expertise."
Deel and Zeitgold San Francisco, CA and Berlin, Germany	Acquisition	N/A	N/A	Deel, a global payroll and compliance provider, acquired Zeitgold, an AI company that provides financial solutions, such as accounting, to small businesses.	With the acquisition, Deel added a line of products to help improve the customer experience and provide clients with the solutions they need to scale internationally.
Instawork and Drafted San Francisco, CA and Boston, MA	Acquisition	N/A	N/A	Instawork, a job marketplace where business and workers can connect, acquired Drafted, a network recruiting platform.	Instawork's acquisition of Drafted will allow it to leverage AI and machine learning to grow its pool of skilled hourly professionals.
XpertHR and Gapsquare New York, NY and Bristol, UK	Acquisition	N/A	N/A	XpertHR, a company that provides tools to help companies be more efficient, increase employee engagement and reduce risk, acquired Gapsquare, a provider of people analytics for pay equality, pay disparity, and pay gap data.	Gapsquare's solutions and expertise will help expand and strengthen XpertHR's compliance, best practice, and reward services.

ORGANIZATION	TRANSACTION	SOURCE OF FUNDS	MONEY RAISED	PRODUCT DESCRIPTION	OBSERVATIONS
PRODUCT ANNOUNCEMENTS					
PixelMax Manchester, UK	Product	N/A	N/A	PixelMax is a communications platform for the hybrid work environment.	PixelMax launched PixelMax's 3D communications platform, which allows employees to connect through avatars in a digital environment.
AARP Washington, D.C.	Product	N/A	N/A	AARP provides various benefits for its members who are 50 or older.	AARP launched AARP Skills Builder for Work, a platform to help older adults gain in-demand skills.
Recruitee Amsterdam, Netherlands	Product	N/A	N/A	Recruitee is a talent acquisition platform that helps human resources professionals attract talent.	Recruitee launched CareerHub, a tool that helps HR professionals create career pages.
Sense San Francisco, CA	Product	N/A	N/A	Sense is an AI-driven talent engagement and communication platform.	Sense launched the Sense AI Chatbot, an automated recruiting assistant that can engage with candidates 24/7, even when recruiters are offline.
Brazen Arlington, Virginia	Product	N/A	N/A	Brazen helps companies and universities provide virtual career fairs and online hiring events.	Brazen launched Sourcing Marketplace to help companies drive more candidates to virtual hiring events.
Achievers Toronto, Canada	Product	N/A	N/A	Achievers is an employee voice and employee recognition solution provider.	Achievers launched the Achievers Employee Experience Platform, a system of products and integrations to help deliver a positive employee experience strategy.
isolved Charlotte, NC	Product	N/A	N/A	isolved is an employee experience and HCM technology provider.	isolved launched Predictive People Analytics, which will provide analytics and forecasting of workforce trends.
MyHive Global Santaquin, UT	Product	N/A	N/A	MyHive Global creates products to enable the transition to remote work.	MyHive Global launched MyHive, a SaaS platform that helps companies provide remote and hybrid employees with a virtual office environment.
Topia San Francisco, CA	Product	N/A	N/A	Topia is a talent mobility platform that helps employees work remotely.	Topia launched two new products: Topia Select and Pre-Travel Compliance. Topia Select will offer a range of mobility management solutions in a single tool. The Pre-Travel Compliance solution will provide a simple approval process to ensure travel policy, tax, and immigration requirements.
Talenya Hoboken, NJ	Product	N/A	N/A	Talenya is an AI-powered talent sourcing and diversity solution.	Talenya launched Engagement AI, an automated talent solution that will help increase candidate engagement, create candidate searches based on diversity goals, and more.
QJumpers Plano, Texas	Product	N/A	N/A	QJumpers is an automated AI recruiting and sourcing software provider.	QJumpers launched a new AI Talent Sourcing tool that scans public information to find, rank, and engage job candidates.
GradGREENHOUSE Singapore	Product	N/A	N/A	GradGREENHOUSE helps college and university students network and connect with employers.	GradGREENHOUSE launched a Virtual Career Fair platform designed to help universities connect students with companies and alumni.

ORGANIZATION	TRANSACTION	SOURCE OF FUNDS	MONEY RAISED	PRODUCT DESCRIPTION	OBSERVATIONS
FUNDING ANNOUNCEMENTS					
Benepass New York, NY	Series A	Threshold Ventures	\$12 Million	Benepass delivers a single employee benefits platform where employees can select and access their benefits.	Benepass will use the investment to help grow its products and team.
Cocoon San Francisco, CA	Series A	First Round Capital	\$20 Million	Cocoon helps employers with payroll and compliance challenges when employees go on leave or bereavement.	Cocoon plans to use the investment to hire more employees and build additional products.
Andela New York, NY	Series E	Softbank Vision Fund 2	\$200 Million	Andela is a talent network that connects companies with engineering professionals in emerging markets.	Andela will use the investment to develop new products and expand its talent offerings.
Gem San Francisco, CA	Series C	ICONIQ Growth	\$100 Million	Gem is a recruiting platform that integrates with LinkedIn, email, and ATS systems to help recruiters find and engage talent.	Gem will use the investment for product improvement and expand into Western Europe and Asia.
Joyous Auckland, New Zealand	Series A	AirTree Ventures	\$15 Million	Joyous is an employee feedback company.	Joyous plans to use the funds for product development.
Syndio Solutions Seattle, WA	Series C	Emerson Collective and Bessemer Venture Partners	\$50 Million	Syndio is a provider of pay equity software that helps companies pay their employees more fairly.	The company will use the investment for new product developments and hiring efforts.
Multiverse London, UK	Series C	D1 Capital Partners and BOND	\$130 Million	Multiverse is a technology company that matches individuals who have not graduated from college with professional apprenticeships.	Multiverse will use the investment to further grow in North America and the UK.
Leena AI New York, NY	Series B	Bessemer Venture Partners	\$30 Million	Leena AI is an AI-powered conversational platform that helps companies improve their employee experience.	The investment will be used for product innovation and an expansion of the employee experience suite for IT, sales, and finance roles.
Kollabo Zurich, Switzerland	Seed Round	PropTech1 Ventures	\$2.55 Million	Kollabo is a job search platform for blue-collar workers.	With the investment, Kollabo will expand its platform and grow its presence in Austria, Germany, and Switzerland.
GrowthSpace New York, NY	Series A	M12 and Vertex Ventures	\$15 Million	GrowthSpace is a talent development platform that provides coaching for employees.	GrowthSpace intends to use the funding to hire more employees and expand its technology.
Envoy Global Chicago, IL	Private Equity Round	Palladium Equity Partners	Undisclosed	Envoy Global is a provider of immigration and workforce management services.	Envoy Global will use the investment to help grow and expand its business.
Nomad Health New York, NY	Equity and Debt Financing	Adams Street Partners	\$63 Million	Nomad Health is a marketplace for healthcare jobs.	Nomad Health will use the investment to hire, invest in its technology platform, and grow its footprint.

ORGANIZATION	TRANSACTION	SOURCE OF FUNDS	MONEY RAISED	PRODUCT DESCRIPTION	OBSERVATIONS
FUNDING ANNOUNCEMENTS (cont'd.)					
Crosschq Danville, CA	Series A Financing	Tiger Global	\$30 Million	Crosschq is a hiring technology platform that offers pre-hire, analytics, and recruitment platforms.	With the investment, Crosschq will propel its product development by investing in AI and machine learning. Additionally, the company will expand its engineering team, its go-to-market investments, and strategic partnerships.
Clovers Nashville, TN	Seed Round	Greycroft and Alpha Edison	\$15 Million	Clovers is an HR technology company that uses AI to accelerate hiring and reduce bias in the hiring process.	Clovers will use the funding to invest in product development, talent acquisition, and marketing.
WurkNow Irvine, CA	Series A	Newport Hayseed Group	\$10 Million	WurkNow is a staffing and workforce management platform for hourly workers.	WurkNow will use the investment to optimize its user base and product offerings.
Skello Paris, France	Series B	Partech	\$46.33 Million	Skello helps automate team organization and HR processes, such as scheduling and payroll.	Skello will use the investment to help develop and improve its workforce management tool and open offices in Spain and Germany.
CodeSignal San Francisco, CA	Series C	Index Ventures	\$50 Million	CodeSignal is a skills-based assessment platform for technical recruiting.	CodeSignal will use the investment to expand its product and go-to-market functions.
Humanly.io Seattle, WA	Seed Round	Zeal Capital Partners, Spark Growth Ventures, Moneta Ventures, Basecamp Fund, Growth Factory Capital, and Y Combinator	\$4.2 Million	Humanly.io is a provider of recruiting automation, interview intelligence, and diversity hiring.	The investment will be used to continue company growth and product development.
Apna Mumbai, India	Series C	Tiger Global	\$100 Million	Apna is a professional networking and jobs platform that helps workers find communities and land jobs.	Apna plans to use the investment to strengthen its presence in 28 cities and expand into pan-India by the end of 2021.
Canvas San Francisco, CA	Series C	Owl Ventures	\$50 Million	Canvas is a diversity recruitment platform that helps companies hire diverse teams.	Canvas will use the investment to expand its product into other industries outside of technology and to better address later stages of people's careers. Additionally, it will invest in research and development to create more powerful insights and recommendations.
New Apprenticeship San Antonio, TX	Seed Round	ECMC Group's Education Impact Fund	\$2.5 Million	New Apprenticeship is an apprenticeship solution that seeks to bridge the skills and opportunity gap.	New Apprenticeship will use the funds to build its management team and invest in its sales operations and technology.

ORGANIZATION	TRANSACTION	SOURCE OF FUNDS	MONEY RAISED	PRODUCT DESCRIPTION	OBSERVATIONS
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FUNDING ANNOUNCEMENTS (cont'd.)

BetterPlace Bangalore, India	Series D	CX Partners and Jungle Ventures	\$24 Million	BetterPlace is a workforce management company for blue-collar workers.	BetterPlace will use the funds to invest in technologies and products that help expand its growth.
Papaya Global New York, NY	Series D	Insight Partners	\$250 Million	Papaya Global is a cloud-based HR and payroll platform.	Papaya Global will use the investment to grow and attract larger clients.
Fin San Francisco, CA	Series A	Coatue	\$20 Million	Fin is a work insights platform that provides data and analytics around employee productivity.	Fin will use the funds to invest in its sales, marketing, and research and development operations.
Culture Shift Stockport, UK	Venture Round	Praetura Ventures and Blackfinch Ventures	\$2.02 Million	Culture Shift is a company that works to prevent workplace bullying.	Culture Shift will use the investment to hire more employees and expand into new markets.
The Muse New York, NY	Corporate Round	DHI Group	\$3 Million	The Muse is a marketplace job board that offers career advice to individuals.	The Muse will use the investment to expand its product development and sales efforts.
Veremark London, UK	Seed Round	ACF Investors, Triple Point Ventures and SOV Ventures	\$2.8 Million	Veremark is a pre-employment screening company.	Veremark will use the investment to expand its API offering and grow in the pre-employment market.
Ledgy Zurich, Switzerland	Series A	Sequoia Capital	\$10 Million	Ledgy is an equity management platform that helps manage employee participation plans and investor relations.	Ledgy plans to use the funding to expand into new markets in Europe and build new features.
myskillcamp Tournai, Belgium	Series A	Mediahuis Ventures	\$13.9 Million	myskillcamp is a learning platform that helps companies create online training modules and courses for their employees.	myskillcamp will use the investment to further expand in the United Kingdom, the Netherlands, Germany, and Switzerland.
Factorial Barcelona, Spain	Series B	Tiger Global Management	\$80 Million	Factorial is an HR company that tracks time management and helps with talent acquisition, payroll, and more.	The investment will be used to expand the platform's capabilities and open offices in Brazil and North America.
YouCruit Malmo, Sweden	Round Unknown	Coeli Investments	\$11.5 Million	YouCruit is a marketplace job board for the trucking industry.	YouCruit will use the investment to help fuel the growth of its platform, Lanefinder.
CoachHub Berlin, Germany	Series B2	Draper Esprit, RTP Global, HV Capital, Signals Venture Capital, Partech, and Speedinvest	\$80 Million	CoachHub is a coaching platform that uses AI to match individuals with business coaches.	CoachHub will use the investment to expand globally.

ORGANIZATION	TRANSACTION	SOURCE OF FUNDS	MONEY RAISED	PRODUCT DESCRIPTION	OBSERVATIONS
MERGERS & ACQUISITIONS, STARTUPS					
Randstad and Cella Amsterdam, Netherlands and Rockville, MD	Acquisition	N/A	\$130 Million	Randstad, a global provider of human resources solutions, acquired Cella, a creative staffing and consulting agency.	By acquiring Cella, Randstad will be able to further cement its position in the U.S. market.
Salary.com and Turetsky Consulting Waltham, MA and Franklin, MA	Acquisition	N/A	N/A	Salary.com, a provider of compensation data and software, acquired Turetsky Consulting, a people analytics company.	The acquisition will offer Salary.com's clients a higher level of expertise in utilizing data for decision making.
CoachHub and MoovOne Berlin, Germany and Paris, France	Acquisition	N/A	N/A	CoachHub, a coaching platform that uses AI to match individuals with business coaches, acquired MoovOne, a digital coaching provider.	The combined companies will grow their learning and development offerings.
BetterUp and Motive Software San Francisco, CA	Acquisition	N/A	N/A	BetterUp, a leadership development platform for Fortune 500 companies, acquired Motive Software, an AI-enabled company that provides insight for HR, customer experience, product research, and business intelligence functions.	With BetterUp's acquisition of both Motive Software and Impraise, the combined technology and insights will allow customers to propel individual transformation and organizational growth.
BetterUp and Impraise San Francisco, CA and Dover, DE	Acquisition	N/A	N/A	BetterUp, a leadership development platform for Fortune 500 companies, acquired Impraise, a company that helps to improve employee engagement.	With BetterUp's acquisition of both Motive Software and Impraise, the combined technology and insights will allow customers to propel individual transformation and organizational growth.
HighBar Partners and SilkRoad Technologies Menlo Park, CA and Chicago, IL	Acquisition	N/A	N/A	HighBar Partners, a private equity firm, acquired SilkRoad Technologies, a human capital management (HCM) software company.	The acquisition will allow Silkroad Technologies to take advantage of growth equity financing from HighBar Partners to further develop its SaaS solutions.
Glassdoor and Fishbowl San Francisco, CA and New York, NY	Acquisition	N/A	N/A	Glassdoor, a job board and company insights and review platform, acquired Fishbowl, a social network app for professionals.	With the acquisition, Glassdoor will be able to expand its workplace transparency efforts and provide users with more info about where they work.
Avionté and WorkN Bloomington, MN and Atlanta, GA	Acquisition	N/A	N/A	Avionté, a staffing and recruiting software for staffing agencies, acquired WorkN, an on-demand staffing platform.	By acquiring WorkN, Avionté will be able to provide more mobile-based solutions to its customers.
Monstarlab and ecap Shibuya, Tokyo and Dubai, United Arab Emirates	Acquisition	N/A	N/A	Monstarlab, a digital consultancy firm, acquired ecap, an executive search, performance management, leadership assessment, and board advisory consulting company.	Monstarlab's acquisition of ecap will expand its business in 17 key markets and give its clients the tools to access talent from different geographies.

ORGANIZATION	TRANSACTION	SOURCE OF FUNDS	MONEY RAISED	PRODUCT DESCRIPTION	OBSERVATIONS
MERGERS & ACQUISITIONS, STARTUPS (cont'd.)					
UniFocus and Knowcross Carrollton, TX and London, UK	Acquisition	N/A	N/A	UniFocus, a workforce management solution, acquired Knowcross, a task management and operational optimization software for the hospitality industry.	The two companies will be brought under UniFocus to offer a single service that will help determine labor needs for businesses.
Workday and Zimit Pleasanton, CA and Boca Raton, FL	Acquisition	N/A	N/A	Workday, an enterprise cloud application provider for finance, HR, and planning, acquired Zimit, a configure price quote solution for enterprise service companies.	By acquiring Zimit, Workday will be able to provide companies in the service industry with a quote-to-cash process automation offering.
FlexJobs and Job-Hunt.org Boulder, CO	Acquisition	N/A	N/A	FlexJobs, a job board and service that helps professionals seeking remote and flexible work, acquired Job-Hunt.org, a career website and blog that provides resources and guides to improve an individual's job search.	The acquisition allows each company to provide job seekers with the tools they need to secure future work.
Pearson and Faethm London, UK and Sydney, Australia	Acquisition	N/A	N/A	Pearson, a learning and education company, acquired Faethm, a company that utilizes AI to help HR and business leaders make data-backed decisions and upskill and reskill their employees.	Through the acquisition, Pearson will use Faethm's data, insights, and AI capabilities to help power its learning products.
UKG and Great Place to Work Weston, FL and Oakland, CA	Acquisition	N/A	N/A	UKG, an HCM, payroll, HR service delivery, and workforce management solutions provider, acquired Great Place to Work, a management consulting company that offers advisory services along with assessment tools.	UKG will offer Great Place to Work tools to its customers and integrate data and benchmarking from the Great Place to Work system into its HCM solutions.
Paylocity and Blue Marble Payroll Schaumburg, IL and Highland Park, IL	Acquisition	N/A	N/A	Paylocity, a provider of HR and payroll software services, acquired Blue Marble Payroll, a provider of international payroll solutions.	The acquisition will allow Blue Marble's clients to gain access to the broader array of solutions offered by Paylocity.