

Human Resources New Technology Quarterly Summary: Q4 2021



Introduction

Every year, new technologies in the HR space are developed at record rates. To track the key players in the human capital management (HCM) technology sector and the innovation they bring, *HRO Today* produces quarterly reports that summarize the top advancements in the industry and the funding initiatives that support product innovation. This data reveals critical information about today's industry leaders, new technologies, and their applications.

The HCM systems covered in this summary are those that include recruitment, employee records, performance, learning and development, compensation management, and compliance tools. The quarterly report features new products hitting the market, funding announcements for companies providing HR technology solutions, and merger and acquisition (M&A) activity that has direct implications for HR technology.

Fourth Quarter 2021 Overview

The funding and development of HR technologies in the fourth quarter of 2021 continued at the rapid pace set throughout the year. The distribution of the COVID-19 vaccine has likely accelerated technology investment, particularly among the richer and more developed countries. As of January 18, 2022, at least 218 countries and territories have administered more than 9 billion doses of a COVID-19 vaccine since the first COVID-19 case was reported in China in late 2019.¹ This corresponds to a rise in technological advancements. In total, there were 257 major announcements (those with at least \$1 million in funding) this quarter, up greatly from the 207 in the third quarter of 2021, which was also high compared to prior quarters.

Private equity and venture capital firms continued to invest heavily in HR technology, totaling \$4.83 billion in the fourth quarter, down from \$6.48 billion in the third quarter. The average investment also decreased to \$45.1 million, below the \$64.8 million in the third quarter.

Of the 257 technology announcements, 169 were from companies located in the United States, seven from Canada, 36 from EMEA, 14 from APAC, and one from Latin America. Additionally, there were 24 joint announcements by geography, 15 of which were in the U.S. and EMEA. In the United States, 50 announcements were from companies in or near Silicon Valley, while in the EMEA region, 15 were from London-based companies.

Most announcements were around funding for small or startup organizations, though there were 15 announcements of at least \$100 million.

The most common type of announcement was once again funding-related, with 110 citations. There were also 89 product announcements and 58 merger and acquisition (M&A) announcements. The number of product announcements was up from 46 in the third quarter, while M&A was about the same.

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15 announcements of at least \$100 million. The largest announcement came to \$500 million from Jobandtalent, a “workforce marketplace” and digital temping agency that uses AI to match workers to casual labor gigs in sectors like warehousing, e-commerce and logistics located in Madrid, Spain.

The next largest announcement came from Deel, with a \$425 million investment. San Francisco-based Deel is a payroll and compliance platform for international employees and contractors.

Another announcement of particular interest to recruiters was the \$200 million from Paradox, headquartered in Scottsdale, AZ. Paradox’s flagship product, conversational AI assistant Olivia, is designed

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to help companies automate recruiting tasks such as candidate screening, interview scheduling, onboarding, all through mobile-first experiences. For the quarter, there were 65 recruiting technology announcements in the fourth quarter, with funding exceeding \$1.3 billion.

Total investment in HCM and Core HR platforms, which includes recruiting outside of marketplace job boards, was over \$2.5 billion. This area had by far the greatest number of announcements at 108.

Technology that addresses learning or upskilling was also a top priority for today's tech companies, accounting for the single largest focus of investment at nearly \$803 million. This level of investment is well-timed, as a 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

2021 in Review

Despite the continued worldwide pandemic, 2021 was a remarkably busy year for HR technology announcements. There were nearly 800 major announcements made globally, nearly twice the 392 in 2020. Over two-thirds (69%) of the announcements were from North America-based companies. The worldwide amount invested in funding was nearly \$19 billion, which was almost five times the investment made in 2020. The average investment was \$46 million, up from \$16.9 million in 2020.

Dollar estimates do not include the 181 new product announcements during the year or M&A activity.

Annual HR Technology Summary by Region

	2021	2020	2019	2018
Total Investment	\$18.8 Billion	\$4.1 Billion	\$6.9 Billion	\$3.8 Billion
Total Number of Announcements	758	392	288	196
Regional Summary:				
North America	524	252	181	120
EMEA	125	80	53	46
APAC	47	33	26	22
Latin America	4	9	6	N/A
Joint	58	18	21	8

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The technology use with the largest investment was in HCM Core HR. There was \$6.3 billion invested in this area for the year. This area covers a wide spectrum of HR technology, and the investment compared to other, more narrowly defined technology uses isn't surprising.

Aside from HCM Core HR, the technology application with the largest investment was in learning and upskilling. There was over \$3.5 billion invested in this area for the year. Again, there is some overlap between technology categories, but the takeaway is that learning and upskilling the workforce were paramount in interest.

The immediate aftermath of the initial wave of the pandemic left many companies scrambling to hire workers. Marketplace Job Boards were the third most frequently invested HR technology, with over \$2 billion financed during the year. This investment came as the labor market was very tight in 2021 in much of the world. The U.S. economy added a record 6.4 million jobs in 2021, rebounding strongly from unprecedented losses in the year prior due to the pandemic.³ The unemployment levels in Europe also began approaching pre-pandemic levels.

Artificial Intelligence (AI) and Machine Learning (ML) technologies were again prevalent in 2021. AI is used across many HR technology platforms, such as recruiting and learning. In total, there were 106 citations of products incorporating AI technology, up from 63 in 2020 and 38 in 2019. For 2021, the total amount invested in HR technology using AI was \$1.5 billion. AI or ML is more a means to an end in producing technology for recruiting, learning or engagement, among other areas related to HR.

2021 HR Technology Investment: Summary by Technology

	Funding (Millions)	Number of Announcements
HCM Core HR	\$6,341.25	261
Learning and Upskilling	\$3,545.90	97
Marketplace Job Boards	\$2,044.16	60
Payroll	\$1,975.72	45
Benefits	\$706.50	18
Remote	\$188.00	25
Skills Assessment	\$50.00	2

Notes

1. Pettersson, Henrik et al. "Tracking Covid-19 Vaccinations Worldwide," *CNN*, January 18, 2022.
<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>
3. Pickert, Reade. "U.S. Sees Record Job Growth in 2021 After Millions Lost in 2020," *Bloomberg*, January 7, 2022.
<https://www.bloomberg.com/news/articles/2022-01-07/u-s-sees-record-job-growth-in-2021-after-millions-lost-in-2020>

Given the increasing rate of HR technology innovation and investment, selecting the optimal technology solution that remains relevant is vital. The right choice in technology will provide valuable information throughout its lifespan because talent leaders have more technology solutions to choose from than ever before. Investing in an agile, cloud-based platform designed to deliver great experiences and impactful data will help future-proof HR tech. A technology expert from Cielo shares insight into the future of HR technology and where it will be evolving to ensure it remains viable for long-term application.

The Future of HR Technology: 3 Big Bets

Elaine Orlor, Managing Director — Technology, Cielo

The human resources (HR) technology market is seeing massive growth. In 2021, funding worldwide reached nearly \$19 billion—almost five times more in investments than the year before.

These new options are great for the market and advancing innovation but lower your tech's lifespan. With the rate of evolution increasing rapidly, it is critical to select technology that remains relevant and effective for years to come.

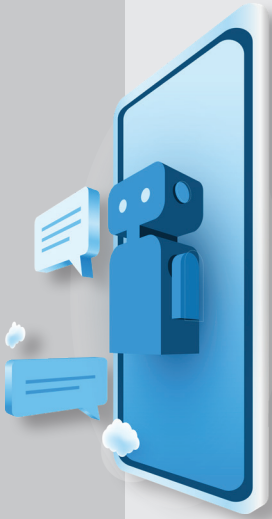
Technology will stay centerstage as businesses look to create impactful recruitment results today and tomorrow. To help TA leaders strategically plan their tech investments, here are three predictions on what I believe the future of HR technology includes:

Continued use of cloud-based platforms

Most modern HR technology platforms are cloud-based, which creates an integrated technology system to support talent acquisition outcomes. We expect the adoption of this model to increase, as it brings the experience, data, and user interface together in one place, so TA can flex and scale with the company, markets and business.

Cielo clients and the market are seeing an increased focus on gathering useful data and delivering great user experience to both candidates and hiring managers. The agility of a cloud-based platform makes that happen—and will allow you to easily adapt to changing needs and demands.





Consistent digital experience across the value chain

Throughout the recruitment process, it is important to create a consistent digital journey for candidates. Companies using a cloud-based platform will be well-positioned to elevate their hiring process, adding valuable touchpoints from application through onboarding to form a true experience.

One way to accomplish this is with a conversational AI assistant, which can answer questions on your career site, help candidates find the right role, schedule interviews, and remain available to answer any other questions that may surface. Not only does AI deliver a consistent and world-class experience for candidates, but it also gathers real-time feedback that can inform improvements to your hiring process.

Valuable data points throughout the recruitment process

Nowadays, it is table stakes for HR technology to put data in the hands of recruiters and hiring managers from the point of requisition. Most talent leaders know the value data brings to the recruitment process, but there is no one measurement that rules them all. Instead, you need information of all types to make strategic decisions.

The best tech will provide useful data points throughout the journey. This will allow you to harness the power of all the different hiring interactions to anticipate turnover, understand the true drivers of success, and ensure resources are put in the right places.

Talent leaders have more technology solutions to choose from than ever before, and the breadth of choices continues to rise. Investing in an agile, cloud-based platform designed to deliver great experiences and impactful data will help future-proof your HR tech. ■



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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* 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 <https://www.cielotalent.com>.

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

Cappfinity and Codility Birmingham, UK and San Francisco, CA	Product	N/A	N/A	Cappfinity, an HR technology firm, has partnered with Codility, an engineering recruitment platform, to create an integrated platform.	The partnership will create an integrated platform that shows a candidate's coding skills in conjunction with their innate strengths. It will also give candidates immersive and engaging skill assessments.
HR Acuity Florham Park, NJ	Product	N/A	N/A	HR Acuity is an employee relations case management and investigations management solution.	HR Acuity launched managER, a product that helps to simplify managing employee issues.
Tangoe Indianapolis, IN	Product	N/A	N/A	Tangoe is a technology expense management (TEM) and managed mobility services (MMS) provider.	Tangoe launched a Work From Anywhere Product Bundle, a combination of service offerings and solutions that give companies a robust device management infrastructure for remote work.
SAP and Qualtrics Walldorf, Germany and Provo, UT	Product	N/A	N/A	SAP, a developer of enterprise software to manage business operations and customer relations, partnered with Qualtrics, a cloud-based software platform for experience management.	SAP and Qualtrics partnered to create Concur Experience Optimizer, a solution that helps companies improve employee experiences and adapt travel and expense programs for work.
Splashtop Inc. Cupertino, CA	Product	N/A	N/A	Splashtop is a remote access and remote support software provider.	Splashtop is introducing new features that enhance storage and footage capabilities for remote creative workers.
Cisco San Jose, CA	Product	N/A	N/A	Cisco, a software, hardware, and computer service offering provider, introduced Webex Hologram.	Webex Hologram is an augmented reality meeting solution designed to immerse remote employees in collaborative meetings.
KeepWOL Gilbert, AZ	Product	N/A	N/A	KeepWOL is an immersive learning and development solution provider.	KeepWOL launched an on-demand SaaS platform including a digital library of multiplayer games for cultivating employee development. In the games, data is collected and tracked to provide accountability and measurable change.
PeopleGuru Tampa, FL	Product	N/A	N/A	PeopleGuru is a cloud-based human resources, payroll, and benefit management software developer.	PeopleGuru released its health check solution that helps organizations remain compliant with vaccine requirements.
Point Pickup Technologies Stamford, CT	Product	N/A	N/A	Point Pickup Technologies, a fulfillment and delivery provider, is launching GigPoint.	GigPoint is a platform for gig workers to better manage their workload while providing job-based rewards and benefits like banking and insurance.
Top Echelon Software Canton, OH	Product	N/A	N/A	Top Echelon Software builds staffing and recruitment websites/software, and provides a split placement network.	Top Echelon Software released its Network Candidates sourcing tool, an integration module that operates between various Top Echelon products to help recruiters find talent.
interviewIA Denver, CO	Product	N/A	N/A	interviewIA is an interview platform.	interviewIA launched a "Freemium" subscription for its analytics-based software built to quickly hire talent without bias.
ERIN Pittsburgh, PA	Product	N/A	N/A	ERIN is an employee referral platform.	ERIN has released ERIN 3.5, a web and mobile app with enhanced employee bonus tracking, ownership periods, internal mobility AI, and gamification to increase employee engagement.

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PRODUCT ANNOUNCEMENTS (cont'd.)

Workday, Inc. Pleasanton, CA	Product	N/A	N/A	Workday is an enterprise cloud applications company for finance and human resources.	Workday announced "Workday Everywhere," a packaged connector that can bring Workday to digital workspaces.
EdCast and Credly Mountain View, CA and New York, NY	Product	N/A	N/A	EdCast, a talent experience platform, announced an integration with Credly, a digital credentialing company.	The integration will allow joint customers to leverage verified digital credentials on either platform.
Oyster Charlotte, NC	Product	N/A	N/A	Oyster helps companies hire, pay, and care for a distributed workforce.	Oyster launched its Equity Assessment Tool, which provides information on the cost, tax obligations, and compliance requirements for providing stock options, restricted stock units, and cash plans to employees.
TeamSense Seattle, WA	Product	N/A	N/A	TeamSense is a test-based human resources platform.	TeamSense launched a new product called "Text-to-Apply," specifically for hourly workers to text to apply for jobs.
PowerSchool Folsom, CA	Product	N/A	N/A	PowerSchool is a cloud-based software developer for K-12 education.	Powerschool launched United Talent Resource Human Resources Management System (HRMS), which will provide a centralized data and access point for all HR systems in schools and districts, offer one-click access to HR functions, and speed up processes and tasks.
CEIPAL Rochester, NY	Product	N/A	N/A	CEIPAL, a talent management platform, launched an AI-driven solution to DEI (diversity, equity, and inclusion) in the workforce.	CEIPAL's DEI solution gives organizations complete visibility into their own workforce and helps fill the diversity gaps.
CrossCountry Consulting and The Association of Latino Professionals for America (ALPFA) McLean, VA and Los Angeles, CA	Product	N/A	N/A	Cross Country Consulting, a business advisory firm, partnered with ALPFA to further recruit candidates from the Latinx community.	CrossCountry's open job listings will now appear on ALPFA's platform to increase the pipeline of inbound candidates from the Latinx community while strengthening CrossCountry's DEI objectives.
Constella Intelligence Los Altos, CA	Product	N/A	N/A	Constella Intelligence, a digital risk protection and identity threat intelligence company, just launched Dome, a way to minimize external digital risks.	Dome is a platform providing enterprises a complete view of external risks to their employees. With the modules, employees and executives can be continuously monitored to prevent external digital risks.
Ceridian Minneapolis, MN	Product	N/A	N/A	Ceridian is a human capital management (HCM) technology provider.	Ceridian launched Dayforce Talent Intelligence, an AI and data-powered suite of transformative talent management solutions.
iCIMS Holmdel, NJ	Product	N/A	N/A	iCIMS is a talent company that helps companies to attract, engage, hire, and advance talent.	iCIMS launched a new product called Internal Opportunity Marketplace to help connect employees with internal job opportunities.

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PRODUCT ANNOUNCEMENTS (cont'd.)

BetterCloud and Vmware New York, NY and Palo Alto, CA	Product	N/A	N/A	BetterCloud, a SaaS management platform provider, partnered with Vmware, a cloud computing company.	The partnership will create a digital workplace by providing employees with greater security and remote automation.
Payfare and Stride Bank Toronto, Canada and Enid, OK	Product	N/A	N/A	Payfare, a digital banking solution for contract workers, partnered with Stride Bank.	Through Stride Bank, Payfare can immediately support secure payments to gig platforms and their workforces.

FUNDING ANNOUNCEMENTS

Awardco Provo, UT	Series A	General Catalyst	\$65 Million	Awardco is an employee recognition and engagement platform.	Awardco will use the investment to "advance Awardco's vision of the future of work".
Rallyware Mountain View, CA	Venture Round	Peakspan Capital	\$22 Million	Rallyware provides performance enablement solutions for distributed teams.	Rallyware intends to use the investment to drive innovation in its platform along with expanding its team.
Ladder San Francisco, CA	Seed Round	Forerunner Ventures, Alexis Ohanian's Seven Seven Six, Pear VC, Scribble Ventures, and Script Capital	\$3.7 Million	Ladder is a next-gen professional online community connecting members with similar interests to get curated opportunities and resources to help further their career.	Ladder will use the investment to grow its team and to help professionals get more out of their careers.
Filo.co Indianapolis, IN	Seed Funding	Flyover Capital, High Alpha Capital	\$3 Million	Filo.co is a virtual collaboration platform.	Filo.co plans to use the funds to accelerate product development, expand awareness, and deepen its Zoom integration.
Stride San Francisco, CA	Series C	King River Capital	\$47 Million	Stride Health is a health insurance recommendation platform for independent workers.	Stride Health will use the investment to help expand its company to employees lacking an employer safety net.
Bridgit Kitchener, Canada	Series B	Camber Creek and Storm Ventures	\$19 Million	Bridgit is a workforce intelligence and insights platform for the construction industry.	Bridgit plans to utilize the investment to build out its team and further its product development.
Sayge New York, NY	Seed Round	Right Side Capital Management	\$1.7 Million	Sayge helps companies provide professional coaching to help their employees grow.	Sayge will use the investment to scale up its business.

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FUNDING ANNOUNCEMENTS (cont'd.)					
360Learning New York, NY	Private Equity Round	Sumeru, SoftBank Vision Fund 2 and Silver Lake Waterman	\$200 Million	360Learning is a learning solution for companies.	360Learning will use the investment to hire more individuals for its innovation, engineering, and product teams, expand internationally, and seek future mergers or acquisitions.
Xergy Aberdeen, UK	Series A+	Unknown	\$5.8 Million	Xergy is the creator of Proteus, a work management automation platform.	The investment will be used to expand into new markets and industries.
Rippling San Francisco, CA	Series C	Sequoia Capital	\$250 Million	Rippling is a human resources services provider, including payroll, talent management, benefits, and IT services.	Rippling will use the investment to help grow and expand its business.
SkyHive Vancouver, Canada	Series B	Eldridge	\$40 Million	SkyHive is a provider of workforce transformation and labor market development guidance.	SkyHive will use the funds to expand its client services and partnerships globally, invest in research and development, and grow its sales and marketing teams.
Bites Tel Aviv, Israel	Seed Round	Vertex Ventures	\$5 Million	Bites is an onboarding and training platform for frontline and deskless employees.	Bites will use the funding to help increase its research, development, sales, and marketing efforts.
Seafair New York, NY	Venture Round	General Catalyst	\$5.7 Million	Seafair is a company that helps shipping companies find seafarers.	Seafair will use the investment to help build more technology for seafarer vetting and expanding into Germany, the Nordic countries, and across the United States.
Praxis Labs Stanford, CA	Series A	Norwest Venture Partners and Emerson Collective	\$15.5 Million	Praxis Labs is a DEI (diversity, equity, and inclusion) learning platform.	Praxis Labs will use the investment to scale its platform, add leadership roles, and hire other positions.
Next Station Paris, France	Venture Round	Cabiedes & Partners	\$1.74 Million	Next Station helps international job candidates meet the right companies.	The investment will be used to expand into seven markets.
Interviewing.io San Francisco, CA	Series A	M13	\$10 Million	Interviewing.io is a technical interview platform for engineers.	Interviewing.io will use the investment to help grow and expand its business.
Wonolo San Francisco, CA	Series D	Leeds Illuminate	\$138 Million	Wonolo is an on-demand staffing platform that helps companies find talent for their immediate staffing needs.	Wonolo will use the investment to help with mobile tech innovations and to expand across various markets in the United States, including deepening its market share in top markets.
HR Acuity Florham Park, NJ	Private Equity Round	K1 Investment Management	\$47 Million	HR Acuity is an employee relations case management and investigations management solution.	HR Acuity will use the investment to hire new talent and for platform expansion initiatives.
Insurights Tel Aviv, Israel	Seed Round	Group 11	\$22 Million	Insurights is an AI-powered platform that seeks to help employees find answers to their health coverage and benefits, find lower cost providers, and teach them preventive health measures.	Insurights will use the funds to hire new talent with backgrounds in the healthcare and insurance industries.

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

Volley Lehi, UT	Seed Round	Shasta Venture	\$5.5 Million	Volley is a video messaging app for remote work.	Volley will use the investment to help scale its business.
CleverConnect Paris, France	Series B	Digital + Partners	\$34.2 Million	CleverConnect helps with resume sourcing, qualification of job applications, and talent acquisition.	CleverConnect will expand its presence in Europe, recruit more than 150 individuals, and accelerate investments into AI and new technologies.
Deel San Francisco, CA	Series D	Coatue	\$425 Million	Deel is a payroll and compliance platform for international employees and contractors.	With the investment, Deel will expand its team.
Hunt Club Chicago, IL	Series A	Teamworthy Ventures	\$10 Million	Hunt Club is a technology-enabled talent and recruitment search firm that leverages relationships and referrals to find top talent.	Hunt Club will use the funds to develop its Talent Expert Network, a candidate referral technology, and grow its recruiting team.
Aware Columbus, OH	Series C	Growth Equity	\$60 Million	Aware is a company that uses AI to analyze human behavior, provide governance, risk, and compliance controls, and monitor employee messaging for compliance and employee sentiment.	Aware will use the investment to scale their Software-as-a-Service solutions for collaboration governance and data insights.
Electives Boston, MA	Seed Round	Boston Seed Capital and Accomplish	\$2.25 Million	Electives is an education and engagement platform for employees.	Electives will use the investment to help expand its business.
Medley New York, NY	Seed Round	A16Z, Aglae Ventures, Foundation Capital	\$3.7 Million	Medley is a coaching app for personal and professional development.	Medley will use the investment to grow its team and expand.
SparkPlug Boulder, CO	Seed Round	TenOneTen Ventures, Jason Calacanis, and Argonautic Ventures	\$2.5 Million	SparkPlug is an employee rewards and campaign management platform.	Sparkplug will enhance its product offerings and expand its engineering and sales teams with the investment.
Karat Seattle, WA	Series C	Tiger Global	\$110 Million	Karat is a technical interviewing platform that helps companies quickly recruit software engineers.	Karat will use the investment to help enhance its data science capabilities and scale its go-to market teams.
Atomic Salt Lake City, UT	Series A	Core Innovation Capital	\$22 Million	Atomic is a payroll connectivity provider.	Atomic plans to use the investment to expand its payroll integration platform and expand its team.
Hibob New York, NY	Series C	General Atlantic	\$150 Million	Hibob is a cloud-based human resources platform that provides core human resources, time and performance management, and culture features.	Hibob will utilize the investment to help expand globally and develop technology modules.
Simundia Paris, France	Venture Round	Axa Venture Partners, Educapital and FJLabs	\$10 Million	Simundia is a digital coaching platform.	Simundia will use the funds to help recruit 80 employees, expand into Europe, and add functionalities.

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FUNDING ANNOUNCEMENTS (cont'd.)

AmplifAI Plano, TX	Series A	Greycroft	\$18.5 Million	AmplifAI is an AI-driven employee performance improvement platform.	AmplifAI will use the investment to help with product improvement and innovation.
Fika London, UK	Seed Round	VNV Global	\$1.6 Million	Fika is a platform that helps improve employee's mental fitness skills.	Fika will use the investment to expand their team and further develop AI capabilities.
Personio München, Germany	Series E	Greenoaks Capital Partners	\$270 Million	Personio is a human resources software company and recruiting platform for small and mid-sized businesses.	Personio plans to utilize the investment to develop and evolve its product and to further execute its strategy for its customers.
Reejig Sydney, Australia	Series A	Skip Capital	\$6 Million	Reejig is an AI-powered workforce intelligence platform.	Reejig will use the investment to expand globally.
BetterUp San Francisco, CA	Series E	Wellington Management, ICONIQ Growth, and Lightspeed Venture Partners	\$300 Million	BetterUp is a leadership development platform for Fortune 500 companies.	BetterUp plans to use the investment to help further expand its operations.
Tribute Seattle, WA	Seed Round	Portland Seed Fund, Tapas Capital, DNX Ventures, Avalanche VC, Mastersfund and ScoutFund	\$1.5 Million	Tribute is a workforce mentorship app that helps manage the full mentorship program of companies.	The investment will be used to hire more employees and grow its operations.
Praisidio San Francisco, CA	Seed Round	SignalFire	\$4 Million	Praisidio is an AI-driven employee retention and risk management software.	Praisidio will use the investment to help expand its operations.
Elevo Paris, France	Series A	Elaia	\$6.8 Million	Elevo is a performance management platform.	Elevo will use the new investment to help focus on product development and to scale its team.
BrightHire New York, NY	Series B	01A	\$20.5 Million	BrightHire is an interview intelligence platform that helps recruiting teams interview candidates.	BrightHire will use the investment to help expand its business.
The Mom Project Chicago, IL	Series C	Leeds Illuminate	\$80 Million	The Mom Project is a recruitment firm focused on mothers.	The Mom Project will use the investment for product development, distribution, and team growth.
ModernLoop San Francisco, CA	Seed Round	Accel	\$3.3 Million	ModernLoop helps recruiters schedule interviews, resolve interview meeting conflicts, and send interview reminders.	ModernLoop will use the investment to expand its engineering team and expand its customer base.
Buk Santiago, Chile	Series A	Softbank and Greenoak Capital	\$50 Million	Buk is a human resource management software system that helps unify all HR functions into a single platform.	Buk will use the investment to accelerate growth in Mexico, consolidate the market in Peru and Colombia, work on technology and product development, and acquire new companies in the future.

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FUNDING ANNOUNCEMENTS (cont'd.)

Ontop Miami, FL	Series A	Tiger Global and Point72 Ventures	\$20 Million	Ontop helps companies streamline their international hiring and payment processes by managing their onboarding, payroll, taxes, regulatory compliance, and payments.	Ontop plans to use the funding to help grow its payment networks.
Tenstreet Tulsa, OK	Private Equity Round	Providence Equity Partners, Spectrum Equity	N/A	Tenstreet is a driver recruiting software and workflow solution provider in the trucking industry.	Tenstreet will use the investment to accelerate growth and increase its capacity for strategic acquisitions.
Bitwage San Francisco, CA	Venture Round	Crowdsourced Funded	\$1.5 Million	Bitwage provides cryptocurrency payroll, invoicing, and services.	Bitwage intends to use the investment to help expand and grow the company.
Elevate Denver, CO	Series A	Greycroft and Norwest Venture Partners	\$12 Million	Elevate provides customizable benefits plans for companies via a custom platform.	Elevate intends to use the investment to accelerate growth and expand operations.

MERGERS & ACQUISITIONS, STARTUPS

Greenhouse and Intersteller Singapore and New York, NY	Acquisition	N/A	N/A	Greenhouse, a talent acquisition software company, acquired Intersteller, a sourcing automation tool.	Greenhouse's customers will be able to use powerful data enrichment, enhanced email deliverability, and candidate outreach tools with the acquisition.
Procore and LaborChart Carpinteria, CA and Kansas, City MO	Acquisition	N/A	N/A	Procore, a provider of cloud-based construction management software, acquired LaborChart, a workforce management platform for general contractors.	Combining LaborChart with Procore's Field Productivity product will give clients and contractors a view of their workforce while giving them the ability to manage, schedule, and budget their labor.
Korn Ferry and Lucas Group Atlanta, GA and Los Angeles, CA	Acquisition	N/A	N/A	Korn Ferry, a provider of RPO, talent acquisition, organizational strategy, and other HR services, acquired the Lucas Group, an executive search group.	The Lucas Group will help broaden Korn Ferry's talent acquisition portfolio.
TCP Software and Aladtec San Angelo, TX and River Falls, WI	Acquisition	N/A	N/A	TCP, a provider of workforce management and time and labor solutions, acquired Aladtec, an employee scheduling and workforce management provider.	By combining the time and attendance solutions from TCP and the scheduling program from Aladtec, employers can more effectively manage their workforce.
Appspace and Beezy Dallas, TX	Acquisition	N/A	N/A	Appspace, a workplace experience software provider, acquired Beezy, a digital workplace and intelligent intranet solution.	The acquisition will lead to the first unified workplace experience platform, providing opportunities to strengthen employee engagement.
CoderPad and CodinGame San Francisco, CA	Acquisition	N/A	N/A	CoderPad, an online technical assessment company for interviews, acquired CodinGame, a gamified coding platform to help developers improve their coding skills.	The combination of the two companies will provide a more comprehensive technical hiring assessment platform.

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

Dictionary.com and Skillo Oakland, CA and Detroit, MI	Acquisition	N/A	N/A	Dictionary.com, an online dictionary company, acquired Skillo, a company that helps to train, develop, and onboard employees.	The acquisition will give Dictionary.com the ability to broaden its offerings for users and expand the number of education and corporate learning tools.
Acendre and Vacancy Filler South Melbourne, Australia and Loughborough, UK	Acquisition	N/A	N/A	Acendre, a cloud-based talent management software, acquired Vacancy Filler, a recruitment software, in-house HR, and recruitment teams provider.	By acquiring Vacancy Filler, Acendre will add an array of talent products including advanced workflows, automated onboarding, video interviewing, and resume parsing will help customers with their hiring needs.
LifeSpeak Inc. and LIFT Digital Inc. Toronto, Canada and Montreal, Canada	Acquisition	N/A	\$15 Million	LifeSpeak, an employee mental health and wellness company, acquired LIFT Digital, an online wellness company that focuses on wellness and fitness solutions.	The acquisition is part of LifeSpeak's post-IPO plans in utilizing the proceeds to make acquisitions, add services and clients, and pay down its outstanding debt.
Priority Software and Ovdimnet Rosh Ha'ayin, Israel and Tel Aviv, Israel	Acquisition	N/A	N/A	Priority Software, a provider of business management and enterprise resource planning solutions, acquired Ovdimnet, the provider of AttenIX-TS, a time and attendance software for workforce management.	Priority Software's acquisition of Ovdimnet will help to broaden its offerings into a variety of sectors.
Equus Software and ReloTalent Denver, CO and Singapore	Acquisition	N/A	N/A	Equus Software, a global mobility technology service, acquired ReloTalent, a SaaS-based relocation and global mobility management software company.	The combination of Equus' resources and ReloTalent's technology will improve destination services and the employee experience.
Microsoft and Ally Redmond, WA and Bellevue, WA	Acquisition	N/A	N/A	Microsoft, a computer software technology company, acquired Ally.io, an employee goal-planning and execution management software.	Ally.io will become part of Microsoft's Viva software, providing workers with information from corporate documents and productivity suggestions.
Paychex and Flock San Francisco, CA and Rochester, NY	Acquisition	N/A	N/A	Paychex, an outsourcing provider of HR, payroll, and benefits services, acquired Flock, a benefits enrollment, onboarding, and human resources information system (HRIS) provider.	By acquiring Flock, Paychex will be adding a new benefits administration software.
Culture Amp and Disco Richmond, Australia and San Francisco, CA	Acquisition	N/A	N/A	Culture Amp, an employee experience platform, acquired Disco, an employee recognition platform that seeks to help companies engage with their employees.	Culture Amp will use the acquisition to enhance its employee experience platform.
Fourth and Snagajob London, UK and Glen Allen, VA	Acquisition	N/A	N/A	Fourth, a workforce and inventory solutions provider, acquired the PeopleMatter and Hiring Manager solutions from Snagajob, a platform where individuals can find hourly work.	Fourth will be acquiring PeopleMatter, an applicant tracking system, and Hiring Manager, an onboarding solution for hourly-waged employees, solutions from Snagajob. The acquisition will help Fourth's customers optimize its workforce, boost operations, and hire talent.

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

Futuris and AKVARR Inc. Ashburn, VA and Fairfax, VA	Acquisition	N/A	N/A	Futuris Company, a staffing services and workforce solutions provider, acquired AKVARR, an IT consulting, talent solutions, project management, and workforce management solutions provider.	With the acquisition, AKVARR can expand its footprint and allow both companies to cross sell products to their clients.
PRO Unlimited and WillHire San Francisco, CA and Austin, TX	Acquisition	N/A	N/A	PRO Unlimited, a workforce management platform for the contingent workforce industry, acquired WillHire, a direct sourcing technology, worker experience, candidate engagement, and talent pool solutions provider.	The acquisition will help improve PRO Unlimited's platform by providing additional tools to better attract and retain talent.
HireQuest and Recruit Media, Inc Goose Creek, SC and New York, NY	Acquisition	N/A	N/A	HireQuest, a provider of blue collar, light industrial, and administrative staffing, acquired Recruit Media, a SaaS-based recruitment platform.	The acquisition will give HireQuest a fully functional online job ad and recruitment platform.
GTM Payroll Services and Pinnacle Human Resources Clifton Park, NY and Albany, NY	Acquisition	N/A	N/A	GTM Payroll Services, a provider of payroll and human capital management (HCM) solutions, acquired Pinnacle Human Resources, a provider of outsourced human resources consulting, human resources project-based solutions, and leave of absence administration.	By acquiring Pinnacle Human Resources, GTM Payroll will be able to provide greater value to its clients with Pinnacle's experienced team of human resources consultants and customized human resources support.

ORGANIZATION	TRANSACTION	SOURCE OF FUNDS	MONEY RAISED	PRODUCT DESCRIPTION	OBSERVATIONS
PRODUCT ANNOUNCEMENTS					
BP Logix Vista, CA	Product	N/A	N/A	BP Logix is a business process automation platform.	BP Logix rolled out its COVID Vaccine Tracker app to help organizations simplify employee vaccine status tracking.
Aecho New York, NY	Product	N/A	N/A	Aecho is an HR software provider that uses multi-measure assessments that give actionable insights about candidates and employees.	Aecho is launching Aecho Hire, a voice-based assessment using conversational AI to provide a comprehensive profile and actionable summary.
Futuris Fairfax, VA	Product	N/A	N/A	Futuris Company is a human capital management (HCM) company focused on HCM staffing, consulting and tech services.	Futuris is launching a CPA Partner Program focused on the support of mid-sized and larger U.S.-based CPA firms to address the growing need for talent and support services.
TeamSense Seattle, WA	Product	N/A	N/A	TeamSense, a text-based digital productivity and connection platform for the hourly workforce, launched a new product that ensures each employee has equal access to their absence reporting tool.	Created for workers without access to a smartphone or email, TeamSense has developed a voice-based absence reporting product that plugs directly into its flagship system.
Sift in Detroit and Ultimate Kronos Group (UKG) Detroit, MI and Weston, FL	Product	N/A	N/A	Sift in Detroit, a people directory for companies that empowers employees with organizational knowledge, announced it has formed a strategic collaboration with Ultimate Kronos Group (UKG) to help organizations drive a technology-enabled, human-centric future of hybrid work.	Sift's human capital management (HCM) platform will help organizations better understand their employees, projects, and teams by connecting disparate people data sources while providing everyone with an easy-to-use application to search and find anyone by their skills, interests, or role. The integration between Sift and UKG Pro will enable key people data to flow to the Sift platform via UKG-certified connector between applications.
Hire Velocity Atlanta, GA	Product	N/A	N/A	Hire Velocity is a total workforce solution that provides RPO, search and talent advisory services.	Hire Velocity launched ProIQ, a digital marketing agency that focuses on attracting candidates through digital recruiting strategies.
Scribe San Francisco, CA	Product	N/A	N/A	Scribe is a software that generates step-by-step guides for any task.	Scribe launched Smart Embed which helps employees with the onboarding process by providing a step-by-step guide to wikis, knowledge bases, help centers and more.
Veriff Tallinn, Estonia	Product	N/A	N/A	Veriff, a global identity verification provider, is partnering with Deel, the leading payroll and compliance platform for international businesses, to ensure employees and contractors can be hired, onboarded and paid compliantly around the world.	With this partnership, Veriff adds an extra layer of safety and security to Deel's online platform, which is used by 4,500 companies in over 150 countries.
HiringSolved Queen Creek, AZ	Product	N/A	N/A	HiringSolved uses AI-powered recruiting and talent acquisition solutions. The company announced details of its newest product release designed specifically for staffing firms.	HiringSolved's newest iteration builds on its prior roll-out, enhancing the solution's core capabilities around transparent scoring, automated processing, data optimization and detailed analytics.
UKG (Ultimate Kronos Group) Lowell, MA and Weston, FL	Product	N/A	N/A	UKG (Ultimate Kronos Group), a provider of human capital management (HCM), payroll, HR service delivery, and workforce management solutions, launched UKG TouchFree ID.	UKG InTouch DX timeclock has been enhanced with UKG TouchFree ID, a facial-scan option that helps employees punch in/out faster and securely unlock access to scheduling, time-off, and other workplace information through a contactless experience.

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

UKG (Ultimate Kronos Group) Lowell, MA and Weston, FL	Product	N/A	N/A	To better support tens of millions of people on their life-work journeys toward financial wellness, UKG (Ultimate Kronos Group), a leading global provider of human capital management (HCM), payroll, HR service delivery, and workforce management solutions, introduced its new financial wellness platform, UKG Wallet.	UKG Wallet is designed to provide people with immediate access to their earned wages while also empowering them with budgeting tools, educational resources, and financial counseling.
Coursera Mountain View, CA	Product	N/A	N/A	Coursera is an online education platform that partners with organizations and universities to offer easily accessible classes.	Coursera launched LevelSets, an assessment tool that helps individuals determine their proficiency in business, technology, and data skills.
DocGo New York, NY	Product	N/A	N/A	DocGo is a last-mile mobile health services provider.	DocGo launched a solution that provides employers with the tools needed to comply with the COVID-19 vaccination and testing standards.
Degreed Pleasanton, CA	Product	N/A	N/A	Degreed is an upskilling platform where individuals and organizations can discover content and build skills.	Degreed launched Degreed Intelligence, an analytics suite for insights into workforce upskilling.
Alliance Human Capital Management The Woodlands, TX	Product	N/A	N/A	Alliance Human Capital Management is a human capital management (HCM) firm that provides a variety of services including payroll, time management, and tax services.	Alliance HCM launched the Alliance HCM COVID tracker where businesses can collect and manage vaccination and testing statuses of their employees.
OneBlink Miami, FL	Product	N/A	N/A	OneBlink is an online fintech company.	OneBlink released BlinkAdvance, an AI-based salary advance tool.
Indeed Austin, TX	Product	N/A	N/A	Indeed is an employment website for job listings and matches.	Indeed is introducing The Work Happiness Score, a new data set visible on Indeed Company Pages, to help lead people to better jobs.
eqtble New York, NY	Product	N/A	N/A	eqtble is a human resources data platform that helps companies improve their DEI, engagement, and hiring efforts.	eqtble launched a diversity talent intelligence platform to help companies understand their human resources metrics while retaining top talent.
Unum Chattanooga, TN	Product	N/A	N/A	Unum, a leader in Americans with Disabilities Act (ADA) management, complex employee leave, and other HR solutions, has launched the Unum Vaccine Verifier.	The Vaccine Verifier provides a self-service option where employees can upload their vaccination documentation, manage test results, handle exemption guidance, and protect sensitive medical information. Additionally, consultation services can be added to review safety policies and best practices for COVID-19 accommodations.
Cornerstone OnDemand Santa Monica, CA	Product	N/A	N/A	Cornerstone OnDemand is a talent management software that helps organizations in recruiting, training, and managing their people.	Cornerstone OnDemand launched Cornerstone Xplor, a people growth platform with an all-in-one system of learning tool for employees to build new skills.

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

Disprz Mumbai, India	Growth Credit	Mars Growth	\$5 Million	Disprz is an enterprise SaaS company offering AI and cognitive science-based skills training that embeds directly into businesses.	Disprz will use the funds to grow internationally and improve its technology offerings.
Natter London, UK	Pre-Seed Funding	Ripple, Zuora, Flexport	\$1 Million	Natter is a virtual communication tool for employees.	Natter will use the funds to onboard additional users, provide mentorship programs, and drive innovation.
GajiGesa Jakarta, Indonesia	Pre-Series A	MassMutual Ventures, Wagestream, et al	\$6.6 Million	GajiGesa is an employee management and wellness platform.	GajiGesa offers financial services and Earned Wage Access (EWA) to employees to streamline cash flow. The acquired funds will be used to expand across Indonesia and other Southeast Asian markets and to further product development.
Groundswell Los Angeles, CA	Seed Funding	GV, Human Ventures, et al	\$15 Million	Groundswell, a SaaS platform, gives companies and employees tools to invest, donate, and track their philanthropy efforts.	Groundswell gives employees the opportunity to donate portions of their salary to charity while allowing companies to match or contribute. The funding will be used to expand the product team, add engineers, and expand the company.
Muzzo Paris, France	Seed Round	Breega	\$2 Million	Muzzo is an AI-based marketplace connecting employees and third-party recruiters.	Muzzo will use the funds to develop its AI solution, grow its team, and venture into new industries.
Quinyx Stockholm, Sweden	Round Unknown	Battery Ventures	\$50 Million	Quinyx is a workforce management software.	Quinyx's AI-powered workforce management software enables organizations to automate, optimize and streamline their labor processes while simultaneously empowering and engaging their employees. The funding will help Quinyx expand and facilitate innovation.
Intro London, UK	Seed Round	Signals Venture Capital	\$2.2 Million	Intro is a data science-based employee referral tool.	Intro will use the funding to further develop its recruiting technology.
365Talents Lyon, France	Series A	iXO Private Equity, Citizen Capital, Ventech, Axeleo Capital, Alliance Entreprendre	\$12 Million	365Talents is a skills management and career development company with an emphasis on AI technology.	365Talents uses machine learning and AI to assess employee skills and matches their expertise to new opportunities. The funding will be used to expand by targeting northern Europe while continuing to develop its career management technology.
VergeSense San Francisco, CA	Series C	Scale Venture Partners, DivcoWest, et al	\$60 Million	VergeSense is an AI-powered workplace analytics platform.	The funds will be used to expand VergeSense's strategic partnerships and double its team.
GIMO Hanoi, Vietnam	Seed+	Singapore's Integra Partners, Resolution Ventures, Blauwpark Partners, TNB aura VN Scout	\$1.9 Million	GIMO is a Vietnamese startup offering instant payment for blue-collar workers via a mobile app.	GIMO gives blue-collar employees early access to their salary while allowing them to track their earnings and obtain financial advice through a mobile app. The funding will be used to give employees a stronger customer experience while limiting financial risk.

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

TruePlan San Francisco, CA	Series A	General Catalyst, Defy Partners, Peter Thiel's Founders Fund, Flexport's Ryan Petersen	\$17 Million	TruePlan is a platform for planning and forecasting budgets and resource requirements through headcount management.	TruePlan tracks a company's current and future workforce to further understand how to allocate resources or spend. Each department will use their services differently.
VideoMyJob Melbourne, Australia	Round Unknown	Unknown	\$1.4 Million	VideoMyJob is a video platform for recruiters to attract and retain talent through professional video marketing.	VideoMyJob will use the funding to continue innovating video solutions in recruitment and talent acquisition.
Timerack Corona, CA	Round Unknown	Unknown	\$3 Million	Timerack is a time and attendance software.	The investment will help accelerate its growth trajectory.
TaskHuman Saratoga, CA	Series A	U.S. Venture Partners and Madrona Venture Group	\$9.5 Million	TaskHuman is a digital coaching platform.	TaskHuman will use the funds to help grow and expand the company.
Trusted San Francisco, CA	Series C	Felicis and StepStone Group	\$149 Million	Trusted Inc., a startup that matches travel nurses and other healthcare professionals with jobs, raised funding that will help it roll out a new workforce-management tool.	The startup focuses on travel nurses, who can use Trusted's software platform to create a profile with their qualifications and certifications. Trusted then uses algorithms to match them with appropriate jobs.
Included.ai Seattle, WA	Pre-Seed	FlyingFish	\$1.9 Million	Included.ai offers a diversity, equity and inclusion (DEI) technology platform.	The platforms will use the funds for faster DEI reporting.
Stagetime Bloomington, IN	Seed Round	Hyde Park Angels, M25, IU Angel Network	\$1.5 Million	Stagetime is a networking platform for the performing arts industry.	Stagetime will use the investment to build its team, help fuel organic growth, and enhance its product features.
hundo London, UK	Seed Round	Ascension VC	\$2.3 Million	hundo is a recruitment platform specializing in DEI and GenZ.	The funds will be used for growth, building an EdTech platform, and moving into the metaverse.
Crosschq Danville, CA	Series A	Okta Ventures	Unknown	Crosschq, a data-driven hiring technology platform, offers pre-hire, analytics, and recruitment platforms.	The strategic investment includes HR executives from companies like Uber and Google. They will work together to bring Okta's platform in identity management to Crosschq's methods of recruiting and retaining talent.
QuickHire Wichita, KS	Financing Round	MATH Venture Partners	\$1.41 Million	QuickHire is a job and career platform for the service economy.	The investment will be used to invest in its technology and grow its team.
Blink London, UK	Series A	Next47	\$20 Million	Blink is an employee engagement and communications tool for frontline workers.	Blink will invest in product development and expand into North America with the funding.
Wrapbook New York, NY	Series B	Tiger Global Management	\$100 Million	Wrapbook is an onboarding, payroll, management, human resources, and insurance services provider.	Wrapbook will use the investment to build out its platform and add team members.

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

ControlUp San Jose, CA	Series D	K1 Investment Management and JVP	\$100 Million	ControlUp is a digital employee experience management software platform.	ControlUp will use the investment to help drive innovation and partnerships.
Mogul New York, NY	Venture Round	Softbank	Unknown	Mogul is a global recruitment market platform.	Mogul will use the investment to grow its business.
Seasoned San Francisco, CA	Series A	Horizon Ventures	\$18.7 Million	Seasoned.co is an app where you can find local jobs in the service industry.	The investment will be used to expand into new markets and develop its products.
Hirewell Chicago, IL	Venture Round	Prytek	\$21 Million	Hirewell is an online recruitment platform that helps to connect job seekers with employees.	With the investment, Hirewell will accelerate growth and integrate technology into managed recruiting services. Additionally, Hirewell will use the investment to acquire ICV.
Advantage Club Gurgaon, India	Pre-Series A	Jetty Ventures, Earlsfield Capital, and SMC Advisors	\$3.3 Million	Advantage Club is an artificial intelligence platform that helps drive employee engagement.	Advantage Club will use the investment to expand globally and invest more into AI and machine learning to help improve its offerings.
Fountain San Francisco, CA	Series C	SoftBank Vision Fund 2	\$85 Million	Fountain is an applicant tracking system (ATS) and talent platform for hourly workers.	Fountain will use the investment to further develop its platform, grow its sales and engineering teams, and grow its presence in the EMEA and APAC regions.
Uvaro Waterloo, Canada	Series A	White Star Capital	\$12 Million	Uvaro provides sales training courses to help people get into technology sales.	Uvaro will use the capital to scale up the company's programming and to deliver enhanced services.
Unlock London, UK	Seed Round	La Famiglia	\$2 Million	Unlock is a remote team cohesion platform that helps teams learn, meet, and interact through games.	Unlock will use the investment to continue to expand its operations and business reach.
Hone Encinitas, CA	Series A	F-Prime Capital	\$16 Million	Hone is a management and leadership training provider.	With the investment, Hone will strengthen its platform capabilities for live online training and build the team.
Moka Beijing, China	Series C	Tiger Global	\$100 Million	Moka is a Software-as-a-Service (SaaS) platform that offers a variety of recruitment services, including automated recruitment, multi-terminal recruitment collaboration, and talent pool construction.	Moka will use the investment to help grow the company and automate the entire talent management process.
When I Work Minneapolis, MN	Growth Investment	Bain Capital	\$200 Million	When I Work is an employee messaging platform that allows hourly workers to sign up for shifts, trade shifts with co-workers, and let managers know when they cannot make it to a shift.	When I Work will use the funding to expand its software solutions, pursue acquisitions, and enhance its position in the market.
Multiplier Singapore	Series A	Sequoia India	\$13.2 Million	Multiplier helps companies manage employment contracts, payroll, benefits, and legal and compliance information.	Multiplier will use the capital to expand its platform, expand globally, and scale up its payroll and benefits segments.
Lever San Francisco, CA	Series D	Apax Digital Fund	\$50 Million	Lever is a talent acquisition suite that provides TA leaders with a platform containing ATS and CRM products.	Lever plans to use the investment to expand globally, invest in R&D, and build its ecosystem of technology partners.

ORGANIZATION	TRANSACTION	SOURCE OF FUNDS	MONEY RAISED	PRODUCT DESCRIPTION	OBSERVATIONS
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MERGERS & ACQUISITIONS, STARTUPS

Ingenovis Health and HealthCare Support Greenwood Village, CO and Orlando, FL	Acquisition	N/A	N/A	Ingenovis Health, a tech-enabled healthcare staffing platform, acquired HealthCare Support, a healthcare staffing platform offering customized hiring solutions.	With the acquisition, Ingenovis Health will grow its platform and further expand service offerings.
Ceridian and DataFuZion Minneapolis, MN and Rapid River, MI	Acquisition	N/A	N/A	Ceridian, a human capital management (HCM) technology provider, has acquired all of the assets of DataFuZion HCM, an HCM technology company.	The acquired technology includes specific features for certified payroll reporting, prevailing wage rate calculations, incentive payments, union rate calculations, and complex general ledger reporting.
HR Path and PlusHR Group Paris, France and Southampton, UK	Merger	N/A	N/A	HR Path, an HR provider, merged with PlusHR Group, a UK-based HR and recruitment company.	The merger will further develop HR capabilities and provide new services to customers.
The Payroll Software and Services Group (PSSG) and Just Payroll Services Gateshead, UK and Camberley, UK	Acquisition	N/A	N/A	PSSG has acquired Just Payroll Services, an outsourcing service.	Just Payroll Services will be added to PSSG's portfolio and will provide additional skills and clients to PSSG.
American Health Staffing Group Edmond, OK and Greenwich, CT	Acquisition	N/A	N/A	American Health Staffing Group (AHSG), a healthcare talent and technology solutions provider, has been acquired by Littlejohn & Co., a private investment firm.	The acquisition will allow AHSG to provide services to more healthcare professionals.
PageUp and PathMotion Melbourne, Australia and Paris, France	Acquisition	N/A	N/A	PageUp, a cloud-based talent management software provider, acquired PathMotion, a SaaS platform to create employee-generated content to attract and engage talent.	PathMotion and PageUp will seamlessly integrate to deliver an engaging and authentic candidate experience.
Workday, Inc. and VNDLY Pleasanton, CA and Mason, OH	Acquisition	N/A	N/A	Workday, a leader in enterprise cloud applications for finance and human resources, entered a definitive agreement to acquire VNDLY, a leader in cloud-based external workforce and vendor management technology.	With VNDLY, Workday will provide organizations with a unified workforce optimization solution for all types of workers.
ADP Roseland, NJ and Ann Arbor, MI	Acquisition	N/A	N/A	ADP, a global technology company providing human capital management (HCM) solutions, acquired Integrated Design, Inc. (IDI) a software company delivering industry-specific HCM solutions aiming to simplify complex workforce data problems.	By further integrating IDI's expertise with ADP's global reach and comprehensive HCM and Workforce Management solutions, clients will have access to an enhanced payroll and HR experience that will allow them to better grow and scale their business.
Papaya Global and NickNack New York, NY and Efrat, Israel	Acquisition	N/A	N/A	Papaya, a workforce management and payroll platform, acquired NickNack, a remote work connectivity platform.	NickNack will enhance Papaya's technology solution for onboarding remote teams.

ORGANIZATION	TRANSACTION	SOURCE OF FUNDS	MONEY RAISED	PRODUCT DESCRIPTION	OBSERVATIONS
MERGERS & ACQUISITIONS, STARTUPS (cont'd.)					
SpotOn and Dolce San Francisco, CA and Missoula, MT	Acquisition	N/A	N/A	SpotOn, a mobile payment technology and management system for restaurants and small businesses, acquired Dolce Software, a labor-management solution.	By acquiring SpotOn, Dolce can expand its solutions to scheduling, labor compliance, enhanced payroll integrations, and automated tips distribution.
EdVentures, Career 180, and Freelance Yard Cairo, Egypt and Giza, Egypt	Acquisition	N/A	N/A	EdVentures, a VC firm and frequent investor in MENA-based education startups, is merging Career 180 and Freelance Yard to create an integrated platform offering employment services to youth.	By merging Freelance Yard and Career 180, the integrated platform will offer an increased number of training programs and job matches.
PageUp and eArcu Melbourne, Australia and Harpenden, UK	Acquisition	N/A	N/A	PageUp, a cloud-based talent management software provider, acquired eArcu, a SaaS hiring solution provider.	With the acquisition, PageUp can accelerate its presence throughout the UK and Europe while providing eArcu customers access to an expanded portfolio of recruitment marketing and talent management solutions.
First Advantage and MultiLatin Advisors, S.A. de C.V. Atlanta, GA and Mexico City, Mexico	Acquisition	N/A	N/A	First Advantage, a provider of background screening, verifications, safety, and compliance services, acquired MultiLatin Advisors S.A. de C.V., a screening and verifications company.	First Advantage will be able to further expand internationally with the acquisition of MultiLatin Advisors.
Bullhorn and cube19 Boston, MA and London, UK	Acquisition	N/A	N/A	Bullhorn, a provider of cloud-computing software for recruiting and staffing companies, acquired cube19, a business intelligence and performance management solution for recruitment and staffing companies.	The combination of cube19's analytic suites and Bullhorn's actionable insights will give their clients the ability to further scale growth.
Hirewell and ICV Chicago, IL and Tel Aviv, Israel	Acquisition	N/A	N/A	Hirewell, an online recruitment platform that helps connect job seekers with employees, acquired ICV, a provider and builder of HR tools so HR teams can source, sort, filter, and match candidates for open positions.	Hirewell acquired ICV by utilizing funds from a recent investment round. ICV will help Hirewell's clients find talent in a cost-effective manner and help employees find roles.
Tivian and GuideSpark New York, NY and Redwood City, CA	Acquisition	N/A	N/A	Tivian, an employee experience, customer experience, market experience, and organizational experience services provider, acquired GuideSpark, a communications platform.	The acquisition will help companies synthesize feedback from their workforce and drive change through communications.
HireMii and Inverse Group Osborne Park, Australia and Perth, Australia	Acquisition	N/A	\$11 Million	HireMii, a recruitment platform using technology-driven candidate matching, acquired Inverse Group, a staffing and recruiting firm specializing in the energy, resource, and digital sectors.	The acquisition will double Hiremii's market and diversify its sectors.
PSI Talent Management and Propel International Burbank, CA and Dubai, AE	Acquisition	N/A	N/A	PSI Talent Management, a provider of pre-employment testing, licensure, and certifications testing, acquired Propel International, a global talent assessment and development consultancy.	The acquisition will grow PSI's international presence, specifically in the Middle East, while giving their shared clients increased capabilities and expertise.

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

PSI Services and HiSET Burbank, CA and Princeton, NJ	Acquisition	N/A	N/A	PSI Services, a provider of pre-employment testing, licensure, and certifications testing company, acquired the HiSET program and "selected assets" from ETS, a non-profit research, learning, and assessment organization.	PSI will be acquiring the HiSET program and some additional assets from ETS. The acquisition will help PSI to provide clients with additional test options for those in the health and safety industry. Additionally, it will help to expand PSI's test delivery options.
Fiverr and Stock Talent Tel Aviv, Israel and Palo Alto, CA	Acquisition	N/A	\$95 Million	Fiverr, a marketplace for creative and professional services, acquired Stoke Talent, a remote team and freelance management platform.	The acquisition will help Fiverr work with larger customers and to offer management software to businesses with freelancers.
Risk Strategies Company Boston, MA and Itasca, IL	Acquisition	N/A	N/A	Risk Strategies Company, a provider of business insurance and employee benefits, acquired Better Business Planning, an employee benefits, payroll, risk management, and business administration provider.	Better Business Planning will join the Risk Strategies National Employee Benefits Practice and help Risk Strategies strengthen its Midwest presence.

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

Branding Engineer Inc. Tokyo, Japan	Product	N/A	N/A	Branding Engineer, an information technology company, is introducing Guilders.	Guilders is an HR service using blockchain technology and will create a talent-driven recruiting platform.
Altoura Seattle, WA	Product	N/A	N/A	Altoura is a digital productivity platform.	Altoura introduced Altoura 5.0 and Train-to-Work. Altoura 5.0 includes spatial collaboration tools and a secure enterprise infrastructure for 3D management, allowing organizations to easily design immersive training or collaborative visualizations. Train-to-Work is an integrated immersive training solution for hybrid work.
WorkForce Software Livonia, MI	Product	N/A	N/A	WorkForce Software is an integrated employee experience and workforce management solutions provider.	WorkForce Software launched a Rapid Response solution to ensure employees are paid on time in the event of ransomware attacks.
UJET Inc. and Assembled San Francisco, CA	Product	N/A	N/A	UJET, a CCaaS 3.0 cloud contact center provider, partnered with Assembled, a modern workforce management software provider.	The partnership will give UJET's customers enhanced support team capabilities.
DocGo New York, NY	Product	N/A	N/A	DocGo is a mobile health services and medical mobility solutions provider.	DocGo launched DocGo Academy and DocGo EMS Academy to recruit and train clinicians, EMS workers, and healthcare professionals. The programs are designed to advance careers or provide entry-level opportunities.
Truework San Francisco, CA	Product	N/A	N/A	Truework is an income and employment verification platform.	Truework, in conjunction with its partners, launched the Payroll Network, a set of partnerships giving consumers control over how their sensitive data is shared.
Fountain San Francisco, CA	Product	N/A	N/A	Fountain, an applicant tracking system and talent platform for hourly workers, launched Instant Interview and Instant Hire.	Instant Hire creates customized and fully automated applicant workflows to streamline the hiring process, sometimes giving candidates an on-the-spot offer. Instant Interview streamlines the interview process for the top candidates, while still inviting others to schedule an interview.
Sun Life Wellesley, MA	Product	N/A	N/A	Sun Life is an international financial services organization.	Sun Life launched Sun Life Link, a portfolio with HCM and benefits administration systems that automate employee insurance and data processes for real-time results.
Korn Ferry Atlanta, GA	Product	N/A	N/A	Korn Ferry, an RPO, talent acquisition, organizational strategy, and HR service provider, launched Korn Ferry Intelligence Cloud.	Korn Ferry Intelligence Cloud is an AI-enabled talent analytics platform designed to give companies a real-time picture of the talent in their workforce.
Randstad USA Atlanta, GA	Product	N/A	N/A	Randstad USA, a global HR services firm, introduced randstad@work.	randstad@work is a digital platform providing an innovative way for employees to find the right employment opportunity by digitizing contingent hiring. The app will only be available in Dallas, Texas, before spreading nationally.
Fusion Marketplace and Therapy Staff, LLC Omaha, NE and Austin, TX	Product	N/A	N/A	Fusion Marketplace, a benefits and payroll platform for traveling healthcare professionals, partnered with Therapy Staff, a recruiting and staffing company.	Therapy Staff will bring its expertise in finding therapy-specific jobs to Fusion Marketplace's platform.

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

McChrystal Group and Yardstick Management Alexandria, VA and Atlanta, GA	Product	N/A	N/A	McChrystal Group, a global advisory services organization, and Yardstick Management, a black-owned management consulting firm, have partnered to help advance DEI (diversity, equity, and inclusion) commitments.	The organizations will use their capabilities to create rigorous qualitative and quantitative assessments through diagnostic tools to develop customized DEI strategies for their clients.
Modern Hire Delafield, WI	Product	N/A	N/A	Modern Hire is a video interviewing and pre-hire assessment platform.	Modern Hire is introducing enhancements to its Automated Interview Scoring feature, including Question Sets. Question Sets consists of industry-standard and recommended questions developed to mitigate bias, speed up time to hire, and drive best-fit hiring outcomes.
ExecOnline New York, NY	Product	N/A	N/A	ExecOnline is an online leadership development platform.	ExecOnline introduced immersive Management Essentials classes for managers and leaders to learn Spanish, French, and Japanese.
Unitek Learning and Genesis HealthCare Newport Beach, CA and Kennett Square, PA	Product	N/A	N/A	Unitek Learning, a parent company for distinguished learning institutes, partnered with Genesis HealthCare, a post-acute and long-term care service, to offer clinical education programs.	The partnership will allow Genesis HealthCare employees to advance their careers through Unitek's educational programs, including Master's degrees and education certificates. These educational pathways will help advance the healthcare workforce.
Globalization Partners Boston, MA	Product	N/A	N/A	Globalization Partners is a global employment platform.	Globalization Partners launched G-P Recruit, a new way for companies to quickly find the perfect candidate based on a unique combination of requirements.
Vervoe Melbourne, Australia	Product	N/A	N/A	Vervoe is an AI-powered skill testing platform.	Vervoe introduced its Customer Service Simulator to its recruitment technology as a way to test a candidate's empathy, learning agility, attention to detail, and problem-solving skills.
ZipRecruiter and Facebook Santa Monica, CA and Menlo Park, CA	Product	N/A	N/A	ZipRecruiter, a job search platform, has partnered up with Facebook Blueprint, the social media's online learning platform geared toward digital marketers, to enhance ZipRecruiter's platform.	Job seekers can complete courses and receive credentials through Facebook's digital certification program, which they can import into their ZipRecruiter profile.
AwareGO Reykjavik, Iceland	Product	N/A	N/A	AwareGO, a human cyber risk and awareness company, is releasing the Human Risk Assessment for Enterprise.	The Human Risk Assessment for Enterprise will create informed security strategies by observing human risk, identifying vulnerable departments and roles, and offering actionable insight.
Recruitology and VONQ San Jose, CA and Rotterdam, Netherlands	Product	N/A	N/A	Recruitology, a recruiting platform, partnered with VONQ, a job distribution service, to integrate their services.	VONQ clients will be able to use Recruitology's job distribution service and network of partner job boards.
Greatland and Workday Grand Rapids, MI and Pleasanton, CA	Product	N/A	N/A	Greatland, a tax reporting service, has partnered with Workday, an enterprise software company.	Workday will be integrated into Greatland's popular filing platform, Yearli. With the partnership, users can import tax data from Workday to Yearli, which will file the data and send copies to recipients.

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

CoVerified Cambridge, MA	Product	N/A	N/A	CoVerified, a COVID-19 tracking platform, launched an OSHA (Occupational Safety and Health Administration) compliance module for businesses.	CoVerified's new compliance module will track COVID-19 mandate requirements and allow reporting to track progress or respond to an audit.
KellyOCG Troy, MI	Product	N/A	N/A	KellyOCG is a platform recruitment company.	Kelly OCG launched KellyOCG Boost and KellyOCG GO PRO, RPO solutions for customizable, quick, and cost-effective low and high-volume hiring.
Avionté Bloomington, MN	Product	N/A	N/A	Avionté is a software-based enterprise staffing, recruiting, and candidate experience company.	Avionté launched Avionté 24/7 READY, a mobile staffing solution to ensure compliance of Occupational Safety and Health Administration (OSHA) regulations in minimizing risk of COVID-19 transmission in the workplace.
SAP SuccessFactors and Attensi San Francisco, CA and Oslo, Norway	Product	N/A	N/A	SAP SuccessFactor, a human capital management (HCM) solution company, has partnered with Attensi, a gamification and simulation-based training platform.	This partnership will bring a gaming-based innovative learning experience to SAP SuccessFactor, giving employees specific job training and educational resources.
Frederickson Partners Menlo Park, CA	Product	N/A	N/A	Frederickson Partners is a global HR search firm.	Frederickson Partners has launched a new search service dedicated to finding, recruiting, and retaining top HR executive talent for mission-based organizations.
CEIPAL and CloudCall Rochester, NY and Leicester, UK	Product	N/A	N/A	CEIPAL, a talent management platform, has partnered with CloudCall, a cloud-based software and communications services provider.	This integration combines CEIPAL with CloudCall's Click to Dial, send and store SMS, and listen to Call Recording functionality, giving staffing professionals access to the communications technology they need to engage and place talent in today's competitive environment.
Payactiv, Inc. San Jose, CA	Product	N/A	N/A	Payactiv is an earned wage access (EWA) company and financial-wellness platform.	Payactiv introduced Payactiv Connect, a real-time communications platform enabling businesses to connect with and train workforces remotely.
HiBob New York, NY	Product	N/A	N/A	HiBob is a cloud-based human resources platform that allows companies to streamline HR processes.	HiBob is rolling out Payroll Hub, a centralized dashboard that updates payroll data in real-time.
uKnowva Mumbai, India	Product	N/A	N/A	uKnowva is a cloud-based and mobile-enabled business software for startups and small and mid-size enterprises (SMEs).	Uknowva launched an HR portal that can service specially-abled people without special configurations.
SmartRecruiters and PandoLogic San Francisco, CA and New York, NY	Product	N/A	N/A	SmartRecruiters, an enterprise recruitment software company, partnered with PandoLogic, an AI-powered recruitment technology company.	The partnership between SmartRecruiters and Pandologic will enhance features, such as SmartJobs Managed Service and support turnkey integration.
Kwara and Workpay Nairobi, Kenya	Product	N/A	N/A	Kwara, a digital banking startup, partnered with Workpay, an HR and payroll platform.	The partnership will offer human resource management and payroll solutions to Kwara.

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

Monster.com and Microsoft Weston, MA and Redmond, WA	Product	N/A	N/A	Monster.com is an online recruiting platform. Microsoft is a technology corporation.	Monster.com and Microsoft launched Velocity, a virtual career fair to upskill professionals and bridge a gap between candidates and recruiters.
UKG and Rain India Lowell, MA and Santa Monica, CA	Product	N/A	N/A	UKG, a human capital management provider, partnered with Rain, an earned wage access (EWA) and financial wellness provider.	The partnership will give employees under UKG Dimensions real-time visibility to hours worked and on-demand earned wage access.
Modern Hire and PageUp Delafield, WI and Melbourne, Australia	Product	N/A	N/A	Modern Hire, a video interviewing and pre-hire assessment platform, has partnered with PageUp, a cloud-based talent management software provider.	The partnership will give PageUp's customers direct access to Modern Hire's hiring platform.
Skale and iQmetrix San Francisco, CA and Vancouver, Canada	Product	N/A	N/A	Skale, a peer-to-peer coaching and employee engagement platform, has partnered with iQmetrix, a telecom retail management solution provider.	The partnership will give telecom retailers the ability to integrate Skale into their iQmetrix retail management system to track training and learning outcomes.
Visier and UKG (Ultimate Kronos Group) Vancouver, Canada and Lowell, MA	Product	N/A	N/A	Visier, a people analytics and planning company, has partnered with UKG, an HR and workforce management group.	UKG's customers will receive enhanced levels of analytical capability and people data for a better candidate and employee experience.
BambooHR London, UT	Product	N/A	N/A	BambooHR is a cloud-hosted software provider.	BambooHR launched a system to track and manage employee's COVID-19 vaccination statuses for OSHA regulations.
LumApps and Coveo Paris, France and Quebec City, Canada	Product	N/A	N/A	LumApps, an employee experience platform, announced a partnership with Coveo, an AI-personalization platform.	The partnership will help LumApp offer fully tailored digital workplaces for remote and hybrid workforces.
SmartSearch and JobRobotix Carlsbad, CA and Louisville, KY	Product	N/A	N/A	SmartSearch, an applicant tracking system (ATS), partnered with JobRobotix, a data automation software provider.	JobRobotix's automation software will optimize SmartSearch's recruitment process.
Oyster Charlotte, NC	Product	N/A	N/A	Oyster is a payroll and automated compliance platform.	Oyster is introducing Oyster for Contractors, a streamlined method for hiring and paying contractors.
Human Resource Development Corporation (HRD Corp) Kuala Lumpur, Malaysia	Product	N/A	N/A	The HRD Corp is a professional training and development agency.	The HRD Corp is introducing a series of strategic job-matching and placement initiatives aimed to reduce the unemployment rate. Additionally, it is introducing new programs in upskilling, career coaching, and talent development support.

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

Optevo Denver, CO	Product	N/A	N/A	Optevo is a digital collaboration software provider.	Optevo's Digital Work Pods is a cloud-based collaborative work management platform for boosting motivation, productivity, and innovation.
Imperative Seattle, WA	Product	N/A	N/A	Imperative is an AI-driven employee network development platform.	Imperative launched a suite of tools providing executives the ability to measure, report, and influence employee connections to accurately improve employee retention, engagement, and productivity.
iHire Frederick, MD	Product	N/A	N/A	iHire is a recruitment platform.	iHire is launching Job Ad Builder, a step-by-step tool for employers to create modern job postings to quickly attract top talent.

FUNDING ANNOUNCEMENTS

Paradox Scottsdale, AZ	Series C	Stripes, Sapphire, Thomas Bravo, et al	\$200 Million	Paradox is a conversational recruiting platform.	Paradox will use the funds to continue creating innovative software and expand its team.
Monster.com Weston, MA	Funding	Akash Bhanshali, Mohandas Pai, Qess Corp	\$18.5 Million	Monster.com is an online talent platform.	Monster.com, the leading online talent platform in India, will use the funds for product development and marketing.
Turing Palo Alto, CA	Series B	WestBridge Capital, Foundation Capital, StepStone Group	\$87 Million	Turing is an intelligent talent cloud for remote engineers.	Turing will use the funds to keep growing its platform and team to keep up with demand.
Mbrella Brussels, Belgium	Seed Round	Lab Box	\$2.9 Million	Mbrella is an HR platform for creating and managing flexible mobility plans for employees.	With the investment, Mbrella will further the development of its mobility platform and double its team.
Searchlight San Francisco, CA	Series A	Founders Fund, Accel, et al	\$17 Million	Searchlight is a data-driven talent intelligence platform that gives companies the ability to measure and improve quality of hire.	Searchlight will use the investment to expand its talent intelligence platform.
Laskie San Francisco, CA	Seed Round	Bloomberg Beta, Peak State Ventures, et al	\$6 Million	Laskie is a matchmaking style hiring platform that matches vetted candidates looking for full-time, freelance and moonlight work with open positions.	The funds will be used to accelerate growth.
Lepaya Amsterdam, Netherlands	Series B	Target Global, Noor van Boven, et al	\$40.4 Million	Lepaya is a soft skill training provider.	Lepaya will use the funds to accelerate growth, especially in Germany, the Nordics, and the UK, and double its international team.

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

WFHomie Toronto, Canada	Seed Round	LOI Venture, Initial Capital, et al	\$1.2 Million	WFHomie is an employee engagement and distributed team culture analytics platform.	WFHomie plans to use the investment to grow its team, add additional support to product development, and grow its customer base across North America.
HireQuotient Singapore	Pre-Seed Funding	Flipkart, ReNew Power, Udaan, Great Learning	\$1.8 Million	HireQuotient is an automated HR interview startup.	The funds will be used to accelerate technology and product development.
Worca Los Angeles, CA	Seed Round	Mucker Capital, Hyphen Capital, Gaingels	\$1.5 Million	Worca is a cost-effective global HR platform specializing in employer of record (EOR) services for startups.	The funding will be used to expand into Southeast Asia, South America, and Europe.
Prolucent Health Dallas, TX	Series A	SpringTide Ventures, Health Velocity Capital, et al	\$11.5 Million	Prolucent Health is an enterprise-wide healthcare workforce optimization software and services provider.	Prolucent Health plans to use the new capital to expand its sales, marketing, and client services teams and broaden product capabilities.
Deed New York, NY	Series A	Earlybird, PruVen Capital, et al	\$12.8 Million	Deed is a workplace giving platform where employers can create charity-based communities. Deed offers a way to achieve higher employee engagement.	Deed will use the funds to expand its data team.
Platzi San Francisco, CA	Series B	Prosus	\$62 Million	Platzi is a learning technology provider used to upskill the workforce.	Platzi will use the funds to launch in Brazil, expand its English Academy, increase accessibility, and create new courses.
Keka Hyderabad, India	Non-equity Assistance	Recur Club	\$1.6 Million	Keka is an HR payroll software platform.	Keka will use the funds to boost marketing and sales activities to continue serving customers in India.
GoCoach New York, NY	Seed Round	Panoramic Ventures, Early Light Ventures, et al	\$3.5 Million	GoCoach is a workplace learning, upskilling, and coaching platform.	GoCoach will use the funds to expand its team and accelerate innovation.
Synthesia London, UK	Series B	Kleiner Perkins, GV	\$50 Million	Synthesia is an AI-based startup that creates video avatars based on real people to create training videos.	Synthesia will use the funds to advance its technology and accelerate growth.
myGwork London, UK	Seed Round	24Haymarket	\$2.2 Million	myGwork is an LGBTQ+ recruitment and networking platform.	myGwork will use the funds to grow its user base, provide additional services, and expand internationally.
Pento London, UK	Series B	Tiger Global, Avid Ventres, et al	\$35 Million	Pento is a payroll automation firm.	The investment will allow Pento to accelerate product development, growth, partner integrations, and international expansion.

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

Learnerbly London, UK	Series A	Beringea, Digital Horizon Ventures, et al	\$10 Million	Learnerbly is a workplace learning platform.	The funding will be used for product development, hiring talent, and expansion throughout the U.S.
Kudos Inc. Calgary, Canada	Growth Investment	Canadian Business Growth Fund	\$10 Million	Kudos Inc. is an employee recognition platform focusing on employee engagement and retention.	The investment will be used to expand internationally.
Shiftsmart San Francisco, CA	Series B	D1 Capital Partners, Imaginary Ventures, et al	\$95 Million	Shiftsmart is an hourly worker marketplace, allowing workers to find and apply to jobs, manage their schedules, and gain access to training.	The investment will be used to fund its Shiftsmart's workforce management software.
Sense San Francisco, CA	Series D	Softbank Vision Fund 2	\$50 Million	Sense is an AI-driven talent engagement and communication platform for recruiting.	With this new funding, Sense will continue to ramp up its go-to-market strategy, increase awareness with companies that hire at scale across rapidly growing industries, and expand internationally.
SkillCat Houston, TX	Seed Round	Mucker Technology	\$3.3 Million	SkillCat is a free training and jobs platform for skilled trade workers.	The investment will be used for company growth.
Screenloop London, UK	Seed Round	Blissgrowth, Passion Capital, et al	\$2.5 Million	Screenloop is a digital interview provider. Screenloop Interview allows businesses to reduce candidate drop off by recording, transcribing and coaching during interviews.	Screenloop will use the funds to further its technology and expand.
Metaview London, UK	Seed Round	Vertex Ventures, Fly Ventures, et al	\$6 Million	Metaview is an interview intelligence platform. The company develops conversation analytics that automatically transcribes interviews.	The funds will be used to develop product, grow the team, and accelerate market expansion.
Jobandtalent Madrid, Spain	Series E	Kinnevik AB, SoftBank Vision Fund 2, Atomico, et al	\$500 Million	Jobandtalent is a digital temp staffing agency.	Jobandtalent will use the funding to develop and expand its workforce marketplace.
AdeptID Boston, MA	Seed Round	Zeal Capital Partners, Better Ventures, et al	\$3.5 Million	AdeptID uses machine learning to identify hidden talent in the workforce without college degrees.	AdeptID will use the funds to expand its team and scale distribution through API partners.
Sounding Board Aliso Viejo, CA	Series B	Jazz Ventures Partners, Canaan, et al	\$30 Million	Sounding Board provides a customizable leadership coaching platform that combines technology and coaching to drive measurable business impact.	The funding will be used to expand operations and Sounding Board's business reach.

ORGANIZATION	TRANSACTION	SOURCE OF FUNDS	MONEY RAISED	PRODUCT DESCRIPTION	OBSERVATIONS
MERGERS & ACQUISITIONS, STARTUPS					
TransPerfect and Transfer Group New York, NY and Paris, France	Acquisition	N/A	N/A	TransPerfect, a language and technology solution provider, acquired Transfer Group, an enterprise-level language training firm.	Transfer Group will be added to TransPerfect's Language and Cultural Training headquarters.
Sage and Brightpearl Newcastle, UK and Bristol, UK	Acquisition	N/A	N/A	Sage, an HR and payroll tech provider for small and medium-size enterprises (SMEs), acquired Brightpearl, a multichannel cloud retail management system.	Sage will use the acquisition to accelerate growth and to expand its digital network.
HR Path and Exaserv Paris, France and Atlanta, GA	Acquisition	N/A	N/A	HR Path, a global leader in strategic HR services, acquired Exaserv, a global HRIS consulting firm.	The acquisition will expand HR Path's reach to Europe, Asia, and the Pacific.
TriNet and Zenefits San Leandro, CA and San Francisco, CA	Acquisition	N/A	N/A	TriNet, an HR solutions provider for SMBs (small and medium-sized businesses), acquired Zenefits, an HR platform for SMBs.	Zenefits will expand and diversify TriNet's products.
Skillsoft and Codecademy Nashua, NH and New York, NY	Acquisition	N/A	N/A	Skillsoft, a corporate digital learning platform, acquired Codecademy, a technical skills online learning platform.	Codecademy will help Skillsoft build out its technical skills training.
Wellness Coaches and Inspired Perspectives Blue Bell, PA and Jacksonville, FL	Acquisition	N/A	N/A	Wellness Coaches, a tech-enabled health, safety, and clinical solution provider, acquired Inspired Perspectives, a wellness engagement and content creation company.	The acquisition will combine their content strategies, smart technology, and clinical services.
PayDay Employer Solutions and Starpay Payroll & HR Solutions Goshen, NY and Melville, NY	Acquisition	N/A	N/A	PayDay, a boutique employer services provider, acquired StarPay, a payroll, benefits administration, onboarding, and other HR services provider.	PayDay's extensive resources will now be available to StarPay's large customer base.
Gympass and Trainiac New York, NY and Seattle, WA	Acquisition	N/A	N/A	Gympass, a corporate wellbeing platform, acquired Trainiac, an online personal training service.	Trainiac's services will add a new level of personalization to Gympass while supporting an increasingly decentralized workforce.
LifeSpeak Inc. and Torchlight Toronto, Canada and Burlington, MA	Acquisition	N/A	N/A	LifeSpeak, an employee mental health and wellness company, acquired Torchlight, a caregiver support platform for employers and health plans.	Torchlight will enhance LifeSpeak's SaaS-based digital education offerings, expand LifeSpeaks global footprint, and create new cross-selling opportunities.

ORGANIZATION	TRANSACTION	SOURCE OF FUNDS	MONEY RAISED	PRODUCT DESCRIPTION	OBSERVATIONS
MERGERS & ACQUISITIONS, STARTUPS (cont'd.)					
Concentra Analytics and Dynaplan London, UK and Manger, Norway	Acquisition	N/A	N/A	Concentra Analytics, a tech firm, has acquired Dynaplan, a strategic workforce planning software and services provider.	Dynaplan's software and workforce planning capabilities will help Concentra Analytics become a leading platform.
Esme Learning and Riff Analytics Charlestown, MA and Newton, MA	Acquisition	N/A	N/A	Esme Learning, an online professional development platform, acquired Riff Analytics, an AI-based software company.	Riff Analytics' software will provide turnkey solutions to Esme Learning's affiliates.
HR Path and Integra Paris, France and Madrid, Spain	Acquisition	N/A	N/A	HR Path, a global leader in strategic HR services, has acquired Integra, a company focused on SAP SuccessFactors HXM implementation.	The acquisition will expand HR Path's reach throughout Europe and Latin America while expanding its portfolio of services.
Symplicity and Orbis Communications Arlington, VA and Hamilton, Canada	Acquisition	N/A	N/A	Symplicity, a SaaS-based platform focusing on student wellness, accessibility, and employability, acquired Orbis Communications, a platform for experiential learning and outcomes technology.	The acquisition will expand Symplicity's global network of candidates and active employers.
Ceridian and ADAM HCM Minneapolis, MN and Mexico City, Mexico	Acquisition	N/A	N/A	Ceridian, a human capital management (HCM) technology provider, acquired ADAM HCM, a leading payroll and HCM company in Latin America and the Caribbean.	The acquisition of ADAM HCM will help Ceridian expand its platform across new geographies. Customers will benefit as Ceridian's platform merges with ADAM HCM's talent.
AbsenceSoft and Presagia Golden, CO and Montreal, Canada	Acquisition	N/A	N/A	AbsenceSoft, a SaaS-based absence management platform, acquired Presagia, a cloud-based leave management solutions provider.	Presagia's expertise and capabilities will help AbsenceSoft expand its ability to improve employer and employee experiences.
Textkernel and Sovren Amsterdam, Netherlands and Marble Falls, TX	Acquisition	N/A	N/A	Textkernel, an AI recruitment software agency, acquired Sovren, a resume parsing tool.	The acquisition combines both company's strengths to create a leading player in the AI-based search and match job technology market.
American Safety Council and TPC Training Orlando, FL and Buffalo Grove, IL	Acquisition	N/A	N/A	American Safety Council, a critical training, education, and certification solutions provider, acquired TPC Training, an industrial skills, performance management, workplace safety training, and health and safety (EHS) compliance software solutions provider.	TPC's technology and the American Safety Council's content library will be combined to create a best-in-class platform.
ClearStar and Employment Screening Resources (ESR) Alpharetta, GA and Novato, CA	Acquisition	N/A	N/A	ClearStar, a provider of Human Capital Integrity technology services, has acquired Employment Screening Resources, a background screening program.	This acquisition will expand ClearStar's reach and customer service capabilities.