

## Human Resources New Technology Quarterly Summary: Q2 2022



### Introduction

Each quarter, 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.

### Second Quarter 2022 Overview

A July 2022 article in the *New York Times* reports that for the first time in three years, start-up funding is dropping. Investments in U.S. tech start-ups plunged 23 percent over the prior three months, to \$62.3 billion, the steepest fall since 2019.<sup>1</sup> The funding and development of HR technologies in the second quarter of 2022 continued at a high level, though there were fewer announcements in the quarter. In total, there were 174 major announcements (those with at least \$1 million in funding) in the quarter, down substantially from the 246 in the first quarter of 2022 but up from the 150 in the second quarter of 2021.

Private equity and venture capital firms continued to invest heavily in HR technology, totaling \$4.70 billion in the second quarter

Private equity and venture capital firms continued to invest heavily in HR technology, totaling \$4.70 billion in the second quarter, up from \$4.48 billion in the first quarter of 2022 and up from Q2 2021's \$3.10 billion. The average investment in the second quarter was \$54.1 million, up from \$34.5 million in the first quarter of 2022 and up from \$49.10 year-over-year.

Of the 174 technology announcements, 113 were from companies located in the United States, eight from Canada, 31 from EMEA, 7 from APAC, and two from Latin America. The number of APAC announcements were down 76% from the prior quarter. Additionally, there were 13 joint announcements by geography, four of which were in the U.S. and EMEA. In the United States, 36 announcements were from companies in or near Silicon Valley, while in the EMEA region, 9 were from London-based companies.

The most common type of announcement was once again funding-related, with 92 citations. There were also 32 product announcements and 50 merger and acquisition announcements. The number of M&A transactions was down 34% from the prior quarter when there were 76 announcements.

Most announcements were around funding for small or startup organizations, though there were 17 announcements of at least \$100 million, up from 12 in 1Q 2022. The largest announcement came to \$400 million from Velocity Global, a global talent solution provider located in Denver, Colorado.

The next two largest announcements came from beqom and Remote, both for \$300 million. Beqom is a compensation management software provider out of Switzerland. Remote is a global payroll and HR provider for distributed and remote workforces from San Francisco, California.

HCM/Core HR platforms, which includes recruiting outside of marketplace job boards was the largest single area of investment, with \$1.4 billion announced in the second quarter. Spending in this area for the

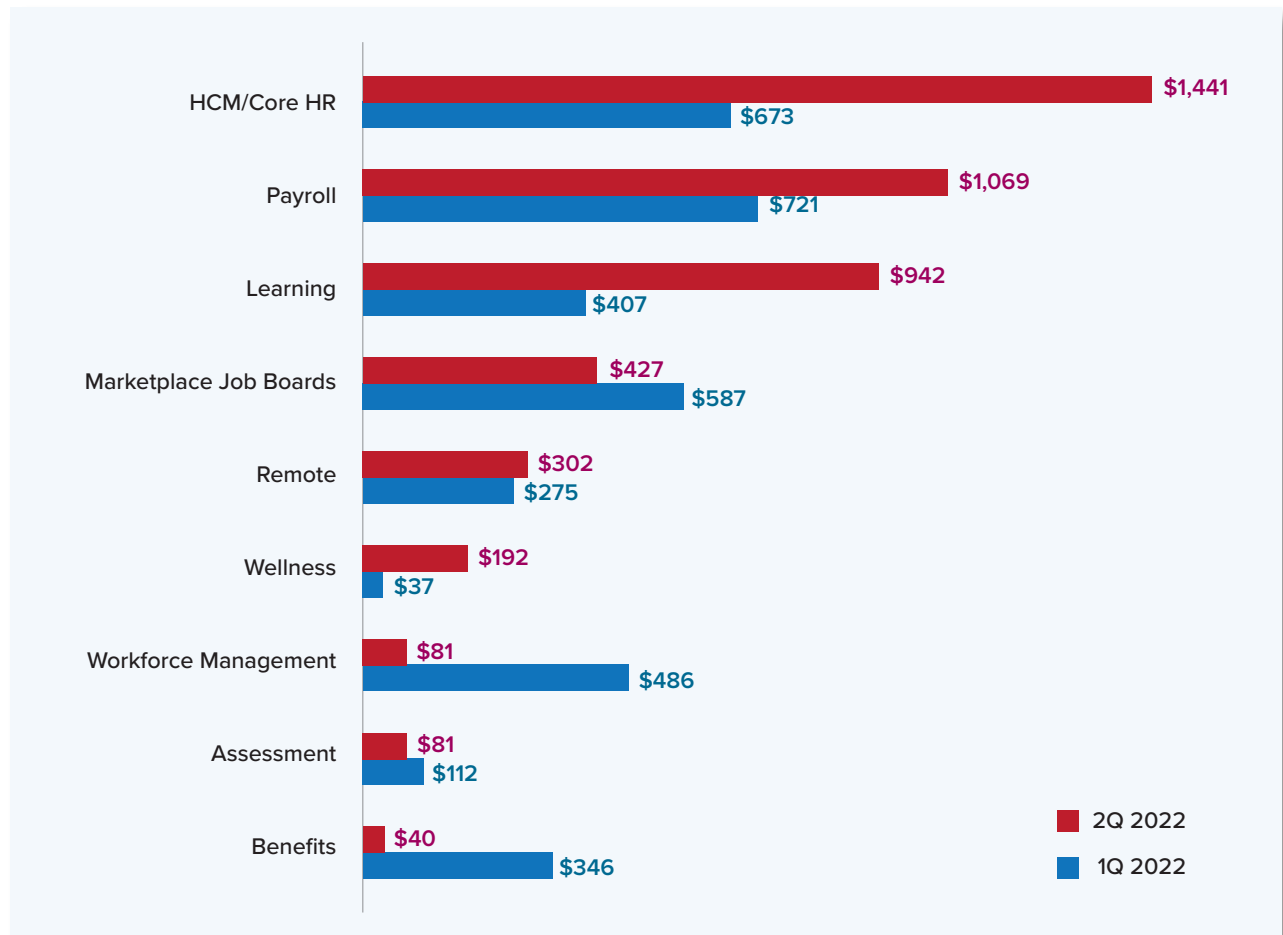
## HUMAN RESOURCES NEW TECHNOLOGY QUARTERLY SUMMARY: Q2 2022

first half of year has been \$2.1 billion. There were 35 announcements related to HCM/Core for the second quarter and 61 for the first half of 2022. Total investment in Payroll was \$1.1 billion in the second quarter and \$1.8 billion for the year. There were 31 Payroll announcements in the first half of 2022.

PwC's 25th Annual Global CEO Survey report reveals that 79% of US CEOs are concerned about a shortage of key skills.<sup>2</sup> Investment in learning reflects that challenge, as \$942 million was invested in the second quarter, and \$1.35 billion invested for in the first half of 2022.

Continued low unemployment rates, such as 3.6% in the U.S.<sup>3</sup> and 3.8% in the UK,<sup>4</sup> support the investment in marketplace job boards. In the second quarter, \$427 million was invested, bring the first half total to over \$1 billion. Fears of a recession within the next 12 months could negatively impact investment in this area. ■

### Q1 and Q2 2022 HR Spending on New HR Technology



### Notes

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1. Griffith, Erin. "Start-Up Funding Falls the Most It Has Since 2019," *New York Times*, July 7, 2022. <https://www.nytimes.com/2022/07/07/technology/tech-start-up-funding.html>
2. "PwC's 25th Annual Global CEO Survey," *PwC*, January 17, 2022. <https://www.pwc.com/ceosurvey>
3. "Labor Force Statistics from the Current Population Survey," *Bureau of Labor Statistics*, Accessed July 20, 2022. <https://www.bls.gov/cps/>
4. "United Kingdom Unemployment Rate," *Trading Economics*, Accessed July 20, 2022. <https://tradingeconomics.com/united-kingdom/unemployment-rate>



### **About *HRO Today* Magazine**

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

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

<b>Alida</b> Toronto, Canada	Product	N/A	N/A	Alida, a total experience management platform, launched Video Discussions.	Video Discussions will allow employers to gain deeper qualitative insights into online interviews through virtual focus groups, leveraging automatic transcription, and creating a highlight reel generator to create video summaries.
<b>HiBob</b> New York, NY	Product	N/A	N/A	HiBob, an HR technology platform, launched its 1-on-1 meeting feature.	The 1-on-1 meeting feature is a manager empowerment tool allowing companies to consolidate manager-employee meetings within the Bob HR platform.
<b>Durham Staffing, Inc.</b> Buffalo, NY	Product	N/A	N/A	Durham Staffing, a recruitment company, launched Durham Works.	Durham Works is an enhanced and AI-based recruitment platform.
<b>NWORX</b> Bengaluru, India	Product	N/A	N/A	NWORX, a SaaS-based productivity platform, launched NWORX3.	NWORX3 is a platform for creating enhanced digital program experiences like professional development or corporate training.
<b>Getting Hired, Inc.</b> Hanover, MD	Product	N/A	N/A	Getting Hired, a talent engagement platform, launched Diversity Talent Sourcing.	Diversity Talent Sourcing is a direct sourcing offering for breaking down diversity barriers within talent acquisition.
<b>Modern Hire</b> Delafield, WI	Product	N/A	N/A	Modern Hire, a video interviewing and pre-hire assessment platform, launched the Automated Interview Creator (AIC).	The AIC is an AI-based generator that creates tailored questions based on candidate experience and job requirements.
<b>Oracle</b> Austin, TX	Product	N/A	N/A	Oracle, a cloud technology company, launched Oracle ME.	Oracle ME is an employee engagement platform for increasing productivity, streamlining communication, and improving talent retention.
<b>Blind</b> San Francisco, CA	Product	N/A	N/A	Blind, an anonymous professional social network, launched Talent by Blind.	Talent by Blind is a talent network for hard-to-reach engineers.

## FUNDING ANNOUNCEMENTS

<b>Symmetrical.ai</b> London, UK	Series A	Finch Capital, Target Global, et al	\$18.5 Million	Symmetrical.ai is a payroll technology provider.	Symmetrical will use the funds to expand its technology.
<b>Vivian Health</b> San Francisco, CA	Secondary Equity	Thoma Bravo, IAC, et al	\$60 Million	Vivian Health is a healthcare job marketplace.	The funds will accelerate growth.
<b>Moonhub</b> London, UK	Seed Round	Pi Labs, Ada Ventures, et al	\$2.48 Million	Moonhub is a virtual reality (VR) employee training software provider.	With the funds, Moonhub plans to grow its team and expand.
<b>GoodJob</b> Birmingham, AL	Seed Round	N/A	\$5.75 Million	GoodJob is an AI-based candidate matching platform.	GoodJob will use the funds to expand.

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## FUNDING ANNOUNCEMENTS (cont'd.)

<b>Wisq</b> Redwood City, CA	Series A	Norwest Venture Partners	\$20 million	Wisq is a software provider for creating social connections between employees.	Wisq will launch a social connection platform for employees.
<b>Modjoul</b> Greenville, SC	Round Unknown	Amazon Industrial Innovation Fund	N/A	Modjoul is a wearables and data analytics company focused on workplace safety.	Modjoul will use the funds to support development of its wearable-based system meant to predict, prevent, and protect employees from workplace injuries.
<b>Unmudl</b> Austin, TX	Seed Round	Stand Together Ventures Lab, et al	\$1.28 Million	Unmudl is a skills-to-jobs learning marketplace.	Unmudl plans to grow its curriculum options and expand its network.
<b>Oyster</b> Wilmington, DE	Series C	Salesforce Ventures, LinkedIn, Okta, et al	\$150 Million	Oyster is a global employment and HR platform for a distributed workforce.	With the funds, Oyster will continue developing its global employment platform and invest in the People Ops community.
<b>Care Hires</b> London, UK	Seed Round	West Hill Capital, et al	\$2.5 Million	Care Hires is a hiring software provider for health and social care workers.	Care Hires will use the funds to expand.
<b>Aspecta.ai</b> New Haven, CT	Seed Round	Zhenfund, et al	\$2 million	Aspecta.ai is an AI-based talent assessment platform.	Aspecta.ai will use the funds to expand.
<b>Abhi</b> Karachi, Pakistan	Series A	Speedinvest, Global Ventures, et al	\$17 Million	Abhi is an earned wage access (EWA) and financial wellness platform for employees.	Abhi will expand its team to meet demand.
<b>WorkIndia</b> Mumbai, India	Debt Financing	BlackSoil	\$1.5 Million	WorkIndia is a blue-collar recruitment platform.	WorkIndia will expand its technology, especially in fraud detection.
<b>Seso</b> San Francisco, CA	Series A	Index Ventures, et al	\$25 Million	Seso is an agriculture-based recruiting and workforce management platform.	Seso plans to expand.
<b>Compt</b> Boston, MA	Series A	Battery Ventures, Slack Fund, et al	\$13 Million	Compt is an employee stipend software provider and platform.	Compt will use the funds to expand globally.
<b>Expertia.ai</b> Bangalore, India	Seed Round	Chiratae Ventures, Endiya Partners	\$1.2 Million	Expertia.ai is an AI-based virtual recruitment platform.	Expertia plans to assemble a team of AI researchers and create product awareness.
<b>Opus</b> New York, NY	Seed Round	Gutter Capital, Metrodora Ventures, et al	\$2 Million	Opus is a mobile learning platform for frontline workers.	Opus will accelerate growth and expand its products and sales teams.

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<b>Chattr</b> Tampa, FL	Seed Round	Florida Funders' Fund 2, et al	\$3.7 Million	Chattr is an AI-based HR automation software for hourly employees.	Chattr will use the funds to expand and accelerate growth.
<b>Wagestream</b> Arlington, VA	Series C	Smash Capital, BlackRock, et al	\$175 Million	Wagestream is a financial wellbeing platform for frontline workers.	Wagestream will use the funds to expand.
<b>Galena</b> Sao Paolo, Brazil	Series A	Altos Ventures, Exor N.V., et al	\$16.7 Million	Galena is an educational company focused on preparing youth for the job market.	Galena will invest in technology, talent acquisition, and product development.
<b>Wavy</b> Toronto, Canada	Seed Round	Laconia Capital, et al	\$1.95 Million	Wavy is an employee culture management platform for remote teams.	Wavy plans to fuel ongoing developments and grow its global team.
<b>MedTrainer</b> Redlands, CA	Series B	Vista Equity Partners, et al	\$43 Million	MedTrainer is a credentialing, training, and compliance management company for healthcare professionals.	MedTrainer will use the funds for talent acquisition, product expansion, and partnership development.
<b>beqom</b> Nyon, Switzerland	Strategic Investment	Sumeru Equity Partners	\$300 million	Beqom is a cloud-based compensation management software provider.	Beqom will use the investment for product innovation.
<b>SkillStorm</b> Jacksonville, FL	Strategic Investment	Achieve Partners	N/A	SkillStorm is a technology talent provider.	The investment will allow SkillStorm to acquire similar companies.
<b>IntelyCare</b> Quincy, CA	Series C	Janus Henderson Investors, et al	\$115 Million	IntelyCare is a nurse staffing platform for healthcare organizations.	The investment will allow IntelyCare to further develop its advanced data science.
<b>Remote</b> San Francisco, CA	Series C	SoftBank, Accel, et al	\$300 Million	Remote is a global payroll and HR provider for distributed and remote workforces.	With the investment, Remote will add products and expand its services.
<b>Electives</b> Boston, MA	Series A	Accomplice, G2O Ventures, et al	\$8 Million	Electives is a learning platform that matches teachers with employees based on organizational needs.	Electives will use the funds to expand and add additional teachers.

## MERGERS & ACQUISITIONS, STARTUPS

<b>Ingenovis Health and VISTA Staffing Solutions</b> Greenwood Village, CO and Cottonwood Heights, UT	Acquisition	N/A	N/A	Ingenovis Health, a workforce solutions provider and staffing company, acquired VISTA Staffing Solutions, a healthcare staffing company.	The acquisition will expand Ingenovis' offerings and staffing capabilities.
<b>MedHQ and Becker Health</b> Westchester, IL and Merion Station, PA	Acquisition	N/A	N/A	MedHQ, an HR and financial management provider, acquired Becker Health, a healthcare staffing agency.	Becker Health's services will integrate into MedHQ's platform.



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## MERGERS & ACQUISITIONS, STARTUPS (cont'd.)

<b>Beamery and Flux</b> London, UK and San Francisco, CA	Acquisition	N/A	N/A	Beamery, a talent lifecycle management platform, acquired Flux, an AI-based internal mobility and recruitment platform.	The acquisition will create a unified platform for internal and external recruiting.
<b>Press Ganey and Forsta</b> South Bend, IN and New York, NY	Acquisition	N/A	N/A	Press Ganey, an employee experience platform for healthcare workers, acquired Forsta, an employee experience technology provider.	The combination of the companies will expand their reach and advance its experience technology.
<b>Agency360 and LeaderEQ</b> San Francisco, CA and San Francisco, CA	Acquisition	N/A	N/A	Agency360, an executive search firm, acquired LeaderEQ, an AI-based executive coaching platform.	The acquisition will integrate both company's capabilities to create AdvisorEY, a talent acquisition and professional development platform.
<b>Whatfix and Leap.is</b> San Jose, CA and San Jose, CA	Acquisition	N/A	N/A	Whatfix, a digital adoption platform for delivering onboarding and training, acquired Leap.is, a mobile onboarding platform.	Leap.is's toolset will integrate into Whatfix's mobile capabilities.
<b>Quinyx and Concrete</b> Stockholm, Sweden and London, UK	Acquisition	N/A	N/A	Quinyx, a workforce management technology provider, acquired Concrete, an employee engagement platform.	Concrete's capabilities will integrate into Quinyx's AI-powered platform.
<b>Hireology and Hyrell</b> Chicago, IL and Lansdale, PA	Acquisition	N/A	N/A	Hireology, a hiring and HR platform, acquired Hyrell, a hiring platform.	Hyrell's clients will transfer to Hireology's platform.
<b>Handshake and Talentspace</b> San Francisco, CA and Berlin, Germany	Acquisition	N/A	N/A	Handshake, a student talent network, acquired Talentspace, a virtual and hybrid recruiting platform.	Talentspace will accelerate Handshake's expansion into Europe.
<b>ZRG and Terra Search Partners</b> Rochelle Park, NJ and San Francisco, CA	Acquisition	N/A	N/A	ZRG, a talent advisory firm, acquired Terra Search Partners, a real estate-based executive search firm.	The acquisition will allow ZRG to expand its network.
<b>Checkr and GoodHire</b> San Francisco, CA and Redwood City, CA	Acquisition	N/A	N/A	Checkr, an AI-based background check company, acquired GoodHire, a background check company for small businesses.	The acquisition is part of Checkr's expansion strategy.

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## MERGERS & ACQUISITIONS, STARTUPS (cont'd.)

<b>Go1 and Coorpacademy</b> Brisbane, Australia and Paris, France	Acquisition	N/A	N/A	Go1, a corporate education content platform, acquired Coorpacademy, an international e-learning platform.	Go1 will expand its customer base and accelerate growth.
<b>SkillStorm and Talent Path</b> Jacksonville, FL and Houston, TX	Acquisition	N/A	N/A	SkillStorm, a technology talent provider, acquired Talent Path, a training provider for technology talent.	The acquisition will integrate both company's capabilities.
<b>Gympass and Vitalk</b> New York, NY and Sao Paulo, Brazil	Acquisition	N/A	N/A	Gympass, a fitness platform connecting employees, acquired Vitalk, an AI-based emotional and mental wellness platform for employees.	Gympass will integrate Vitalk's services into its platform.
<b>Hirewell and Rainmakers</b> Chicago, IL and San Francisco, CA	Acquisition	N/A	N/A	Hirewell, a talent acquisition company, acquired Rainmakers, a software-based hiring platform for salespeople.	Rainmakers will integrate into Hirewell's talent ecosystem and provide a self-service hiring option to clients.
<b>Kazoo and WorkTango</b> Austin, TX and Toronto, Canada	Acquisition	N/A	N/A	Kazoo, an employee experience platform, acquired WorkTango, an employee experience survey and people analytics company.	The acquisition will transform Kazoo into the first full-suite employee listening, recognition, and performance management platform.
<b>Crehana and Acsendo</b> Lima, Peru and Bogota, Colombia	Acquisition	N/A	N/A	Crehana, an upskilling technology platform, acquired Acsendo, a talent management platform.	The acquisition is part of Crehana's strategy to grow its "Crehana for Business" educational segment.

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## PRODUCT ANNOUNCEMENTS

<b>WorkReels</b> Richmond, VA	Product	N/A	N/A	WorkReels, a video sharing platform, launched a storytelling platform for recruitment and employer branding teams.	The platform will enable talent acquisition professionals to easily make and share social media videos for recruiting.
<b>Fable</b> Toronto, Canada	Product	N/A	N/A	Fable, an accessibility platform, launched Fable Pathways.	Fable Pathways is a skill development program to upskill those with disabilities.
<b>Chegg, Inc.</b> Santa Clara, CA	Product	N/A	N/A	Chegg, a connected learning platform, launched the Center for Digital Learning.	The Center for Digital Learning is an educational and upskilling platform for online, in-person, and hybrid learning.
<b>JobSync</b> Haymarket, VA	Product	N/A	N/A	JobSync, an applicant tracking system (ATS), launched the Talent Acquisition Automation Platform (TAAP).	The TAAP will allow organizations to align their technology investments to their internal business processes.
<b>Everytale</b> Claymont, DE	Product	N/A	N/A	Everytale, a virtual events company, launched Everytalent.	Everytalent is an AI-based talent recruitment tool that assesses and identifies skills of job candidates to match them with jobs.
<b>Raydiant</b> San Francisco, CA	Product	N/A	N/A	Raydiant, an in-location experience management platform, launched its mobile app.	The mobile app focuses on creating a connected employee experience and includes a messaging platform and recognition tools.
<b>Staffhealth.com</b> Alpharetta, GA	Product	N/A	N/A	Staffhealth.com, a full-service healthcare staffing and recruitment agency, launched NurseShifts.	NurseShifts is a mobile app and marketplace for nurses and healthcare workers to find available shifts and communicate with recruiters.
<b>Keep Financial</b> Boston, MA	Product	N/A	N/A	Keep Financial, a compensation platform, launched the Keep Platform.	The Keep Platform offers employees immediate benefits, vesting cash plans, and reduces the administrative burden for HR teams.
<b>Gale United</b> Tampa, FL	Product	N/A	N/A	Gale United, a healthcare staffing company, launched Springboard.	Springboard is an app-based digital staffing marketplace to connect temporary workers to flexible work opportunities and daily pay.
<b>Bloom Institute of Technology (Bloomtech)</b> San Francisco, CA	Product	N/A	N/A	Bloomtech, a coding bootcamp, launched its CareerFlow learning experience.	CareerFlow is a training and upskilling program providing a direct path from its programs straight to a in-demand technology position.
<b>Orion Talent</b> Cary, NC	Product	N/A	N/A	Orion Talent, an RPO solutions provider, launched HirePurpose Diversity Jobs Network.	The HirePurpose Diversity Jobs Network is a talent platform with a metrics-based database of ready-to-hire diverse talent.
<b>SHL</b> Thames Ditton, UK	Product	N/A	N/A	SHL, a talent acquisition and management technology provider, launched SHL Labs.	SHL Labs is an innovation hub focusing on data science, AI, design, and IO psychology.

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**PRODUCT ANNOUNCEMENTS (cont'd.)**

<b>Asure Software</b> Austin, TX	Product	N/A	N/A	Asure Software, a cloud-based human capital management (HCM) software provider, launched its Integrations Marketplace.	The Integrations Marketplace offers clients prebuilt integrations for payroll and HR.
<b>LumApps</b> Tassin, France	Product	N/A	N/A	LumApps, an employee experience platform, launched LumApps Journeys.	LumApps Journeys is a no-code employee journey solution, creating employee profiles, customized goal-tracking, and multi-channel content delivery.
<b>Paycor</b> Cincinnati, OH	Product	N/A	N/A	Paycor, a human capital management (HCM) software provider, launched Paycor Expense Management.	Paycor Expense Management is a payroll and expense process solution that integrates directly into an organization's payroll system.

**FUNDING ANNOUNCEMENTS**

<b>Globus.AI</b> Oslo, Norway	Seed Funding	Alliance Venture and Scale Capital	\$4.8 Million	Globus.ai is an AI-based staffing company.	Globus will scale growth and begin preparing for its U.S. launch.
<b>Raydiant</b> San Francisco, CA	Round Unknown	N/A	\$20.2 Million	Raydiant is an in-location experience management platform.	Raydiant will use the funds to expand.
<b>RepVue</b> Chapel Hill, NC	Seed Funding	S3 Ventures, TDF Ventures, et al	\$5 Million	RepVue is a sales organization ratings platform for current and potential employees.	RepVue will invest in its Employer Data Platform and accelerate growth.
<b>Torch</b> San Francisco, CA	Series C	137 Ventures, et al	\$40 Million	Torch is a people development platform.	Torch will expand its product capabilities and scale operations.
<b>Humi</b> Toronto, Canada	Series B	Kensington Capital Partners, et al	\$24.7 Million	Humi is an all-in-one HR platform.	Humi will further develop its software to meet growing demand.
<b>Upflex</b> New York, NY	Series A	WeWork, Newmark, et al	\$34.1 Million	Upflex is a SaaS-based hybrid workspace solution provider.	Upflex will expand its software and hire talent.
<b>Moves</b> Toronto, Canada	Seed Funding	OMERS Ventures, et al	\$5 Million	Moves is an all-in-one financial application for gig workers.	Moves will use the funds to expand and offer additional services.
<b>Velocity Global</b> Denver, CO	Series B	Eldridge, Norwest Venture Partners, FFL Partners, et al	\$400 Million	Velocity Global is a global talent solution provider.	Velocity Global will focus on enhancing the customer experience and making strategic investments in technology and future acquisitions.

# May 2022 cont'd.

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## FUNDING ANNOUNCEMENTS (cont'd.)

<b>Chattr</b> Tampa, FL	Seed Funding	Florida Funders, Circadian Ventures, Panoramic Ventures	\$3.7 Million	Chattr is an AI hiring automation software provider.	Chattr will use the funds to expand their reach and capabilities.
<b>Bravado</b> San Francisco, CA	Series B	Tiger Global, et al	\$26 Million	Bravado is a sales recruitment platform.	The funding will be used to expand Bravado's capabilities and acquire similar companies.
<b>Ogram</b> Dubai, UAE	Series A	Aditum, et al	\$3.9 Million	Ogram is a digital on-demand staffing platform.	Using the funds, Ogram will expand into Saudi Arabia and Europe.
<b>Fetcher</b> New York, NY	Series B	Tola Capital, G20 Ventures, et al	\$27 Million	Fetcher is a recruiting automation platform.	Fetcher will expand by creating new candidate pipelines, providing outreach and diversity analytics, and by adding CRM functionalities and global sourcing support.
<b>Mathison</b> New York, NY	Series A	F-Prime Capital, GTM Fund, et al	\$25 Million	Mathison is a DEI (diversity, equity, and inclusion) hiring and retention platform.	Mathison will use the funds to expand analytic capabilities and scale its team.
<b>A.Team</b> New York, NY	Series A	Tiger Global Management, Insight Partners, Roc Nation VC, et al	\$55 Million	A.Team is a members-only staffing network for highly-skilled product builders and top companies.	A.Team will use the funds to expand.
<b>HR Path</b> Paris, France	Private Equity	Andera Partners, et al	\$241.7 Million	HR Path is a human capital management (HCM) technology provider.	HR Path will expand its team and continue to digitally transform HR functions.
<b>Aliro</b> Bryn Mawr, PA	Series A	Sterling Partners, et al	N/A	Aliro is a hiring platform focused on making human connections.	Aliro will use the funds to expand its leadership and engineering teams.
<b>Whoz</b> Paris, France	Round Unknown	PSG Equity, et al	\$26.8 Million	Whoz is a SaaS and AI-based staffing, talent, and project management company.	Whoz will double its team and expand.
<b>Rippling</b> San Francisco, CA	Series D	Bedrock, Kleiner Perkins	\$250 Million	Rippling is an HR software provider.	Rippling will use the funds to expand its information technology operations.
<b>Deel</b> San Francisco, CA	Venture Round	Spark Capital, et al	\$50 Million	Deel is a global payroll and compliance solution provider.	Deel will use the funds to keep up with demand.
<b>WizeHire</b> Houston, TX	Series B	Tiger Global, Amplo, Mercury	\$30 Million	WizeHire is a hiring platform for small and medium-sized businesses (SMBs).	WizeHire will use the funds to expand.

# May 2022 cont'd.

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## FUNDING ANNOUNCEMENTS (cont'd.)

<b>Certn</b> British Columbia, Canada	Series B	B Capital, et al	\$34.1 Million	Certn is a background screening provider.	Certn will use the funds to expand and invest in new markets.
<b>TechWolf</b> Gent, Belgium	Series A	Stride.VC, Fortino Capital, et al	\$10.7 Million	TechWolf is an AI-based skills tracking platform.	TechWolf will use the funds to expand internationally.
<b>Spark Hire</b> Northbrook, IL	Private Equity	Boathouse Capital	N/A	Spark Hire is a video interview platform.	The funds will be used to further develop the platform's technology and capabilities.
<b>HireLogic</b> Reston, VA	Seed Funding	Edward Zander, Mike Pehl, et al	\$4 Million	HireLogic is an AI-powered HR technology software provider for the interview process.	With the funds, HireLogic plans to expand its platform capabilities, including video conferencing platforms and applicant tracking systems.
<b>Council for Adult and Experiential Learning (CAEL)</b> Indianapolis, IN	Grant	Truist Foundation	\$15.7 Million	CAEL is a nonprofit organization helping adults navigate education and employment while building talent pipelines to historically unavailable industries.	The grant will create a partnership between CAEL and the Truist Foundation to roll out a 6-year multicity initiative creating pipelines to career paths for BIPOC (Black, Indigenous, and persons of color) and underserved communities.
<b>Jobandtalent</b> Madrid, Spain	Debt Financing	Citi, Goldman Sachs, AnaCap	\$250 Million	Jobandtalent is a recruitment platform.	With the funds, Jobandtalent will offer additional financial products to employees by enabling daily payments and free early access to wages.
<b>Claira</b> Grand Rapids, MI	Seed Funding	Heartland Ventures, et al	\$3.5 Million	Claira is a talent competency analytics engine that uses machine learning to support human capital.	The investment will advance its machine learning capabilities and expand.
<b>Hour One</b> Tel Aviv, Israel	Series A	Insight Partners, Galaxy Interactive, Remagine Ventures, et al	\$20 Million	Hour One is an AI-based video development company for business communications and e-learning.	Hour One will use the funds to enhance and streamline its virtual features.
<b>BarRaiser</b> Wilmington, DE	Seed Funding	021 Capital, Global Founders Capital	\$4.2 Million	BarRaiser is an AI-based interviewing platform.	BarRaiser will expand its geographic presence and scale engineering and data science teams.
<b>Rise Up</b> Paris, France	Series B	Connected Capital, MAIF Avenir, Impact Partners, et al	\$32.2 Million	Rise Up is an employee learning software provider.	Rise Up will continue expanding through Europe.
<b>Beeline</b> Tampa, FL	Strategic Investment	Stone Point Capital	N/A	Beeline is a software provider for recruiting and managing the workforce.	Beeline will accelerate development of its technology platform.
<b>Pando</b> San Francisco, CA	Seed Funding	Craft Ventures, et al	\$6.9 Million	Pando is career progression platform.	Pando will use the funds to expand.

ORGANIZATION	TRANSACTION	SOURCE OF FUNDS	MONEY RAISED	PRODUCT DESCRIPTION	OBSERVATIONS
<b>MERGERS &amp; ACQUISITIONS, STARTUPS</b>					
<b>EBG and Sparkfly Perks</b> Aventura, FL and Atlanta, GA	Acquisition	N/A	N/A	EBG, an e-commerce solution provider, acquired Sparkfly Perks, an employee benefits discount platform.	Sparkfly Perks will integrate directly into EBG's Working Advantage platform.
<b>Personio and Back</b> Munich, Germany and Berlin, Germany	Acquisition	N/A	N/A	Personio, an HR software provider, acquired Back, an employee experience platform.	The acquisition will help Personio develop an all-in-one HR software.
<b>Bravado and CompGauge</b> San Francisco, CA and Austin, TX	Acquisition	N/A	N/A	Bravado, a sales recruiting platform, acquired CompGauge, a compensation data, company review, and interview insight provider for sales careers.	Bravado will expand its Talent Marketplace to encourage compensation transparency, offer interview and hiring help, and provide additional career resources.
<b>Staffing 360 Solutions Inc. and Headway Workforce Solutions</b> New York, NY and Raleigh, NC	Acquisition	N/A	N/A	Staffing 360 Solutions, a staffing company, acquired Headway Workforce Solutions, an HR provider.	The acquisition is part of Staffing 360 Solutions' strategy to acquire staffing organizations throughout the U.S. and UK.
<b>WorkRamp and The Enablement Squad</b> San Francisco, CA and Salt Lake City, UT	Acquisition	N/A	N/A	WorkRamp, an all-in-one learning platform, acquired The Enablement Squad, a platform for enablement professionals to educate and engage.	The Enablement Squad's platform will integrate into WorkRamp.
<b>Cornerstone OnDemand and EdCast</b> Santa Monica, CA and Mountain View, CA	Acquisition	N/A	N/A	Cornerstone OnDemand, a talent management software provider, acquired EdCast, an employee experience platform.	The two companies will create a unified platform with learning infrastructure, talent technology, and personalized growth for employees.
<b>FlexJobs and Localwise</b> Boulder, CO and Denver, CO	Acquisition	N/A	N/A	FlexJobs, an online job marketplace, acquired Localwise, a talent-matching platform with online job marketplace capabilities.	Localwise's additional capabilities and partnerships will integrate into FlexJobs.
<b>Richardson Sales Performance and DoubleDigit Sales (DDS)</b> Philadelphia, PA and Toronto, CA	Acquisition	N/A	N/A	Richardson Sales Performance, a training company focused on sales workers, acquired DDS, a sales training solution provider.	Richardson Sales Performance will continue driving growth and scaling its capabilities with DDS's offerings.

# May 2022 cont'd.

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

<b>Cielo and Peridus Group</b> Brookfield, WI and Minneapolis, MN	Acquisition	N/A	N/A	Cielo, an RPO (recruitment process outsourcing) provider, acquired Peridus Group, a boutique HR technology consulting firm.	Peridus' capabilities and HR expertise will integrate into Cielo.
<b>Visier and Yva.ai</b> Vancouver, Canada and Santa Clara, CA	Acquisition	N/A	N/A	Visier, a people analytics company, acquired Yva.ai, a collaboration analytics company focused on employee well-being, satisfaction, and productivity.	Yva.ai's employee-centric capabilities will integrate into Visier.
<b>Crosschq and TalentWall</b> San Francisco, CA	Acquisition	N/A	N/A	Crosschq, a data-driven and people analytics technology platform, acquired TalentWall, a data-based recruiting analytics platform.	The acquisition will expand Crosschq's portfolio of solutions.
<b>ZoomInfo and Comparably</b> Vancouver, Washington and Santa Monica, CA	Acquisition	N/A	N/A	ZoomInfo, a market software, data, and intelligence provider, acquired Comparably, a recruitment marketing and branding platform.	ZoomInfo will integrate Comparably's employee, company, and customer data.



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

<b>Lever</b> San Francisco, CA	Product	N/A	N/A	Lever, a talent acquisition suite, launched its Talent Maturity Model.	The Talent Maturity Model helps companies analyze and understand their current state of hiring capabilities and where they can improve to create a comprehensive action plan.
<b>Circa</b> Milwaukee, WI	Product	N/A	N/A	Circa, a DE&I software solution provider, launched the Advancing Belonging and Inclusion (ABI).	The ABI is a SaaS-based resource package including DEI content, holiday event details, and other resources to support DEI strategies and employee engagement.
<b>Globalization Partners (G-P)</b> Boston, MA	Product	N/A	N/A	G-P, a global employment platform, launched a new suite of products: G-P Recruit, G-P Contractor, and G-P API.	The new product suite will expand G-P's reach and capabilities.
<b>PayDay Employer Solutions</b> Bellmawr, NJ	Product	N/A	N/A	PayDay, an employer services provider, launched isolated People Cloud.	isolated People Cloud is an end to end human capital management (HCM) software platform.
<b>Jobgether</b> Paris, France	Product	N/A	N/A	Jobgether is an AI-based search engine solely for remote work and flexibility.	Since its launch, Jobgether posted over 10,000 jobs from over 1,000 companies.
<b>Benevity Inc.</b> Calgary, Canada	Product	N/A	N/A	Benevity, a corporate purpose software provider, launched Benevity Affinity Groups.	Benevity Affinity Groups is an inclusion product to help companies scale, manage, and track employee resource groups and other affinity groups to drive diversity, equity, inclusion, and belonging. It integrated directly into Benevity's platform.
<b>SixFifty</b> Salt Lake City, Utah	Product	N/A	N/A	SixFifty, a law-focused software platform, launched the 50 State Hiring Kit.	The 50 State Hiring Kit is a state-based hiring software for teams with remote talent. The software automatically generates legal documents based on where an employee is located within the US.
<b>Oracle</b> Austin, TX	Product	N/A	N/A	Oracle, a cloud technology company, launched Oracle France Payroll and other built-in payroll support.	Oracle France Payroll, part of Oracle Fusion Cloud Human Capital Management, is a cloud-based payroll solution to manage compliance, automate workflows, and process payroll quickly for employees in France. Oracle also debuted built-in payroll support for 12 other countries.
<b>HealthCheck360</b> Dubuque, Iowa	Product	N/A	N/A	HealthCheck360, a health management and employer well-being program provider, launched Engage360.	Engage360 is a continuous feedback tool to improve recruitment and retention.

**FUNDING ANNOUNCEMENTS**

<b>TaskHuman</b> Palo Alto, CA	Series B	Madrona, Impact Venture Capital, Sure Ventures, et al	\$20 Million	Taskhuman is a one-on-one digital coaching platform.	Taskhuman will accelerate product development, marketing, and sales efforts.
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ORGANIZATION	TRANSACTION	SOURCE OF FUNDS	MONEY RAISED	PRODUCT DESCRIPTION	OBSERVATIONS
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**FUNDING ANNOUNCEMENTS (cont'd.)**

<b>Pave</b> San Francisco, CA	Series C	Index Ventures, et al	\$100 Million	Pave is a real-time compensation platform.	Pave will accelerate its global expansion.
<b>Gloat</b> New York, NY	Series D	Generation Investment Management, Accel, et al	\$90 Million	Gloat is an AI-based talent marketplace and workforce agility software provider.	Gloat will accelerate development of its talent ecosystem.
<b>Workvivo</b> Cork, Ireland	Series B	Tiger Global, Frontline, et al	\$21.4 Million	Workvivo is an employee engagement and communication platform.	Workvivo will expand its team and build hubs in Dublin and London.
<b>Nomad Health</b> New York, NY	Series Unknown	Adams Street Partners, Icon Ventures, et al	\$105 Million	Nomad Health is a digital marketplace for temporary healthcare jobs.	With the funds, Nomad Health will expand its marketplace talent to include other healthcare professionals, like physical therapists and ultrasound technicians.
<b>WorkMotion</b> Berlin, Germany	Series B	Canaan Partners, Heliad Equity Partners, GR Capital, et al	\$40 Million	WorkMotion is a global HR technology platform for hiring and onboarding.	WorkMotion will expand its automation capabilities and develop new technologies.
<b>Rotageek</b> London, UK	Series Unknown	Volution, Calculus Capital, et al	\$3.6 Million	Rotageek is a smart workforce scheduling company.	Rotageek will invest in product development, sales, and marketing.
<b>JobGet</b> Boston, MA	Series B	JAZZ Venture Partners, Sanabil Investments, et al	\$52 Million	JobGet is a job marketplace for hourly workers.	JobGet will use the funds to build its products and hire talent.
<b>Leadline</b> Naples, FL	Venture Capital	Waldis Family Partnership, et al	\$5 Million	Leadline is a SaaS-based recruitment provider.	Leadline will accelerate its technology footprint and dedicate funds to marketing.
<b>Unify Jobs</b> Cleveland, OH	Seed Round	North Coast Ventures, Jumpstart	\$4.5 Million	Unify Jobs is a hiring company for the technology industry.	Unify Jobs will expand its skills analytics platform.
<b>Personio</b> Munich, Germany	Series E	Greenoaks Capital Partners, Altimeter Capital, et al	\$200 Million	Personio is an HR software provider.	Personio will use the funds to open new locations and build out its customer base.
<b>Canditech</b> Tel Aviv, Israel	Seed Round	Insight Partners and StageOne Ventures	\$9 Million	Canditech is an assessment provider with an online job-simulation platform.	Canditech will expand into new markets to continue promoting bias-free hiring.

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

<b>Wilco</b> Tel Aviv, Israel	Seed Round	Hetz Ventures, Vertex Ventures, Flybridge Capital Partners, et al	\$7 Million	Wilco is an immersive upskilling platform for software developers.	Wilco will keep enhancing its technology offerings while expanding into career advancement opportunities for groups underrepresented in the tech industry.
<b>Jobop</b> Casablanca, Morocco	Seed Round	Azur Partners, et al	\$1 Million	Jobop is a digital temporary staffing platform.	Jobop will use the funds to expand their platform.
<b>CEIPAL</b> Rochester, NY	Series B	Camden Partners, et al	\$16.5 Million	CEIPAL is an AI-based talent acquisition platform.	With the funds, CEIPAL will expand throughout the US, UK, and India.
<b>Transfr VR</b> New York, NY	Series B	Lumos Capital Group, et al	\$35 Million	Transfr is a virtual reality-based training provider.	Transfr will expand into industries and regions heavily impacted by skills gaps.
<b>Fountain</b> San Francisco, CA	Series C	B Capital Group, SoftBank, et al	\$100 Million	Fountain is an applicant tracking system (ATS).	Fountain will use the funds to keep up with demand.
<b>CoachHub</b> New York, NY	Series C	Sofina, SoftBank Vision Fund 2, et al	\$200 Million	CoachHub is a digital coaching platform.	With the funds, CoachHub will further scale its product innovation and operations while expanding globally.
<b>TestGorilla</b> Amsterdam, Netherlands	Series A	Atomico, Balderton Capital, et al	\$70 Million	TestGorilla is a pre-employment testing and recruitment platform.	TestGorilla will expand its testing library and hire to meet demand.
<b>HostBooks</b> Gurugram, India	Series A	Razorpay, et al	\$3 Million	HostBooks is a cloud-based payroll and compliance platform.	HostBooks will expand its AI capabilities.
<b>Cloverleaf</b> Covington, KY	Series A	ScOp Ventures, Mucker Capital, et al	\$9 Million	Cloverleaf is an automated coaching technology provider.	Cloverleaf will invest in new products and technology.
<b>Bryq</b> Attica, Greece	Pre-Series A	No Such Ventures, Big Pi Ventures, et al	\$4 Million	Bryq is an AI-based talent intelligence platform.	With the funds, Bryq will continue investing in innovation and AI technology.
<b>RippleMatch</b> New York, NY	Series B	Goldman Sachs, et al	\$45 Million	RippleMatch is a recruitment automation platform with an emphasis on Gen Z.	RippleMatch will use the funds to keep up with demand, including expanding its internal team and developing new technology.

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

<b>Multiverse</b> London, UK	Series D	StepStone Group, et al	\$220 Million	Multiverse is a professional internship matching and corporate learning platform.	Multiverse will use the funds to expand across the US and broaden its learning programs.
<b>Ethena</b> New York, NY	Series B	Lachy Groom, Felicis, et al	\$30 Million	Ethena is a compliance training platform.	Ethena plans to expand its training technology.
<b>Reflex</b> Austin, TX	Seed Round	Indicator Ventures, Sugar Capital, Red Swan Ventures, et al	\$4.5 Million	Reflex is an online marketplace for finding retail talent.	Reflex plans to expand throughout Texas, then the rest of the U.S.
<b>Nava Benefits</b> New York, NY	Series B	Avid Ventures, et al	\$40 Million	Nava Benefits is an employee benefits brokerage service focused on affordable healthcare.	Nava Benefits will use the funds to expand to Fortune 500 companies.
<b>Teal</b> Miami, FL	Seed Round	City Light Capital, et al	\$6.3 Million	Teal is a personal career growth platform.	With the funds, Teal will launch new products, including a recommendation engine for skills-based online courses and career goals.
<b>Salary Hero</b> Bangkok, Thailand	Seed Round	Titan Capital, 500 TukTuks, et al	\$2.8 Million	Salary Hero is an early wage access (EWA) platform.	With the funds, Salary Hero add savings accounts, insurance products, and other financial services to the platform.
<b>Finch</b> San Francisco, CA	Series A	Menlo Ventures, Bedrock, et al	\$15 Million	Finch is an employment systems platform.	With the funds, Finch will expand its systems support functions.
<b>Go1</b> Brisbane, Australia	Round Unknown	Airtree Ventures, et al	\$100 Million	Go1 is a corporate education and development platform.	With the funds, Go1 will expand its learning content.
<b>Hourly.io</b> Palo Alto, CA	Series A	Glilot Capital Partners	\$27 Million	Hourly.io is a workers compensation and payroll company.	Hourly.io plans to expand throughout the US and scale its insurance platform.
<b>Guild</b> Denver, CO	Series F	Bessemer Venture Partners, D1, Felicis, FPV, et al	\$175 Million	Guild is an upskilling and educational platform.	Guild will use the funds to expand into new sectors.
<b>HourWork</b> Boston, MA	Series A	MM Catalyst Fund, RelishWorks, et al	\$2.5 Million	HourWork is a SaaS-based recruitment and retention platform for quick-service restaurant franchise owners.	The funds will be used to scale customer success, sales, and marketing teams.

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

<b>Pave and Advanced-HR</b> San Francisco, CA and San Francisco, CA	Acquisition	N/A	N/A	Pave, a real-time compensation platform, acquired Advanced-HR, a compensation data platform.	The acquisition will help Pave expand globally.
<b>Degreed and Learn In</b> Pleasanton, CA and San Francisco, CA	Acquisition	N/A	N/A	Degreed, an upskilling platform, acquired Learn In, a talent academy platform.	Degreed will integrate Learn In's offerings and create long-term upskilling and growth opportunities.
<b>Talent Inc. and GetFive</b> New York, NY and New York, NY	Acquisition	N/A	N/A	Talent Inc, a technology-based career services provider, acquired GetFive, a career development and transition solutions provider.	With the acquisition, GetFive will operate separately and add new capabilities and technology.
<b>Axonify and Nudge</b> Waterloo, Canada and Toronto, Canada	Acquisition	N/A	N/A	Axonify, a frontline employee training and communications platform, acquired Nudge, a workforce digital communications platform.	With the acquisition, Axonify will integrate its learning technology with Nudge's communications and task management platform.
<b>Deel and PayGroup</b> San Francisco, CA and Melbourne, Australia	Acquisition	N/A	N/A	Deel, a global payroll and compliance solution provider, acquired PayGroup, a global payroll provider.	The acquisition will expand Deel's payroll and compliance capabilities.
<b>Futuris Company and Savantis</b> Rockville, MD and Exton, PA	Acquisition	N/A	N/A	Futuris, a human capital management (HCM) company, acquired the staffing portion of Savantis, an IT staffing and consulting company.	Savantis' offerings will help Futuris in their goal to deliver end-to-end staffing solutions.
<b>Sociabble and Alhena</b> Paris, France and Gardanne, France	Acquisition	N/A	N/A	Sociabble, an employee advocacy solutions provider, acquired Alhena, a SaaS-based technology focused on automating content flows and social media marketing.	Sociabble will create employee advocacy campaigns using Alhena's technology.
<b>Talent Systems, eTribez Casting Platform, and Staff Me Up</b> Los Angeles, CA	Acquisition	N/A	N/A	Talent Systems, a casting and auditioning software provider, acquired eTribez, another casting company, and Staff Me Up, a hiring and networking platform for media production workers.	With the acquisitions, Talent Systems will expand its hiring reach.
<b>PayNW and Renewal</b> Seattle, WA and Chattanooga, TN	Acquisition	N/A	N/A	PayNW, a human capital management (HCM) software provider, acquired Renewal, a payroll and benefits company.	The acquisition of Renewal's HCM division will expand PayNW's offerings and reach.

ORGANIZATION	TRANSACTION	SOURCE OF FUNDS	MONEY RAISED	PRODUCT DESCRIPTION	OBSERVATIONS
<b>Adzuna and Getwork</b> London, UK and Minneapolis, MN	Acquisition	N/A	N/A	Adzuna, a smart job search engine, acquired Getwork, a job search website.	The companies will operate as independent brands.
<b>Revelo and Listopro</b> Miami, FL and Mexico City, Mexico	Acquisition	N/A	N/A	Revelo, a remote software developer hiring platform, acquired Listopro, a tech talent hiring marketplace.	Listopro's capabilities will enhance Revelo's response to the demand for talent.
<b>HqO and Leesman Index</b> Boston, MA and London, UK	Acquisition	N/A	N/A	HqO, a workplace experience platform, acquired Leesman, an employee workplace experience company.	Leesman will continue to operate independently while augmenting HqO's offerings.
<b>Grupa Pracuj and Softgarden</b> Warsaw, Poland and Berlin, Germany	Acquisition	N/A	N/A	Grupa Pracuj, an online recruitment and HR technology solutions provider, acquired Softgarden, an HR recruiting company.	The acquisition will allow Grupa Pracuj to expand into western Europe.
<b>Corel and Awingu</b> Ottawa, Canada and Ghent, Belgium	Acquisition	N/A	N/A	Corel, a productivity and collaboration software provider, acquired Awingu, a remote access technology provider.	Corel will integrate Awingu's offerings into its platform to provide remote capabilities.
<b>Cornerstone OnDemand and SumTotal</b> Santa Monica, CA and Gainesville, FL	Acquisition	N/A	\$200 Million	Cornerstone OnDemand, an HR software provider, acquired SumTotal Systems, a learning and HCM SaaS provider.	Cornerstone OnDemand will use the acquisition to expand its offerings.
<b>WorkGenius and JBC</b> New York, NY and New York, NY	Acquisition	N/A	N/A	WorkGenius, an AI-based freelance management platform, acquired JBC, a staffing company.	The acquisition will bring additional talent to WorkGenius's platform.
<b>Cegid and Wittyfit</b> Lyon, France and Paris, France	Acquisition	N/A	N/A	Cegid, a cloud-based management solution for HR professionals, acquired Wittyfit, a SaaS-based platform for measuring employee satisfaction and engagement.	Wittyfit's offerings will integrate into Cegid.
<b>CleverConnect and Talentry</b> Paris, France and Munich, Germany	Merger	N/A	N/A	CleverConnect, an HR and recruiting company, merged with Talentry, an employee referral and advocacy platform.	The merger will create a leader in HR and talent acquisition solutions.

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

<b>ServiceNow</b> and <b>Hitch Works</b> Santa Clara, CA and Seattle, WA	Acquisition	N/A	N/A	Service Now, a cloud-based enterprise automation platform, acquired Hitch Works, an AI-based talent mobility platform.	The companies will merge platforms to address talent gaps and match people to projects.
<b>Tango</b> and <b>billie</b> Dallas, TX and Ottawa, Canada	Acquisition	N/A	N/A	Tango, a store lifecycle management and integrated workplace management system software provider, acquired billie, a gamification-based employee engagement workspace solution.	The acquisition will integrate billie's offerings into Tango's platform.
<b>ARR Healthcare, Inc.</b> and <b>Enterprise Medical Recruiting</b> Dallas, TX and Chesterfield, MO	Acquisition	N/A	N/A	ARR Healthcare, a healthcare staffing company, acquired Enterprise Medical Recruiting, a physician search and placement company.	Enterprise Medical Recruiting's offerings will allow ARR Healthcare to offer permanent and temporary staffing solutions.