

## Human Resources New Technology Quarterly Summary: Q1 2025



### Introduction

Each quarter, new technologies in the HR space are developed and funded. To track the key players in the HR technology sector, and the innovation they bring, *HRO Today* produces quarterly reports summarizing 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 HR tech covered in this summary includes recruitment, employee records, performance, learning and development, compensation management, and compliance tools. The quarterly report features new products that hit the market, as well as funding and acquisition announcements for HR tech companies.

### First Quarter 2025 Overview

HR technology announcements started the year slowly. Product activity was, again, the strongest section of activity. Venture capital (VC) activity slowed down as total investment and average investment decreased to \$802.9 million. Mergers and acquisitions (M&A) activity slowed considerably, to 28, especially after a robust showing in 2024.

Overall, venture capital funding has seemingly bounced back after reaching its highest level since 2022. Although total deal count has decreased, global funding reached \$121 billion in the first quarter of 2025. This growth was driven by mega-rounds, or deals worth over \$100 million, as they accounted for over 70% of funding.<sup>1</sup>

North America had a promising quarter as funding reached \$80 million, accounting for 71% of all global funding. Silicon Valley-based companies accounted for 69% of US-based VC activity, further cementing the region's position for innovation and funding.

M&A activity had its strongest quarter since 2021. Globally, M&A seemingly rebounded, though activity was led by Google's acquisition of Wiz for \$32 billion, the largest acquisition of a private company in history.<sup>2</sup> Due to global uncertainty, economists believe M&A deals might decline, though the number of deals is expected to pick up again by the end of 2025.<sup>3</sup>

**Globally, M&A seemingly rebounded, though activity was led by Google's acquisition of Wiz for \$32 billion, the largest acquisition of a private company in history.**

**Overall, investors made fewer deals and for lower amounts in the first quarter of 2025. Investment in HR technology totaled \$802.90 million, down from \$1.11 billion invested in the fourth quarter of 2024 but up from \$644.70 million invested in the first quarter of 2024.**

There was a total of 159 major HR technology announcements in the first quarter of 2025, a decrease from the 202 announcements in the fourth quarter and 175 in the first quarter of 2024. Major announcements included those with at least \$1 million in funding, where funding information was available.

Overall, investors made fewer deals and for lower amounts in the first quarter of 2025. Investment in HR technology totaled \$802.90 million, down from \$1.11 billion invested in the fourth quarter of 2024 but up from \$644.70 million invested in the first quarter of 2024. The average investment in the first quarter was \$22.94 million, down from \$28.54 million in the fourth quarter of 2024 but up from the \$14.99 million in the first quarter of 2024. There were four announcements over \$100 million. The largest announcement was \$140 million for Darwinbox, an HR technology platform.

There were 35 funding announcements, down from 39 in the fourth quarter and 45 in the first quarter of 2024. There were 28 M&A announcements, down significantly from 48 last quarter. Products made up the majority of announcements, with 96 new products debuting, down from 120 in the fourth quarter but up from 96 in the first quarter of 2022.

As the influx of new HR technology products continues, product announcements now account for roughly one-half to two-thirds of all announcements. This quarter, products accounted for 60% of announcements, up from 59% last quarter and 51% in the first quarter of 2024. Historically, until 2023, funding announcements accounted for about one-half of announcements. However, funding announcements now make up 22% of all announcements this quarter, up from 19% last quarter but down from 26% year-over-year.

**The recent expansion of AI technologies and capabilities has increased the total number of HR products launched.**

The recent expansion of AI technologies and capabilities has increased the total number of HR products launched. Funding began to wane in 2023 as companies turned to internal product development, fueled by the availability of AI technologies. Now, AI-based companies account for 20% of all funding. Companies are now integrating AI, updating systems, and launching AI-based products to stay competitive and draw in funding.

Of the 159 technology announcements, 124 were from companies within the United States, 18 from EMEA, 5 from Canada, 4 from APAC and one from Latin America. There were 7 interregional joint announcements: 5 between the US and EMEA, one between the US and Latin America, and one between APAC and Canada. Silicon Valley was active again, with 32 announcements compared to 34 last quarter. However, activity in London weakened with three announcements compared to 9 last quarter.

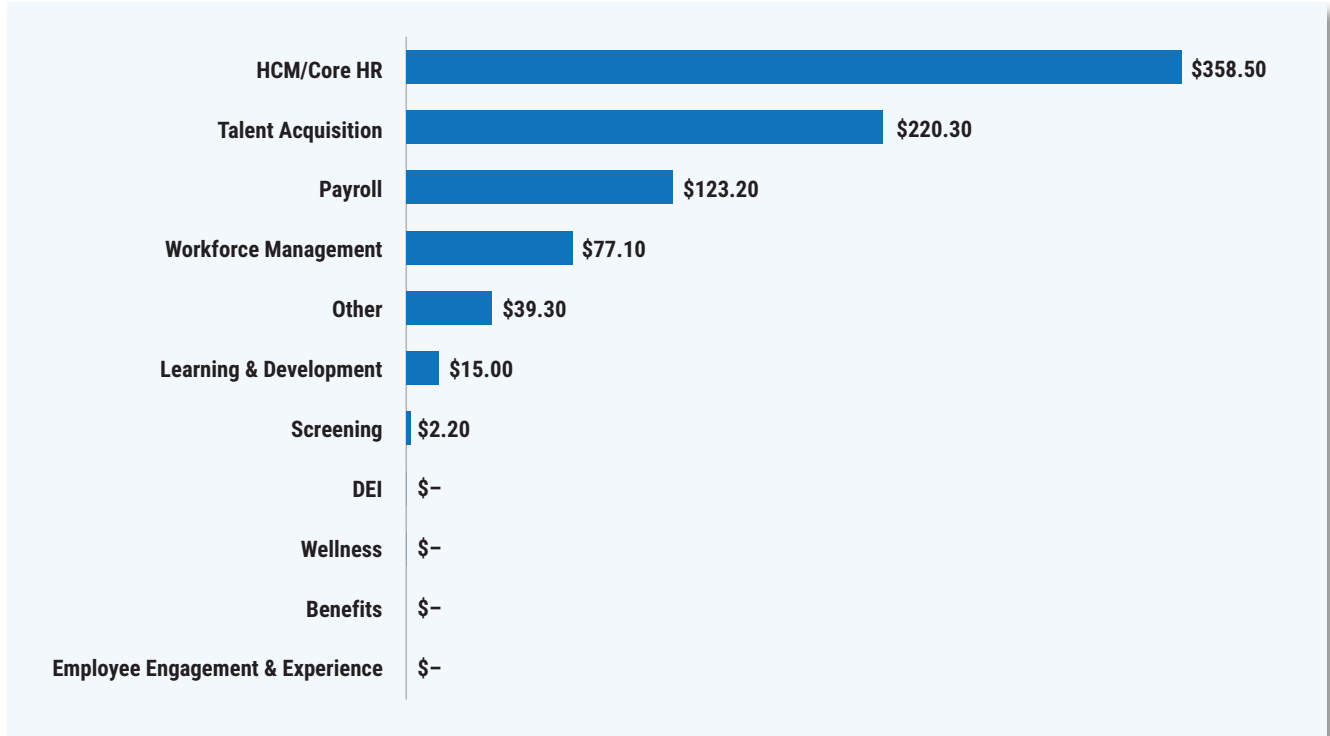
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HCM/Core HR technology and Talent Acquisition technology had strong performances in the first quarter of 2025. Talent Acquisition technology had the most announcements, 54, while HCM/Core HR technology had the largest amount invested, \$358.50 million. In the last few quarters, Talent Acquisition technology has had significant growth in investments and product announcements. HCM/Core HR technology has had an influx of new product announcements and funding, mainly fueled by AI integration.<sup>†</sup>

Based on first quarter technology announcements, 2025 will be a promising year for HR product announcements. HR technology funding has not yet bounced back from its recent decline and further economic uncertainty does not allow a clear timeline for funding to return to its previous levels. Talent acquisition and core HR functions continue leading in investment and technology announcements, reflecting current needs within the labor market. Throughout 2025, HR technology should experience growth paired with innovation. ■

<sup>†</sup> In this report, and in the following, we have renamed and consolidated the categories. Talent Acquisition now includes recruitment and marketplace job boards. Learning & Development includes upskilling and assessments. Employee Engagement & Experience are now combined. Wellness includes physical, mental, and financial health. Other includes collaboration and communication, team building, relocation, contingent, and compliance. In previous years, we included an AI category to measure the growth of AI in HR tech. However, AI is rapidly becoming table stakes in modern technology. Due to this fact, along with the fairly liberal use of the term in the media, the category of AI will not be specifically broken out in our analyses going forward.

### Q1 2025 HR Spending on New HR Technology



### Q1 2025 HR Tech Investment: Summary by Technology

	Funding (Millions)	Number of Announcements
HCM/Core HR	\$ 358.50	27
Talent Acquisition	\$ 220.30	54
Payroll	\$ 123.20	10
Workforce Management	\$ 77.10	26
Other	\$ 39.30	10
Learning & Development	\$ 15.00	18
Screening	\$ 2.20	3
Employee Engagement & Experience	\$ -	20
Benefits	\$ -	7
Wellness	\$ -	0
DEI	\$ -	0

### Notes

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1. "State of Venture Q1'25 Report." *CB Insights*, April 3, 2025, <https://www.cbinsights.com/research/report/venture-trends-q1-2025/>.
2. Teare, Gene. "Q1 Global Startup Funding Posts Strongest Quarter Since Q2 2022 With A Third Going To Massive OpenAI Deal." *Crunchbase*, April 3, 2025, <https://news.crunchbase.com/venture/global-funding-strong-q1-2025-ai-data/>.
3. Herbst-Bayliss, Svea, Summerville, Abigail, Vinn, Milana. "Dealmakers in wait and see mode, expect M&A pace to pick up later in 2025." *Reuters*, March 6, 2025, <https://www.reuters.com/markets/deals/dealmakers-wait-see-mode-expect-ma-pace-pick-up-later-2025-2025-03-06/>.



## About *HRO Today*

[\*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	MONEY RAISED	SOURCE OF FUNDS	ANNOUNCED DATE	DESCRIPTION	LOCATION
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## PRODUCT ANNOUNCEMENTS

<b>Appcast</b>	Product	N/A	N/A	7-Jan	Appcast, a recruitment marketing platform, launched AppcastOne. The new platform combines recruitment marketing strategy and channels into a unified platform for prime data optimization.	United States
<b>Achievers</b>	Product	N/A	N/A	8-Jan	Achievers, a recognition and reward platform, launched the Achievers app for Microsoft Teams. The integration allows recognitions to be sent out during teams meetings.	Canada
<b>Corporate Relocation International (CRI) and Pivt</b>	Product	N/A	N/A	8-Jan	CRI and Pivt launched Blueprint, an AI and analytics solution for retaining employees, optimizing relocation investments, and increasing ROI.	United States
<b>TriNet</b>	Product	N/A	N/A	8-Jan	TriNet, an HR solutions provider for SMBs, unveiled HR Plus, an administrative services organization solution for optimizing HR and benefits administration.	United States
<b>AppWork</b>	Product	N/A	N/A	8-Jan	AppWork, a maintenance management software, launched AppWork Coins. This gamification tool improves technician engagement while measuring overall performance.	United States
<b>DDI</b>	Product	N/A	N/A	9-Jan	DDI, a global leadership company, launched Skill Insights assessments, competency-based assessments used to evaluate the knowledge and skills of leaders.	United States
<b>HR Signal</b>	Product	N/A	N/A	10-Jan	HR Signal, an HR technology provider, launched Lookalikes™. Lookalikes is an AI-powered candidate sourcing platform that can match candidates with specific archetypes, improving time-to-hire.	United States
<b>Job Board Hive</b>	Product	N/A	N/A	13-Jan	Job Board Hive, a job marketplace, launched a comprehensive directory of niche job boards to help talent find suitable positions.	United States
<b>The Muse</b>	Product	N/A	N/A	14-Jan	The Muse, a job marketplace and talent platform, launched Maya. Maya is an AI-tool that offers users personalized career advice, guidance, and support using The Muse's library of resources.	United States
<b>Syndio</b>	Product	N/A	N/A	15-Jan	Syndio, a pay equity and reporting solution provider, announced the Pay Gap Reporting Hub. The hub offers comprehensive guides to understanding pay gap reporting requirements globally.	United States
<b>TrackerRMS</b>	Product	N/A	N/A	16-Jan	TrackerRMS, a global ATS and CRM system, launched Onboarding+. The new solution will automate workflows, manage compliance, simplify recruiting operations, and streamline the candidate experience.	United States

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## PRODUCT ANNOUNCEMENTS (cont'd.)

<b>Ediphi</b>	Product	N/A	N/A	17-Jan	Ediphi, a cloud-based estimating software provider, launched a new interview preparation platform. The platform offers simulated interviews with role-specific questions, timed responses, and recording options.	United States
<b>Borderless AI</b>	Product	N/A	N/A	17-Jan	Borderless AI, a global HR platform, launched HRGPT. The AI-based search engine allows employees to search through their company's data and applications for HR laws and guidelines.	Canada
<b>BetterUp</b>	Product	N/A	N/A	21-Jan	BetterUp, a human transformation and coaching platform, launched its new AI coach. The coach will use evidence-based approaches to create customized coaching experiences across various roles.	United States
<b>Qualtrics and SAP</b>	Product	N/A	N/A	22-Jan	Qualtrics, an experience management platform, and SAP, an enterprise application provider, partnered to bring access to SAP SuccessFactors and Qualtrics® XM™ for Employee Experience to organizations. The partnership will give more organizations access to Qualtrics XM, including products for employee experience, team engagement, management effectiveness, and productivity.	United States
<b>1848 Ventures</b>	Product	N/A	N/A	23-Jan	1848 Ventures, an AI solution provider for SMBs, launched Propel People, an AI-based recruiting platform. Propel People will be used within the construction industry to hire, train, and retrain talent.	United States
<b>Paylocity</b>	Product	N/A	N/A	23-Jan	Paylocity, an online HR and payroll provider, announced updates to its recruiting platform. To enhance the candidate experience and accelerate hiring processes, the platform now streamlines workflows, focuses on candidate engagement, and prioritizing data-driven decision-making.	United States
<b>Mega HR</b>	Product	N/A	N/A	23-Jan	Mega HR, an AI-powered hiring platform, announced Megan, an AI Recruiter that can automate frontline hiring tasks, allowing companies to reprioritize candidate engagement.	United States
<b>CodeSignal</b>	Product	N/A	N/A	23-Jan	CodeSignal, a skills platform, announced Interviewer Training. The program uses AI to help teams conduct fair, skills-focused, and effective interviews.	Silicon Valley, US
<b>WebAI</b>	Product	N/A	N/A	23-Jan	WebAI, an enterprise AI platform, announced Companion. Companion is an AI assistant used to boost employee productivity with workflow-specific AI tools.	United States
<b>Nayya Claims and Vensure</b>	Product	N/A	N/A	27-Jan	Nayya Claims, an insurance and employee benefits platform, and Vensure, a PEO and HR solutions provider, are partnering to integrate Nayya's data insights into Vensure's PEO offerings.	United States

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## PRODUCT ANNOUNCEMENTS (cont'd.)

<b>Staffbase</b>	Product	N/A	N/A	28-Jan	Staffbase, an employee communications cloud provider, launched "The New Staffbase Email". The new platform enhances employee engagement and communications with personalized and strategically timed messages, advanced management, and data-driven insights.	Germany
<b>HealthStream</b>	Product	N/A	N/A	28-Jan	HealthStream, a workforce solutions provider for healthcare providers, announced the HealthStream Learning Experience™ (HLX). HLX is a learning experience platform for upskilling the healthcare workforce.	United States
<b>Voya Financial</b>	Product	N/A	N/A	28-Jan	Voya Financial launched its Lifetime Life Insurance product. The new insurance would complement conventional workplace benefits to ensure layered coverage.	United States
<b>Semos Cloud</b>	Product	N/A	N/A	28-Jan	Semos Cloud, a people and culture intelligence solution provider, launched Feedback Intelligence, an AI-based tool for providing customized, clear, actionable, and unbiased feedback for employees.	United States
<b>Remote</b>	Product	N/A	N/A	28-Jan	Remote, a remote workforce platform, launched Remote Contractor of Record, a way to pay global contractors without compliance burdens.	Silicon Valley, US
<b>Workday and TechWolf</b>	Product	N/A	N/A	29-Jan	Workday, an AI platform for people management, partnered with TechWolf, a workforce development software provider, to integrate TechWolf's AI-powered skills intelligence into Workday's platform to augment its skills data.	United States and Belgium
<b>McLean &amp; Company</b>	Product	N/A	N/A	28-Oct	McLean & Company, an HR advisory firm, released McLean Assistant, an AI chatbot to improve the member experience through tailored, AI-powered insights.	United States
<b>isolved</b>	Product	N/A	N/A	29-Oct	isolved, a human capital management technology company, announced several product enhancements, including Job Ad Authoring for writing job descriptions and Candidate Matching that uses AI to score job candidates.	United States
<b>Paycor HCM, Inc.</b>	Product	N/A	N/A	29-Oct	Paycor, a provider of human capital management software, launched its Integration Platform that enables customers to integrate and connect their third-party HR software and business applications.	United States
<b>Remote and Carta</b>	Product	N/A	N/A	29-Oct	Remote, an HR platform for distributed companies, collaborated with Carta, an equity management platform, to launch Remote Equity, which makes it easier for companies to grant and manage legally compliant stock option plans for talent across the globe.	Silicon Valley, US

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## PRODUCT ANNOUNCEMENTS (cont'd.)

<b>Emry Health</b>	Product	N/A	N/A	29-Oct	Emry Health, a benefits provider, launched BillAssist, an AI solution for employer groups to lower out-of-pocket healthcare costs for employees through hospital financial assistance programs and bill negotiation.	United States
<b>HiBob</b>	Product	N/A	N/A	29-Oct	HiBob, an HR platform, launched Bob Learning, an integrated learning and development module for employee learning.	United States
<b>LinkedIn</b>	Product	N/A	N/A	29-Oct	LinkedIn, a social media and career platform, announced its Hiring Assistant, an AI Agent that assists recruitment workflows to improve recruiter productivity and candidate quality.	Silicon Valley, US
<b>YouScience</b>	Product	N/A	N/A	29-Oct	YouScience, a platform for closing the skills gap, launched its enhanced workforce solution.	United States

## FUNDING ANNOUNCEMENTS

<b>Buk</b>	Series B	\$50 million	Headline, Greenoaks, Base10, Workday, et al	7-Jan	Buk, an HR technology company, will use the funds for market expansion and research.	Mexico
<b>OnPay</b>	Series B & Debt Financing	\$100 million	Carrick Capital Partners	8-Jan	OnPay, a payroll software company, will scale.	United States
<b>Holly</b>	Pre-Seed	\$2.2 million	J2 Ventures, Roble Ventures, Gaingels, et al	13-Jan	Holly, an AI-based hiring platform for government work, will use the funds to solve the government workforce vacancy crisis.	United States
<b>Maki</b>	Series A	\$28.6 million	Blossom Capital, et al	15-Jan	Maki is a conversational AI platform for talent acquisition. Maki will expand throughout the US and grow its team.	France
<b>Borderless AI</b>	Seed	\$5 million	Aidan Gomez, Ivan Zhang, et al	16-Jan	Borderless AI, an HR software provider, raised an additional \$24 million in 2024. With the funds, Borderless AI will expand its AI HR agents.	Canada
<b>Workwize</b>	Series A	\$13 million	Klass Capital, Peak, et al	16-Jan	Workwize, an IT hardware asset management platform, will accelerate its AI services and automation.	The Netherlands
<b>SeamlessHR</b>	Series A	\$9 million	Gates Foundation, Helios Digital Ventures, et al	20-Jan	SeamlessHR, an HCM solutions provider, will expand across Africa, possibly acquiring other HR startups.	Kenya

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## FUNDING ANNOUNCEMENTS (cont'd.)

<b>Belfry</b>	Series A	\$12 million	Base10 Partners, Aglae Ventures, et al	21-Jan	Belfry is an all-in-one HR platform for security businesses. With the funds, Belfry will accelerate its production innovation.	United States
<b>Ogram</b>	Seed	\$3 million	Tenami Capital, et al	22-Jan	Ogram, a flexible staffing solution, will use the funds to expand to the retail and hospitality sectors.	UAE
<b>Passbolt</b>	Series A	\$8 million	Airbridge Equity Partners, Expon Capital, et al	23-Jan	Passbolt, a credentialing and access manager, will use the funds to accelerate development of its open source-based collaborative password and access software.	Luxembourg
<b>Atomicwork</b>	Series A	\$25 million	Khosla Ventures, Z47, Blume Ventures, et al	28-Jan	Atomicwork, a management solutions provider for enterprise IT, will use the capital to invest in market expansion and fuel product development.	Silicon Valley, US
<b>Menlo79</b>	Seed	\$2.3 million	Scalehouse Capital, Ventis Capital, et al	29-Jan	Menlo79 is a cloud-based workforce management platform for rail companies. With the funds, Menlo79 will expand.	Germany
<b>Final Round AI</b>	Seed	\$6.9 million	Uncork Capital, Linear Capital, et al	30-Jan	Final Round AI, an interview coaching and AI job platform, will use the funds to expand their AI-powered interview feedback solutions.	Silicon Valley, US
<b>Zelt</b>	Seed	\$6 million	Nauta, Venrex, et al	30-Jan	Zelt, an HR management platform, will expand its products.	London, UK

## MERGERS & ACQUISITIONS

<b>Paychex, Inc. and Paycor HCM</b>	Acquisition	N/A	N/A	7-Jan	Paychex acquired Paycor HCM for \$4.1 billion, expanding Paychex's portfolio of services.	United States
<b>Humareso and Rhabit Analytics</b>	Acquisition	N/A	N/A	8-Jan	Humareso, an HR consulting and talent development solution, acquired Rhabit Analytics, an employee performance and engagement analytics provider.	United States
<b>HR Path and IntSys Solutions</b>	Acquisition	N/A	N/A	9-Jan	HR Path, an HR consulting solution, acquired IntSys, an innovative HR service provider. This will enhance HR Path's Workday capabilities and strengthen its presence in the UK.	United States and the Netherlands
<b>Relias and Feedtrail HealthcareXM</b>	Acquisition	N/A	N/A	9-Jan	Relias, a workforce enablement partner, acquired Feedtrail HealthcareXM, a patient and employee experience management solution. The acquisition will strengthen Relias's healthcare offerings.	United States

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## MERGERS & ACQUISITIONS (cont'd.)

<b>Employment Hero and Humi</b>	Acquisition	N/A	N/A	9-Jan	Employment Hero, a global employment solutions provider, acquired Humi, an employment solution provider. Employment Hero's employment operating system (eOS) will integrate with Humi's strong network in Canada.	Australia and Canada
<b>Shaker and JobAdX</b>	Acquisition	N/A	N/A	9-Jan	Shaker, a recruitment marketing company, acquired JobAdX, a job distribution tool.	United States
<b>Zellis and Elementsuite</b>	Acquisition	N/A	N/A	10-Jan	Zellis, an AI payroll and HR provider, acquired Elementsuite, an AI HR software company. Elementsuite's products will be integrated into Zellis, making an end-to-end HR and payroll platform.	UK
<b>Wire and Pydio</b>	Acquisition	N/A	N/A	14-Jan	Wire, a secure messaging and video conferencing company, acquired Pydio, a document sharing company, to create a unified workspace solution that enhances security and productivity.	Germany and France
<b>Karat and Byteboard</b>	Acquisition	N/A	N/A	16-Jan	Karat, a technical talent measurement platform, acquired Byteboard, a skills-based technical assessment solution, to strengthen its talent solutions.	United States and Silicon Valley, US
<b>Priority Technology Holdings and Rollfi</b>	Acquisition	N/A	N/A	24-Jan	Priority, a commerce and revenue platform, acquired Rollfi, a benefits and payroll platform for financial service providers. The acquisition will strengthen Priority's payroll and benefits solutions.	United States
<b>Deloitte and SimplrOps</b>	Acquisition	N/A	N/A	27-Jan	Deloitte, a business management and consultancy company, acquired SimplrOps, an HCM-focused SaaS technology company. Deloitte will integrate SimplrOps' products into its offerings.	United States and Silicon Valley, US
<b>15Five and Kona</b>	Acquisition	N/A	N/A	28-Jan	15Five, a performance management platform, acquired Kona, an AI-based manager coaching tool for remote workforces. The acquisition enhances 15Five's offerings in management upskilling.	United States and Silicon Valley, US
<b>Wrike and Klaxoon</b>	Acquisition	N/A	N/A	28-Jan	Wrike, a workforce management platform, acquired Klaxoon, a visual collaboration tool provider. Wrike will integrate Klaxoon's offerings to enhance team collaboration tools.	United States and France

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## PRODUCT ANNOUNCEMENTS

<b>IrisAgent</b>	Product	N/A	N/A	3-Feb	IrisAgent, a AI customer support solution provider, unveiled AI Bot for Slack. Directly integrated into Slack, it can handle mundane tasks, streamline information retrieval, and enhance team collaboration.	Silicon Valley, US
<b>CareerArc</b>	Product	N/A	N/A	4-Feb	CareerArc, a social recruiting solutions provider, launched HireSocial. HireSocial is a social recruiting platform that automates, simplifies processes, and converts candidates.	Silicon Valley, US
<b>Transfr</b>	Product	N/A	N/A	4-Feb	Transfr, a workforce education company, launched TransfrTrek, an extended reality-based solution for enhanced learning.	United States
<b>Alight</b>	Product	N/A	N/A	4-Feb	Alight is a cloud-based HCM services provider launching Alight Worklife®. The new platform enhances Alight's wellbeing navigation, employee benefits, and absence management solutions.	United States
<b>Voxel</b>	Product	N/A	N/A	6-Feb	Voxel, an AI-based workplace safety and efficiency services provider, released Impact Boards. The new release allows teams to pinpoint workplace trends, address operational concerns, and take proactive steps to limit workplace injuries.	Silicon Valley, US
<b>Talroo and Zenople by Aqore</b>	Product	N/A	N/A	6-Feb	Talroo, an AI-based job marketplace and talent-matching solution, partnered with Zenople by Aqore, a staffing platform. Under the partnership, Talroo-sourced applicants are placed in Zenople by Aqore's ATS to fill jobs faster and optimize recruitment marketing efforts.	United States
<b>ControlUp</b>	Product	N/A	N/A	11-Feb	ControlUp, a digital employee experience management platform, launched ControlUp for Apps. The new offering provides real-time visibility and proactive management.	Silicon Valley, US
<b>Reejig and The Learning Forum</b>	Product	N/A	N/A	12-Feb	Reejig, a workforce optimization platform, partnered with The Learning Forum, a professional networking platform, to launch The Work Design Collaborative. The Collaborative will work with senior HR leaders to promote AI-led workforce transformation.	United States
<b>WTW</b>	Product	N/A	N/A	12-Feb	WTW, a global advisory, broking, and solutions company, launched Expert. Expert is an AI-powered HR assistant to streamline and enhance HR offerings within SMBs.	London, UK
<b>Nametag</b>	Product	N/A	N/A	12-Feb	Nametag, an identity verification and screening provider, launched Verified-Hire, a secure employee onboarding and credentialing solution. VerifiedHire will be used to combat remote worker fraud schemes, including the recent North Korean IT workers.	United States

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

<b>Hirezon</b>	Product	N/A	N/A	13-Feb	Hirezon, a cloud-based HR provider for higher education, launched a new version of MyReferred™, an employee referral program based on a strategic proactive process instead of the typical reactive process.	United States
<b>Applaud</b>	Product	N/A	N/A	19-Feb	Applaud, an HR technology service provider, launched HR Case Management solution. The new AI-powered solution adds to Applaud's end-to-end HR service delivery offerings and bridges the gap between employee experiences and business results.	UK
<b>GoHappy</b>	Product	N/A	N/A	19-Feb	GoHappy, a frontline employee engagement solutions provider, launched the Frontline Intranet. This allows remote workers to easily, efficiently, and securely share documents and company resources among remote workers.	United States
<b>Flowpath</b>	Product	N/A	N/A	19-Feb	FlowPath, a computerized maintenance management system software provider for higher education, launched its AI Assistant. The Assistant helps teams manage tasks and workflows while automating routine processes and providing real-time data insights.	United States
<b>ReXLytics</b>	Product	N/A	N/A	19-Feb	ReXLytics, an enterprise resources planning solution, announced ReXEngagement, an AI-based platform that gathers analytics to enhance employee engagement across distributed and remote teams.	United States and Silicon Valley, US
<b>RecruitCRM</b>	Product	N/A	N/A	19-Feb	RecruitCRM, a recruiting company, launched additional add-ons to its suite of products. Now, RecruitCRM includes workflow automation, advanced analytics, job multiposting, and LinkedIn messages integration.	United States
<b>Prudential Financial, Inc.</b>	Product	N/A	N/A	19-Feb	Prudential, a financial services provider, launched OneLeave. OneLeave is a leave and disability management platform for streamlining workplace absences.	United States
<b>SkillUp Coalition</b>	Product	N/A	N/A	20-Feb	SkillUp Coalition, a career services platform for workers without a college degree, launched SkillUp AI, an agent that will provide users with personalized career navigation and goals tailored to their skills.	United States
<b>AdvantageClub.ai</b>	Product	N/A	N/A	21-Feb	AdvantageClub.ai, an employee engagement and rewards platform, launched ADVA 2.0. ADVA is an AI-based agent that streamlines the employee recognition and rewards process. ADVA can redeem and give out rewards.	Silicon Valley, US
<b>Skillfully</b>	Product	N/A	N/A	21-Feb	Skillfully, a skills-based hiring platform, launched SkillsOS, an AI-powered toolset to streamline hiring and derive data-based decisions based on an applicant's demonstrated skills.	Silicon Valley, US
<b>Asure</b>	Product	N/A	N/A	21-Feb	Asure, a cloud-based HCM provider, announced Luna. Luna is an AI-based agent that enhances payroll and HR tasks, able to take direct action within Asure's suite of products.	United States

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

<b>Optavise</b>	Product	N/A	N/A	24-Feb	Optavise, an employee benefits service provider, launched Optavise Clear. The new solution aims to eliminate employee confusion about their benefits, increasing employee satisfaction and retention.	United States
<b>WebWork AI</b>	Product	N/A	N/A	24-Feb	WebWork AI, a workforce management and productivity solution provider, introduced WebWork AI. The AI-based assistant eliminates manual reporting and provides real-time performance insights to better manage productivity.	Silicon Valley, US
<b>Barrett Business Services (BBSI)</b>	Product	N/A	N/A	25-Feb	BBSI, a business management solutions provider, launched the BBSI ATS. The new ATS is an end-to-end solution for simplifying and enhancing the recruitment process, from attracting talent to onboarding new employees.	United States
<b>Workday and Randstad Sourceright</b>	Product	N/A	N/A	26-Feb	Workday, an AI platform for people management, partnered with Randstad, a talent company. By integrating their offerings, the partnership allows Workday's technologies to work with Randstad's extensive talent network, streamlining talent acquisition and hiring.	United States and the Netherlands
<b>Wisq</b>	Product	N/A	N/A	26-Feb	Wisq, an AI-based enterprise planning and HR platform, launched Harper. Harper is an AI-powered HR generalist that automates repetitive and manual tasks.	Silicon Valley, US
<b>Medely</b>	Product	N/A	N/A	26-Feb	Medely, a healthcare workforce management platform, launched the Talent Fusion platform. The new platform centralizes workforce management by integrating internal resources, handling vendor management, and credentialing.	United States
<b>HiringThing</b>	Product	N/A	N/A	28-Feb	HiringThing, a recruiting and employee onboarding solution provider, announced the AI Pay Rate. The new enhancement provides data-driven pay rate recommendations to streamline the hiring process and ensure competitive compensation.	United States
<b>Spire AI</b>	Product	N/A	N/A	28-Feb	Spire AI, a talent model technology solution, launched Agent Sigma, an AI agent for delivering real-time workforce intelligence for hiring, internal mobility, workforce planning, and upskilling.	Silicon Valley, US

**FUNDING ANNOUNCEMENTS**

<b>SquarePeg</b>	Seed	\$3.5 million	Next Frontier Capital, Acadian Ventures, et al	3-Feb	SquarePeg, a candidate evaluation platform, will use the funds to further develop its recruiting intelligence software.	United States
<b>Trayd</b>	Equity	\$4.5 million	Suffolk Technologies, Bloomberg Beta, et al	4-Feb	Trayd is a construction payroll platform. Trayd will use the funds for product development, team expansion, and scaling.	United States

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

<b>ConverzAI</b>	Series A	\$16 million	Menlo Ventures, Left Lane Capital, et al	11-Feb	ConverzAI, an AI recruitment solution, will accelerate product innovation and expand its market strategy. The platform optimizes the entire recruitment pipeline with generative AI.	United States
<b>AI Geometric</b>	Strategic Investment	\$1.3 million	Professional Diversity Network, Inc.	13-Feb	AI Geometric, an AI-powered interview coaching and hiring platform, will use the strategic investment from PDN to automate processes and enhance the hiring process. PDN will have access to AI Geometric's AI products.	United States
<b>SmartSuite</b>	Series A	\$13 million	Canapi Ventures, Sorenson Capital, et al	20-Feb	SmartSuite, a workforce management platform, will scale globally and enhance its no-code platform.	United States
<b>Loxo</b>	Growth Investment	\$115 million	Tritium Partners, et al	20-Feb	Loxo, a talent intelligence platform and recruiting software provider, will expand its market reach and further its AI-based technology.	United States
<b>GoPerfect</b>	Seed	\$23 million	Hanaco Ventures, Joule Ventures, et al	25-Feb	GoPerfect, an AI-based recruiting platform, will use the funds to further develop its AI-based agentic recruiter.	United States
<b>Firstwork</b>	Seed	\$5 million	Gradient, Ycombinator, et al	28-Feb	Firstwork, an AI-powered workforce management platform for frontline workers, will expand its platform.	Silicon Valley, US
<b>Workhelix</b>	Series A	\$15 million	Accenture Ventures, Bloomberg Beta, et al	28-Feb	Workhelix, a workforce and AI management company, will be integrated into Accenture's LearnVantage platform to empower its upskilling.	Silicon Valley, US

**MERGERS & ACQUISITIONS**

<b>Quantum Workplace and WorkDove</b>	Acquisition	N/A	N/A	3-Feb	Quantum Workplace, an employee engagement and performance management platform, acquired WorkDove, a performance management software provider. This is Quantum's second acquisition in the employee performance industry.	United States
<b>Paradox and Eqtble</b>	Acquisition	N/A	N/A	5-Feb	Paradox, an AI-based automated recruiting and hiring platform, acquired Eqtble, a people analytics platform. Paradox plans on integrating Eqtble's data model and analytics engine to enhance its people data.	United States
<b>PETE and PlutoLMS</b>	Acquisition	N/A	N/A	5-Feb	PETE, an AI workforce training solutions provider, acquired PlutoLMS, a corporate learning management system. The acquisition is part of PETE's market expansion plan.	United States and London, UK
<b>Phenom and EDGE</b>	Acquisition	N/A	N/A	6-Feb	Phenom, an AI-based HR company, acquired EDGE, a resource management and talent mobility platform. By integrating EDGE's platform, the acquisition strengthens Phenom's workforce intelligence solutions for the professional services industry.	United States and Silicon Valley, US

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## MERGERS & ACQUISITIONS (cont'd.)

<b>Selerix and The Benefits eXpert (TBX)</b>	Acquisition	N/A	N/A	6-Feb	Selerix, a cloud-based benefits administrator and communications provider, acquired TBX, an employee benefits technology company. The acquisition is part of Selerix's plan to create an all-in-one SaaS benefits platform.	United States
<b>Momentive Software and Blue Sky eLearn</b>	Acquisition	N/A	N/A	10-Feb	Momentive Software, a cloud-based software, services, and payment solutions provider, acquired Blue Sky eLearn, a learning management software provider. This is Momentive's first learning provider acquisition.	United States
<b>Phenom and Pixentia</b>	Acquisition	N/A	N/A	13-Feb	Phenom, an AI-based HR company, acquired Pixentia, an HCM solutions provider. Phenom will use Pixentia's offerings to enhance its cloud systems.	United States

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## PRODUCT ANNOUNCEMENTS

<b>Axxess</b>	Product	N/A	N/A	4-Mar	Axxess, a global technology platform for home healthcare, partnered with CoachUp Care, a healthcare workforce operating system. The partnership will give home healthcare workers access to task automation, team engagement tools, and workforce insights.	United States
<b>Cangrade</b>	Product	N/A	N/A	5-Mar	Cangrade, a talent intelligence platform, launched synchronous video interviewing. The AI-based tool offers automated interview planning and live interview scoring for hiring managers.	United States
<b>TrackerRMS</b>	Product	N/A	N/A	5-Mar	TrackerRMS, a global ATS and CRM system, announced its Evolution Virtual Agent, or EVA. EVA is an AI-based natural language voice assistant that simplifies complex hiring tasks.	United States
<b>Pyramid Systems and YRCI</b>	Product	N/A	N/A	5-Mar	Pyramid Systems, an IT solutions provider, and YRCI, an HCM solutions provider for federal agencies, together launched AIR-hr. The new product is an AI-based tool for federal workers to navigate employment regulations, find benefits information, and handle federal HR policies.	United States
<b>Cielo</b>	Product	N/A	N/A	5-Mar	Cielo, a talent acquisition solutions provider, launched an Agentic AI for talent acquisition to streamline and enhance hiring.	United States
<b>Crosschq</b>	Product	N/A	N/A	6-Mar	Crosschq, an AI-powered hiring intelligence platform, launched Crosschq 360 reports. The reports offer immediate, actionable insights based on reference feedback for hiring teams.	Silicon Valley, US
<b>Quantum Workplace</b>	Product	N/A	N/A	7-Mar	Quantum Workplace, an employee engagement solutions provider, launched an integration with UKG Pro®. The integration combines Quantum's engagement software with UKG's HR, payroll, and workforce management data.	United States
<b>Opptly</b>	Product	N/A	N/A	7-Mar	Opptly, an AI-powered talent acquisition platform, launched Skills Intelligence, a solution for strategic workforce evaluation and planning. The AI-based solution optimizes job taxonomies, generates relevant job descriptions, and streamlines hiring with workforce insights.	United States
<b>CodeSignal</b>	Product	N/A	N/A	8-Mar	CodeSignal, a skills platform, launched the AI Interviewer for Product Managers, an interview solution to find talent within product management. This is CodeSignal's second AI-related interview product this quarter.	Silicon Valley, US
<b>Assemble</b>	Product	N/A	N/A	10-Mar	Assemble, a business management and consultancy company, announced a new peer intelligence platform for senior business leaders to share experiences and wisdom.	United States
<b>Remote</b>	Product	N/A	N/A	11-Mar	Remote, a remote workforce platform, announced Recruit. Recruit is a global hiring tool with an intelligence dataset, global search engine for candidates, and global compliance laws to streamline hiring and making job offers.	Silicon Valley, US

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## PRODUCT ANNOUNCEMENTS (cont'd.)

Salary.com	Product	N/A	N/A	11-Mar	Salary.com, an employee compensation data and software provider, launched SalaryIQ, a global and real-time salary compensation intelligence tool. The tool scans and aggregates job postings globally to offer updated pay insights and competitive intelligence.	United States
Taller	Product	N/A	N/A	11-Mar	Taller, a digital transformation accelerator for enterprises, launched Echo. Echo is an AI-based platform unifying CRM and ATS data to automate complex workflows and streamline staffing results, supporting the staffing ecosystem.	Silicon Valley, US
Engagedly	Product	N/A	N/A	11-Mar	Engagedly, an AI-based talent management software provider, launched a series of AI agents led by its HR helpdesk, Marissa AI. The new suite of AI products will help with career planning, identifying growth opportunities, aligning organizational goals, and providing data-driven insights for workforce planning.	United States
Electives	Product	N/A	N/A	11-Mar	Electives, a learning platform, launched AI Simulations. The simulations allow employees and managers to practice and refine leadership skills with real-world practice, coaching, and personalized feedback.	United States
TrueBlue	Product	N/A	N/A	11-Mar	Trueblue, a workforce solutions provider, announced new additions to its Amplifiers recruitment suite. The suite of products now includes consulting solutions to improve access to hard-to-reach talent and talent acquisition function.	United States
Relias	Product	N/A	N/A	11-Mar	Relias, a workforce enablement partner, launched an assessment-based virtual reality (VR) learning and training module for healthcare professionals. The launch follows Relias's acquisition of InceptionXR.	United States
RefAssured	Product	N/A	N/A	12-Mar	RefAssured, an automated reference checking solution provider, announced Hire Quality, a unified platform for candidate performance insight. The platform will offer pre-hire reference checking and post-hire performance evaluation, following talent through their employment lifecycle.	Silicon Valley, US
Harver	Product	N/A	N/A	14-Mar	Harver, a smart hiring solutions provider, announced Smart Job Navigator. The new tool matches qualified candidates with roles that fit their experience levels, streamlining the job search process.	United States
PeopleFluent	Product	N/A	N/A	16-Mar	PeopleFluent, a talent management and learning solutions provider, launched Stories, an AI-powered skills enablement platform for upskilling, reskilling, improving productivity, reducing hiring costs, and enabling cross-platform talent intelligence.	United States

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## PRODUCT ANNOUNCEMENTS (cont'd.)

<b>Scrum.com</b>	Product	N/A	N/A	17-Mar	Scrum.com, an AI-based software development and technology upskilling company, launched the Scrum.com Skill Hub. The hub will bridge the gap between in-demand technical skills and talent development, helping talent stay competitive through upskilling.	United States
<b>Vorys</b>	Product	N/A	N/A	18-Mar	Vorys, a law firm, launched AIV Labor, a generative AI product that handles federal, state, and local employment laws for HR teams.	United States
<b>Daxtra</b>	Product	N/A	N/A	18-Mar	Daxtra, an AI-based talent acquisition software provider, launched TalentFlow. TalentFlow is an intelligent talent acquisition solution with automated sourcing, matching, screening, and candidate engagement.	Scotland
<b>ChartHop</b>	Product	N/A	N/A	18-Mar	ChartHop, a people operations and HRIS platform, introduced ChartHop AI, a workforce intelligence tool for uncovering insights, protect sensitive information, and connect people data to business outcomes.	United States
<b>Lattice</b>	Product	N/A	N/A	18-Mar	Lattice, an HR platform, launched its AI agent for HRIS. The new agent automates mundane tasks, provides employer information, and supports employee productivity.	Silicon Valley, US
<b>Workhuman</b>	Product	N/A	N/A	19-Mar	Workhuman, a social recognition and performance solutions platform, launched Workhuman Connect, a dedicated HR hub with expert insights, peer collaboration, and tools to optimize recognition programs.	United States
<b>Credably.ai</b>	Product	N/A	N/A	19-Mar	Credably.ai, a workforce development and assessment solution provider, launched CertLab. CertLab is an AI-powered and customizable certification tool where employers can create certifications for specific skills and competencies.	United States
<b>Textio</b>	Product	N/A	N/A	19-Mar	Textio, a talent optimization platform, launched Interview Feedback. The AI-powered tool creates compliant and skills-based assessments of candidates to quickly assess their skill level.	United States
<b>Firstup</b>	Product	N/A	N/A	20-Mar	Firstup, an intelligent workforce communication platform, launched an AI-powered workforce orchestration solution that offers automated and personalized employee journeys, reduced communication costs, and increases employee productivity.	Silicon Valley, US
<b>Truework</b>	Product	N/A	N/A	20-Mar	Truework, an income and employment verification technology provider, announced Truework Intelligence, a fully automated verification platform.	Silicon Valley, US

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## PRODUCT ANNOUNCEMENTS (cont'd.)

<b>Qubit Labs</b>	Product	N/A	N/A	21-Mar	Qubit Labs, a remote software technology provider, launched a job description generator to help the IT sector automate tailored and compliant job descriptions to streamline hiring.	Estonia
<b>CompTIA, Inc.</b>	Product	N/A	N/A	25-Mar	CompTIA, an IT training platform, launched CompTIA Careers+, an immersive experience that can simulate how talent and collaboration methods can effect business outcomes.	United States
<b>DeepHow</b>	Product	N/A	N/A	25-Mar	DeepHow, an AI-powered information source for workforces, launched Smart Training. Smart Training is an AI-powered video training solution for employees to use throughout their careers utilizing immersive learning, offering skill-focused feedback, and measuring performance.	United States
<b>ASL HR Solutions</b>	Product	N/A	N/A	25-Mar	ASL HR Solutions, an HR provider, announced HRClarity. HRClarity is a new HR platform designed to manage changing regulations, reduce legal risks, and streamline HR processes through real-time updates and customized reporting.	Canada
<b>Epoch</b>	Product	N/A	N/A	26-Mar	Epoch, an employee experience platform, launched Communities. Communities manages employee resource groups (ERGs), empowers DEI programs, and tracks the impact of cultural initiatives.	Silicon Valley, US
<b>Lyra Health</b>	Product	N/A	N/A	26-Mar	Lyra Health, a workforce management and employee mental health platform, announced its Workplace Strategy Blueprint. The blueprint includes tools to support workplace mental health initiatives and develop workplace effectiveness strategies.	United States
<b>Visier</b>	Product	N/A	N/A	27-Mar	Visier, a workforce solutions provider, launched the Open Skill Initiative (OSI). OSI helps businesses adopt AI to provide workforce skills intelligence providers.	Canada
<b>Semos Cloud</b>	Product	N/A	N/A	28-Mar	Semos Cloud, a people and culture intelligence solution provider, launched Manager Agents. The AI-powered agents provide leadership with recommendations, performance data, and real-time insights to improve the employee experience.	United States
<b>ARCOS, LLC</b>	Product	N/A	N/A	28-Mar	ARCOS, a workforce management solution provider, launched the ARCOS Partner Network. The network will connect companies in the infrastructure industry to provide workforce management solutions and collaboration.	United States
<b>HireEZ</b>	Product	N/A	N/A	28-Mar	HireEZ, a recruitment platform, launched Agentic AI, an automated sourcing, screening, outreach, scheduling, and analytics solution to streamline the talent acquisition process.	Silicon Valley, US

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## FUNDING ANNOUNCEMENTS

<b>HeyMilo</b>	Seed	\$2.2 million	Canaan Partners, Alumni Ventures, et al	3-Mar	HeyMilo, an AI-based candidate screening platform, will use the funds to accelerate development of its automated technologies.	United States
<b>Helios</b>	Seed	\$15.5 million	Rick Hammell, et al	4-Mar	Helios, an AI-based workforce management and payroll platform, will streamline its global payment operations ahead of its planned global expansion.	United States
<b>Darwinbox</b>	Investment	\$140 million	Partners Group, Gravity Holdings, et al	5-Mar	Darwinbox, an HR technology platform, will use the investment to accelerate global expansion plans.	Singapore
<b>Comet</b>	Seed	\$11 million	Otium Capital, Daphni, et al	6-Mar	Comet, a freelancer platform, will use the funds to appoint a new CEO and expand.	France
<b>Optimhire</b>	Seed	\$5 million	SparkLabs, Citta Capital, et al	13-Mar	Optimhire, an AI recruiter, plans to drive expansion and advance its hiring platform.	Silicon Valley, US
<b>Factorial</b>	Debt Financing	\$120 million	General Catalyst	19-Mar	Factorial, an all-in-one cloud-based HR platform for SMBs, received non-dilutive funding to accelerate its marketing activities and expand. The funding comes from an existing fund by General Catalyst and will be repaid through Factorial's gross profit.	Spain
<b>Jolly</b>	Series A	\$16.5 million	Zach Kirkhorn, Bullpen Capital, et al	26-Mar	Jolly, a workforce optimization platform, will use the funds to expand its suite of products and expand.	Silicon Valley, US
<b>Lumber</b>	Series A	\$15.5 million	Foundation Capital, 8VC, Carbide Ventures, et al	26-Mar	Lumber, an AI-powered workforce management platform for the construction industry, will use the funds to continue rapid product development and expand its team.	United States
<b>Expertia.ai</b>	Seed	\$1.2 million	Chiratae Ventures, Endiya Partners, et al	27-Mar	Expertia AI, a virtual recruitment platform, will use the funds to assemble a team of AI researchers and software engineers.	India
<b>Marit Health</b>	Seed	\$3.2 million	Define Ventures, et al	28-Mar	Marit Health, a compensation platform for healthcare workers, will use the funds to launch a community-based verified salary sharing platform.	United States
<b>Worksmate</b>	Series B	\$2.7 million	Colopl Next Korea, ES Investor, et al	30-Mar	Worksmate, a construction workforce matching platform, will use the investment to launch GADA, a real-time matching service.	South Korea
<b>All Gravy</b>	Seed	\$2.8 million	Scale Capital, Moonfire Ventures, et al	31-Mar	All Gravy, an AI-based workforce management platform for frontline workers, will use the investment to accelerate its global expansion, starting in the UK.	Denmark

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<b>BTS Group and Sounding Board</b>	Acquisition	N/A	N/A	3-Mar	BTS, a people development consultancy company, acquired Sounding Board, a coaching solutions and talent development provider. The acquisition will help BTS in its global expansion.	United States and Sweden
<b>Employ and Pillar</b>	Acquisition	N/A	N/A	5-Mar	Employ, an intelligent hiring platform, acquired Pillar, an AI interview intelligence platform, to enhance its suite of recruitment and hiring products.	United States
<b>EnterOne and SLS LATAM</b>	Acquisition	N/A	N/A	7-Mar	EnterOne, an IT training provider, acquired SLS LATAM Argentina and Chile, two Cisco Learning Partners. This will cement EnterOne's presence in Latin America and expand its reach.	United States, Argentina, Chile
<b>Carv and Recrubo</b>	Acquisition	N/A	N/A	12-Mar	Carv, an AI recruitment technology provider, acquired Recrubo, a conversational AI-based recruiting platform. The acquisition has enhanced Carv's AI offerings within recruitment.	The Netherlands
<b>Human Cloud and PeopleGPT</b>	Acquisition	N/A	N/A	17-Mar	Human Cloud, a global workforce advisory firm, acquired PeopleGPT, an AI-based community for people leaders. Human Cloud will integrate PeopleGPT's community-based features to create the Human Cloud HR Community.	United States
<b>Skylake Equity Partners and Shiftee</b>	Acquisition	N/A	N/A	19-Mar	Skylake Equity Partners acquired Shiftee, an HR SaaS company, to drive its expansion in Asia.	South Korea
<b>Energage and TalentQuest</b>	Acquisition	N/A	N/A	25-Mar	Energage, an HR technology company, acquired TalentQuest, a talent management solutions provider. Energage will use the acquisition to integrate employee experience offerings with personalized talent development tools.	United States
<b>Pryor Learning, LLC and PeopleKeys, Inc.</b>	Acquisition	N/A	N/A	27-Mar	Pryor Learning, a corporate training and learning platform, acquired PeopleKeys, a behavior assessment, upskilling, and organizational development provider. The acquisition will expand Pryor Learning's portfolio of assessment-based and benchmarking products.	United States