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WINTER
CUSTOMER
SUCCESS
REPORT

APPLICANT TRACKING SOFTWARE CATEGORY

featured
customers

APPLICANT TRACKING SOFTWARE OVERVIEW

Applicant tracking software (ATS) helps to manage the hiring and recruiting process, including job postings and applications. It creates searchable info on job seekers and organizes it. Plus, an ATS tracks applicants through the hiring procedure, assists scheduling, issues alerts, and sends automated email messages to candidates. With this software, you can also cull applicants. It performs a preliminary evaluation of the candidates to select ideal fits for an opening. The objective is to speed up HR's review of resumes and job applications. The solution can search for keywords and utilize AI algorithms to deeply analyze job applicants.

An ATS allows you to post and handle job ads on multiple job websites. The software maintains a database of new candidates as well as continuing prospects for later openings. It collects information on candidates including communications to produce a single profile and view of each applicant. With an ATS, you can easily rank and sort candidates. It enables you to automate responses and send out interview alerts and reminders to applicants in the database for new job openings.

CUSTOMER SUCCESS SCORING METHODOLOGY

The FeaturedCustomers.com Customer Success score is based on data from our customer success content platform, social presence, as well as additional data aggregated from online sources and social media properties. Our ranking engine applies an algorithm to all of the data collected to calculate the overall Customer Success score. The overall Customer Success score is a weighted average based on 3 parts:

Content Score is affected by the following:

1. # of vendor generated customer success content pieces (case studies, success stories, testimonials, and customer videos)
2. Content quality score generated from all customer success content
3. % Change in Content over past 6 months
4. Number of employees (based on social media and public resources)

Social Score is affected by the following:

1. # of LinkedIn followers
2. # of Twitter followers
3. # of Facebook likes
4. Number of employees (based on social media and public sources)
5. Engagement across all platforms

Company Score is affected by the following:

1. Number of employees (based on social media and public resources)
2. Vendor momentum based on web traffic and search trends
3. Employee satisfaction and engagement (based on social network ratings)
4. % traffic increase to your Customer References
5. Lower Funnel SEO Key Term Rankings

CUSTOMER SUCCESS AWARDS

Market Leader (90 - 100)

Vendor on FeaturedCustomers.com with substantial customer base & market share. Leaders have the highest ratio of customer success content, content quality score, and social media presence relative to company size.

Top Performer (86 - 89)

Vendor on FeaturedCustomers.com with significant market presence and resources and enough customer reference content to validate their vision. Top Performer's products are highly rated by its customers but have not achieved the customer base and scale of a Leader.

Rising Star (80 - 85)

Vendor on FeaturedCustomers.com that does not have the market presence of Market Leaders or Top Performers, but understands where the market is going and has disruptive technology. Rising Stars have been around long enough to establish momentum and a minimum amount of customer reference content along with a growing social presence.

MARKET LEADERS

Jobvite · bambooHR · iCIMS · greenhouse

Bullhorn · SmartRecruiters · LEVER · ZipRecruiter

CAREERBUILDER · ClearCompany · workable

TOP PERFORMERS

NEWTON · CATS · JazzHR · BirdDogHR (An ARCORO Company)

Zoho Recruit · ApplicantStack · Avature · Submittable

RISING STARS

recruiterbox · breezy · JOBSCORE · recruitee

hellotalent

Jobvite

MARKET LEADER

Jobvite is the leading recruiting software company that helps companies source, hire, and onboard top talent. Jobvite's ATS has thousands of customers including LinkedIn, Schneider Electric, Premise Health, Zappos.com, and Blizzard Entertainment.

TRUSTED BY:

eHarmony®   Etsy   GILT   LinkedIn   Spotify®

"It's hard to impress our tech-savvy group, but everyone from employees to hiring managers to executives loves using Jobvite."

Rosanna Y. de la Cruz
Director of Talent Acquisition and Retention, HubSpot

"Jobvite is easy to implement, maintain and is the only choice if you take social networking and recruitment seriously. Jobvite is cool, simple, robust and I would recommend it for companies serious about talent."

Dianna Wilusz
Vice President of Human Resources, DemandTec

"We partner with many different lines of business at PG&E;, making our hiring processes very complex; we needed a tool to help us with sourcing and recruiting across our entire organization. Jobvite continues to satisfy all of our unique recruiting needs for each of our different lines of business."

Dustin Dear
Recruiter Electrical Operations, Pacific Gas & Electric

"We want to differentiate ourselves with candidates in the same way TiVo differentiates itself in the marketplace. Jobvite supports our hiring strategy and our vision of the future of recruitment."

William Uranga
Senior Staffing Director, TiVo

CONTENT	SOCIAL	COMPANY
98	100	98

TOTAL WEIGHTED SCORE: 98

READ ALL 144 CUSTOMER SUCCESS REVIEWS FROM JOBVITE USERS

bambooHR™

MARKET LEADER

ABOUT BAMBOOHR

BambooHR is the leading Software as a Service (SaaS) company provider of online HR Software for small and medium businesses that have outgrown spreadsheets. BambooHR's cloud-based system is an intuitive, affordable way for growing companies to track and manage essential employee information in a personalized Human Resources Information System (HRIS). Now HR managers have more time for meaningful work, executives get accurate, timely reports and employees can self-service their time off, using a convenient mobile app.

TRUSTED BY:

coursera   TD Securities   FOURSQUARE   SOUNDCLOUD   planet fitness

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"We've been a BambooHR customer since 2008 and it's absolutely essential to my job. I used to have nightmares that my paperwork would suffocate me, but not any more. BambooHR helps me to remember to celebrate important milestones and provide training opportunities, so that people know we value them. It even helps us remember one…

Melory Haggard
Director of HR, SecurityMetrics

"I love my job because I really like the people here at 99designs. Thanks to BambooHR, our small admin group has more time to connect with our teams and be proactive in building a transparent, supportive culture across our offices worldwide."

Caroline Moon
CFO, 99designs

"Our employees take pride in providing transportation alternatives for people. BambooHR provided us with an innovative alternative to paper files and spreadsheets. I almost didn't complete the five other HRIS demos I'd scheduled after seeing how simple and clean BambooHR interface was. BambooHR has become the central…

Caroline Kim
HR Manager, Stacy and Witbeck

"I grew up in the business, starting out as a barista at age 17, so I'm passionate about creating processes that ensure a quality customer experience. Before BambooHR, I'd sometimes spend half of my day chasing paperwork and missing pieces of information. Now I have time to standardize what I've learned for our training program, so…

Sarah Blue
VP of Operations, Beans & Brews

CONTENT	SOCIAL	COMPANY
97	98	93

TOTAL WEIGHTED SCORE: 97

READ ALL 33 CUSTOMER SUCCESS REVIEWS FROM BAMBOOHR USERS

MARKET LEADER

ABOUT ICIMS

iCIMS is the leading provider of talent acquisition solutions that help businesses win the war for top talent. iCIMS empowers companies to manage their entire hiring process within the industry's most robust Platform-as-a-Service (PaaS). Built on the foundation of a best-to-market talent acquisition software suite, iCIMS' PaaS framework, UNIFi, allows employers to expand the capabilities of their core talent acquisition technology by integrating with the largest partner ecosystem in talent acquisition to help them attract, find, screen, and manage candidates.

TRUSTED BY:

"[The iCIMS and core HR system] integration has saved thousands of dollars in shipping charges. Supervisor time savings have been enormous as locating, printing and scanning/copying the new hire forms has been eliminated from the hiring process."

Chris Brown
Director HRIS, Gables Residential

"By testing new features and functionality in a test environment, we're able to discover the best way to configure our system across our large user base. Once live, we're better trained and better prepared. It keeps us ahead of the curve."
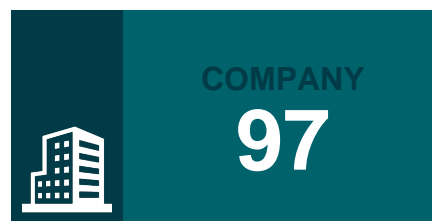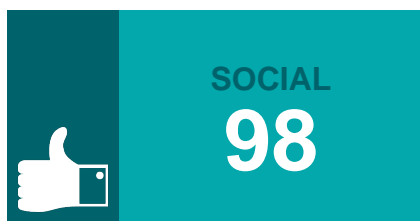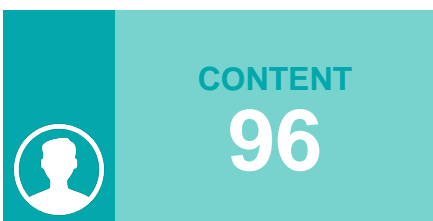
Trista Mulvey
Recruiting Projects Coordinator, Bon-Ton

"iCIMS has helped us to manage our recruiting for each product line that we own, while channeling all of the data into a central location. Our recruiters can access all of the information they need without having to worry about which brand a candidate has applied to; the whole process saves us a lot of time."

Director of Recruiting Operations & Special Projects
Kate Spade

"iCIMS really understood that our candidates are our customers and helped us create a candidate experience second to none!"

Dan Benson
Manager of Professional Staffing, New Balance

CONTENT	SOCIAL	COMPANY
96	98	97

TOTAL WEIGHTED SCORE:	97

READ ALL 82 CUSTOMER SUCCESS REVIEWS FROM ICIMS USERS

greenhouse

MARKET LEADER

ABOUT GREENHOUSE SOFTWARE

Based in New York City and San Francisco, Greenhouse Software is the leader in enterprise talent acquisition software. Thousands of the smartest and most successful companies like Cisco Meraki, Buzzfeed, J.D. Power, Warby Parker and Airbnb use Greenhouse's intelligent guidance to design and automate all aspects of hiring throughout their organizations, helping them compete and win for top talent. Greenhouse has won numerous awards including #1 Best Place to Work by Glassdoor, Forbes Cloud 100, and Talent Acquisition FrontRunner leader by Software Advice. Greenhouse lives its mission that hiring great employees is a strategic business goal, having been recognized as an Inc. Magazine Best Workplace in 2018 and is ranked #2 in Crain's New York Best Places to Work 2018.

TRUSTED BY:

airbnb   Booking.com   cisco Meraki   HubSpot   lyft

"Greenhouse has allowed us to scale our recruiting process, to work more effectively, animist importantly, automate so many recruiting tasks like offer approvals and offer document generation that were previously done manually, improving the speed and accuracy with which we work"

Dan Geiger
Recruiter, BuzzFeed

"Greenhouse is highly intuitive compared with most ATS systems, but most of all, it's customizable from process to content to integration, etc. Plus, they have customer support that is highly responsive."
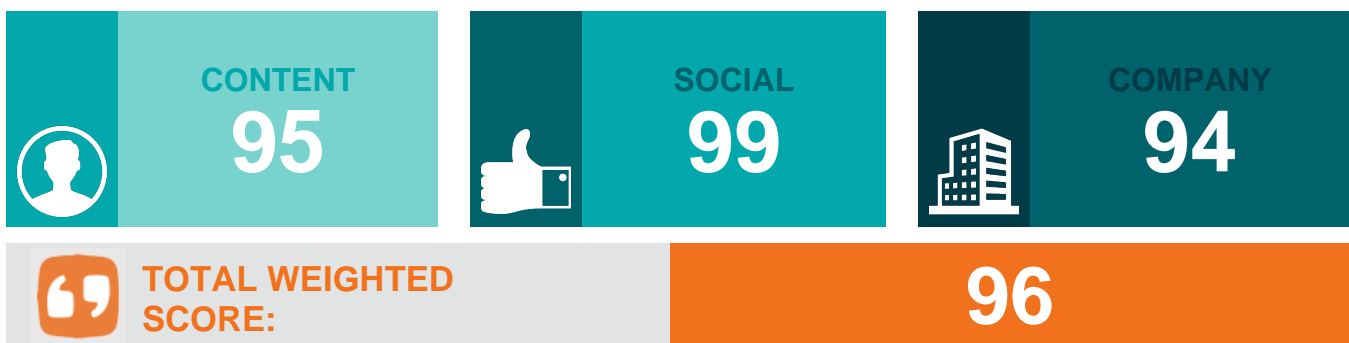
Barry Kwok
Coinbase

"With Greenhouse we can gauge interview feedback more qualitatively and quantitatively. It's about keeping a pulse on any given role. We're constantly learning from feedback and applying that to our sourcing strategy."

Nolan Greenberg
Manager Of Recruiting, Compass

"I'm working inside of Greenhouse as a recruiter for the first time while working on a client's Head of People role. This is a rock solid tool. I understand why so many teams make this the nucleus of their recruiting tech stack."

Lars Schmidt
Amplify

CONTENT	SOCIAL	COMPANY
95	99	94

TOTAL WEIGHTED SCORE: 96

READ ALL 126 CUSTOMER SUCCESS REVIEWS FROM GREENHOUSE SOFTWARE USERS

ABOUT BULLHORN

Bullhorn is the global leader in CRM and operations software for the recruitment industry. More than 8,000 staffing companies rely on Bullhorn's cloud-based platform to drive sales, build relationships, and power their recruitment processes from end to end. Headquartered in Boston, with offices around the world, Bullhorn is founder-led and employs more than 900 people globally.

TRUSTED BY:

"As a growing, highly specialized recruiting agency, we understand what success looks like— for us, that success involved Bullhorn."

Selma Avdic
Sales Operations Manager, GLOTEL

"Bullhorn continues to innovate, and we love trying their new solutions as they're released. It's like when Apple releases a new product — I don't know what new products are going to be released, but once they are, I have to have them. What we've implemented with Bullhorn has been invaluable."

Len Adams
CEO and Founder, Adams Consulting Group

"There wasn't an easy way to promote HireMinds across social media before Bullhorn Reach. Bullhorn Reach is a turnkey solution to leveraging our employees' personal networks and to having a limited marketing budget. I'm a believer, it works."

David Hayes
Founder and President, Hireminds

"Medical staffing is a complex business, and the combination of Bullhorn's open platform with the capability to manage all of our client and candidate workflows, gives us an incredible competitive advantage in placements, client service and managing our profitability."

Neil Bernstein
CEO, All Medical Personnel

CONTENT	SOCIAL	COMPANY
94	100	95

TOTAL WEIGHTED SCORE: 96

READ ALL 178 CUSTOMER SUCCESS REVIEWS FROM BULLHORN USERS

SmartRecruiters

MARKET LEADER

ABOUT SMARTRECRUITERS

SmartRecruiters' Talent Acquisition Suite is used by high-performance organizations for making the best hires. It has full functionality for recruitment marketing and collaborative hiring built on a modern cloud platform with an open marketplace for 3rd party recruitment services. SmartRecruiters provides an amazing candidate experience, hiring managers actually want to use the product, and recruiters love them because They make their jobs easier.

TRUSTED BY:

1·800 flowers   ATLASSIAN   EQUINOX   MARC JACOBS   SKECHERS

"SmartRecruiters has been able to deliver a system to really provide value to our recruiters and hiring managers while being adaptable and open to our needs. It has transformed our company."

Jason Fisher
Director of HR, Dollar Financial Corp

"Right from the beginning, SmartRecruiters has been a major win for us, including a vastly expanded influx of qualified candidates. I even sourced and hired a VP of Engineering right through SmartRecruiters, with no agency required. I've never worked with a system that was so in tune and adaptable to my needs like SmartRecruiters."
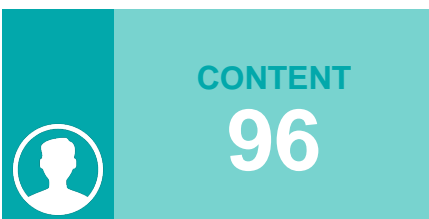
Tony Le
Global Recruiting Director, IAC/InterActiveCorp

"Using SmartRecruiters? That's a no-brainer. It's well-designed and makes my job so much easier – with no roadblocks, no complexity."

Paul Helm
Director of Marketing, IGI

"Because SmartRecruiters has powerful analytics features, it allows us to treat recruiting like a sales and marketing funnel. With this data, we've been able to build a tighter, cleaner recruitment process that allows us to consistently attract and retain amazing talent."

Andrew Farrell
Head of Global Field Talent, Alfresco

CONTENT	SOCIAL	COMPANY
96	90	90

TOTAL WEIGHTED SCORE: 96

READ ALL 70 CUSTOMER SUCCESS REVIEWS FROM SMARTRECRUITERS USERS

LEVER

ABOUT LEVER

Lever builds modern recruiting software that incorporates the best in automation, intelligence and design. The result: a product that interviewers, managers, recruiters, and entire companies love using. Their Talent Acquisition Suite consists of Lever Hire, which combines applicant tracking system (ATS) and CRM functionality in a single platform to power hiring across the entire organization; Lever Nurture, a sourcing automation product designed to proactively and personally engage candidates at scale; and Lever Analytics, which enables talent teams to continually assess and improve their recruiting processes.

TRUSTED BY:

Bloomberg   coffee meets bagel   **FORTUNE**   **Quora**   Hotel Tonight

"I've been in recruiting for 20 years, and it was always well known there were no great systems out there. Lever is the hiring software we've all been waiting for. I can do my job in half the amount of time it takes on other tools."

Chris Shaw
Director of Talent, Meteor

"There are times we'll be working and say, 'Lever is just so great.' It's a relief to have an ATS like this."

Sabrina Oldham
Director of Recruiting, TUNE

"Lever has reimagined the ATS to pivot around candidate relationship management, offering built-in, real-time reporting across all pipelines and recruiting functions."

Robin Erickson
Bersin by Deloitte

"We've increased our sourced hires by 43 percent and hired 8 candidates directly through Lever Nurture."

Molly Stark
Head of Talent Acquisition Programs & Operations, Medallia

CONTENT	SOCIAL	COMPANY
95	94	96

TOTAL WEIGHTED SCORE: 95

READ ALL 58 CUSTOMER SUCCESS REVIEWS FROM LEVER USERS

ZipRecruiter®

MARKET LEADER

ABOUT ZIPRECRUITER

ZipRecruiter is a leading online employment marketplace. Powered by AI-driven smart matching technology, ZipRecruiter actively connects millions of all-sized businesses and job seekers through innovative mobile, web, and email services, as well as partnerships with the best job boards on the web. ZipRecruiter has the #1 rated job search app on iOS & Android. Founded in 2010, Santa Monica-based ZipRecruiter has over 1000 employees in two states and three countries.

TRUSTED BY:

Aerotek® — Our People Are Everything.™ | 5 FIVE STAR | goecart | ioMosaic — Minimizing risk. Maximizing potential.™ | LUXURY LINK® — Travel Well. Travel Smart.

"A very good resource. We had many very attractive candidates from the site and found our hire."

Sidney D. Bluming
Meister Seelig & Fein

"ZipRecruiter has expanded our talent searches tremendously!! We love the access and possibilites to reach potential employees on a majority of the top job searching sites out there. ZipRecruiter has helped save time and money on finding the right talent needed to fill our positions."
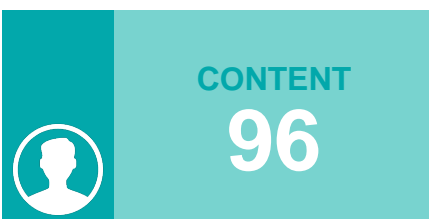
Amanda Chis
Talent Acquisition Manager, Staffinders Inc.

"I just love the ease of posting it's already very time-consuming if you have to post on all of the sites you provide especially if you have edits you would have to go to all those sites again to do that one click or so will update your posting! Just very user friendly especially when you are not all that 'TECHIE' from the start thanks ZipRecruiter!"

Dana Davis
Aviation Recruiter, TXM Inc

"The part that hooked me was the candidate screening. We only asked four questions and the best candidates literally leapt out at us. I wound up reading just a handful of resumes."

Steve Caldwell
VP Technology, CampusExplorer.com

CONTENT	SOCIAL	COMPANY
96	89	90

TOTAL WEIGHTED SCORE: 94

READ ALL 24 CUSTOMER SUCCESS REVIEWS FROM ZIPRECRUITER USERS

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ABOUT CAREERBUILDER

CareerBuilder is a global technology company that provides end-to-end HR solutions to help employers find, hire and onboard great talent, and helps job seekers build new skills and progressive careers as the modern world of work changes. A known disruptor for nearly 25 years, CareerBuilder is the only company that offers both software and services to cover every step of the "hello to hire™" process, enabling its customers to free up valuable resources across their HR tech supply chain to drive their business forward. Specializing in talent acquisition recruiting platforms, employment screening and human capital management, CareerBuilder is the largest provider of AI-powered hiring solutions serving the majority of the Fortune 500 across five specialized markets.

TRUSTED BY:

"We're able to capture the passive individual and the person looking. It just introduces you to a whole new pool of people, people that maybe thought you could never connect with."

Danielle Lemm
Talent Acquisition Specialist, The Vitamin Shoppe, Inc.

"Finding a way to build strong community for the purpose of communicating with and recruiting veterans and military spouses was critical."

Kevin Stakelum
Director of Talent Acquisition, Humana

"The schools we recruited from were heavily based on preference instead of a data-driven approach. Emsi's tool helped us use the data to help us narrow down where we're recruiting and channeling in on those schools that we can yield a higher ROI."

Erin Cunningham
Manager of Campus and Veteran Recruiting, KeyBank

"CBcampus.com, CareerBuilder.com's Web site dedicated to the college market, is an important part of the recruiting process. CBcampus serves as one of our platforms where students can interact with Liberty Mutual, learn what we're all about and then be directly connected to our employment opportunities."

Shawn Tubman
Director of University Relations, Liberty Mutual

CONTENT	SOCIAL	COMPANY
92	100	98

TOTAL WEIGHTED SCORE: **94**

READ ALL 87 CUSTOMER SUCCESS REVIEWS FROM CAREERBUILDER USERS

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ClearCompany

ABOUT CLEARCOMPANY

ClearCompany is the first Talent Alignment Platform that bridges the gap between talent management and business strategy by contextualizing employees' work around a company's vision and goals. ClearCompany's patent-pending technology empowers organizations to maximize the strategic contribution of hiring, learning and performance initiatives by realizing the potential of their most valuable asset: their people.

TRUSTED BY:

Chick-fil-A   edible arrangements   SONY   TUMI   RE/MAX

"ClearCompany is a full-service solution to automate Applicant Tracking, Onboarding, Goals and Performance Management. I like the holistic approach to talent management, and that all of the modules are integrated into one another. Employees are more engaged in the idea of goals, and tracking what they are doing and WHY. We are…

Kristin Clark
HR Consultant, Community West Credit Union

"My client relationship manager has been excellent. She's very responsive to my requests and I like the flexibility they offer in developing the product to suit our needs. The whole implementation process with the ATS and the on-boarding went very well and they were able to adapt to our last minute requests and address our concerns before going "live"."

Renee
Senior Manager, Human Resources, Balchem Corporation

"The ClearCompany ATS and Onboarding tools have made the day-to-day work for our recruiters and support staff so much more efficient. This is a totally different experience than we have been used to with other systems. The time it takes to post jobs, disposition candidates, and onboard new hires has been reduced significantly. Additionally, the…

Michael Terry
Director, Human Resources, Bankers Financial Corporation

"I've gained at least 30% of my time back since implementing ClearCompany HRM Paperless Onboarding. They have made our process more efficient; it is very user-friendly and much faster."

Amy Baker Ogunyemi
Director of HR, Fairfield Property Management

CONTENT	SOCIAL	COMPANY
93	89	89

TOTAL WEIGHTED SCORE: 92

READ ALL 56 CUSTOMER SUCCESS REVIEWS FROM CLEARCOMPANY USERS

workable

MARKET LEADER

ABOUT WORKABLE

Workable is a cloud-based applicant tracking system that enables you to post jobs on the best online job boards and gather your candidates in one place. Fast, secure and simple to use, it replaces the mess of email and spreadsheets that hold back hiring at many great and growing businesses. Workable also empowers your passive candidate sourcing with instant People Search, a recruiting technology that puts millions of rich profiles at the fingertips of your team, saving them hours of research, improving their hit rate and letting them bring people data in the context where your next great hire will be found.

TRUSTED BY:

AYA HEALTHCARE   Citymapper   IBM   PORSCHE STUTTGART   zapier

"We hire a good number of part-time employees. Targeting them across a range of different sources and managing all of their applications wouldn't have been possible without Workable."

Caroline Knox
Executive Vice President and CAO, FP1 Strategies

"We have reduced our cost per hire by 54%, reduced our agency utilization, increased our employee referrals by 3x, and also improved our process flows and communications with candidates."
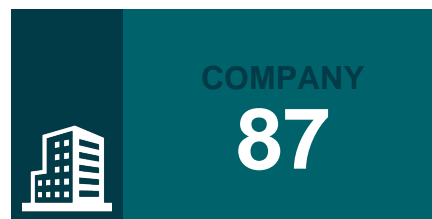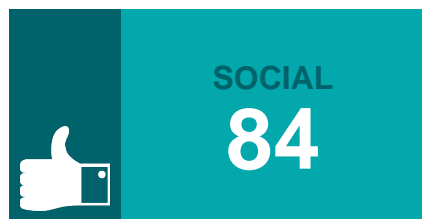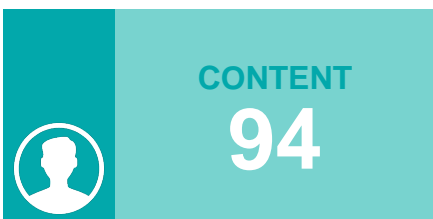
Jay Schaufeld
ownerIQ

"We're hiring 2 positions and have 200+ applicants to work through. I'm so glad we use Workable for applicant tracking."

Erik Reagan
Co-founder & Ops Director, Focus Lab

"Genuinely kicking myself that I didn't start using Workable sooner. Hands down, the best ATS I've seen."

Steve Buckley
Director of Talent Acquisition, Lyst

CONTENT	SOCIAL	COMPANY
94	84	87

TOTAL WEIGHTED SCORE: 92

READ ALL 42 CUSTOMER SUCCESS REVIEWS FROM WORKABLE USERS

CATS

TOP PERFORMER

ABOUT CATS SOFTWARE

The CATS Applicant Tracking System is the fastest growing and most widely used system for HR and agency recruiters. CATS is a full-featured, web-based applicant tracking system. Accessible from any browser or mobile device, users can manage the entire tracking process from posting jobs to leading job boards and social networks to generating customized reports. Users can collect applications with the highly customizable, hosted career portal and find the right candidates with powerful searching capabilities.

TRUSTED BY:

"There wasn't much of a learning curve and I was hooked immediately. I've been an avid fan and client of CATS since 2009. I get three calls a week from competitors pushing their ATS programs. I let everyone of them know I'm using CATS and I couldn't happier."

Mike Aubrecht
Atlanta Executive Search LLC, Atlanta Executive Search, LLC

"We chose CATS because it is very customizable for us. If something isn't working the way we would like it, we are able to customize it in a way that works better."

Kellie Lager
Recruitment Coordinator, Conservation Corps

"Every hour we spend customizing CATS saves us time on the back end — tenfold."

Todd Freund
Momentum Scientific Staffing

"Everything is all-in-one in the CATS system. When I have an open position, I can create it very easily, very quickly in CATS, and with one click of the button it sends it to every job board that I use."

Julie Starky
HR Manager, Master Technology Group

CONTENT	SOCIAL	COMPANY
91	81	86

TOTAL WEIGHTED SCORE: 89

READ ALL 43 CUSTOMER SUCCESS REVIEWS FROM CATS SOFTWARE USERS

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NEWTON

TOP PERFORMER

ABOUT NEWTON SOFTWARE

Newton is modern, easy-to-use applicant tracking software designed to organize and improve internal recruiting programs for small and medium-sized businesses. Newton features best-of-breed dashboards that create unparalleled visibility and transparency.

TRUSTED BY:

"It required almost no training for us to get folks using Newton and our hiring managers love it! I think a lot of times in HR, you are put in a position where it feels like you are forcing colleagues to use a system that they don't want to use. With Newton, it's so user-friendly that everyone's happy to get in there and it's really well organized."

Holly Pearson
HR Director, Avery Brewing

"Newton has really centralized all of our records, making it easy for everyone who needs candidate information, especially hiring managers. The ease of use is the main reason we chose Newton to begin with and has been the reason I have rolled it out to five companies under the NantWorks umbrella."

Dustin Vaughn
Manager of Talent Acquisition, NantHealth

"Due to turnover in our HR department, for a while, we were doing two jobs. There was no way we could have done this without Newton. Newton freed us up from manual recruiting work and enabled us to move from operational HR to a more strategic approach."

Sarah Mueller
Director of Human Resources, United Way of Greater Cleveland

"To this day, my CFO and I still claim that Newton is the best software we have ever purchased. Anytime someone asks what ATS we use, I enthusiastically tell them Newton! Every system has something they're not great at but in Newton's case, I haven't found this yet. It truly does everything we need, and Newton does it all well."

Linette Dahl
Human Resources Manager ■, Appareo Systems

CONTENT	SOCIAL	COMPANY
91	82	86

TOTAL WEIGHTED SCORE: 89

READ ALL 18 CUSTOMER SUCCESS REVIEWS FROM NEWTON SOFTWARE USERS

JazzHR™

TOP PERFORMER

ABOUT JAZZHR

JazzHR is powerful, user-friendly and affordable recruiting software that enables today's greatest people to build tomorrow's greatest companies. JazzHR replaces antiquated hiring processes like using email and spreadsheets with an intuitive applicant tracking system that helps recruiters and hiring managers build a scalable and effective recruiting process that consistently results in great hires. Since 2009, Jazz has helped thousands of companies fill more than 100,000 positions.

TRUSTED BY:

Highlights for Children — **Red Bull ENERGY DRINK** — **SAATCHI & SAATCHI** — **Mashable** — **MLB.com**

"With our fast-paced growth JazzHR's flexible, customer-centric system is vital."

Jim Conti
Senior Talent Manager, Sprout Social

"JazzHR has been a big time saver and 'mental energy' saver for us. We used to get hundreds of emails throughout the day that needed to be filtered or attended to. With JazzHR, we have one access point for everything and can handle tasks on OUR schedule."
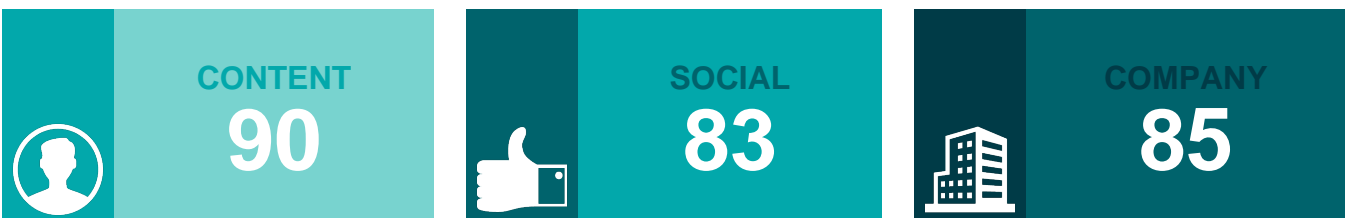
Nick Gray
Founder & Chief Executive Officer, Museum Hack

"In one year, we almost doubled in size. There's no way I could have done that without the reporting, branding and communication tools in JazzHR."

Angie Meier
Recruiter, uShip

"With JazzHR, I'm able to bring a candidate through the entire hiring process in half the time."

Danielle Richmond
HR Director, TrustHCS

CONTENT	SOCIAL	COMPANY
90	83	85

TOTAL WEIGHTED SCORE: 88

READ ALL 30 CUSTOMER SUCCESS REVIEWS FROM JAZZHR USERS

BirdDogHR™
An ARCORO Company

TOP PERFORMER

ABOUT BIRDDOGHR

BirdDogHR offers comprehensive talent management software and managed services — everything you need to guide the entire employee lifecycle. The cloud-based talent management system is straightforward and easy to use. Managed services operate as an extension of your HR department and deliver the expertise and focus you need. Organizations can see ROI in effective growth management, bottom line results and compliance peace of mind. BirdDogHR specializes in high-consequence and government contracting industries.

TRUSTED BY:

FSE | Four Seasons Environmental, Inc. | Facilities Performance Services

iSqFt®

IOWA DOT | SMARTER | SIMPLER | CUSTOMER DRIVEN

KRAEMER®

SpawGlass

"I am completely satisfied with the results of our FasTrack. It significantly sped up the recruitment process for hard-to-find positions and we were able to identify some great candidates. The support of our Recruiting Specialist allowed me to focus on other priorities yet accomplish my hiring goals. The FasTrack service is a valuable tool, especially…

Ed Spooner
VP of Operations, Narenco

"BirdDogHR has been a great help to our organization and our partner network to find talented people. At BuildingLogix our goal is to help our partners grow their business through BAS integration and providing more complete mechanical, automation, and energy services. The challenge we all face is finding the technical people to fill the gap of the growth…

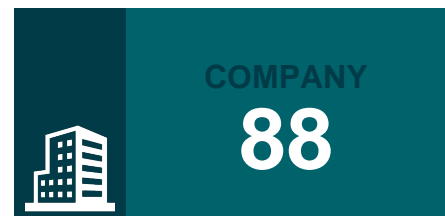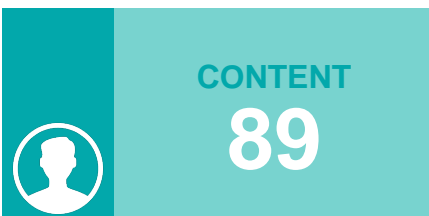**Alex Waibel**
General Manager, BuildingLogix

"I would highly recommend the FasTrack process. We were very happy with our FasTrack coordinator and got a good pool of candidates that we wouldn't have otherwise received. We would use them again and recommend them to others."

John Willey
Owner & CEO, Peninsula Oil & Propane

"Before using the BirdDogHR ATS, the recruitment function at LONG Building Technologies wasn't providing as much value as we do today. Managers were handling the majority of recruitment and hiring without a proven, standardized and compliant process. In addition to the automation it brings, BirdDogHR gets managers to open their minds to other…

Amy Smith
Human Resources Manager, LONG Building Technologies

CONTENT	SOCIAL	COMPANY
89	81	88

TOTAL WEIGHTED SCORE: 88

READ ALL 71 CUSTOMER SUCCESS REVIEWS FROM BIRDDOGHR USERS

ABOUT ZOHO RECRUIT

Zoho Recruit is an All-in-one Applicant Tracking System (ATS) software for managing your recruiting processes in an efficient manner. It is efficient because, Zoho Recruit helps streamline your candidate sourcing, applicant tracking, interview scheduling, communication, and hiring functions in a single system. Be it multi-channel communication, hiring productivity, product customization, or third-party integration, Zoho Recruit offers a host of features to support the requirements of small businesses as well as large enterprises.

TRUSTED BY:

"Zoho Recruit has been an invaluable resource for our business. It has allowed us to streamline this robust process with applications automatically populating into our database and we are able to track and report on all aspects of our recruiting process."

David Kreiger
President, SalesRoads

"Our recruiting clients love Zoho Recruit because it improves their ability to search across multiple field types easily. The user interface is easy to use and the fact that it is all online software helps them cut costs, increase scalability, and manage their business better."
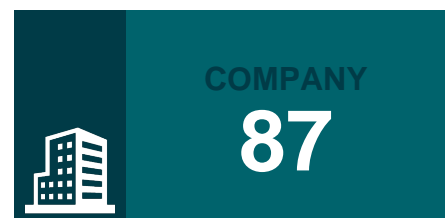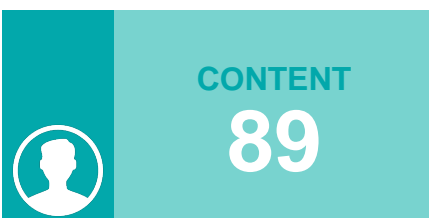
Brett Price
Founder, Suite-Apps

"I am very pleased with the support offered. The solutions are found with great agility. The service is excellent, very technical, and always ready to understand the client, even if it is of another nationality and that I'm in Brazil and only speak Portuguese."

Andrea Passos
Director, Recrutech

"Zoho Recruit was our first ATS and came in right from the start. Over the years we've reviewed loads of other options and have started using other recruitment tech, but on the ATS front Zoho Recruit has proven tough to beat."

Jakob Thusgaard
Founder & Chief Executive Officer, YourSales

CONTENT	SOCIAL	COMPANY
89	83	87

TOTAL WEIGHTED SCORE: 88

READ ALL 19 CUSTOMER SUCCESS REVIEWS FROM ZOHO RECRUIT USERS

ApplicantStack

TOP PERFORMER

ABOUT APPLICANTSTACK

ApplicantStack is an online applicant tracking & onboarding software system providing businesses and agencies of all sizes a better way to recruit, screen, and hire new employees.

TRUSTED BY:

webit · UNIVERSITY OF MARYLAND · CAFE DELUXE · Empire Eats Restaurants! · GENTLE BEN'S BREWING CO.

"System was very easy to get started on and to use. I looked at several systems and this system had all the features that I our company needed for a very reasonable price."

Danielle Pinc
Executive Director/Dean of Continuing Education, OMNI Institue

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"I love that we now have an online application that is visually seamless on our existing website. The applicant function is easy to use and quick to learn, and the interface is intuitive. It is great to be able to search for past candidates by name or skill set."
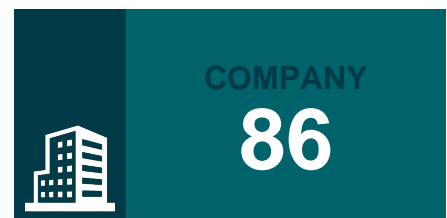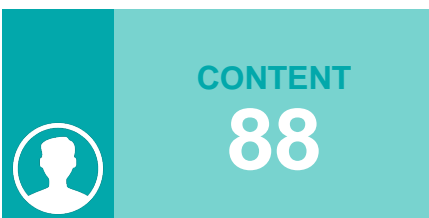
Liz Woodworth
Human Resources Administrator, CrankyApe.com

"After evaluating multiple products we went with ApplicantStack and it has been like a dream come true. Easy to update, tons of features, and blends seamlessly with our web site. I would recommend ApplicantStack unconditionally."

Bill deTournillon
Senior VP, First Bank & Trust

"I will definitely recommend ApplicantStack to my network. It is a great program, user friendly, cost appropriate and customizing is easy."

Christine Nichols
HR Manager, Human Capital Strategies

CONTENT	SOCIAL	COMPANY
88	82	86

TOTAL WEIGHTED SCORE: 87

READ ALL 30 CUSTOMER SUCCESS REVIEWS FROM APPLICANTSTACK USERS

Avature

ABOUT AVATURE

Avature is a highly configurable enterprise SaaS platform for Talent Acquisition and Talent Management and the leading provider of CRM technology for recruiting globally. Founded by Dimitri Boylan, co-founder and former CEO of HotJobs.com, Avature brings consumer-grade internet technology and innovation to HCM software. Avature solutions include shared services sourcing, applicant tracking, campus & events recruiting, employee referral management, social onboarding, branded employee engagement, employee mobility and workforce optimization, and performance management

TRUSTED BY:

◎CBS **DELL** **Deloitte.** **L'ORÉAL** **HERSHEY**

"Avature is intuitive and flexible - pretty much anything can be changed. We're growing fast; we're expanding to new business areas and this requires speed and flexibility. The technology is there to make it possible."

Ben Ryrie
Digital Innovation Manager, Deloitte

"Speed is the most important metric in our business. And a tool like this can help us shorten our time to fill — that's critical to our ability to deliver."
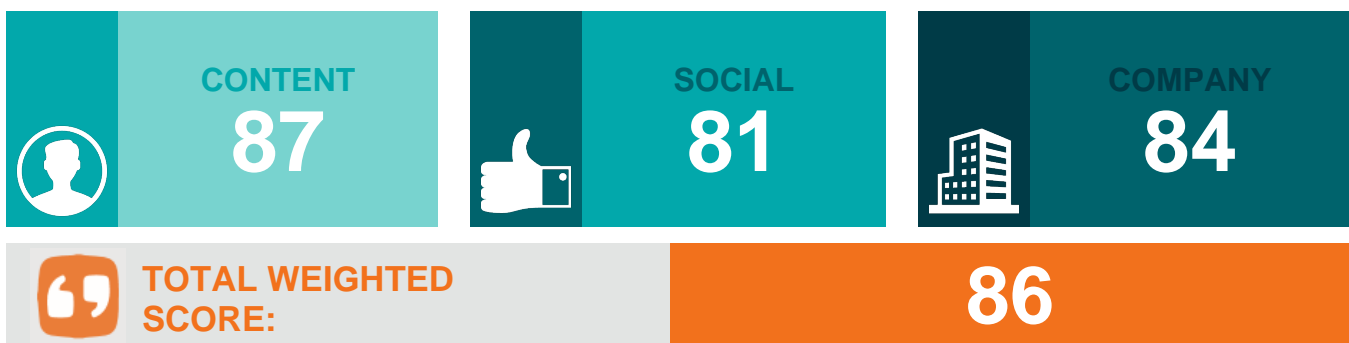
Scotty Morrison
Director of Global Sales & Services Talent Acquisition, Autodesk

"We were attracted by the idea of the parallel between the candidate and customer experience, and we liked that Avature weren't traditional players."

Jean-Claude Le Grand
Senior Vice President of Talent Development, L'Oreal

"When everything is digital, with strong data integrity, flowing through one system with workflow automation; your processes will flow much more smoothly and at a higher class level."

Sally Hu
Business Architect, Talent Acquisition ■, Cisco

CONTENT	SOCIAL	COMPANY
87	81	84

TOTAL WEIGHTED SCORE: 86

READ ALL 62 CUSTOMER SUCCESS REVIEWS FROM AVATURE USERS

22

Submittable

ABOUT SUBMITTABLE

Submittable makes it easy to collect and review any content online. Whether you're collecting job applications, grants, contest entries, content to publish, HR or fundraising materials, Submittable's easy-to-use platform helps your team find the best submission faster. Quickly create digital forms to gather exactly the information you need, and then review submissions with your team—all from one platform, no downloads or emails required. As the industry-leading submission management software, Submittable helps thousands of organizations, from nonprofits to corporations, streamline and simplify their process. With the time and money saved, you can focus on what's most important: Furthering your organization's mission.

TRUSTED BY:

AT&T   NATIONAL GEOGRAPHIC   NIKE   TinHouse   BALL STATE UNIVERSITY

"Submittable's understanding about competitions and challenges was really helpful—it took certain work off of our plate so we could focus on other aspects of the Challenge."

**Karol Collymore
Senior Manager, Nike**

"Because Submittable is such an industry standard, we made the decision to completely switch over from paper applications."
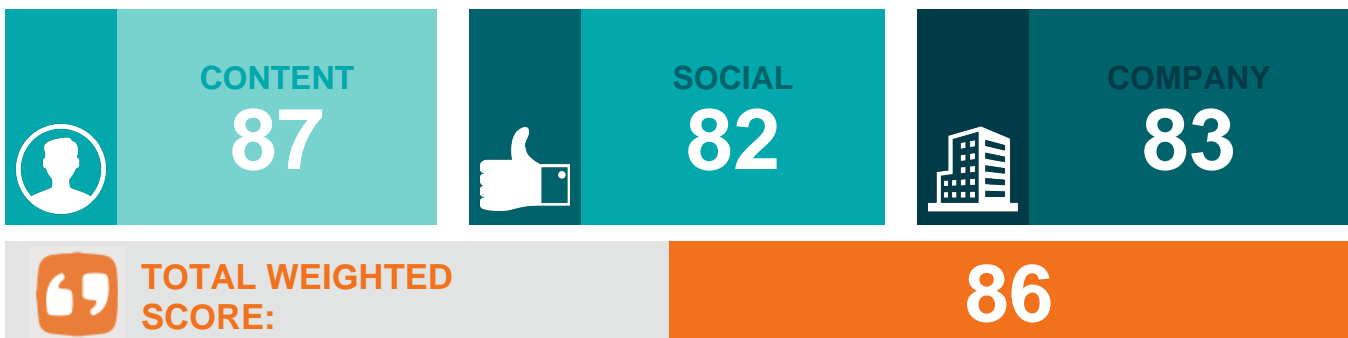
**Lance Cleland
Workshop Director, Tin House**

"There were a number of other similar or related activities that [Submittable] has worked with that reached our target audience."

**Dave Okamoto
Senior Marketing Manager, AT&T;**

"Submittable was much more affordable and more user friendly and the customer service has been incredible and very quick. Submittable seemed like the safe choice."

**Meghan Modafferi
Manager for Education, The National Geographic Society**

CONTENT	SOCIAL	COMPANY
87	**82**	**83**

TOTAL WEIGHTED SCORE:	**86**

READ ALL 72 CUSTOMER SUCCESS REVIEWS FROM SUBMITTABLE USERS

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recruiterbox

RISING STAR

ABOUT RECRUITERBOX

Recruiterbox is the easiest way to receive and manage the hiring and applicant process. It is more efficient than email and excel documents, simpler than any other recruitment software. 1500+ growing companies use Recruiterbox to receive job applications in one place, collaborate with their team on candidate feedback and interviews, and make faster hiring decisions. Recruiterbox helps growing companies hire simply and predictably. Most recruiting software is so clunky and cumbersome that people often relapse to using email and spreadsheets. Recruiterbox intends to change that.

TRUSTED BY:

bvi airways   GROUPON   STANDARD MARKET GRILL CHICAGO   the ONION   zomato

"In a span of one year, we grew from a sales team of 250 people to over 800 in India alone. Recruiterbox has enabled us to manage nearly 500 interviews per week and execute our hiring efficiently across geographies."

Shantanu Basrur
Zomato

"We are constantly searching to hire the best people for the job. Recruiterbox allows us to reach deeper into online sites for candidates. I know that more candidates are seeing our postings and applying because of this!"

Merryl Nik-Khah
Human Resources Manager, Beauty Brands, Beauty Brands

"We looked at everything, and I really found an exceptional user experience with Recruiterbox. It's very intuitive and easy to use...because if it isn't, you can't get anyone to use it! You guys nailed it!"

Brian Manning
Co-founder, Centric Digital

"We work with a lot of early-stage founders, and every time I talk with them I mention Recruiterbox. It's so easy to implement, they have they ability to move between plans, and it's affordable."

Andrew Crawford
Finance Manager, Founder Institute, Founder Institute

CONTENT	SOCIAL	COMPANY
86	86	80

TOTAL WEIGHTED SCORE: 85

READ ALL 25 CUSTOMER SUCCESS REVIEWS FROM RECRUITERBOX USERS

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breezy

RISING STAR

ABOUT BREEZY HR

Breezy HR is end to end recruiting software designed to optimize your recruiting process and delight your entire team. Bring everyone on board in less time (and with less hassle) with their user friendly, feature rich platform. Breezy HR is a modern, visual applicant tracking system that simplifies every step of your recruiting and hiring process. Advertise open positions on job boards, organize applicants in drag & drop pipeline, schedule & host video interviews, streamline your team & candidate communication, and save your team a ton of time!

TRUSTED BY:

databerries   Nando's   linium   T··Mobile·   zapier

"With Breezy, we can automatically add drivers to our payroll system, shift scheduling service, LMS, order their background check and even allow them to self-schedule their own interviews."

NICHOLE "COCO" PAHL
Web Developer, Waitr

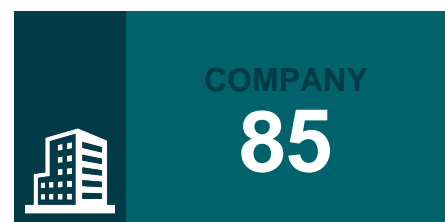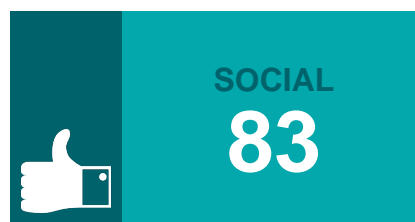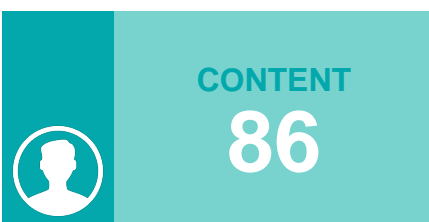"The most user friendly tool I have used thus far in my recruiting career!"

Jackie Phillipson
Nando's Peri-Peri

"Breezy helps us build a relationship with passive candidates, so we can be their first choice when they're ready for a change."

Jonathan Kim
Appcues

"I can say without hesitation, Breezy can scale to support our business, no matter what size."

Jacob Medina
Talent Acquisition & Marketing Manager, KCI Wireless

CONTENT	SOCIAL	COMPANY
86	83	85

TOTAL WEIGHTED SCORE: **85**

READ ALL 22 CUSTOMER SUCCESS REVIEWS FROM BREEZY HR USERS

25

JOBSCORE

RISING STAR

ABOUT JOBSCORE

JobScore is a freemium applicant tracking system that gives in-house recruiters what they need to get the job done -a hosted careers page, one-click job posting, referral campaigns, resume parsing and scoring, and reports - the works. JobScore is also the first direct employer-to-employer resume sharing network. With JobScore employers build better pipeline by exchanging their un-hired resumes for qualified, interested candidates. Stop recruiting alone and try networked recruiting with JobScore.

TRUSTED BY:

bleacher report   M GO   parc A Xerox Company   taulia   URBAN AIRSHIP

"With just 2 recruiters we grew from 40 to 200+ employees using JobScore. It's easy to use and helped us save time and money because there are decades of hands-on recruiting expertise built into the product. This is one of the best products available for fast growing companies."

Bob Huynh
Vice President of Human Resources, Viki

"Jobscore helped me seamlessly transform a chaotic, unmanageable process into a streamlined staffing function."
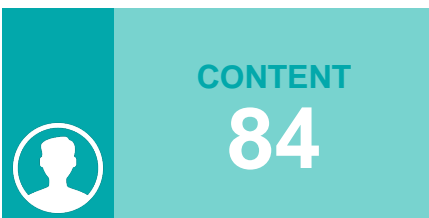
Mike Smith
Senior Director of People, IMVU

"I've implemented JobScore at three companies and recommend it to anyone who will listen. It's amazingly easy to set up and handles complex workflows and heavy resume load with ease. It's so simple. I invite managers in and they're rolling with few, if any questions."

Chris Weber
Sr. Consultant, TruSignal

"I searched for years for recruitment software that has the features I need that didn't cost an arm and a leg. JobScore is EXACTLY what I've wanted and needed for a long time. I'm using the heck out of JobScore and am thrilled to have found it!"

Angie White
Office Manager, AAA Heating & Air Conditioning

CONTENT	SOCIAL	COMPANY
84	82	80

TOTAL WEIGHTED SCORE: 83

READ ALL 18 CUSTOMER SUCCESS REVIEWS FROM JOBSCORE USERS

recruitee

RISING STAR

ABOUT RECRUITEE

Recruitee offers an all-in-one hiring platform that helps teams of all sizes optimize their hiring process: from employer branding, job posting, applicant tracking, candidate sourcing, to recruitment analysis and anything in-betweens. RecruitingTools.com named Recruitee amongst the "Best Applicant Tracking System of 2015." Recruitee is quickly becoming the industry standard for fast-growing companies around the world. Recruitee's clients include Hudson's Bay, Greenpeace, Funda, Balr, Vice, and Rackspace.

TRUSTED BY:

hotjar   **INVIDED**   **rockstart.**   **ypto**   **zipnosis**

"Recruitee is really nice and easy. I'm very positive about the system. You can upload things, you can change the whole workflow, you can change the amount of recruiters, you can change their roles. It's so good that you have this overview: you go to a job and you see all candidates in one really transparent view. It works really fast."

Winny Van Der Sleet
Human Resources Manager, EVBox

"Recruitee is the hiring platform thatcan use with ease, thatare very proud of, that matchespersonality and whoare as a company. It's great!"

Belinda Armstrong
Isentia

"Shockingly powerful platform that clocks in at a fraction of the cost of the comparable alternatives."

Shea Coakley
LeanBox

"Really love Recruitee! The user interface is simple and clean, plus there are a lot of customization options available for each vacancy."

Julia Rutkowska
Usabilla

CONTENT	SOCIAL	COMPANY
83	70	90

TOTAL WEIGHTED SCORE: 82

READ ALL 48 CUSTOMER SUCCESS REVIEWS FROM RECRUITEE USERS

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hellotalent

RISING STAR

ABOUT HELLO TALENT

Hello Talent is designed to help you work simply and efficiently in your recruiting process. By combining recruiting and candidate relationship management into one tool they ensure that your business, no matter the size, can hire the talent you need. Add candidates from any website in just one click, nurture them through the recruiting process, and collaborate with your team as you manage them in specialized talent pools. Hello Talent is built to be intuitive, with no setup or training required.

TRUSTED BY:

AIRFRANCE   **Christian Dior** COUTURE   **devoteam**   **malt**   **orange**™

"Hello Talent has allowed us to professionalize and industrialize our recruitment processes. The simple job application form and easy integration has enabled us to manage all of our vacancies in Hello Talent. With this tool we are now more proactive and collaborative!"

Quentin Debavelaere
Chief Operating Officer, Malt (Hopwork)

"Hello Talent is a strategic choice for company growth and better market positioning. The tool has helped us build a more efficient process which has enhanced our competitiveness."
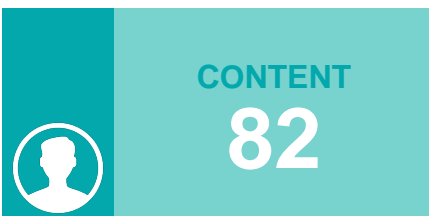
Thomas Toussaint
Partner, International Business Development, Adeo Research

"With Hello Talent, we are able to be more proactive in our recruitment style and save time, as the tool makes it easy for us to find, organise, and hire top talent. Furthermore, we really love working with the Hello Talent teams."

Aude Cécile
Talent Sourcer, Air France

"Hello Talent has saved us from endless work in spreadsheets. We don't have the risk of duplicate profiles, we can have multiple recruiters working in one pool, comments and mentions make communication easy, and we can be privacy compliant. It's just a really useful tool."

Gordon Lokenberg
Sourcer, Wescon Sourcing

CONTENT	SOCIAL	COMPANY
82	80	80

TOTAL WEIGHTED SCORE: **81**

READ ALL 24 CUSTOMER SUCCESS REVIEWS FROM HELLO TALENT USERS