

2017 SUMMER CUSTOMER SUCCESS REPORT

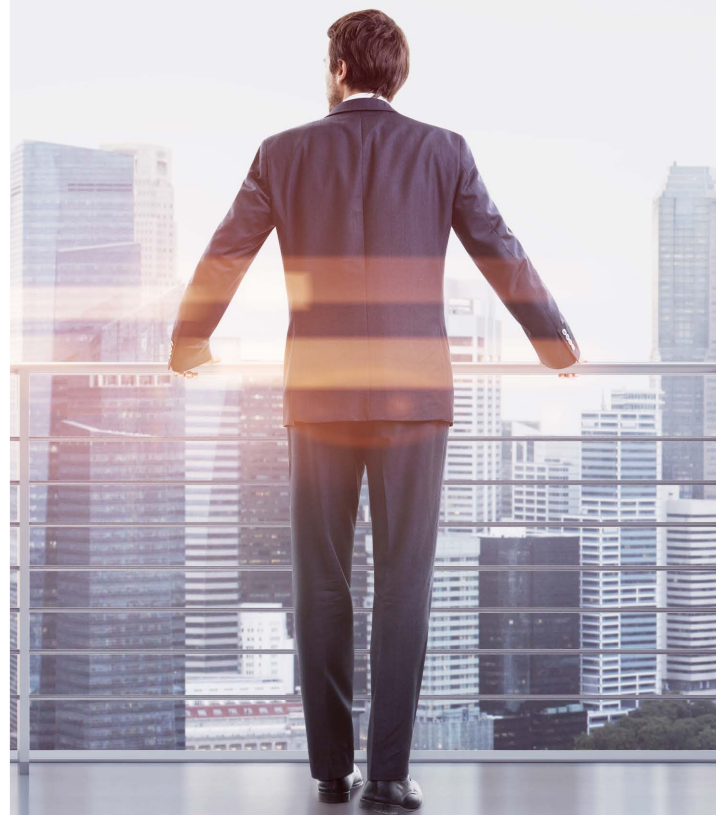
RECRUITING SOFTWARE CATEGORY



RECRUITING SOFTWARE OVERVIEW

Recruiting software helps recruiters manage the whole recruitment process including sourcing, hiring, and onboarding new employees. Recruiting software offers a variety of tools to facilitate the recruiting process, including talent-sourcing tools, assessments, and applicant tracking systems (ATS). Companies typically use the components of recruiting software to promote open positions on customizable job pages, source and track candidates and applications, screen applicants, schedule interviews and negotiations, and onboard new employees.

Recruiting software is most commonly implemented by HR departments and used by internal recruiters to streamline the hiring process. Recruiting Software is typically a standalone solution that can be incorporated with a company's human resources management software (HRMS), often integrating seamlessly with other functions like payroll, talent management and compensation management. Recruiting software can also be part of an integrated HR management suite.



CUSTOMER SUCCESS SCORING METHODOLOGY

The FeaturedCustomers.com vendor sentiment score is based on data from our customer success content platform, user generated reviews, 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 Vendor Sentiment score. The overall Vendor Sentiment score is based on 3 parts:

Customer Sentiment Score is affected by the following:

1. # of over reviews
 2. # of vendor generated customer success content pieces (case studies, success stories, testimonials, and customer videos)
 3. # of user generated reviews (aggregated from multiple online sources)
 4. Content quality score generated from all customer success content
 5. Customer satisfaction score generated from all customer success content
- Number of employees (based on social media and public resources)

Social Sentiment 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)

Company Sentiment Score 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)

CUSTOMER SUCCESS AWARDS



Market Leader (100-85)

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 (84-80)

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



Rising Star (80-70)

Vendor on FeatureCustomers.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 success content along with a growing social presence.

ALL VENDORS



careerbuilder®

iCIMS®

HYRELL

glassdoor®

LinkedIn® Talent Solutions

Jobvite



Appcast™

bambooHR™

entelo

CRITERIA
PRE-EMPLOYMENT TESTING

greenhouse



BirdDogHR™

BULLHORN®

HireVue

HackerRank™
Revolutionizing Tech Recruiting

interviewstream

LEVER

jobscience

SimplyHired
Ready when you are.

SKILLSURVEY

ZipRecruiter



ABOUT APPCAST

Appcast is using data and programmatic targeting to revolutionize the global recruitment advertising industry. From its namesake pay-per-applicant job ad exchange to its market-leading recruitment media optimization platform, Appcast is changing how more than 400 leading employers, ad agencies, and job boards attract high quality job seekers.

TRUSTED BY:



"Last week I spent \$600 on another source and got no returns... With Appcast, I don't have to worry about wasting spend. Because of Appcast's pay-per-applicant pricing model, I know I'll only be paying for real results."

Laura Donovan
Recruiter, Regional Health

"This is the next big thing in the industry. Clickcast is leading the front in programmatic recruitment media buying and it is by far the best solution on the market. It is a breath of fresh air to work with a team in the recruitment space that actually gets it."

Kyle Leigh
Director of Digital Strategy & Technology, Bayard

"Appcast is a no-brainer. It's easy to use and saves me a ton of time from having to post to multiple sites. It's affordable and you can set your own budget."

Laura McLaren
Restaurant Recruiter/ Talent Acquisition, Iron Hill Brewery

"Appcast has the best user interface of all the pay-per-applicant sources I have tried. In fact, the ability to see the dashboard in real-time, view all my jobs, and turn them on/off, and easily raise or lower sponsorship is better than any other job ad platform that I've seen."

Will Marzullo
VP Talent Acquisition, 2020 Companies

CUSTOMER



89

SOCIAL



70

COMPANY



97



TOTAL WEIGHTED
SCORE:

86

READ ALL 20 CUSTOMER SUCCESS REVIEWS FROM HAPPY APPCAST USERS



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:



"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."

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."

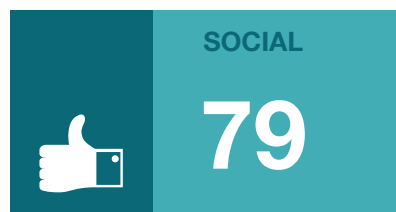
Caroline Moon
CFO, 99Designs

"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 information hub of our company."

Caroline Kim
HR Manager, Stacy and Witbeck

"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 new associates can be successful."

Sarah Blue
VP Operations, Beans & Brews



TOTAL WEIGHTED
SCORE:

88

READ ALL 24 CUSTOMER SUCCESS REVIEWS FROM HAPPY BAMBOOHR USERS





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, so you can safely focus on implementing strategy — not learning new software or worrying it won't keep up with changing regulations. 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 because they have unique needs. Companies from other industries can use the BirdDogHR talent management solution — and they do — but the solution is built with the most rigorous compliance needs in mind.

TRUSTED BY:



"In addition to the automation it brings, BirdDogHR gets managers to open their minds to other candidates and creates consistency in the hiring process."

Amy Smith
HR Manager, LONG Building Technologies

"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 FasTrack service is a valuable tool, especially when used repeatedly."

Ed Spooner
VP Operations, Narenco

"BirdDogHR's ability to recruit, interview, and attract talented individuals at a fair and competitive price has been one of the best values we have found in 20 years of growing our business."

Alex Waibel
General Manager, Building Logix

"This initiative improved our ability to find qualified people, was cheaper than running multiple job ads and greatly improved our ability to meet OFCCP compliance regulations."

Robert Cramer
President, Peninsula Oil & Propane

CUSTOMER



87

SOCIAL



61

COMPANY



88



TOTAL WEIGHTED
SCORE:

81

READ ALL 34 CUSTOMER SUCCESS REVIEWS FROM HAPPY BIRDDOGHR USERS



ABOUT BULLHORN

Bullhorn creates cloud-based software solutions that help recruiters put the world to work. As the global market leader in staffing and recruiting software, their innovations power the operations of fast-growing start-ups up through the world's largest staffing brands. Headquartered in Boston, with offices in St. Louis, Richmond, Vancouver, London, and Sydney, Bullhorn's applicant tracking system, recruitment CRM, back office, and social recruiting products serve more than 10,000 clients representing nearly 350,000 users across 150 countries.

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, Gtel

"Getting started with VMS Access was an excellent experience. We have found a technology partner that is responsive to our needs."

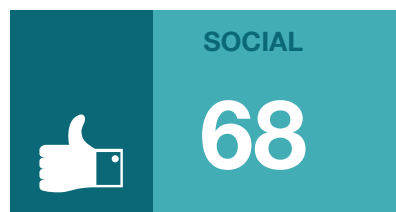
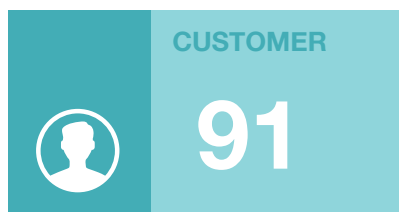
Todd Baker
Managing Director, Finance & Operations

"The thing about Bullhorn is that it's Internet-based and it feels as intuitive as the Internet does. With S Release, everything is logically laid out. Our recruiters naturally know where to click, and the workflow just makes sense."

Jason Chagnon
President & CEO, Masiello

"S Release doesn't overcomplicate things. All tabs are connected. It's automatically documenting activity and driving efficiencies for you."

Daniel Guelzo
Director of Talent Development, Optom



TOTAL WEIGHTED
SCORE:

83

READ ALL 57 CUSTOMER SUCCESS REVIEWS FROM HAPPY BULLHORN USERS





ABOUT CAREER BUILDER

As the global leader in human capital solutions, CareerBuilder specializes in HR software as a service to help companies with every step of the recruitment process from acquire to hire. Its online career site, CareerBuilder.com®, is the largest in the United States with more than 24 million unique visitors and 1 million jobs.

TRUSTED BY:

GameStop



sears HOMETOWN & OUTLET

Sony Ericsson

Westfield

"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

"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 & Veteran Recruiting, Key Bank

"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

CUSTOMER



88

SOCIAL



100

COMPANY



98



TOTAL WEIGHTED
SCORE:

94

[READ ALL 55 CUSTOMER SUCCESS REVIEWS FROM HAPPY CAREERBUILDER USERS](#)

ABOUT CRITERIA

Testimonials & Customer Reviews are helpful for prospects trying to understand how similar business needs may have been addressed by Criteria Corp. Browse the list below to see how Criteria Corp has worked with different customers.

TRUSTED BY:



"The assessments are relevant, easy to use, provide meaningful data, and enhance the selection process for Human Resources and hiring managers."

Mary Steudle
VP of HR, FirefightersFirst, Credit Union

"I could not imagine hiring without HireSelect. For our next hire, I will exclusively use HireSelect to manage all our candidates and their resumes."

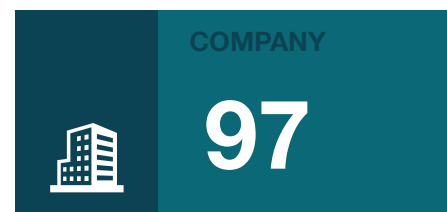
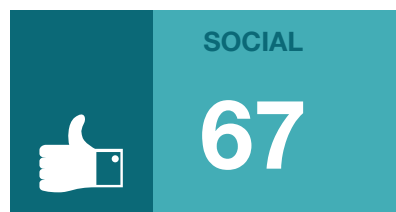
Luke Baratt
Director of Engineering, Xtract Solutions

"We've worked with Criteria for over 5 years, and have developed a trusted and successful selection process using HireSelect."

Shelby Barber
HR Manager, Emagine

"After sending a trial profile (test battery) to several current employees, we knew immediately that Criteria was the company we were looking for. It has been a year now and we've successfully reduced our turnover. Criteria Corp has helped us along the way to make this a successful partnership."

Sharon Fulcher
HR Manager, Hooker Furniture



TOTAL WEIGHTED
SCORE:

86

READ ALL 24 CUSTOMER SUCCESS REVIEWS FROM HAPPY CRITERIA USERS





ABOUT ENTELO

Entelo is a new and better way to recruit. The Entelo platform leverages big data, predictive analytics and social signals to help recruiting organizations find, qualify and engage with in-demand talent. Entelo's suite of products includes Search with the patent-pending More Likely To Move™ algorithm, Sonar, an intelligent candidate recommendation engine, the Entelo Button, a cross-platform browser extension and Track, the first email analytics and tracking tool built exclusively for recruiters.

TRUSTED BY:



NETFLIX

ESPN

UBER

facebook



lyft

"We still use LinkedIn Recruiter as more of a name generator for us, but I get way more responses using Entelo."

Heather Cassano
Technical Talent Acquisition Partner, Opower)

"In this market, you have to move quickly before someone else snatches up the best candidate. Entelo has given me the power to move as fast as possible."

Adrienne Ramos
Lead Technical Recruiter, Zenefits

"The high level of engagement shown to us by the Entelo customer success team is truly exceptional. They have taken the time to learn about Schneider Electric – they understand our needs and the profiles we are looking for. They are truly an extension of our team."

LaDonna Tucker
Director of Talent Acquisition/Mobility, Schneider Electric

"The email outreach with Entelo has been incredibly effective. Our response rates on email have gone up double-digit percents relative to a traditional messaging system."

Becky McCullough
Director of Recruiting, Hubspot

CUSTOMER



89

SOCIAL



74

COMPANY



99



TOTAL WEIGHTED
SCORE:

88

READ ALL 25 CUSTOMER SUCCESS REVIEWS FROM HAPPY ENTELO USERS



ABOUT GLASSDOOR

Glassdoor is the most transparent jobs and recruiting marketplace that is changing how people search for jobs and how companies recruit top talent. Glassdoor combines free and anonymous reviews, ratings and salary content with job listings to help job seekers find the best jobs and address critical questions that come up during the job search, application, interview and negotiation phases of employment. For employers, Glassdoor offers recruiting and employer branding solutions to help attract high-quality candidates at a fraction of the cost of other channels.

TRUSTED BY:



L'ORÉAL

"We had so many people looking at our Glassdoor profile; we realized we needed to get the right content in front of them. Internally, we are continuing our engagement strategy and working towards getting an OpenCompany badge on our profile."

Dustin Carper
Employment Brand Strategist, Groupon

"Glassdoor is an affordable way to present your opportunities. It's an open forum that allows users to present their opinions and employers to tell their story. You are given the real estate to present your company well at a low cost."

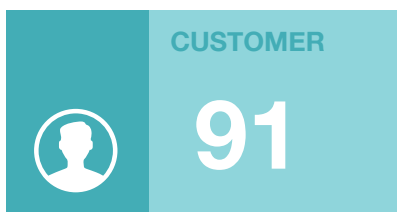
Rod Lacey
VP of Human Resources 1-800 CONTACTS

"Glassdoor allows you to write about your brand and showcase your culture and then put it in front of talent that you want to capture. Glassdoor is an incredible toolset that you need to invest in."

Melissa Hooven
Executive Director of Talent Acquisitions, YP

"Glassdoor is a great tool that we can utilize as talent consultants to provide extra marketing for candidate when we're speaking with them. Then they come back after researching us and are even more impressed with the company."

Lori Koval
Talent Acquisition, CIGNA



TOTAL WEIGHTED
SCORE:

95

READ ALL 85 CUSTOMER SUCCESS REVIEWS FROM HAPPY GLASSDOOR USERS





ABOUT GREENHOUSE

Greenhouse Software is a recruiting optimization platform that helps companies source, interview and hire the best talent. Located in San Francisco and New York City, Greenhouse was founded by Daniel Chait and Jon Stross. Greenhouse currently works with companies like Airbnb, Pinterest, Riot Games and more.

TRUSTED BY:



"It is invaluable to lean on data to be more innovative. We are a company focused on numbers and Greenhouse Consulting has helped us get the data and reports we need to improve."

April Hillard
Talent Acquisition Leader, BuzzFeed

"Greenhouse gives us the tools to make a well-informed decision."

Kate Fiedelman
HR Business Partner, Pinterest

"Greenhouse has really helped us streamline our process, collaborate better with hiring managers and make decisions faster. Built-in reporting, like 'sourcing quality' helps us better understand where to spend our time and money."

Ona Teerikorpi
Lead Recruiter, Snapchat

"We are no longer a 10 person company. As Evernote and the recruiting team grew, we needed a recruiting tool that could scale with us."

Kelly Grossart
Recruiting Manager)

CUSTOMER



91

SOCIAL



78

COMPANY



95



TOTAL WEIGHTED
SCORE:

89

[READ ALL 79 CUSTOMER SUCCESS REVIEWS FROM HAPPY GREENHOUSE USERS](#)

ABOUT HACKERRANK

The HackerRank team is on a mission to flatten the world by restructuring the DNA of every company on the planet. HackerRank ranks programmers based on their coding skills, helping companies source great programmers and reduce the time to hire.

TRUSTED BY:



"HackerRank has actually allowed us to look for diamonds in the rough that our old process didn't give us the time or resources to look for."

Mattias Connot
Sr. Staffing Manager, VMWare

"In a time when finding great developers is becoming a real business challenge, HackerRank's codesprint is a no-brainer solution to getting to the top programmers. Being able to hire winners of codesprints made HackerRank a very smart investment for us."

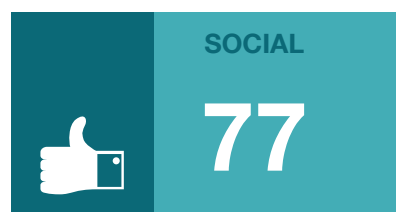
Jim Chauncey-Kelly
Director of Talent, Rocket Fuel

"HackerRank is the best tool for a tech recruiter today."

Nick Ingall
Head of People Operations, Invoice2Go

"Given our ambitious mission of transforming finance, we made a point to include finance-specific challenges in the Addepar Hackathon and the resulting level of interest was remarkable."

Vladimir Novakoski
VP Engineering, Addepar



**TOTAL WEIGHTED
SCORE:**

80

[READ ALL 21 CUSTOMER SUCCESS REVIEWS FROM HAPPY HACKERRANK USERS](#)





ABOUT HIREVUE

HireVue is committed to improving the way the world works by transforming how people interview and interact with each other. HireVue works with more than 500 of the world's most successful companies, including 30 percent of Fortune's Most Admired. Clients including American Express, GE, Nike, Chipotle, Nordstrom, Red Bull, Under Armour and Hilton Worldwide--as well as hundreds of successful small and mid-sized businesses in over 100 countries--are leading their industries with 50% faster growth, 29% less turnover and 13% more top performers.

TRUSTED BY:



Walmart

T-Mobile



HILTON
WORLDWIDE

Florida Blue

"How could we get candidates through the pipeline quicker, engage them, and then show them a little bit about Ocean Spray and how we are an innovative organization?"

Martin Mitchell
Sr. Manager of Talent & Diversity, Ocean Spray

"We recruit for very specialized, hard to fill positions, and HireVue has definitely given us an advantage in our recruiting strategy by allowing us to reach those candidates quickly - anywhere, anytime-all while reinforcing our employment brand."

William Poynter
National Director of Talent Acquisition, Healthsouth

"A written question would never be able to predict how someone might react on the sales floor, but digital responses can determine a cultural fit."

Maren Korellis
Field Recruitment Manager, Urban Outfitters

"Innovative solutions like HireVue allow us to quickly place prospective employees in front of hiring managers with minimal expense and logistical effort. HireVue offers us great flexibility and a competitive edge in the crucial first stages of candidate interaction and attraction."

Andrew Slentz
VP of People, Rio Tinto

CUSTOMER



88

SOCIAL



79

COMPANY



77



TOTAL WEIGHTED
SCORE:

83

READ ALL 31 CUSTOMER SUCCESS REVIEWS FROM HAPPY HIREVUE USERS

HYRELL



ABOUT HYRELL

Hyrell provides powerful recruiting and hiring management solutions to businesses in a wide range of sizes and industries. The Hyrell cloud-based hiring solution helps these organizations find, qualify, engage, and hire the best applicants possible to deliver business results that matter.

TRUSTED BY:



"Hyrell helps us hire a better candidate, which means less turnover and higher employee retention. I can't image hiring any other way."

Stephanie Wyatt
VP of HR, Maines Paper & Food Service

"Hyrell is definitely worth the investment. When the City Council approved our budget request for the system, we were praised for making the move to an automated hiring process. It reinforces that the City is moving forward with technology and portrays us a progressive employer."

Michael Taylor
Municipality of Pittsfield

"Our company has been using Hyrell for the last year. It has really made the hiring process a lot easier. Candidates are easily managed with the software and we are better able to pre-qualify them. Best of all, everything is paperless!"

Joe DaRonco
Membership Sales Director, Club Fit

"I will never hire any position in my business that has to do with our front office without using Hyrell."

Serge Nadeau
Co-Owner, CertaPro Painters

CUSTOMER



106

SOCIAL



76

COMPANY



N/A



TOTAL WEIGHTED
SCORE:

94

[READ ALL 34 CUSTOMER SUCCESS REVIEWS FROM HAPPY HYRELL USERS](#)





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. Offering scalable, easy-to-use solutions that are backed by award-winning customer service, iCIMS supports more than 3,500 contracted customers and is one of the largest and fastest-growing talent acquisition solution providers.

TRUSTED BY:



"The Talent Platform is very robust. Out of all of the applicant tracking systems I've used in my career, iCIMS is by far the most exceptional."

Robert Corbin
Senior Recruiter, Alliance Health Hospital

"We wanted to encourage candidates to complete forms prior to their start day. The iCIMS onboarding solution allowed us to do that. Now they can be set up in payroll ahead of time so that their entire first day is not spent completing forms."

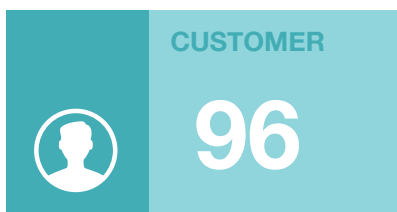
Michael Taylor
Municipality of Pittsfield

"We wanted the best team available to help us with a rapid expansion – and iCIMS' Customer Support proved second to none."

Tom Sheehan
Director, Talent Acquisition, Rite Aid

"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



TOTAL WEIGHTED
SCORE:

90

READ ALL 44 CUSTOMER SUCCESS REVIEWS FROM HAPPY iCIMS USERS



ABOUT INTERVIEWSTREAM

InterviewStream helps companies generate great candidate experiences and remarkable returns through Web-based video screening, interviewing and preparation. InterviewStream pioneered the category in 2003, and today more than 5 million users have access to InterviewStream products to transform the most-demanding hiring environments and perfect the practice of video interviewing. InterviewStream is part of a growing suite of video apps that go beyond hiring and include: RolePlayPRO for training and performance management, and ivMessage for one-way messaging

TRUSTED BY:



SOLO



HERSHEY'S

starwood
Hotels and
Resorts

"InterviewStream is a better way to conduct business. Students think it's cool. It allows us to improve the bottom line, as we can get to the better candidates, quicker. I would recommend InterviewStream without any hesitation."

Karen McGrath
Talent Acquisition Manager, Enterprise Rent-a-Car

"Sometimes during an in-person interview, even though you're taking notes, you might miss a key point. With InterviewStream, you can go back and review their answers. It gives you a much better idea of the candidates fit here at Bemis."

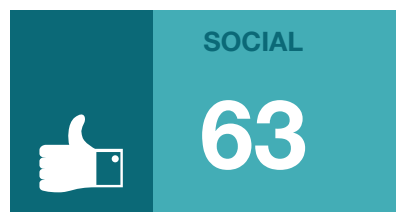
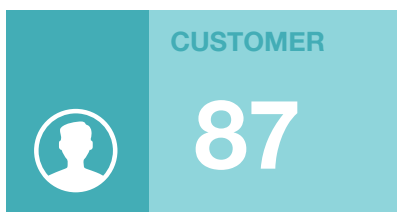
Suzanne Baucom
HR Manager, Bemis

"The InterviewStream team was very responsive – it was impressive. Everything was immediate – training, support, and using the solution. I was up and running right away - and I needed to be. I immediately recognized the huge value for the product."

Kevin Gentry
Director of HR, Sodexo

"InterviewStream's powerful video interviewing solutions allows MTV to pre-screen candidates faster while reducing travel costs."

Viacom
MTV Networks



**TOTAL WEIGHTED
SCORE:**

81

[READ ALL 30 CUSTOMER SUCCESS REVIEWS FROM HAPPY INTERVIEWSTREAM USERS](#)





ABOUT JOBSCIENCE

We envision a future in which candidates are valued and treated like customers, recruiters are elevated alongside sales professionals, and recruiter-salespeople engage candidate-customers as human beings. Because a company becomes the people it hires.

TRUSTED BY:



"All of Hudson's clients care about mobile and social media capability."

Lachlan Scott
Systems & Reporting Manager, Hudson Pro

"Jobscience makes it easy to map a recruiting system to individual business needs."

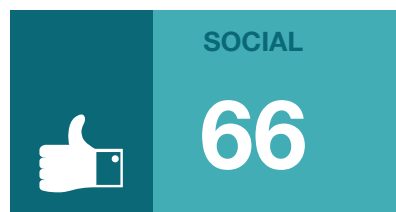
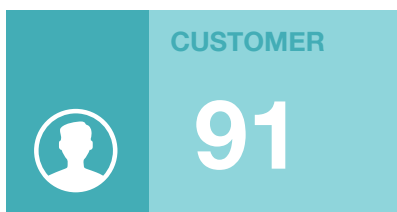
Brad Hoke
VP Talent Acquisition, Stearns Lending

"Prior to Jobscience, we used external applications to gather application and survey responses. We've now aggregated all of that data collection within Jobscience, making reporting and analyses more efficient!"

Kerri-Ann Nesbeth
Sr. Recruitment Data & Strategy Coordinator, Achievement First

"We are hiring for every position across the organization through Jobscience, from teachers and leaders to the support staff in our finance and IT departments."

Gabrielle Misfeldt
Director of Human Capital, Renew Schools



TOTAL WEIGHTED
SCORE:

77

READ ALL 41 CUSTOMER SUCCESS REVIEWS FROM HAPPY JOBSCIENCE USERS



ABOUT JOBVITE

Jobvite is the leading recruiting platform for the social web. Today's fastest-growing companies use applicant tracking, recruiter CRM and social recruiting software solutions from Jobvite to target the right talent and build the best teams. Jobvite is a complete, modular Software-as-a-Service (SaaS) platform which can optimize the speed, cost-effectiveness and ease of recruiting for any company.

TRUSTED BY:



"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, PG&E

"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 & Retention, Hubspot

"With Jobvite, we've seen an uptick in candidates that have applied to BJ's, and has been instrumental in pinpointing some great hires."

Kelly Young
Talent Selection Manager, BJ's Restaurants

"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
VP of HR, IBM DemandTec



TOTAL WEIGHTED
SCORE:

91

READ ALL 119 CUSTOMER SUCCESS REVIEWS FROM HAPPY JOBVITE USERS





ABOUT LEVER

Lever is modern hiring software that interviewers, managers, recruiters, and entire companies love using. Full company collaboration is the most effective way to source, vet, and close game changing hires. Used by Box, Foursquare, Lyft, ClearSlide, change.org, and many other leading companies, Lever means you hire the best by hiring together.

TRUSTED BY:



"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."

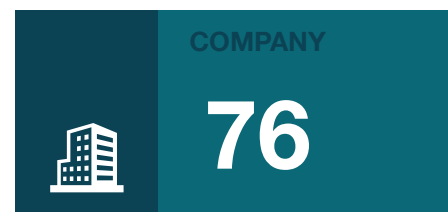
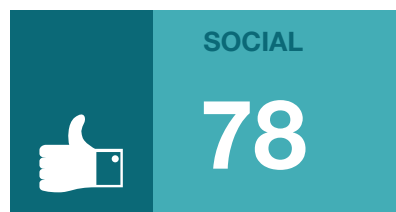
Sabrina Oldham
Director of Recruiting, Tune

"I've never seen hiring managers and recruiters so responsive and thorough in their use of an ATS before. If you want a seamless process and architecture that even your developers will appreciate, without spending a fortune, Lever is by far the best option."

Chris Shaw
Talent Director, Meteor

"Engineers used to complain about how difficult it was to submit feedback and had no interest in using the ATS; now they complain because they want to see and do more in the system."

Vladimir Novakoski
VP of Engineering, Addepar



TOTAL WEIGHTED
SCORE:

83

READ ALL 29 CUSTOMER SUCCESS REVIEWS FROM HAPPY LEVER USERS



ABOUT LINKEDIN TALENT SOLUTIONS

Find and engage the best talent using the world's largest professional network. LinkedIn Talent Solutions provides innovative recruiting tools to help you become more successful at talent acquisition.

TRUSTED BY:



"The use of LinkedIn has de-finitely had a positive impact for us and helped us to attract good talent, we're still at the nascent stage, but as the number of people following AirAsia on LinkedIn increases by the day, we will continue to explore new ways to utilize LinkedIn in an even more effective and effi-cient manner."

Zamrah Ismail
Country Head People Department, Air Asia

"Using LinkedIn, Crown achieved a 6 month run of zero permanent agency placements."

Tim Mundy
Employment Brand Manager, Crown Melbourne

"One thing that LinkedIn really does is revolutionize the way that people look for jobs and find jobs. It's definitely changed the face of recruitment. And I think recruitment the old way is going away and social networks are the new way forward."

Alan Simpson
VP of Talent & Resourcing, Jumeirah

"LinkedIn is transformational. It has transformed how I recruit."

Simon Heaton
Head of Executive Recruiting, Walmart

CUSTOMER



91

SOCIAL



100

COMPANY



100



**TOTAL WEIGHTED
SCORE:**

95

[READ ALL 91 CUSTOMER SUCCESS REVIEWS FROM LINKEDIN TALENT SOLUTIONS USERS](#)

ABOUT SIMPLYHIRED

Simply Hired, a technology company based in Sunnyvale, California, operates job search engines in 24 countries and 12 languages. With more than 30 million unique visitors per month, the company provides job seekers access to millions of job openings across all job categories and industries, reaching job seekers on the web, mobile devices, email, and via thousands of partner sites including The Washington Post, ABC News, Computerworld, Crain's New York Business and International Nurses Association. Simply Hired enables employers to efficiently and cost-effectively reach candidates searching for jobs through its full-service pay-per-click (PPC) and self-service pay-per-post job advertising solutions. Simply Hired was founded in 2004 and is privately held with funding from Foundation Capital and IDG Ventures.

TRUSTED BY:



"We saw a much higher lead quality on Simply Hired compared to some of the other job search engines we were using in the market. The percentage of people who came onto our site from Simply Hired and activated to become Lyft drivers was noticeably higher."

Nick Butson-Wedewer
Sr. Online Marketing Manager, Lyft

"The Simply Hired team openly and collaboratively helped figure out a great cost-per-click rate that allowed us to keep pace with our hiring needs, even as our company rapidly expands."

Joel Stern
VP Talent Acquisition & Staffing, Union Bank

"Our team at NAS Recruitment Communications highly recommends Simply Hired because of their comprehensive partner network and ability to increase our visibility to the registered nurse audience online. I have enjoyed building our online presence with Simply Hired and our outcomes have been extraordinary!"

Sharyn Galthier
Director of Nurse Recruitment, Valley Health

"Simply Hired is a cost-effective, performance-based and quality candidate channel for many of our customers like HCR ManorCare...we continue to help our customers grow their talent communities with strong partners such as Simply Hired. The Simply Hired team provides phenomenal customer service and a great experience for SuccessFactors and our clients."

Ryan Affolter
Manager of Media, SuccessFactors



**TOTAL WEIGHTED
SCORE:**

81

READ ALL 17 CUSTOMER SUCCESS REVIEWS FROM HAPPY SMARTRECRUITERS USERS



ABOUT SKILLSURVEY

SkillSurvey is the leader in online reference checking, sourcing and credentialing, providing immediately useful insights to help employers make better hiring decisions. SkillSurvey speeds hiring for commercial, higher education, healthcare, staffing and recruiting organizations. Its cloud-based referencing, sourcing and credentialing solutions answer vital questions that help organizations hire the right people for every role.

TRUSTED BY:



"We think it's important our candidates know we're excited and we want them to feel ownership in the process and be excited about the next steps."

Susan Collins
Sr. Manager Talent Acquisition, Talbots)

"The behavioral-based questions provide the assurance we need; and the objective feedback reflects better on the integrity of our selection process. It not only helps us identify the most optimal future employees, it also speaks well of the company."

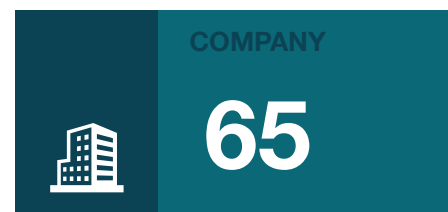
Holly Stanton
HR Director of Talent & the Americas, Littelfuse)

"SkillSurvey Reference gives us the tool we need to be consultative with our hiring managers and help them make the best hiring decisions. I love that there is science behind the questions and the feedback."

Jennifer Talley
Global Director of Talent Acquisition (Dimension Data

"The recruiters were just wide-eyed, in awe of how quickly we were getting reference feedback. It's just such a challenge even getting references anymore. All you get is when people worked."

Mike Manzo
Sr. Manager of Talent Acquisition, Brinker International



TOTAL WEIGHTED
SCORE:

64

READ ALL 8 CUSTOMER SUCCESS REVIEWS FROM HAPPY SKILLSURVEY USERS





ABOUT ZIPRECRUITER

ZipRecruiter's web-based platform streamlines the hiring process by enabling companies to post a job to 100+ job boards with 1 click and to manage all applicants through a simple online interface. By providing a central location for finding, screening and tracking applicants, ZipRecruiter helps employers make the best hiring decisions quickly and at a fraction of the cost of traditional job boards.

TRUSTED BY:



"I just love the ease of posting...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 Recruit

"ZipRecruiter has expanded our talent searches tremendously!! ZipRecruiter has helped save time and money on finding the right talent needed to fill our positions."

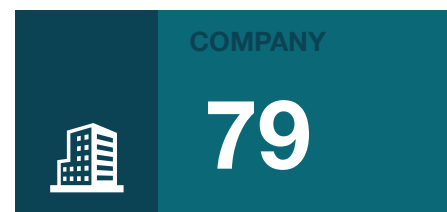
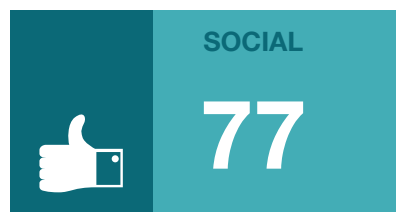
Amanda Chis
Talent Acquisition Manager, Staffinders, Inc

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

Sidney D. Bluming
Meister Seelig & Fein

"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, Campus Explorer



TOTAL WEIGHTED
SCORE:

82

READ ALL 24 CUSTOMER SUCCESS REVIEWS FROM HAPPY ZIPRECRUITER USERS