

# 2020 WINTER

## CUSTOMER SUCCESS REPORT



## APPLICANT TRACKING SOFTWARE CATEGORY



# APPLICANT TRACKING SOFTWARE OVERVIEW

Applicant tracking software (ATS) helps to manage the hiring and recruiting process, including job postings and applications. It creates searchable information on job seekers and organizes it. Plus, an ATS tracks applicants through the hiring procedure, assists with scheduling, issues alerts, and sends automated email messages to candidates.

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 Report Ranking Methodology

The FeaturedCustomers Customer Success ranking is based on data from our customer reference platform, market presence, web presence, & social presence as well as additional data aggregated from online sources and media properties. Our ranking engine applies an algorithm to all data collected to calculate the final Customer Success Report rankings. The overall Customer Success ranking is a weighted average based on 3 parts:

**Content Score** is affected by:

1. Total # of vendor generated customer references (case studies, success stories, testimonials, and customer videos)
2. Customer reference rating score
3. Year-over-year change in amount of customer references on FeaturedCustomers platform
4. Total # of profile views on FeaturedCustomers platform
5. Total # of customer reference views on FeaturedCustomers platform

**Market Presence Score** is affected by:

1. Social media followers including LinkedIn, Twitter, & Facebook
2. Vendor momentum based on web traffic and search trends
3. Organic SEO key term rankings
4. Company presence including # of press mentions

**Company Score** is affected by:

1. Total # of employees (based on social media and public resources)
2. Year-over-year change in # of employees over past 12 months
3. Glassdoor ranking
4. Venture capital raised

## Customer Success Report Award Levels



### Market Leader

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

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 Market Leader.



### Rising Star

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.



# 2020 Customer Success Awards

Check out this list of the highest rated Applicant Tracking Software software based on the FeaturedCustomers Customer Success Report.



bambooHR™

Bullhorn

CAREERBUILDER  
WORK CAN WORK™

ClearCompany

greenhouse

icims

JOBVITE

LEVER

SmartRecruiters

workable



ApplicantStack

Avature

BirdDogHR<sup>2</sup>  
An ARCORO Company

breezy

CATS

Crelate Talent

Hire by Google

JazzHR™

JobDiva®

NEWTON  
A Paycor Company

Submittable

wizehive

Zoho Recruit



hellotalent

JOBSCORE

MIGHTY  
RECRUITER

recruitee

recruiterbox

the  
applicantmanager  
(formerly H-TAP)

# OVERALL BEST

OF APPLICANT TRACKING SOFTWARE



**Smart**Recruiters



## TRUSTED BY



### 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.

# 97

Customer references from happy SmartRecruiters users

[VIEW ALL REFERENCES](#)



"The tool has helped automate and report in real time all of our recruiting activities. It has proven to be a highly valued tool, especially in our seasonal ramps."

William Friedmann  
VP and General Manager, PCCW Teleservices



"SmartRecruiters re-invented the entire recruiting process for us. It simplified everything and the candidate flow improved at least 90%."

Danette LaFollette  
Vice President of HR, 1-800-Flowers



"The ability to add our own partners to the marketplace and manage those tools through the SmartRecruiters Suite signifies a real value-add to us and our customers. One platform gives us access to everything: candidates, third party tools and metrics."

Richard Bradley  
EMEA Head of Project Resourcing, Kelly Services



"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



# 2020 MARKET LEADERS



**JOBVITE**







## TRUSTED BY

FOURSQUARE



PARIS BAGUETTE



### 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.

# 52

Customer references from  
happy BambooHR users

[VIEW ALL REFERENCES](#)

"BambooHR allows me to keep all our staff info-from onboarding to job histories and performance reviews-organized, simplified, and easy to locate. All Hands Volunteers staff is spread out all over the world helping communities in need, and without BambooHR, we couldn't do the work we do."

Stephanie Rocha

Director of Human Resources, All Hands Volunteers

"BambooHR is how you do HR. My company was in need of software that dramatically cut down our paper usage, particularly for the onboarding process. Benefits, bonuses, raises, and a whole slew of other job-related information can be tracked in BambooHR, making it the most comprehensive, easy-to-use HR software that my company has ever used!"

Keyana Kutney

Internal Operations Administrator, IntuitSolutions

"In less than 6 months, they've revolutionized our hiring, benefits management, PTO tracking, onboarding and offboarding, performance management, compliance, and a bunch of other stuff that's too dull to mention, but way too necessary to overlook."

Paul Tucker

General Manager, Integrity IT Solutions

"I liked the accessibility and the way the database was laid out and how it was user-friendly. It was a good match for our organization at a good price."

Angie Pacitti

Ministry Assistant, Kingsway Church



# Bullhorn®



## TRUSTED BY



## 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.

# 196

Customer references from  
happy Bullhorn users

[VIEW ALL REFERENCES](#)

"Realizing immediate productivity and achieving results is a tremendous advantage with Bullhorn, whether we are adding staff or expanding with new offices. Like Bullhorn, Mom Corps is focused on servicing clients to meet their needs On Demand."

Allison O'Kelly  
CEO & Founder, Mom Corps

"Bullhorn ensures recruiters record every interaction with clients, candidates and prospects, so the quality of our data improved with implementation."

Brad Lamb  
Managing Director, Venturi Group

"We went through a rigorous selection process and Bullhorn came out on top every time. Its intelligent reporting system enables us to better track key KPIs and is already massively reducing the time taken to onboard new employees."

Suzie Ballard  
Operations Director, Staffgroup

"It's easier to search with Bullhorn, it's a really good tool for tracking where we are within the process. The ability to store files on client records, vacancy information, internal description functions, and notes means that we don't need to have the same conversations again with hiring managers."

Lucy Webb  
Account Director, aap3 Recruitment



## TRUSTED BY



### 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.

# 104

Customer references from  
happy CareerBuilder users

[VIEW ALL REFERENCES](#)

"Our partnership with Aurico has enabled us to greatly enhance our candidate experience using their easy to use mobile platform. This has resulted in significantly reduced turnaround times, allowing us to rapidly onboard new hires."

Julie Loubaton  
Director, Talent Acquisition, HD Supply

"This product is our go to source for field positions. The Resume Database gives us the depth of candidates that we are looking for to kind of support all our different positions against all of our different business units. We recently started using Recruitment Edge, and the more important feature is definitely providing contact information for candidates...."

Stephen Paredes  
Talent Acquisition Specialist, GameStop

"In the end, we found out with comparisons that Talentstream Recruit actually provided us with up to 50 percent more candidates. The quality of candidates has dramatically improved once we implemented Talentstream Recruit."

Marjorie Lambert  
Executive Assistant Recruiter, Holcomb Behavioral Health

"Talentstream Recruit has been a valuable tool in the management, organization, and tracking of our candidates as well as the placement of our company as an employer of choice. Having Talentstream Recruit has created one centralized hub for the hiring function here at PTC Alliance, and I cannot imagine tracking the recruiting process without it."

Jordan Kaufman  
Training and Recruiting Coordinator, PTC Alliance



## TRUSTED BY

**SONY**



### 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.

# 96

Customer references from happy ClearCompany users

[VIEW ALL REFERENCES](#)

"I have been using ClearCompany for a little over a year and I really like the platform. The feature that I like the most is the [Client Support] chat function. It is so helpful to have a function where you can get a timely response. They even provide screen shots if needed and a helpful email copy of the chat that you can use to reference back to. Super helpful!"  
**Letitia Greenway**  
Talent Acquisition Coordinator, Wilkinson Asset Management

"ClearCompany is so easy, by the press of a button I can set up performance reviews four times a year. Every quarter my employees are going to get real feedback with numbers and then we can reward them easily based off of their performance review. For the first time ever in the history of our Chick-fil-A, we have a working review and raise..."  
**Kasey Castle**  
Chief People Officer, Chick-fil-A

"ClearCompany makes recruiting and onboarding easy. From creating requisitions to working throughout the entire onboarding process, ClearCompany makes navigating easy and straightforward. The process for updating or adding files and information is also easy to work with. Using this software will save our hiring managers and HR department a lot of..."  
**Aaron Gish**  
Assistant General Manager, Get The Picture Corporation

"Your cloud-based ATS has brought tremendous value to our organization. We have fully integrated the tool with our existing recruiting/onboarding framework with extreme ease. The Recruiting and Onboarding modules are intuitive and the interface is user-friendly. A tool is only as good as the support team behind it, and ClearCompany's customer..."  
**Manny Rodriguez**  
Director, Program Management Office, Prescient Edge Corporation



# greenhouse

## TRUSTED BY

*Pinterest*

myfitnesspal

**BuzzFeed**

 **airbnb**



### 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.

# 126

Customer references from happy  
Greenhouse Software users

[VIEW ALL REFERENCES](#)



"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



"Greenhouse allows recruiters to spend less time managing data in the ATS and more time interacting with candidates. And because we now get interview feedback much quicker, we're able to make decisions faster which is a win for both candidates and Hubspot."

Emily Keuthen  
Manager of Employee Lifecycle Systems, HubSpot



"Being able to track metrics that matter within Greenhouse, such as number of phone screens, on-site interviews and referrals, helps us be more predictive and forward thinking in our hiring process."

Adam Ward  
Head Of Recruiting, Pinterest



"Greenhouse allows us to centralize all global recruiting and have a single place to consolidate interview feedback. Because Greenhouse's interface is so user-friendly, it allows us to not only provide a great candidate experience, but a great hiring team experience as well."

Brian Breth  
Director Of Talent Acquisition, Rubicon Project





# JOBVITE

## TRUSTED BY

**GROUPON**



## ABOUT JOBVITE

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.

# 170

Customer references from  
happy Jobvite users

[VIEW ALL REFERENCES](#)



"With other systems, the recruiting process was messy and had too many extra steps. Once we started using Jobvite, we streamlined everything from job postings to communication with candidates, which has allowed us to be more nimble and transparent both internally and externally. We use Jobvite's innovative features to every extent we possibly can."

Mandie Wall

Lead Recruiter, eHow



"Thanks to its simple, productive platform, sophisticated reporting capabilities and social recruiting component, Jobvite has proven to be a trusted, essential facet of AHN's recruiting strategy."

Irv Naar

Corporate VP of Talent Acquisition, Allegheny Health Network



"With Jobvite Engage, we can send out a massive email with uniform messaging to follow up with candidates. Even if a candidate isn't the right fit at the time, we can store their information to nurture and engage with them on future opportunities."

Klee Prim

Recruiting Manager, Kabam



"Jobvite's not just about posting jobs while that's certainly a part of it, the data, reporting and other features are valuable throughout the whole recruiting funnel."

Jon Stanners

Global Talent Acquisition and Brand Manager, Talend



# LEVER

## TRUSTED BY

**zuora**

**Bloomberg**



**FORTUNE**

## 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.

# 65

Customer references from  
happy Lever users

[VIEW ALL REFERENCES](#)

"In the ATS market, all eyes are on Lever. With differentiators that include integrated sourcing solutions, one-click prospecting tools, and complete candidate journey analytics, Lever shows no signs of slowing down."

Madeline Laurano  
Co-Founder, Aptitude Research Partners

"Lever enables transparency for the referrer, to see where candidates are in the process. They don't think their referrals are entering a black hole - they know exactly what's happening at every stage."

Michael Brown  
VP of Talent, SHYFT Analytics

"I liked that Lever centralized all candidate profiles and interactions. I knew I wouldn't receive paper or email resumes in different ways - all communication could be in one portal."

Leah Weiser  
Lead Teacher, Dr. Richard Izquierdo Health and Science Charter School

"I'm a huge fan of the notes and feedback sections, which make group collaboration and decision-making much more fluid and efficient - a lifesaver when we're working across time zones and different offices."

Kalpna Chandrasekhar  
VP of Customer Experience, Hotel Tonight



## TRUSTED BY



### ABOUT WORKABLE

Workable is the world's leading hiring platform. We provide in-house recruiters and hiring teams with more ways to find more qualified candidates and help them work together to identify and hire the best. Companies who use our software get from requisition to offer letter faster, with automated and AI-powered tools that source and suggest candidates, simplify decision making and streamline the hiring process. Workable was founded in 2012 and has since helped more than 20,000 companies hire one million candidates.

# 36

Customer references from  
happy Workable users

[VIEW ALL REFERENCES](#)

"With 200+ applications for each post, the process from screening to offer used to take at least two weeks. Our principals had to wait for each posting to close before they could start to sift. Now it's all done within a week."

Rhonda Aos  
HR Director, Lethbridge School District

"We can tap into a rich talent pool using built-in sourcing tools. So, essentially, we get an ATS and a far-reaching and targeted online candidate search engine rolled into one."

Jenny McMaster  
Business Support Manager, InnoWell

"Using Workable Hiring Plan we can manage our job openings in a more detailed manner. And, because it tracks all the jobs that we deal with—past, current and future—I can see at a glance how we're doing in terms of our global hiring strategy."

Jason Leshner  
VP of Talent Acquisition, Navarro

"We wanted to be more reporting friendly towards our C-level members. With Hiring Plan it's really easy to pull out reports. Data is clear, well-presented, has the right level of detail, and is organized by department. Having those reports was another reason we decided to use Workable."

Anna-Katje Sparke  
Manager, Deposit Solutions



## TRUSTED BY



## ABOUT ICIMS

iCIMS is the leading recruitment software provider for employers to attract, engage and hire great people. iCIMS enables companies to manage and scale their recruiting process through a full product suite and an ecosystem of integrated partners delivered within a platform-as-a-service (PaaS) framework. Established in 2000, iCIMS supports 4,000 customers hiring 4 million people each year and is the largest software provider dedicated to talent acquisition.

# 143

Customer references from  
happy iCIMS users

[VIEW ALL REFERENCES](#)

“[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

“iCIMS Onboard allows us to receive readable, compliant forms electronically and on-time. It's great to track candidates through the entire recruiting and onboarding process.”

Catherine Flemming  
Director of Healthcare Recruiting, National Church Residences

“iCIMS Offer gives businesses the tools they need to create a repeatable, consistent process to manage offers, and reduces the risk of losing candidates so late in the recruiting process. iCIMS Offer improves the hiring experience for candidates, recruiters and hiring managers.”

Research Manager, Emerging Trends & Technologies, Talent Acquisition & Staffing Services  
IDC

“With the strong integrations already offered through iCIMS, UNIFI allows us to manage and oversee all of our hiring technologies in one, easy-to-use platform. iCIMS is at the core of our recruiting efforts and we're excited to see this vision come to life.”

Julie Loubaton  
Director, Talent Acquisition, HD Supply





# 2020 TOP PERFORMERS

ApplicantStack™



Avature

BirdDogHR™  
An ARCORO Company

JazzHR™

JD JobDiva®

NEWTON

A Paycor® Company

Submittable 

wizehive

breezy



CATS

Crelate Talent 

zoho Recruit



Hire by Google



# ApplicantStack™

## TRUSTED BY



THE UNIVERSITY  
of NORTH CAROLINA  
at CHAPEL HILL



## ABOUT APPLICANTSTACK

ApplicantStack is an online applicant tracking & onboarding system providing businesses and agencies of all sizes a better way to recruit, screen, and hire new employees. They speak HR, it's in their blood. They spent their careers in human resources, bogged down with paperwork and craving more time and resources. Their goal is to provide organizations the tool they always wish they had. They created ApplicantStack, a simple, easy-to-use, gets-the-job-done software that has everything you need and nothing you don't. It's not another thing to manage, but the tool that helps you manage your day.

# 31

Customer references from  
happy ApplicantStack users

[VIEW ALL REFERENCES](#)

"This system is very effective and efficient. We are a Federal Contractor so first priority was capturing EEO/AA info for all applicants. This system does this and also provides ongoing, updated reports with a simple click."

Kevin Bredesen  
Manager, Randolph Construction

"If your company needs a solution to paper applications and a system that will enable you to efficiently manage applicants to your job postings, this is a super-easy, inexpensive solution for businesses of any size."

Tony Martinez  
Technical Lead, Gentle Ben's Brewing Company

"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

"We have been using ApplicantStack to manage our hiring process for about 6 months now and it has helped us turn a chaotic mess into a streamlined, organized, efficient process that is easy to manage."

Eric Rieger  
President, WEBIT Services



# Avature

## TRUSTED BY



L'ORÉAL

SIEMENS

## ABOUT AVATURE

Specially designed for companies of 10,000+ employees, 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.

# 90

Customer references from  
happy Avature users

[VIEW ALL REFERENCES](#)

"Avature has really transformed our recruiting practice. It's allowed us to scale our recruiting function, our recruiters are more efficient, and we are using data to deliver quick information and drive change."

Jonathan Moore  
Director of Recruiting, USI Insurance Services

"With the functionality [of Avature DNA], we are able to ensure that we can conduct communication campaigns with our employees. We take big data and apply it to our employees to ensure that they get personalized communications; we are not afraid to mine our own talent like we would external candidates."

Annie Hammer  
Vice President, Global Emerging Technologies and Projects, Pontoon Solutions

"Prior to implementing Avature, we didn't have a way to track how successful our recruiting events were. Now, I can see where each of those leads end up in our recruiting pipeline. That has been vital in our recruitment efforts."

Brooke Glennon  
Associate Director, Recruitment Strategy, Encompass Health

"We needed a platform that focused on relationships rather than only linear processes. One of the best things about Avature is how malleable the system is, so we're really able to change things for how we want it to look."

Alan Gregg  
Talent Acquisition Manager, Specsavers



## TRUSTED BY



## 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.

# 81

Customer references from  
happy BirdDogHR users

[VIEW ALL REFERENCES](#)

"BirdDogHR helped us streamline our performance evaluation process and gives us insight about the way our employees perform. The easy-to-use system stores our performance data in a centralized location, so I can easily track our progress towards business goals while providing consistent and timely feedback to our employees."

Kris Barrios

HR Special Projects Manager, Arrowhead Products

"You know the value when job candidates are commenting on how the application process is the easiest, most accurate and fastest they've ever completed. The BirdDogHR ATS is the same for me too. It's helping me manage the entire process from application to hire."

Dan Keesling

Operations Manager, Johnstone Supply

"The BirdDogHR ATS has been extremely helpful when recruiting has been very challenging. The BirdDogHR ATS software is easy to use and has helped improve our recruiting efficiency. Integrating the BirdDogHR ATS with Wonderlic pre-hire assessments speeds up the application time for the candidate, helps us quickly identify top candidates and..."

Dave Johnson

Allen Service

"EEO tracking is important to our organization and the BirdDogHR ATS makes that reporting quick and easy to access."

Kathy Somers

A.M. Cohran & Son



# breezy

## TRUSTED BY



### 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!

# 37

Customer references from  
happy Breezy HR users

[VIEW ALL REFERENCES](#)



"Great user interface, very easy to get started and create a job page for your website as well as instantly blast the job posting out to all the big career sites. There's even a solid mobile app for you to view candidates."

Wilbur Han  
WhereFor



"Super simple to use, very user friendly. Excellent customization designed to fit every/any user/company. Easily send questionnaires, create scorecards, and post jobs that get a lot of activity. I highly recommend."

Elyce Murillo  
Linium



"I also liked that Breezy felt like a startup. The interface was clean and inviting. It was a user-friendly experience and because we spend a lot of time in our applicant tracking system, we want to make sure we enjoy it."

Julie Zollo  
Staffing Director, Elevation Church



"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





TRUSTED BY



## 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.

45

Customer references from  
happy CATS Software users

[VIEW ALL REFERENCES](#)

"It is important to our company that each candidate is sourced then contacted directly whether they are selected for employment or not. So the CATS keyword search, automatic workflow and email set up are HUGE time savers."

Jamie Richardson  
Corps Solutions

"I like the way that you can add candidates. We do a lot of candidate-adding from the web browser using the Firefox extension, making it easy to add candidates from LinkedIn and Indeed. The Indeed resume search is another cool feature that we get a lot of use out of."

Jeff Weber  
Director of Recruiting Services, BridgePoint Technologies

"Our favorite things about CATS are the clean interface and the ability to customize. We can easily make changes to fields, workflows, and the job portal, which is great!"

Alan Carty  
CEO, Automation Techies

"CATS has enabled our Talent Acquisition team to become extremely strategically organized. The system allows us to link candidates to job openings and move them through our hiring process with ease and keep a record of our activity. When working with our business unit leaders on various projects this helps us to be able to cross pollinate candidates..."

Andrea Ascher  
Solutions By Design



# Crelate® Talent

## TRUSTED BY

MOSS SEARCH



ENVIETA™

HR HunterRoss

BLOOMFIELD  
& COMPANY



AMBASSADOR  
SEARCH GROUP

## ABOUT CRELATE

Crelate Talent is a leading applicant tracking and recruitment CRM designed to help companies attract, engage and hire great talent. By combining candidate management and sales pipelines in a single solution, Crelate helps recruiting and sales teams stay on the same page and make better placements at a faster pace.

# 16

Customer references from  
happy Crelate users

[VIEW ALL REFERENCES](#)

"We ran a custom system for 10 years. Until Crelate, we couldn't find a product that could manage the deep relationships our customers expect us to bring to their search. Crelate captures the quality and is much faster than our old database."

Todd Dorfman  
Krauthamer & Associates

"With Crelate, I'm confident that more growth is achievable without cutting into our personal time. We're saving time that would normally be spent administering recruiting efforts and allowing more time for our team to focus on the people, who are the core of our mission."

TJ Kastning  
Senior Recruiter, Ambassador Search Group

"The data migration process has been unlike any other I've gone through. It is structured so that the final migration is exactly what we expect, not a bunch of surprises."

Nick Ryberg  
Managing Partner, Hunter-Ross

"You can actually customize your own workflow. The interface allows you to drag and drop between stages. It will send out automated, customized emails at each stage of the recruiting process. It allows me to work quickly, efficiently, the way I want to work. I have never in my 25-year career using ATS software had a company be so responsive to requests..."

Richard Moss  
President, Moss Search



## TRUSTED BY



### ABOUT HIRE BY GOOGLE

Hire by Google is a recruiting app that makes hiring faster, easier, and more collaborative. It integrates seamlessly with your G Suite apps, and leverages AI to streamline your recruiting. Visit their website and request a demo to speak to a Hire team member.

# 30

Customer references from happy Hire by Google users

[VIEW ALL REFERENCES](#)



"Scheduling interviews used to take a long time, but now it takes just a few clicks. And, the @mention feature makes it so easy for us to have conversations in one place - it definitely makes recruiting truly a team sport."

Srikanth Parthasarathy  
Talent HR Leader, Plivo



"I love how candidate discovery in Hire allows us to bring potential candidates into a new job pipeline the second we start looking."

Jeremy Grigaitis  
Senior Manager Global Tools & Sourcing, 24-7 Intouch



"Hire offers us the ability to auto-scan any CV and to create, populate and review a candidate profile quickly."

Michael Munroe  
People Operations & Data Manager, Atom Group



"The top impact of Hire on our recruiting process is being able to collaborate with hiring managers and get a response from them quickly."

Courtney Perry  
Senior Recruiter, Trader Interactive



TRUSTED BY

Mashable

Highlights  
for Children

Red Bull®  
ENERGY DRINK

NATUREBOX

MLB.com

## ABOUT JAZZHR

JazzHR is a 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 to 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.

44

Customer references from  
happy JazzHR users

[VIEW ALL REFERENCES](#)

"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

"JazzHR has given us a simple way to reach tons of job seekers and a speedy process to quickly filter through them for the best candidates."

Yan Pritzker

CTO, Reverb

"JazzHR helps us to keep everything in a centralized location, so we don't have to spend time as a team looking around for resumes anymore."

Charisse Fontes

Director of Operations, Kiip



TRUSTED BY



## ABOUT JOBDIVA

JobDiva is the leading global Applicant Tracking System and front-to-back Talent Management solution, redefining the standard for cutting-edge technology and innovation, and serving more than 29,000 global staffing professionals who support the Fortune 500. A powerful cloud solution, JobDiva combines CRM synchronization with all major job boards and VMS providers, BI analytics, a Mobile App and the largest resume database in the world to deliver staffing solutions with unmatched speed and precision. JobDiva offers more patent-protected features than any other solution on the market - including the unique ability to search resumes for "skills by years of experience." Continually recognized by both industry experts and clients, JobDiva has received numerous technology as well as staffing industry awards.

114

Customer references from  
happy JobDiva users

[VIEW ALL REFERENCES](#)

"We've been in partnership with JobDiva for over 10 years, and they've been an integral part of Intelliswift's scalability and growth. Intelliswift is an early adopter of JobDiva's ATS system, which acts as our vast central resume repository that is maintained and updated by over 150 technical recruiters spread across the globe. We've been able to build our...

Pat Patel

Chief Executive Officer, Intelliswift Software Inc.

"JobDiva took the job of the recruiter from being a sourcer to simply that of being a recruiter. Where they would be spending 80 percent of their time doing the clerical functions associated with recruiting, they now can focus on getting on the phone talking to the candidates and getting them submitted to the clients."

Bob Collins

Chief Executive Officer, Collins Consulting, Inc.

"I really like the overall database of JobDiva. It is easy to locate candidates and find contact information. The attachments folder is a great tool to save the documents that we utilize on a daily basis, with ease of access. It is easy to reach the phone numbers, emails and addresses. The texting feature is great to be able to communicate with..."

Abigail E.

ADEX Medical Staffing

"JobDiva is a very powerful staffing tool because it allows my recruiters to really maximize their efficiencies. Even on weekends, JobDiva continues to work for us 24/7/365 days a year."

Ron Saharyan

Managing Director, Project One





# NEWTON

A Paycor Company

TRUSTED BY



APPAREO

QUICKCABLE



## ABOUT NEWTON SOFTWARE

Newton is a 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.

# 18

Customer references from happy  
Newton Software users

[VIEW ALL REFERENCES](#)

"It was the first ATS that I had ever seen, big or small, that you could tell was designed by a hiring professional, as opposed to a software developer. I appreciate that Newton is such a recruiting-focused software and that the features are tailored to what a recruiter does every day."

Miriam Lea  
Talent Acquisition Manager, Cascade Microtech

"Newton's analytics capabilities are great. I use the analytics for leadership meetings because they offer me an easy way to show management how many jobs are open, how long hiring is taking, budgeting, and so on. Furthermore, EEO reporting is built into Newton analytics and this allows me to always be certain that I am compliant with the latest laws..."

Jen DeFranco  
Human Resources Director, The Resource Exchange

"Newton is so easy to implement and it's intuitive from a process standpoint. Culture is huge at CQuence Health so we involve a lot of people in our hiring process to gain different points of view. Newton supports that 100%. It has taken our recruiting to the next level and made it an easier process for everyone who is involved."

Bruce Stec  
Vice President of Human Resources, CQuence Health Group

"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



# Submittable

TRUSTED BY



Yale | University Press



## ABOUT SUBMITTABLE

Upgrade your submission or application process with cloud-based software from Submittable. Our all-in-one submissions solution makes it simple to collect, collaborate, review, and report on any kind of digital content. Perfect for grantmakers, universities, brand managers, scholarship coordinators, publishers, and more, Submittable is effortlessly customizable to suit and streamline your workflow—it's also scalable for institution-wide processes, from HR to events and conferences.

# 89

Customer references from  
happy Submittable users

[VIEW ALL REFERENCES](#)



"Accessibility and ease of use for differently-abled users, as well as the responsiveness of Submittable staff to questions and technical-assistance needs."

Heather Sobrepeña-George  
Section Manager, Montana Department of Commerce



"It blew our minds. All of our submissions flowed through that tool. We could assign them to people for review and editing."

The Atlantic



"When we began structuring the application process for our artists-in-session program, our staff spent a week researching all options for small organizations with a limited budget. Initially it seemed that we were doomed to pay exorbitant fees for the service, or hire a web designer to build submission capability into our existing website--also out..."

Allison Freedman Weisberg  
Executive Director & Founder, Recess Activities, Inc



"Because Submittable is such an industry standard, we made the decision to completely switch over from paper applications."

Lance Cleland  
Workshop Director, Tin House



# wizehive

## TRUSTED BY



## ABOUT WIZEHIVE

Discover a better way to manage the apply/review/manage/report lifecycle with WizeHive. Our cloud-based Zengine™ platform streamlines and improves the grant management processes of more than 750 satisfied clients, including leading foundations, associations, corporations, and universities like the Bill & Melinda Gates Foundation, Coca-Cola Scholars Foundation, BlackBoard, and Echoing Green. Create approachable, stepped, engaging applications. Give your reviewers personalized portals where they can easily view their assigned applications and complete judging with a helpful side-by-side view and customizable scoring rubric. Harness all the data you collect to manage your full process, keep in touch with constituents, track impact, and continually improve your program.

# 65

Customer references from  
happy WizeHive users

[VIEW ALL REFERENCES](#)

“Choosing WizeHive as a partner has made a difference for us. We are working with a group of experienced, passionate individuals who make the whole process feel like family.”

Jeremy Sales  
Selection and Recruitment Manager, Coca-Cola Scholars Foundation

“WizeHive has simplified as well as significantly improved our process. Together, we have developed a process that works more efficiently for both grant reviewers and applicants. Our customer service and product reliability have been exceptional. Since launching WizeHive, I have not had one single concern about technical performance. It is hard to...

Kelly Wellman  
Texas A&M

“This software has already saved us considerable staff time and paper. Creating a form is easy, as is organizing and exporting the data. Our panel of community grant reviewers appreciated how easy it was to access, take notes on, and score the grant applications this year.”

Rudi Jeung  
Program Manager, Montgomery Coalition for Adult English Literacy

“WizeHive is a perfect solution for the capturing, storing, and review of multiple data points and content supplied by applicants. Love the review options; that we can provide full or part access, to specific level reviewers as needed. Where I lacked in knowledge for set up and execution, WizeHive's Josh Thorne jumped in as needed to provide top notch...

Cameron Tapley  
Awards Program Manager, Cio of The Year Awards



## TRUSTED BY



WorkforceManpower



### ABOUT ZOHU 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.

# 42

Customer references from happy Zoho Recruit users

[VIEW ALL REFERENCES](#)



"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



"Zoho Recruit has simplified the way we work with both clients and candidates. The product is easy to use, yet so powerful with many features a recruiter uses in his daily activity. The amazing thing about Zoho Recruit is, it is cloud-based which is the way to go in future computing."

Feroz Khan  
Managing Director, Workforce Manpower



"Zoho Recruit is a complete solution. It is perfect, flexible, adaptable, responsive, and provides value for money."

Lee Stanley  
Managing Director, Hadfield Education



"Employee referral was one of our biggest challenges. Zoho Recruit's customizable platform helped us set up the employee referral web page as per our requirement. This reduced manual work and the feedback to candidates was seamless through Zoho. We were also able to initiate offers and filter the candidate records."

Dereck David  
Head of Talent Acquisition, Scientific Games



# 2020 RISING STARS

 hellotalent  
**JOBSCORE**

 **MIGHTY  
RECRUITER**

 recruitee

 recruiterbox

the  
applicantmanager *(we call it TAM)*



TRUSTED BY



## 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.

# 24

Customer references from  
happy Hello Talent users

[VIEW ALL REFERENCES](#)



“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  
Wescon Sourcing



“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 is incredibly intuitive. I love being able to add everything I need in one click. The lack of complexity is one of its real strengths. This makes it exceptionally effective.”

Grégory Marande  
Associated Director, Lemensearch



“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)





# JOBSCORE

TRUSTED BY



H E A R S T



## 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 building better pipelines by exchanging their unhired resumes for qualified, interested candidates. Stop recruiting alone and try networked recruiting with JobScore.

# 17

Customer references from  
happy JobScore users

[VIEW ALL REFERENCES](#)

"JobScore is simply one of the best online products I have ever used. It immediately improved our ability to find, evaluate and select talent. I recommend JobScore to every hiring manager, recruiter and entrepreneur I know."

Jonathan Lowenhar  
Chief Operating Officer, Taulia

"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

"As a startup CEO, I want to spend less time managing candidates and resumes and more time focusing on growing the business. JobScore made it possible to grow my last business from a handful of people to over 100, so I'm back using it again at my new startup."

Mazdak Rezvani  
Chief Executive Officer, Shoppe AI

"It's not just that I'm pleased with JobScore, it's that my hiring managers are pleased with JobScore. JobScore has eliminated all of my reporting headaches (no more spreadsheets!) and everyone in the company now proactively participates in the recruiting process. This transparency and collaboration are helping me become the true recruiting..."

Brad Littlefield  
Recruitment Consultant, MediaPlatform



# MIGHTY RECRUITER

## TRUSTED BY

THINK  
**GLINK**  
MEDIA



pitney bowes



**DocuSign**

### ABOUT MIGHTYRECRUITER

MightyRecruiter is an end-to-end recruiting solution that makes previously manual, time-consuming tasks easy, quick, and effective. MightyRecruiter is designed to help you quickly attract, source, recruit, and hire the most relevant candidates to your jobs. Their mission is to build the leading recruiting automation platform on the market today. They are fully committed to helping you find, attract, and engage the strongest job candidates faster and more efficiently than ever before. They are MightyRecruiter, your one stop hiring solution.

# 16

Customer references from  
happy MightyRecruiter users

[VIEW ALL REFERENCES](#)

"MightyRecruiter has given me another avenue to post and search candidates that I wasn't finding on other sites, and the response rate has been great!"

Andrea Mirabelli  
Strategic Recruiting & Sourcing Partner, Pitney Bowes

"The quality and quantity of my candidates has skyrocketed since using MightyRecruiter! What was taking me hours to do before is now only taking me minutes."

Vina Eddington  
Account Manager/Recruiter, Relevante

"The best feature is that the candidates can contact us—it saves us a ton of time, and helps us choose the right candidate for the position!"

Jim Buldo  
Consultant, Pinnacle Marketing Consultants

"MightyRecruiter was able to target the right sites for our technology needs. It allowed us to be far more efficient in tracking our candidates and I'd definitely recommend it!"

Rita Clinton  
Chief Financial Officer, SAGlobal



## TRUSTED BY

**zomato**



## 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.

# 67

Customer references from  
happy Recruitee users

[VIEW ALL REFERENCES](#)

“Recruitee gives us way more flexibility to create custom application forms and store candidates in an organized database.”

Don Ritzen  
Co-Founder, Rockstart

“We’ve been really impressed with Recruitee’s intuitive design and user-friendliness. The new data reporting and analytics features have set a new standard within the industry.”

Marco Garbrecht  
Trusted Shops

“Best ATS for features & value. Shockingly powerful platform that clocks in at a fraction of the cost of the comparable alternatives. Great visual interface, useful Chrome extension. Great in-app email and calendar support. Good social style communication in-app.”

Sean Butler  
Growth, LeanBox

“Great app, will save you a lot of time. Because we used Recruitee, we were able to very effectively get our team together and focus on growing the business again. Setting things up was easy and the built-in email and calendar functionality make recruiting a breeze. I will recommend to everybody that needs to hire.”

Wart Fransen  
CEO & Co-Founder, LeadBoxer



TRUSTED BY



Australian Government

## 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 and 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.

# 31

Customer references from  
happy Recruiterbox users

[VIEW ALL REFERENCES](#)

"With Recruiterbox's intuitive UI and the ease of assigning workflows, everyone found it really easy to use and knew what their specific action was. No one got lost in the system."

Kathy Jakielski  
Recruiter, Dreamclinic

"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

"We continue to be surprised at Recruiterbox's flexibility. It's a very intuitive, easy-to-use application that we've customized along the way. Their non-profit rate and payment plan made our decision a no-brainer."

Al Lenio  
Director of Operations, Man in the Mirror

"The challenge was to hire a bunch of great people for our new store. We needed a way to keep track and organize thousands of applications across numerous departments coming in from different sources. The solution is Recruiterbox!"

Ken Tsang  
Director of Technology, Standard Market



the  
applicantmanager *(we call it TAM)*

## TRUSTED BY



### ABOUT THE APPLICANT MANAGER

The Applicant Manager (TAM) is a cloud-based applicant tracking solution that helps internal teams or recruiting agencies to streamline their hiring and onboarding process. The solution lets users track job postings and actively engage quality candidates. TAM provides toolsets that allow recruiters to review, select and share applicant information within teams.

# 12

Customer references from happy  
The Applicant Manager users

[VIEW ALL REFERENCES](#)



"The software is very easy to implement and the supplier is HR-centric, so most of our functional concerns were covered well with the product. I love the fact that it's hosted, and they were very flexible with matching the "look and feel" of our company webpage to their product."

Dan  
Organicgirl



"Very intuitive, user friendly and staff is very helpful! TAM is upfront and honest about their abilities/service. ALL TOP NOTCH. Interested in matching your needs (and they did!). We track for AA/EEO compliance - simple reporting. Highly recommend."

Tamara  
Opportunity Finance Network



"It's very easy to use and administer. The workflow process to move through applications/resumes is very easy to learn and allows you to efficiently screen applicants to find the best candidates. The ability to take notes, email through the system and assign candidates to different jobs/managers are powerful tools as well. The training and support provided..."

Nick  
Evergreen Lodge



"The Applicant Manager (better known as TAM) made our recruitment process so much easier. Managers are very pleased with all the features, from being able to share resumes to searching the database. Since I am the only recruiter at TMT, managing the positions and resumes is now a breeze. Also, TAM has impressed me with their very responsive..."

Magnolia  
Thirty Meter Telescope