

By Sara Moss

Front Office Software - Part 2

Identifying the Final Contenders

With the improvement of the economy, many staffing companies are considering replacing their existing front office technology so they can scale their revenues through automation of their processes rather than increase their headcount growth. Front office software for staffing is a niche market. Identifying the long list of potential vendors can be a time-consuming activity. As new entrants from adjacent markets, such as the corporate recruiting market, enter the staffing space it may be even more difficult to quickly identify potential vendors.

This article identifies 53 vendors that offer front office software, and provides introductory information about their products as a starting point for staffing companies embarking on a vendor selection process. Since some vendors market themselves as applicant tracking systems (ATS) we have verified that each of the vendors we listed has at least one active staffing company client.

So, which vendor is the best? Mary Lynn Seaby, founder and principal of Seaby Services, Inc., frequently consults with staffing companies as they

select front office software. According to her, "It honestly depends and there is no easy answer." She recommends reducing the long list of 53-plus vendors to a shorter list of 10-15 good options, based on how well the vendor and their software supports your organizational goals and fits into your culture and environment. "From there, whittle the list down to the best two to four contenders that provide the best support for your current and future business processes and the features and functionality you must have."

Train First

Before you start short-listing vendors, first develop a better understanding of your high-level organizational goals, and then focus on those vendors strategically aligned with your business direction. Front office software automates a core piece of your business model, and it is crucial that you select software that enables your business processes. The software must be provided by a vendor that intends to develop the product in a direction that will support your business for many years.

Process Alignment. "The front office software that you select and implement will either make or break your business processes," says Seaby. Before narrowing your search, you will want to be clear on the business practices that differentiate your staffing service from your competitors. It is critical that you find software that enables your market differentiators.

When reviewing software packages, you will need to determine how the

All information on the chart beginning on page 28 has been supplied by vendors in response to our questionnaires and interviews gathered from July - Dec. 2005. SIA and The Code Works Inc. suggest you use this chart as a starting point. Information in this guide does not constitute any recommendation or warranty on the part of SI Review or Staffing Industry Analysts, Inc., or The Code Works. Readers are advised to contact consultants, other staffing software users and vendors directly for more detailed information before purchasing. In addition, despite diligent research we may have missed some suppliers in this ever-changing space. If so, please notify us at Jreeder@staffingindustry.com.

implied workflows of the new software will impact, positively or negatively, your current business processes. The best way to position yourself for this exercise is to document your current processes, to define best practice processes and complete a gap analysis so that you can decipher what the software will and will not enable. You will be able to better estimate training requirements, foresee rollout issues and estimate implementation timeframes through this exercise. This part of the vendor review process will help you better estimate the actual cost and benefit of the software to your organization.

Culture Fit. Be able to describe your corporate culture and to articulate the values that drive expectations around service and support. With a better understanding of your own culture you will be better positioned to determine if a vendor's culture and values are a good fit. While reference checks are expected during the vendor selection process, Seaby suggests that you augment reference checks by interviewing others in the industry about vendors to get a fuller picture of their reputation in the marketplace. You will be working closely with the vendor you select and be dependent on them for years to come, so you will want to make sure they are accessible, responsive and are able to meet your service and support expectations.

Product Strategy. Review your business strategy and identify any new capabilities that your front office software must support in the next two to five years. Once you have mapped your strategic direction, you will be better positioned to overlay that with the product strategy and development plans

of your short-listed vendors. Clearly, you want the direction of the software product to align tightly with your core business and strategic direction.

Weigh In

Once you are able to articulate the future business strategy and differentiating processes that your new software must enable, and you can describe the ideal corporate culture of your future vendor, you will have the foundation you need to begin the vendor selection process.

With so many options out there, you will be able to short-list vendors by making a few high-level decisions that reflect your core business needs. For example, if you are set on a specific software delivery model (e.g., ASP) or platform (e.g., Web-based interface), you can immediately rule out vendors that do not support those options.

While our vendor list will not eliminate the need for you to spend time analyzing and deciding on your high-level needs, it will help you to hone in on those vendors that aim to support your organization goals and direction. Our vendor table has been designed to jump-start your vendor selection process and to help you begin to identify those 10-15 vendors requiring further investigation. The categories in the chart are explained below.

Target Market. Only a portion of the front office vendors out there are offering the features and functions you are looking for at the price you are willing to pay; it may be useful to consider those vendors who are familiar with the needs of staffing companies that are your size.

In our vendor review, we identified the target market of each vendor

based on the revenues of their current and target staffing company clients. The following definitions were used: \$10m or less in annual revenues (small); \$10m to \$100m (medium); \$100m to \$500m (large) and greater than \$500m (very large).

Vendors targeting your company size will be catering toward your specific set of needs and priorities. For example, vendors that target very large firms are more likely to support internationalization requirements, whereas vendors targeting small firms are more likely to offer on demand options.

Products that target larger staffing firms may build-out functionality that supports a process or service complexity that you don't need. Feature-rich software can also result in higher implementation and maintenance costs. While it may be tempting to use software with more bells and whistles than you actually need, you may want to stick with a vendor that delivers features more central to your business.

Reach. Geographic reach of front office software can be a key requirement for staffing firms. Our vendor list identifies the regions where front office vendors have existing implementations. While vendors may operate on a global basis, their user interface may support English only, so you will want to clearly specify your needs to vendors.

Delivery Models. In Part I of this article we briefly compared the tradeoffs of purchasing software licenses as compared to the popular trend of leasing software. Our vendor list identifies those vendors that offer the following software delivery models: license, Managed Service Provider (MSP), ASP and On Demand.

In the license model, software is purchased for each user, and both the software and hardware are owned, installed, implemented and maintained by the staffing company. In the MSP model, the staffing company purchases the software license and dedicated hardware, but the vendor maintains the software in the vendor's environment. The MSP model typically requires a minimum number of users. ASP means that the staffing company pays a subscription to lease the software license and hardware, which includes maintenance fees. ASP arrangements also typically require a minimum number of users. An On Demand model means that clients can sign up users in single-user increments, i.e., one user at a time, and that activation of the user account is very quick.

Factors that influence which delivery model you prefer include the amount of cash you are willing to invest up front, internal IT capabilities, the amount of customization your implementation requires and the number of users you need to support.

Other Functions. Another consideration in short-listing vendors is whether you will need additional functionality that is integrated with your front office solution. Our vendor list identifies vendors that offer back office (BO) functionality, Web-facing portals for candidates and clients, as well as vendor management system (VMS) capabilities.

Back office functionality typically includes payroll, billing and reporting. Seaby believes front and back office integration generates the greatest operational efficiency, but many firms are being attracted by the sales and marketing benefits derived from client and candidate portals, and are prioritizing Web rollouts over BO integration.

Portal capabilities allow candidates or clients to access the front office functionality directly from the Web. Candidates may be able to register, search and submit their resumes online. Candidate Web functionality helps staffing companies manage operational costs. With customer portals, clients are able to review candidate profiles and receive online bills and reports.

VMS functionality provides staffing company clients with the ability to broadcast job orders to multiple suppliers and to review and select submitted candidates. VMS typically also includes time tracking and reporting capabilities for each supplier. Staffing companies may be required to offer this functionality to their clients. However, the VMS market is still maturing, and integration between front office and VMS remains an emerging trend.

In our chart, an "I" denotes when additional functionality is included in the front office package and an "S" identifies functionality, which is offered as a separate, stand-alone application.

Platform. The method by which users access the software can be a critical decision-making point. More and more companies require a native Web-based user interface, and some companies have strict platform and database requirements. Our chart describes whether a Web-based or client/server interface is available. If Citrix connections are required, the client/server box has been checked.

The chart also describes which databases are supported. Some vendors may support additional databases such as DB2, Sybase or MySQL.

Pricing and Implementation. The pricing shown in our vendor list is typical pricing before volume discounts have been applied. Pricing is often calculated on a per-user or per-location basis and depends on the delivery model used and functionality included. Expect to pay additional fees for user and technical support and annual maintenance.


The implementation costs and timeframes shown express the average timeframe required to get a staffing company up and running on the software. Generally, costs and duration include set-up, configuration, data conversion and user training. A range of time and cost is frequently given since implementations vary in complexity and depend on the delivery model deployed.

Implementation timeframes quoted by vendors focus on their ability to deploy software and does not include the time to redesign and roll out your new business process.

Ready to Rumble

Staffing company goals and needs vary widely as evidenced by the large number of front office software options available on the market today. Front office software automates core business processes for staffing companies so this vendor selection process will have a big impact on the success of your business. Selecting the right front office software will ensure the system is widely utilized and maximize your return-on-investment. While it is not realistic to go into the vendor review process expecting a quick answer, there is no need to overanalyze options either. By understanding the direction of your business and making some high-level decisions, you will be able to rapidly short-list vendors so that you can start your detailed functional review. Once you make your selection, don't be naïve about the impact of the decision on your business. Map out the impact, and plan your implementation accordingly. **SI**

Sara Moss (sara@thecodeworksinc.com) is a partner at The Code Works Inc., a software consulting and development firm based in Palo Alto CA. Thanks to Mary Lynn Seaby, principal and founder of Seaby Services, Inc., a staffing consulting firm based in Woodside CA for her contribution to this article.



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Front Office Product Overview

I = Included (Functionality is part of the front office application code and sold as a package.)

S = Separate (Functionality is offered as a separate application. In many cases these components can be bundled with the front office application.)

Company Name	Product Name (Year of Last Release)	Target Market	Staffing Customers	Reach				Delivery Models				Other Functions			Platforms				Pricing	Typical Implementation Time & Cost	
				North America	South America	Europe	AsiaPac	License	MSP	ASP	On Demand	Back Office	Candidate Portal	Client Portal	VMS	Web-based	Client/Server	SQL Database			Oracle Database
Applied Systems Technology www.astusa.com Founded in 1985 25 employees	HealthMate PlaceMate 8.0 (2003)	Medium	Not available	•	•	•	•	•	•			I	I	I	I	•	•	•	•	\$25,000 (4 users), \$250,000 (MSP)	60 days + No additional cost
Automated Business Designs www.ultrastaff.com Founded in 1982 17 employees	Ultra-STAFF 6.00.33 (2005)	Small-Large	Not available	•		•		•				I	I	I	I		•	•		Not available	6-8 weeks Training and data conversion costs vary.
Bond International www.bondadapt.com Founded in 1973 200+ employees	Adapt V 11 (2005)	Small-Very Large	Kelly Services, Randstad, Vedior Spherion Corp. American Crystal	•	•	•	•	•	•	•	•	S	I	I	I	•	•	•	•	Not available	Time and cost varies
Brainhunter www.brainhunter.com Founded in 1998 150 employees	TalentFlow ATS 3.01 (2005)	Small-Medium	Not available	•						•		I	I	I	I	•			•	Not available	2 days to 4 weeks No additional cost
Bridgware Systems www.bridgware.net Founded in 1983 20 employees	TempsPlus JKM 4.0 (2005)	Small-Large	Not available	•				•		•	•	I	I	I		•	•	•		Not available	3 days + No additional cost
Bullhorn www.bullhorn.com Founded in 1999 40 employees	Bullhorn 8.5 (2005)	Small-Very Large	Bartech Group, Sapphire Technologies, Winter, Wyman & Co	•	•	•	•				•		I	I		•		•		\$135 per user per month (On Demand)	Average 30 days Cost varies: \$250-\$1,000 per user
BrightMove ATS www.brightmove.com Founded in 2004 11 employees	BrightMove ATS 1.6 (2005)	Small-Medium	Computer Staffing Solutions, Delta Staffing Services, Hurff-Webb	•						•			I	I	I	•			•	\$95 per user per month (ASP)	3 days + No additional cost
Business Ware Services, Inc (BWS) www.bwsi.com Founded in 1982 11 employees	TempWizard 4.7.1 (2005)	Small-Medium	Not available	•						•		I				•	•	•		\$65-\$135 per user per month (ASP)	3 weeks + Additional costs may apply
CareKeeper www.carekeeper.com Founded in 1986 40 employees	VividNet 1.209 (2005) VividCall 1.209 (2005)	Small-Very Large	Maxim Healthcare, Protocol Staffing,	•	•			•	•	•		I	S	S	S	•		•		Not available	90 days Cost varies
cBizSoft www.cbizsoft.com Founded in 1999 9 employees	cBizOne 2.5 (2005)	Small-Medium	GDH Consulting, Internet Recruiting Group, NetPixel	•	•	•	•		•	•	•		S	S		•	•	•		\$60 per user per month (MSP/ASP/On Demand)	1 day No additional cost
Clearview Staffing Software www.clearviewtss.com Founded in 2000 22 employees	ClearviewTSS 6.5 (2005) and TSS Advanced Travel (2005)	Small-Large	American Nursing Services, Kforce, Nurses PRN	•				•		•		S	I	I	S	•		•		Not available	2-8 weeks \$2,000 to \$10,000

Source: Data sourced directly from vendors

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Company Name	Product Name (Year of Last Release)	Target Market	Staffing Customers	Reach				Delivery Models				Other Functions				Platforms				Pricing	Typical Implementation Time & Cost					
				North America	South America	Europe	AsiaPac	License	MSP	ASP	On Demand	Back Office	Candidate Portal	Client Portal	VMS	Web-based	Client/Server	SQL Database	Oracle Database			Other Database				
Complete Computer Service www.completecomputer-service.com Founded in 1969 10 employees	Ultra32 7.5 (2005)	Small-Medium	Not available	•				•						I					•	•			•	\$1,200-\$2,200 (single user license), \$600 (second user), \$300 (third user)	1 week + No additional cost	
DCT Computer Systems www.microstaffer.com Founded in 1998 5 employees	MicroStaffer (2005)	Small-Medium	Not available	•	•	•	•	•						I	S	S	I			•	•			•	Not available	1 day No additional cost except training and annual maintenance
Deploy Solutions www.deploy.com Founded in 1997 185 employees	Enterprise Talent Suite 6.0 (2005)	Very Large	Aon, Hewitt Associates	•		•		•							I	I			•	•			•	Not available	Time and cost varies	
Dillistone Systems www.dillistone.com Founded in 1982 45 employees	FILEFINDER 7.0 (2005)	Small	The Amrop Hever Group, Boyden, Ray & Berndtson	•	•	•	•	•							S	S				•	•			•	Not available	1 day to many months No additional cost
eEmpACT Software (Bond Division) www.eempact.com Founded in 1990 41 employees	eEmpACT 12.0 (2005)	Small-Large	A.S.A.P. Services, Molly Brown Temps, Spherion	•		•		•						S	S	S			•	•	•				\$1,299 per user (license) \$135 per user, per month (ASP)	60 days with 1-2 days installation \$1,200 per day plus expenses (license)
Greenfield Software www.gfsw.com Founded in 1981 6 employees	TempServ	Small-Medium	Allegiance Staffing, @Work Personnel Services, The Mulberry Group	•				•						I	S	S			•	•				•	\$95 per user per month (ASP, min 3 users) \$24,500+ per server (license, includes back office suite)	2-3 days \$1,500 set-up fee (ASP) Time varies \$100 per hour consultation fee (license)
Hirebridge* www.hirebridge.com Founded in 2000 10 employees	Hirebridge Small Business and Enterprise editions 5.0 (2004)	Small-Medium	The Workplace Group	•											I				•		•				\$3,000 per year (ASP, 5 user accounts)	2 days No additional cost
HireDesk Solutions www.hiredesk.com Founded in 1999 50 employees	HireDesk (2005)	Small-Large	Bowen Workforce Solutions, PeopleFirst HR Services Professional Alternatives	•	•	•	•							I	I	I			•		•				Not available	2 days to 4 weeks Cost varies
ICIMS www.icims.com Founded in 1999 40 employees	iRecruiter 5.2 (2005)	Medium-Large	Capital Tech Search, The Evenium Group, Hire Pursuit	•		•	•								I	I	S		•		•				Not available	2-4 weeks One time set-up fee applies
Inetgen www.inetgen.com Founded in 2000 56 employees	Alchemus 4.5 (2005)	Small-Large	Bigsky, Intertech Recruitment	•	•	•	•	•						I	I	I	I		•		•				\$4500 per user (license) \$150+ per user per month (ASP)	2 weeks \$5,000 minimum set-up fee
Infinix Corporation www.infinixcorp.com Founded in 1987 25 employees	Matchboard 3.0 (2004)	Small-Large	Software Galeria, Netcom, CompuVision	•		•	•	•	•					I	I	I	I		•		•			•	\$195+ per user per month (ASP) \$35,000 base price (license)	30 days + Cost varies

Source: Data sourced directly from vendors

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Company Name	Product Name (Year of Last Release)	Target Market	Staffing Customers	Reach				Delivery Models				Other Functions			Platforms				Pricing	Typical Implementation Time & Cost		
				North America	South America	Europe	AsiaPac	License	MSP	ASP	On Demand	Back Office	Candidate Portal	Client Portal	VMS	Web-based	Client/Server	SQL Database			Oracle Database	Other Database
Main Sequence Technologies www.mainsequence.net Founded in 1998 30 employees	PCRecruiter 5.0.71 (2005)	Small-Very Large	Creative Financial Staffing, MRI, Orion International	•	•	•	•	•	•	•			I	I	I	•	•	•			\$80 per user per month (ASP) \$1,000-\$2,000 per user (license)	1-3 months No additional cost
MaxHire Solutions www.maxhire.net Founded in 1993 11 employees	MaxHire 3.5 (2005)	Small-Medium	Not available	•	•	•	•			•			I	I		•		•			\$295 (3 users) and \$39 per user per month for additional users (ASP)	1 week \$495 set-up fee
Micro J Systems www.microj.com Founded in 1983 20 employees	PC Hunter Tempus Fugit 8.5 (2005)	Small-Large	Not available	•	•	•	•	•		•					I			•	•	•	Not available	1-2 weeks Cost varies
Microtrends Computing Services Inc. www.microtrends.net Founded in 1988 5 employees	ProHunt 6.0.7	Small-Medium	Fortis Consulting Grp LLC, Central Management Inc.	•			•	•					S					•			\$2495 (single user license) \$1000 (per additional user license)	Not available
Networkerspro.com www.networkerspro.com Founded in 1982 32 employees	UltraFO 4.2 (2004)	Small-Medium	Not available	•				•	•	•	•	I	S	S	S	•	•	•		•	Included with Networkers Funding billing/ and payroll services	2 weeks
Oracle www.oracle.com Founded in 1977 40,000+ employees	PeopleSoft Enterprise Staffing (2005)	Medium-Very Large	Adv.Resources, Kelly Services, ProStaff Personnel Services, Remy Corp., Randstad NA, Spherion Corp., Staffmark	•	•	•	•	•	•	•	•	S	I	I	S	•		•	•	•	Not available	Time and cost varies
PowerPlace Software www.powerplacesoftware.com Founded in 1999 10 employees	PowerPlace Professional 9.2 (2005)	Small-Large	Not available	•		•						S						•			Not available	Usually 1 day No additional cost
Premier Computer Systems www.premier1st.com Founded in 1986 8 employees	StaffMED 4.3 (2005)	Small-Medium	Aspen Nursing Services, Crdentia	•				•				S	S		S			•	•		\$3,500+ (2 user license)	1 day Various training options
Questek Systems www.questekinc.com Founded in 1983 9 employees	Humanis 8.0 (2005)	Medium-Large	Ascot Staffing, Personnel Plus, Spherion Canada	•				•				S	S	S				•	•	•	\$895 per user (license)	1-4 weeks One-time set-up fee of \$1,000
Recruitmax www.recruitmax.com Founded in 1996 350 employees	Staffing Edition 7.0 (2005)	Medium-Large	Burnett Staffing Specialists, MSI International, TIVA HealthCare	•		•	•	•	•	•			I	I	I	•		•	•		\$100 per user per month (ASP) \$50,000 base price (license), plus monthly maintenance fee (MSP)	45-120 days Cost varies
Redmatch www.redmatch.com Founded in 2000 30 employees	Recruiter Staffing Edition 7.0 (2005)	Medium-Large	Manpower, MRI	•	•	•	•			•		I	I	I	I	•		•			Not available	1 day No additional cost

Source: Data sourced directly from vendors

Company Name	Product Name (Year of Last Release)	Target Market	Staffing Customers	Reach				Delivery Models				Other Functions			Platforms					Pricing	Typical Implementation Time & Cost			
				North America	South America	Europe	AsiaPac	License	MSP	ASP	On Demand	Back Office	Candidate Portal	Client Portal	VMS	Web-based	Client/Server	SQL Database	Oracle Database			Other Database		
Relational Systems Inc. www.winsearch.com Founded in 1989 12 employees	WinSearch 7.0 (2005)	Small-Medium	Open Systems Technologies, Contract Counsel, Vaco, LLC	•		•	•	•		•			S					•	•	•			\$ 135 per user per month (ASP) \$1495 (License)	Time varies No setup fees for ASP, data conversion rates vary
Safari Software Products www.safarisoftproducts.com Founded in 1988 7 employees	The Safari Headhunting System 4.8 (2005)	Small-Medium	Metro Temp, MRI, Snelling Personnel	•		•		•		•			I					•	•			•	\$100 per user per month (ASP) \$9,495 plus \$500 per user (license) plus \$60 per month (MSP)	4-5 days No additional cost
Safe Computing www.safecomputing.co.uk Founded in 1973 65 employees	Safe Tempest 7.65 (2005)	Medium-Very Large	Extra Personnel, Adecco, Hays, Vedior, Modis, CDI	•	•	•	•	•		•			I	S	S	S		•	•				Not available	Time and cost varies
Sarach Technologies LLC www.coatssql.com Founded in 1994 5 employees	COATS Standard 7.10.20 (2005) COATSql 1.1.38 (2005)	Small-Medium	Not available	•				•		•			I	S		S		•	•	•			\$400+ per user (ASP/On Demand) \$2200+ per user (license)	30 days+ Cost varies
Sendouts www.sendouts.com Founded in 1999 20 employees	Sendouts Pro 3.0 (2005)	Small-Large	Human Capital International, Tech Exec Partners, WoodJobs.com	•						•				I	I	I		•		•			\$100 per user per month (ASP)	5 days \$300 set-up and training fee per user. Volume discount applies.
SkilMatch Staffing Systems www.skilmatch.com Founded in 1976 20 employees	SkilMatch 9.2 (2005)	Small-Large	Helpmates Staffing Services, Jaci Carroll Staffing Services, Kimco Staffing Services	•						•			I	S	S	S		•	•	•			\$39-\$99 per user per month (ASP/On Demand) \$695-\$1,690 per user (license) License + fee (MSP)	90 days + Cost varies
SmartSearch Online www.smartsearchonline.com Founded in 1986 12 employees	SmartSearch Online 9.8 (2005)	Medium-Large	Adecco, Belcan, CORESTAFF	•		•				•				S	S	S		•		•			\$100 per user per month (1-5 users) \$75 per user per month (6-15 users) \$35 per user per month (16+ users) (ASP)	5-30 days \$3,500 set-up fee
Staffing Technologies Inc. www.staffingtech.com Founded in 1994 5 employees	Conductor version 3.2D(2005)	Small-Medium	Not available	•				•					I					•					\$2495 for single user (license), \$2995 for multi-user license + \$995 per user	30 days+ Cost varies
Talent Secure www.talentsecure.com Founded in 2002 28 employees	Talent Secure 2.0	Small-Medium	Denham Personnel Services, Grafton Staffing, SolomonEdward s Group	•				•		•				I	I	S		•	•	•			\$4,500 plus \$129 per user per month (ASP) \$30,000 to \$40,000 (license,10-users)	30 days No additional cost
Taleo www.taleo.com Founded in 1999 515 employees	Taleo Business Edition 6.1 (2005)	Small-Large	Accounting Executives, Fusion Staffing Services, Hyrian	•		•							I	I	I			•		•			\$995+ per year per user (On Demand)	\$250+2 days to 2 weeks depending on scope
TempWorks Software www.tempworks.com Founded in 1984 40 employees	TempWorks 10R1 (2005)	Medium	Chase Staffing, Manpower, Penmac Personnel	•				•		•			I	S	S	S		•	•	•			Not available	Time and cost varies

Company Name	Product Name (Year of Last Release)	Target Market	Staffing Customers	Reach				Delivery Models				Other Functions			Platforms					Pricing	Typical Implementation Time & Cost			
				North America	South America	Europe	AsiaPac	License	MSP	ASP	On Demand	Back Office	Candidate Portal	Client Portal	VMS	Web-based	Client/Server	SQL Database	Oracle Database			Other Database		
Trovix Founded in 2002 25 employees	Trovix Recruit 2.5 (2005)	Small-Large	Not Available	•						•			S	I	I	S	•						\$2,000+ per month (ASP)	2 weeks + Cost varies
VCG www.vcgsoftware.com Founded in 1976 60 employees	StaffSuite 4.5 (2005)	Small-Large	First Choice Personnel, Landmark Staffing, Employment Group	•				•	•	•	•		I	S	S			•		•			Not available	90-120 days Cost varies
VCG www.vcgsoftware.com Founded in 1976 60 employees	WebPAS 4.0 (2005)	Small-Large	Enpria, Planetechs, Analysts International	•		•	•	•	•	•				S	S			•	•				Not available	90-120 days Cost varies
Walling Info Systems www.recruitingwizard.com Founded in 2000 1 employee	Recruiting Wizard 2.47 (2005)	Small	Not available	•		•		•								S		•			•		\$699 per user (license)\$2,499 (5-user license)	1 day No additional cost
Webhire www.webhire.com Founded in 1982 90 employees	Webhire Recruiter	Medium-Large	Kelly Sevices	•						•			S	S			•				•		Not available	6-8 weeks Cost not available
WorkDESK Staffing Software www.workdesk.com Founded in 1983 12 employees	WorkDESK Staffing 12.0 (2005)	Small	Not available	•	•	•	•	•					I	S	S		•				•		\$9,400 (5-user license)	< 90 days No additional cost
Workstream www.workstreaminc.com Founded in 1996 195 employees	TalentCenter	Very Large	Not available	•						•				•	•		•						\$1 per user, per month (3 year+ commitment, 10k+ employees)	3 days - 3 months
Xpdient www.xpdoffice.com Founded in 2004 (Number of employees not available)	xpdoffice 7.0 (2004)	Small-Medium	Not available	•									I				•				•		Not available	1 day No additional cost
ZONIAc, Inc. www.zoniac.com Founded in 1999 40+ employees	Zoniac 6.10.0 (2005)	Medium-Large	Advent Global, Istonish Holding, CAMO Technologies	•			•	•	•				I	I	S	I	•				•		\$50-\$90 per user (ASP/ license) (All recruits and consultants are free; user is a backend user)	4 days Cost varies
ZStaff Software www.zstaff.com Founded in 1999 4 employees	ZStaff 5.6 (2005)	Small	Not available	•				•	•				I					•	•		•		\$995 per user (license) \$75-\$85 per user per month plus \$295 setup fee (ASP)	1 day No additional cost

Source: Data sourced directly from vendors



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