

INTEGRATED TALENT MANAGEMENT SOFTWARE PROVIDERS

Listed in alphabetical order



Company, Web address	Product name(s)	Number of clients using ITM software suite	Number of clients using three or more modules	Company revenue	Key clients
AUTHORIA www.authoria.com	Authoria Talent Management	184	46	Would not disclose	Aetna, Alcon, Boeing
CEZANNE SOFTWARE www.cezannesw.com	Cezanne Enterprise	360	173	\$15 million	Vodafone, Royal Ahold, Heineken, Luxottica, EDP, ING Group
HRSMART www.hrsmart.com	HRsmart Talent Management Suite	650	About 260	Would not disclose	Dr Pepper Snapple Group, American Eagle, Turner Construction, Container Store, CompuCom, Valero Energy
ICIMS www.icims.com	iCIMS Talent Platform	750	About 450	Would not disclose	Esurance, Harpo, eHarmony, Sony Music Entertainment, FedEx, Whole Foods, Continental Airlines, Hershey's, Hertz
KENEXA www.kenexa.com	Kenexa Recruiter, BrassRing, Kenexa CareerTracker, Kenexa Learning Management	600	200	\$203.7 million	Time Warner, Volvo, ING
LAWSON SOFTWARE www.lawson.com/shcm	Lawson Talent Management	10	9	\$851.9 million	Commerce Bank, Manitou, Geisinger Health, Spectrum Health
PILAT HR SOLUTIONS www.pilat.com	HR Pulse	>70	8	>\$15 million	Time Warner, HSBC, BP, Exelon, Calgary Police Service, Griffith Laboratories
PLATEAU www.plateau.com	Plateau Talent Management Suite 5.8	>300	44	Would not disclose	General Electric, American Red Cross, Capital One, Zions Bancorp, Yahoo, W.L. Gore
SABA www.saba.com	Saba Enterprise 5.4 SP3	1,300	30	\$100 million	Addison Avenue Federal Credit Union, Cisco, Hill-Rom, IBM, Sydney Water, Union Bank
SILKROAD TECHNOLOGY www.silkroad.com	Life Suite	1,000	30	Would not disclose	DirecTV, Sony Pictures, Del Monte Fresh Produce, Crate & Barrel, Boston University, FTD, Lifestyle Family Fitness, Reader's Digest
SOFTSCAPE www.softscape.com	Softscape Apex	300	243	>\$40 million	KPMG, Sony, Seagate, Dollar Tree, AstraZeneca, Barclays
STEPSTONE www.stepstone.com	StepStone ETWeb	475	81	\$164.5 million	Aviva, Deloitte, Deutsche Telekom, Lufthansa, McDonald's, Telefonica, ThyssenKrupp, Volkswagen
SUCCESSFACTORS www.successfactors.com	SuccessFactors Performance and Talent Management Suite	>2,600	2,200	\$111.9 million	Advo, Allianz SE, Cadbury Schweppes, Hilton, Kimberly-Clark, Gen-Probe, Petco, Rexel
SUMTOTAL SYSTEMS www.sumtotalsystems.com	SumTotal Talent Development Suite	1,500	192	\$126.6 million	Fidelity, Harley-Davidson, Wal-Mart, Pfizer, Citigroup, United Airlines, Microsoft
TALEO www.taleo.com	Taleo Enterprise	>600	<50	\$128 million (2007)	Procter & Gamble, Renault, Whirlpool, Johnson & Johnson, Hyatt, 3M, Weyerhaeuser, ADP, Hewlett-Packard, UPS
TEDS www.teds.com	TEDS	23	15	Would not disclose	Chrysler, Dominion Resources, Eastman Chemical, Philips, Qwest, Sandia Nation Labs, Steelcase, Verizon

Note: Other companies that provide products in this category and either declined to provide key information or did not respond to requests for information include Cornerstone OnDemand, Halogen, Oracle, Learn.com, SAP, Technomedia, Workstream and Workscape.

Source: Companies