

LEADING APPLICANT TRACKING SYSTEM SOFTWARE PROVIDERS

Listed in alphabetical order



Company, Web address	Name of applicant tracking software	No. of client companies currently using system	Major ATS functionality provided by software
ADVANCED PERSONNEL SYSTEMS www.smartsearchonline.com	SmartSearch Online	235	Applicant tracking management, HRIS/payroll/ERP interface, PDA/cell phone access, vendor management metrics, job requisition management, job posting, career site integration, prescreening, résumé management, candidate tracking, offer management, compliance reporting
AUTHORIA www.authoria.com	Authoria Recruiting 2007	60-plus	Requisition management, posting to career site management, screening and assessment, candidate relationship management, communications
BERNARD HODES GROUP www.hodesiq.com	Hodes IQ	260-plus	Career, employee and agency portals, multilingual integrated background checks and assessments, onboarding, prescreening, talent scout résumé search, ad-hoc reporting tools, job board management, EEOC Internet applicant management
DEPLOY www.deploy.com	Enterprise Talent Suite	40	Talent management, sourcing, prescreening and assessment, drug and background checks, onboarding and offboarding, performance management, HRIS and payroll integration, tax credit integration, reporting and analytics, compliance
FIRST ADVANTAGE* www.fadvhms.com	First Advantage HMS	170	Hourly and salary hiring, global configuration, recruiting workflow, ASP solution, in-house licensed solution, OFCCP compliance via Monster and CareerBuilder, résumé search logging
HIREBRIDGE www.hirebridge.com	Hirebridge Recruiter ATS	200-plus	Applicant tracking, career center integration, candidate management, job requisition management, reporting and analysis, EEO/OFCCP, prescreening, document storage, HRIS, payroll integration
HRLOGIX* www.hrlogix.com	HRLogix	92	Recruiting, hiring, background screening, onboarding, offboarding, security and licensing, document management
HRSMART www.hrsmart.com	ATSmart	400-plus	Global configurations, conceptual database search, assessment and background integrations, onboarding, learning management and career development/succession planning solutions
ICIMS www.icims.com	iRecruiter	480-plus	Form automation, multilingual online career centers, search engine, reporting functions, integration, candidate screening, onboarding and offboarding, referral tracking, workforce planning, performance management, succession planning
KENEXA** www.kenexa.com	Kenexa Recruiter	650	Global configuration, applicant tracking, workflow management, job posting, pre-employment assessment, patented résumé parsing technology and patented e-link functionality for hiring managers
KRONOS INC.*** www.kronos.com	Kronos Workforce Acquisition	130	Streamline hiring process, facilitate legal compliance, reduce HR costs and turnover, improve hiring effectiveness, increase tax credit capture
PEOPLECLICK www.peopleclick.com	Peopleclick Talent Acquisition Solution	280	Talent acquisition management, integrated compliance, candidate career site, sourcing, prescreening, vendor management, contract management, onboarding, reporting and analytics
REDMATCH www.redmatch.com	Redmatch Recruiter	Not available	Corporate career Web site, hiring manager module, fielded job matching, résumé searching
TALEO www.taleo.com	Taleo Enterprise and Business Edition	1,000	Career sites, assessments, onboarding, campus recruiting, agency management, sourcing, contingent hiring, hourly and professional hiring, analytics, compliance, workforce mobility, integration
TALENT TECHNOLOGY CORP. www.talenttech.com	HireDesk	360-plus	Applicant tracking, career Web sites, configurable recruiting workflows, interview guide tools, competency profiling, personality assessments, prescreening automation, posting to third-party job boards, legal compliance support, EEO reporting, intelligent searching, outlook integration
VURV TECHNOLOGY www.vurv.com	Corporate Edition	1,050	Global configuration, career sites, hourly module, self-service interview and event scheduling, full-product translations, employee referral module, analytics, optional performance and compensation integration

*First Advantage owns HRLogix; however, they operate as two separate entities with competing ATS products. **Kenexa acquired BrassRing. ***Kronos acquired Unicru. Redmatch's information was taken from its Web site. Redmatch did not respond to requests for information. Talent Technology Corp. owns HireDesk, Résumé Mirror and Magnaware. Vurv was formerly known as Recruitmax.

Sources: Companies