



APPLICANT TRACKING SYSTEM SOFTWARE PROVIDERS

Ranked by number of client companies currently using applicant tracking system

RANK '06	RANK '05	Company, Web address	Name of applicant tracking software	Client companies currently using system	Client companies using system a year earlier	Major ATS functionality provided by the software	Key clients
1.	1.	RECRUITMAX www.recruitmax.com	Recruitmax Corporate Edition	845-plus	600-plus	Global configuration; hourly module; self-service interview and event scheduling; optional onboarding and performance management integration capabilities; analytics	Aetna, Wynn Resorts, Leo Burnett Co., HSBC, EarthLink, Michelin North America, L.L. Bean, BearingPoint
2.	7.	TALEO www.taleo.com	Taleo Enterprise and Business Edition	421	165	Career sites; assessments; onboarding; campus recruiting; agency management; sourcing; contingent hiring; hourly and professional hiring; analytics; compliance; workforce mobility; integration	RadioShack, DirecTV, Revlon, Nintendo, Starbucks, Hewlett-Packard
3.	6.	KENEXA* www.kenexa.com	Kenexa Recruiter	400-plus	165**	Internet job-posting management; Internet résumé mining; applicant tracking and workflow management; reporting	Carnegie Mellon University, Boston Public Schools, Petco, National Football League, Wachovia
4.	2.	iCIMS www.icims.com	iRecruiter	325-plus	225-plus	Form automation; search engine; integration; reporting functions; multilingual online career centers; candidate prescreening; sourcing; referral tracking	Continental Airlines, Banner Health System, Liz Claiborne, FedEx Services, New Balance, YellowBook USA, Tommy Hilfiger, William Wrigley Jr. Co.
5.	5.	BERNARD HODES GROUP www.hodesiq.com	Hodes iQ	210-plus	175-plus	Recruiting tools; job management; sourcing; career site management; EEO reporting; candidate data mining; requisition management; candidate letters; ad hoc reporting; HRIS integration	Brinker International, Harrah's Entertainment, Hyperion Software, Polo Ralph Lauren, United Technologies, Univ. of Pennsylvania Health Care
6.	4.	BRASSRING www.brassring.com	BrassRing Enterprise	200	180	Job requisition management; job posting; career site integration; prescreening; résumé management; candidate tracking; searching; communications; offer management; reporting; compliance reporting	Baxter Healthcare, Brown-Forman Corp., CH2M Hill, Nissan, ServiceMaster, Novartis, Diageo, Burger King, Sepracor
(tie)	n/a	HR SMART www.hrsmart.com	ATSmart Solution	200	Would not disclose	Requisition management; résumé bank; prospect management; contact management; onboarding; libraries; reporting	Turner Construction; CompuCom, American Eagle, Getronics, Crown Cork and Seal, Container Store
8.	n/a	ADVANCED PERSONNEL SYSTEMS www.smartsearchonline.com	SmartSearch Online	185	272	Staffing management; sourcing; tracking; prescreening; reporting	Adecco, General Atomics, McAfee, CoreStaff Services, Sharp HealthCare, Parsons Brinckerhoff, Superior Group, Ascent Media
9.	n/a	REDMATCH www.redmatch.com	Redmatch Recruiter	150	n/a	Corporate career Web site; hiring manager module; fielded job matching; résumé searching	Manpower, Ohio Savings Bank, Lee Enterprises, NorthJerseyJobs, Tooling University, Power Direct, Gold Key Resorts
10.	9.	PEOPLECLICK www.peopleclick.com	Peopleclick Recruitment Management System	135	120	Automating and tracking the total hiring process; requisition management; sourcing; candidate relationship management; screening; interviewing; quality-of-hire measurement	Cingular, Siemens, T-Mobile
11.	13.	HIREBRIDGE www.hirebridge.com	Hirebridge Recruiter ATS	120-plus	60-plus	Applicant tracking; candidate management; job-requisition management; reporting and analysis; HRIS and payroll integration	Chico's, Menards, GoDaddy Software, Maurice's, HCA Healthcare
12.	n/a	UNICRU www.unicru.com	Unicru Talent Management Solution	101	60	Application capture; recruiter and administrator desktop; integration, screening and assessment tools; onboarding and offboarding; reports and analytics; implementation and configuration; training; account management	Kroger, Albertsons, Best Buy, PetSmart, Caribou Coffee, Burgerville
13.	n/a	DEPLOY www.deploy.com	Deploy 6 Enterprise Talent Suite	50-plus	50-plus	Management of hiring and payroll; onboarding; sourcing; assessments	Wal-Mart, FedEx, Reebok, Six Flags, Southwest Airlines, Bristol-Myers Squibb, Century Theaters, Hess, Xerox, University of Michigan
(tie)	14.	MAGNAWARE www.magnaware.com	MagnaWare Résumé Management System	50-plus	50-plus***	Résumé data input; résumé searching; multilingual user interfaces	Hewlett-Packard, Amazon, Brocade, American Airlines, Citigroup, Deloitte, Limited Brands, Barrick Gold, Verizon Wireless, Mellon Financial

*Kenexa completed acquisition of Webhire in January 2006. **Reflects Kenexa clients only. Webhire reported more than 210 client companies in 2005. ***Company amended year-earlier figure. Sources: Companies

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