

# Front Office Overview

Last month we had the first part of a two-part series on front-office software. That issue we talked about trends in front office automation, and this issue we are listing vendors across the landscape. Staffing owners and executives may want to keep this list handy as a reference.

## Vendor Table Definitions

**Active Staffing Clients.** Reflects the number of active staffing firm clients, not individual users.

**Additional Functionality.** If the vendor has this capability, it will be denoted with either an I, an O or a No. Integrated means the vendor offers the functionality, and it must be purchased along with the front office solution. **Optional** means the vendor offers the functionality, and it may or may not be sold along with the front

office solution. **No** means the vendor does not offer the functionality; it must be purchased from a different vendor.

**Common Integrations.** Notes software packages that the vendor has frequently integrated with (at least two integrations). May include back office applications, testing and assessment services, background checking and drug screening services, etc.

**Dashboards.** User/group specific reports presented to users within the application.

**Delivery Models.** *On-Site License* means that a software license is purchased, and the software and hardware is fully owned, implemented and maintained by the staffing company. *Hosted License* means that the staffing company purchases the software license, but the vendor in the vendor's environment

maintains the software. Note that a minimum number of users may be required. *Hosted* means that the staffing company pays a monthly fee to lease the software license and hardware, which includes maintenance fees.

**General Ledger (G/L) and Accounts Payable (A/P) Functionality.** Offered by vendors; enables typical accounting functions.

**Online Time Capture and Approvals.** Candidates can complete their time card online. and can log on to approve candidate time cards.

**Platform.** Describes whether a Web-based or client/server interface is available. If Citrix or terminal services connections are required, the client/server box is checked. Database(s) supported are also noted.

COMPANY NAME	PRODUCT NAME	TARGET MARKET	ACTIVE STAFFING CLIENTS	SAMPLE STAFFING CUSTOMERS	REACH				DELIVERY MODELS		
					North America	South America	Europe	AsiaPac	On-Site License	Hosted License	Hosted
<b>Advanced Personnel Systems</b> <a href="http://www.smartsearchonline.com">www.smartsearchonline.com</a> Founded 1986 24 employees	Smart Search	Small-Very Large	398	Adecco, Belcan, CORESTAFF	x		x	x			x
<b>Akken</b> <a href="http://www.akkenn.com">www.akkenn.com</a> Founded 2005 40 employees	Akken Staffing™	Small-Large	250	Crossfire Group, Otterbase, Preferred Personnel	x	x	x	x			x
<b>Amistaff Healthcare Technology</b> <a href="http://www.whatisbluesky.com">www.whatisbluesky.com</a> Founded 2004 40 employees	BlueSky Medical Staffing Software	Small-Large	102	360 Healthcare Staffing, Travelers, People 2.0, RN Specialties	x					x	x
<b>AST</b> <a href="http://www.astusa.com">www.astusa.com</a> Founded 1985 21 employees	Persona	Small-Large	125	Not available	x				x	x	x

**I** → Integrated = The vendor offers the functionality and it must be purchased along with the front office solution.  
**O** → Optional = The vendor offers the functionality and it may or may not be sold along with the front office solution.  
**N** → No = The vendor does not offer the functionality; it must be purchased from a different vendor.  
 Source: Data sourced directly from vendors

**Portal Capabilities.** Allows candidates and/or clients to access the applications directly from the Web. Candidates may be able to register, complete an online application, search and submit to jobs. Clients may be able to review candidate profiles and receive bills and reports online.

**Pricing and Implementation.** Provides typical pricing. Volume discounts may apply but are not noted. Provides the average time to implement a staffing company along with set-up, software configuration, data conversion and user training costs.

**Reach.** Describes the global regions in which the vendor currently is doing business. Note that this is not the same as language support, e.g. a vendor may have current customers in Asia but the user interface and

database may support English only.

**Target Market.** 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).

**Typical Back Office Functionality.** Offered by vendors, this includes calculating and/or processing payroll as well as generating client invoices.

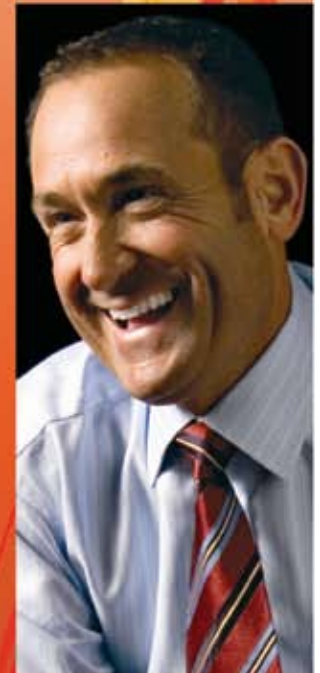
**Vendor Management System (VMS) Functionality.** Provides staffing company clients with the ability to broadcast job orders to multiple suppliers, and to review and select submitted candidates. VMS typically also includes time tracking and reporting capabilities. **SI**

ADDITIONAL FUNCTIONALITY							PLATFORM				COMMON INTEGRATIONS	PRICING & IMPLEMENTATION
Candidate Portal	VMS	Client Portal	Dashboards	Online Time Capture & Approval	Payroll & Invoicing	G/L & A/P	Web-based	Client/Server	SQL Database	Oracle Database		
0	0	0		0			x		x		AIRS, Broadlook, CareerBuilder, Great Plains Dynamics, eVOIP, JobVIPER, Lawson, Monster, SkillCheck, TalentHook, USIS	<b>Hosted:</b> \$35-\$100 per user per month plus add-on modules; 3+ days & \$3,500+ set-up fee
0	1	1	1	1	1	1	x				ADP, Broadlook Hireability, Madison Funding, QuickBooks	<b>Hosted:</b> \$49-\$99 per user per month; 1-30 days to set-up; set-up fee varies
1	1	1	1	1	1	1	x				Electronic Signatures, NurseTesting, Quickbooks	<b>Hosted:</b> \$110 per user per month; volume discounts <b>Hosted License:</b> Price not available set-up time and cost varies
0	0	0	1	0	0	0	x	x	x	x	AcuPrint, Daxtra, InstaStaff QWIZ, Resume Mirror, TALX	Pricing not available 2-6+ months to set-up, set-up cost not available

All information on the chart beginning on page 48 has been supplied by vendors in response to our questionnaires and interviews gathered from November 2008 - May 2009. 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 Inc. 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 [freeder@staffingindustry.com](mailto:freeder@staffingindustry.com).

# John Porrello found \$60,000 more profit.

Discover how for yourself at  
[www.vcgsoftware.com/priority](http://www.vcgsoftware.com/priority)



John Porrello, CEO  
Priority Business Services



**The Power To Succeed.**

TOLL FREE: 800-318-4983  
EMAIL: [vcgsales@vcgsoftware.com](mailto:vcgsales@vcgsoftware.com)  
WEB: [www.vcgsoftware.com](http://www.vcgsoftware.com)

© 2009, VCG, LLC. All rights reserved.

## FRONT OFFICE OVERVIEW (continued)

COMPANY NAME	PRODUCT NAME	TARGET MARKET	ACTIVE STAFFING CLIENTS	SAMPLE STAFFING CUSTOMERS	REACH				DELIVERY MODELS		
					North America	South America	Europe	AsiaPac	On-Site License	Hosted License	Hosted
<b>Automated Business Designs</b> <a href="http://www.ultra-staff.com">www.ultra-staff.com</a> Founded 1982 17 employees	Ultra-Staff	Small-Large	500+	Not available	x		x		x	x	
<b>Avature</b> <a href="http://www.avature.net">www.avature.net</a> Founded 2004 110 employees	Recruiting CRM	Small-Very Large	17	Not available	x	x	x	x			x
<b>Avionté</b> <a href="http://www.avionte.com">www.avionte.com</a> Founded 2005 20 employees	Avionté	Small-Large	60	Advantage Human Resourcing, Cornerstone Staffing, People 2.0	x				x	x	x
<b>Bond eEmpACT Software</b> <a href="http://www.eempact.com">www.eempact.com</a> Founded 1990 44 employees	eEmpACT	Medium	1,100	ASAP Staffing Services, Automation Personnel Services, Cone Financial Group, Molly Brown Temps, Snelling Staffing Services, Stevens Resource Group, WillStaff Worldwide, Management Group	x				x	x	x
<b>Bond International Software</b> <a href="http://www.bond-us.com">www.bond-us.com</a> Founded 1973 500+ employees	Adapt	Small-Very Large	3,500	Adecco, Hays, Kelly, Manpower, Michael Page, Vedior	x	x	x	x	x	x	x
<b>Bridgeware Systems, Inc</b> <a href="http://www.bridgeware.net">www.bridgeware.net</a> Founded in 1983 Employee count not available	Temps Plus	Small-Large	1,000+	Not available	x				x		
<b>Bullhorn, Inc.</b> <a href="http://www.bullhorn.com">www.bullhorn.com</a> Founded 1999 150 employees	Bullhorn	Small-Very Large	1,400	Mastech, TradeSource, Resource Options, Winter Wyman	x	x	x	x			x
<b>BusinessWareServices, Inc. (BWSI)</b> <a href="http://www.bwsi.com">www.bwsi.com</a> Founded 1981 11 employees	TempWizard	Small-Medium	120	Not available	x					x	x
<b>cBizSoft, Inc.</b> <a href="http://www.cbizsoft.com">www.cbizsoft.com</a> Founded 1999 12 employees	cBizOne, cBizOne Pro, cBizOne Pro Hosted	Small-Medium	1,250	GDH Consulting, Health Career Agents, NetPixel	x	x	x	x	x	x	x
<b>Clearview Staffing Software</b> <a href="http://www.clearviewtss.com">www.clearviewtss.com</a> Founded 2000 60 employees	Clearview TS, Clearview TSS, Advanced Travel, Clearview RSS	Small-Large	300	Cascade Healthcare Services, Cirrus Medical Staffing, Jackson Healthcare, Maxim Healthcare Services, Medical Staffing Network, PRN Medical Staffing, Progressive Nursing Staffers	x					x	x
<b>COATS</b> <a href="http://www.coatssql.com">www.coatssql.com</a> Founded 1995 10 employees	COATS, COATSql	Small-Medium	400	Not available	x				x	x	x
<b>Complete Computer Service</b> <a href="http://www.completecomputerservice.com">www.completecomputerservice.com</a> Founded 1969 10 employees	Ultra32	Small-Medium	250	Not available	x				x		
<b>Coolersoft</b> <a href="http://www.coolersoft.com">www.coolersoft.com</a> Founded 2001 Employee count not available	Mploy	Small-Medium	205	Alltech Inc., Apollo Partners, Higher Staffing, Protigent Staffing, Solutia Consulting	x						x

ADDITIONAL FUNCTIONALITY							PLATFORM				COMMON INTEGRATIONS	PRICING & IMPLEMENTATION
Candidate Portal	VMS	Client Portal	Dashboards	Online Time Capture & Approval	Payroll & Invoicing	G/L & A/P	Web-based	Client/Server	SQL Database	Oracle Database		
0	0		0	0	0			x	x		ADP, Great Plains Dynamics, PayChex, Prove It!, QuickBooks, SkillCheck	Pricing not available 6-8 weeks to set-up; only training & data conversion fees charged
0	0		1				x					<b>Hosted:</b> \$125-\$250 per user per month 1-2+ weeks and set-up fee (one month's cost of service)
0	0	0	0	0	1	0	x	x	x		AER, Greenshades, Qliktech, QuickBooks, Resume Mirror, Great Plains Dynamics	Pricing not available Set-up timing and cost varies
1	1	0	1	1	1	1	x	x	x		Citrix, Great Plains Dynamics, InstaStaff, Prognos TALX, ADP, Greenshades, KIS, Netprofit, Paychex	<b>Hosted:</b> \$99 per user per month. (Front Office Only); \$110 per user per month (Integrated Front and Back Office) <b>On-site License:</b> \$1,599 per user <b>Hosted License:</b> Pricing not available Integration 3-6 weeks depending on size of company
1	0	0	1	0	0	0	x	x	x	x	Daxtra, eQuest, Great Plains Dynamics, InfoGist, InstaStaff, Intellius, Lotus Notes, Outlook, QuickBooks, Resume Mirror	Price varies. 1+ weeks to set-up; set-up cost varies
1	1	N	1	1	1	1		x	x		FADV, Provelt!	<b>On-site License:</b> Price not available; product is sold by location with unlimited users per location 3+ days to set-up; no set-up fee
1	1		1	0			x		x		ADP, CareerBuilder, Ceridian, Great Plains Dynamics, MAS90/200/500, Monster, Paychex, PeopleSoft, Prove It!, QuickBooks	<b>Hosted:</b> from \$135 per user per month 30 days and \$250-\$1,000 per user (including training) to set-up
				1	1		x		x		ADP	<b>Hosted:</b> \$135 per user per month (\$500 minimum) <b>Hosted License:</b> Pricing not available 10-20 days to set-up; no set-up fee
0	0		1				x	x	x		AIRS, Broadlook, Hoovers, Indeed, LinkedIn, Talenthook	<b>Hosted:</b> \$39-\$69 per license per month; volume discounts <b>Hosted License:</b> \$69 per month per license <b>On-site License:</b> \$39 or \$49 per month per license 1-2 days to set-up; no set-up fee
1	1	1	1	1	1	1	x		x		ADP, Ceridian, Great Plains Dynamics, JD Edwards, MAS 500/200/90, Paychex, Peachtree, PeopleSoft, QuickBooks	Pricing not available 2-8 weeks to set-up and \$1k to \$10k in set-up fees
0	0		1	1	1	1	x	x	x		Crystal Reports, Global Cash Card, Outlook, StaffMetric	<b>Hosted:</b> \$60 per license per month; volume discounts <b>Hosted License:</b> Pricing not available <b>On-site License:</b> \$2,200 per license, \$200 renewal per user per year 30+ days to set-up; no set-up fee
			1		1			x				<b>On-site License:</b> \$1,200-\$2,200 for first user, \$400 for second user 5 days to set-up, no set-up fee
1	1		1				x		x		TalentHook	<b>Hosted:</b> \$89 per user per month 1-2 days to set-up, no set-up fees

## FRONT OFFICE OVERVIEW (continued)

COMPANY NAME	PRODUCT NAME	TARGET MARKET	ACTIVE STAFFING CLIENTS	SAMPLE STAFFING CUSTOMERS	REACH				DELIVERY MODELS		
					North America	South America	Europe	AsiaPac	On-Site License	Hosted License	Hosted
<b>CVTracer Software</b> <a href="http://www.cvtracer.com">www.cvtracer.com</a> Founded 2000 17 employees	CVTracer Professional	Small-Medium	132	Access Staffing, Hire Productivity, Inc., Kopos & Baker, Inc.	x	x	x	x			x
<b>DCT Computer Systems, Inc.</b> <a href="http://www.microstaffer.com">www.microstaffer.com</a> Founded 1998 5 employees	MicroStaffer	Small-Medium	75	Theracare, Nurses Now, Rehabworks	x				x	x	
<b>Dillistone Systems</b> <a href="http://www.dillistone.com">www.dillistone.com</a> Founded 1982 45 employees	FILEFINDER	Small	1,000	The Amrop Hever Group, Boyden, Ray & Berndtson	x	x	x	x	x	x	x
<b>First Choice Software</b> <a href="http://www.rdbpro.co.uk">www.rdbpro.co.uk</a> staffco.com Founded in 1996 28 employees	RDB ProNet	Small-Large	2,000+	Harvey Nash, Mediaplacements.com, PRS, People Unlimited, Resource Group, Vedior	x		x	x	x	x	x
<b>Greenfield Software, Inc.</b> <a href="http://www.gfsw.com">www.gfsw.com</a> Founded 1981 6 employees	TempServ	Small-Medium	Not available	Not available	x				x	x	x
<b>HR Services, Inc.</b> <a href="http://mystaffingpro.com">mystaffingpro.com</a> Founded 1993 30 employees	myStaffingPro	Small-Medium	475+	The Right Thing, Kelly Services/HR First, Lima Region of Spherion	x	x	x	x		x	
<b>HSS</b> <a href="http://www.hssglobal.com">www.hssglobal.com</a> Founded 1986 80 employees	VividNet & VividCall	Small-Very Large	50	Maxim Healthcare, Protocol Staffing	x	x					x
<b>iCIMS</b> <a href="http://iCIMS.com">iCIMS.com</a> Founded 1999 130 employees	iCIMS Talent Platform	Medium	650	Not available	x	x	x	x		x	
<b>Inetgen</b> <a href="http://www.alchemus.com">www.alchemus.com</a> Founded 2001 46 employees	Alchemus	Small-Large	100+	Not available	x		x	x	x	x	x
<b>Infinix Corporation</b> <a href="http://www.matchboard.com">www.matchboard.com</a> Founded 1987 12 employees	MatchBoard	Small-Medium	7	Byte, CDC Global, IMC, NetCom, Radix	x		x	x	x	x	x
<b>Jobscience</b> <a href="http://www.jobscience.com">www.jobscience.com</a> Founded 1999 30 employees	Talent Staffing	Small-Large	250	Applied Staffing, Astreya Partners, Consultus, Education Pioneers, Strategic IT	x	x	x	x			x
<b>Main Sequence Technologies</b> <a href="http://www.mainsequence.net">www.mainsequence.net</a> Founded 1998 40 employees	PCRecruiter	Small-Very Large	Not Available	Creative Financial Staffing, MRI, Orion International	x		x	x	x	x	x
<b>MaxHire Solutions, Inc.</b> <a href="http://www.maxhire.net">www.maxhire.net</a> Founded 1995 20 employees	MaxHire.net	Small-Large	900+	Aditi Technologies, David Aplin Recruiting, The Lucas Group	x	x	x	x			x
<b>Micro J Systems, Inc.</b> <a href="http://www.microj.com">www.microj.com</a> Founded 1986 11 employees	PcHunter/ Tempus Fugit	Small-Medium	1,200+	Not available	x	x	x	x	x	x	x

ADDITIONAL FUNCTIONALITY								PLATFORM				COMMON INTEGRATIONS		PRICING & IMPLEMENTATION
Candidate Portal	VMS	Client Portal	Dashboards	Online Time Capture & Approval	Payroll & Invoicing	G/L & A/P	Web-based	Client/Server	SQL Database	Oracle Database				
I		0	I				x		x				<b>Hosted:</b> \$150 per user per month 1-3 days to set-up, no set-up fees	
I	I	I			I			x	x		Peachtree, QuickBooks		Pricing not available Set-up timing and fees not available	
0	0		I					x	x				Pricing not available Set-up timing and fees not available	
0	0	I	I	0	I	N	x	x	x				<b>Hosted:</b> \$100 per license per month <b>Hosted License:</b> On-site license + 10% hosting fee <b>On-site License:</b> \$1475 per user 3+ days to set-up depending on data conversion; Set-up fee not available	
	0	0	0	0	I	0	x		x		InstaStaff, PeopleNet		<b>Hosted:</b> \$95 per user per month (3 user min) <b>Hosted License:</b> pricing not available <b>On-site License:</b> \$34,500 per server, includes back office Set-up timing and fee not available	
I	I	0	I		0	0	x		x				<b>Hosted License:</b> \$200+ per month for unlimited users Set-up timing and fees vary	
				I	I	I	x		x		JD Edwards, Oracle		Pricing not available 90 days to set-up, set-up fees vary	
I	I	I	I				x		x		Lawson, PeopleSoft, SAP		Not available	
0	x	0	I	0	0		x		x		Great Plains Dynamics, PeopleSoft, QuickBooks, SAP		<b>Hosted:</b> \$65-\$165+ per user per month <b>On-site License:</b> \$600-\$1300 per user per month <b>Hosted License:</b> +10% fee to on-site license 60+ days & \$15k+ set-up fee	
I	I	I	I				x		x		Monster		<b>Hosted:</b> \$99 per user per month <b>On-site License:</b> \$2,990 per user <b>Hosted License:</b> pricing not available 5-30+ days to set-up; \$2K+ set-up fee	
0	0	0	I	I			x			x	Creative Security, DataFrenzy, Facebook, Google apps, JobTarget, Lotus Notes, Oracle, Outlook, salesforce.com, SAP		<b>Hosted:</b> \$45-\$75 per user per month 30-60 days to set-up, set-up fees vary from \$500-\$10k	
I	I	I	I	I			x	x	x		CareerBuilder, eGrabber, eQuest, Hoovers LexisNexis, Monster, PreVisor, ZoomInfo		<b>Hosted:</b> \$80 per user per month <b>On-Site License:</b> \$1k-\$2k per user <b>Hosted License:</b> Pricing not available 1-3 months to set-up; no set-up fees	
I			I				x		x		Great Plains Dynamics, Peachtree, QuickBooks		<b>Hosted:</b> \$49-\$99 per user per month 7-21+ days to set-up; set-up fee is \$295+ \$75 per user (includes training)	
		I	I		I	I		x					Pricing not available 14-21 days to set-up; \$500 set-up fees (data conversion additional)	

## FRONT OFFICE OVERVIEW (continued)

COMPANY NAME	PRODUCT NAME	TARGET MARKET	ACTIVE STAFFING CLIENTS	SAMPLE STAFFING CUSTOMERS	REACH				DELIVERY MODELS		
					North America	South America	Europe	AsiaPac	On-Site License	Hosted License	Hosted
<b>Microdec Plc</b> <a href="http://www.microdec-profile.com">www.microdec-profile.com</a> Founded in 1983 45 employees	Profile RPM	Small-Very Large	500+	Advantage Professionals, FiveTen Group, Michael Page, OPD Group, Randstad, Robert Walters			x	x	x		x
<b>mindSCOPE</b> <a href="http://www.mindscope.com">www.mindscope.com</a> Founded 1992 35 employees	CURA	Small-Very Large	100	Lockheed Martin Company, PAE Group, Randstad, Taylor Hodson	x	x	x	x	x	x	
<b>Networkers Funding, LLC</b> <a href="http://www.networkersfunding.com">www.networkersfunding.com</a> Founded 2000 11 employees	Networkerspro.com	Small-Large	75	Not available	x					x	x
<b>Oracle</b> <a href="http://www.oracle.com">www.oracle.com</a> Founded 1977 75k+ employees	PeopleSoft Enterprise Staffing Front Office and Pay/Bill Management (2005)	Medium-Very Large	50+	Advanced Resources, Allegis Group, Hudson Highland, K-Force, Kelly Services, Manpower, Pro Staff, Remy, Randstad, Robert Half, Staffmark, Volt	x	x	x	x	x	x	x
<b>OTYS Recruiting Technology</b> <a href="http://www.otys.co.uk">www.otys.co.uk</a> , <a href="http://www.otys.nl">www.otys.nl</a> , <a href="http://www.otysusa.com">www.otysusa.com</a> , <a href="http://www.otys.fr">www.otys.fr</a> Founded in 2002 50 employees	OTYS	Small-Large	390	Corso, Interaccess Maandag, Corso	x		x		x	x	x
<b>People 2.0</b> <a href="http://www.people20.com">www.people20.com</a> Founded in 2001 Employee count not available	Avionte, BlueSky Medical Staffing Softwarem HR Smart, PeopleNet	Small-Medium	Not available	Not available	x					x	x
<b>Professional Advantage</b> <a href="http://www.dynamicsstaffing.com">www.dynamicsstaffing.com</a> Founded 1989 250 employees	Personnel Agency Mgmt (PAM) module and Microsoft Dynamics GP (First release of FO due in 2009)	Small-Large	65+	Not available	x		x	x	x		x
<b>Questek Systems, Inc.</b> <a href="http://www.questekinc.com">www.questekinc.com</a> Founded 1987 12 employees	Humanis	Small-Large	280	Not available	x				x	x	x
<b>RealMatch</b> <a href="http://www.realmatch.com">www.realmatch.com</a> Founded 2003 28 employees	RealMatch	Not available	250+	Not available	x						x
<b>RECRUITadvantage Pty Ltd</b> <a href="http://www.turborecruit.com">www.turborecruit.com</a> Founded 2003 28 employees	turboRECRUIT	Small-Large	Not available	Drake International, IPA, Integrated Group, Kelly Services, Manpower Inc., talent2	x	x	x	x	x		x
<b>Relational Systems Inc.</b> <a href="http://www.winsearch.com">www.winsearch.com</a> Founded 1989 12 employees	WinSearch	Small-Medium	2,500	Lumen Legal, CPS, Hemphill Search Group	x		x	x	x	x	x
<b>Sendouts</b> <a href="http://www.sendouts.com">www.sendouts.com</a> Founded 1999 50 employees	Sendouts Pro	Small-Large	1,000	Not available	x			x			x
<b>SkilMatch Staffing Systems</b> <a href="http://www.skilmatch.com">www.skilmatch.com</a> Founded 1976 20 employees	SkilMatch	Small-Large	100	Helpmates, Jaci Carroll, Kimco, WorkForce	x				x	x	x

ADDITIONAL FUNCTIONALITY								PLATFORM				COMMON INTEGRATIONS	PRICING & IMPLEMENTATION
Candidate Portal	VMS	Client Portal	Dashboards	Online Time Capture & Approval	Payroll & Invoicing	G/L & A/P	Web-based	Client/Server	SQL Database	Oracle Database			
0	0	0	Y	N	N	N		x	x	x	Broadbean, Burning Glass, Crystal, DaXtra, Merit, Navision, Sabre, Sage, Tempaid	<b>Hosted:</b> £95.00 per user per month; £250.00 per user set up fee <b>On-site License:</b> £1000.00 per user; £750 set up fee 30 -90 days to set up	
I	I	I	I	I			x		x		Great Plains Dynamics, Outlook, Quickbook	<b>On-site License:</b> Pricing not available <b>Hosted License:</b> \$135 per user per month; volume discounts available 1-10 days to set-up; no set-up fees	
I	I		I	I	I		x		x			Free with our Networkers Funding Services	
I	I	0	I	I	0	0	x		x	x	Arbita, eQuest, First Advantage, Resume Mirror, Provade	Pricing not available Set-up time and fees vary	
I	I	0	I	0	N	N	x				Actonomy, Akyia Arbita, Broadbean, InGoedeBanen, Knollenstein, Payroll Select, Textkernel	<b>Hosted:</b> EUR 46,66 per user per month Hosted & On-site License pricing not available 1 day-6 weeks to set-up; set-up fee varies	
I	I	N	N	0	I	0	x	x	x		CareerBuilder, Great Plains Dynamics, Monster.com, Nursetesting.com, QuickBooks, Provelt!	Pricing not available Set-up time and cost varies	
			I	I	I	I	x	x	x			Pricing not available Set-up time and fees vary	
0	0		I	0	I	I		x	x		ADP, Paychex, ProvelT, QuickBooks, Qwiz	<b>Hosted:</b> Pricing not available <b>Hosted License:</b> Pricing not available <b>On-site License:</b> \$899+ per user Set-up time and fees not available	
I	I	I	I				x	x	x			Pricing not available Set-up time and cost vary	
I	I	0	I	0			x		x		BondAdapt, Burgning Glass Technologies	<b>Hosted:</b> \$120 per user per month <b>On-site License:</b> Pricing not available 45+ days to set-up; \$4k set-up fee	
			I	0			x	x	x		Broadlook, StaffMetric, Professional Advantage	<b>Hosted:</b> \$135 per user per month <b>On-site License:</b> \$1495 per license <b>Hosted License:</b> Pricing not available Set-up time and cost vary	
I	I	0					x		x		Broadlook, CareerBuilder, Data Frenzy, GHG, Good as Gold Training Indeed, InfoGIST, Sheila Greco Executive Tracker, Simply Hired, SmartPost, Staffmetric, TalentHook	<b>Hosted:</b> \$100+ per user per month Set-up timing and fees vary	
0	0	0	0	0	0	0	x	x	x		ADP, Benefits in a Card, Call-Em-All, FasCast, FasTime	<b>Hosted:</b> \$99 per user per month <b>On-site License:</b> \$695-\$1,690 per user <b>Hosted License:</b> License + \$39 per user per month fee 1-3 months to set-up; set-up fees vary	

## FRONT OFFICE OVERVIEW (continued)

COMPANY NAME	PRODUCT NAME	TARGET MARKET	ACTIVE STAFFING CLIENTS	SAMPLE STAFFING CUSTOMERS	REACH				DELIVERY MODELS		
					North America	South America	Europe	AsiaPac	On-Site License	Hosted License	Hosted
<b>StaffDirector, LLC</b> <a href="http://www.staffdirector.com">www.staffdirector.com</a> Founded 2002 8 employees	StaffDirector	Small-Medium	11	Maxim, Tuttle	x					x	x
<b>StafferLink, Inc.</b> <a href="http://www.stafflink.com">www.stafflink.com</a> Founded 1995 8 employees	StafferLink ASM	Small-Medium	250	ATC Healthcare, Crdentia, MSN, Wesley Medical	x				x	x	x
<b>Staffing Technologies, Inc.</b> <a href="http://www.staffingtech.com">www.staffingtech.com</a> Founded 1994 5 employees	Conductor	Small-Large	Not available	Not available	x				x		x
<b>StaffLynx</b> (A Sommet Group Product) <a href="http://www.stafflynx.net">www.stafflynx.net</a> Founded 2006 68 employees	StaffLynx	Small-Medium	8	Not available	x					x	x
<b>Talent Secure, LLC</b> <a href="http://www.talentsecure.com">www.talentsecure.com</a> Founded 2003 13 employees	TalentSecure	Small-Medium	32	Denham Staffing, Premiere Global, Beacon Staffing, Solomon Edwards	x				x	x	x
<b>TaleoCorp.</b> <a href="http://www.taleo.com">www.taleo.com</a> Founded 1998 900 employees	Taleo Business Edition Recruit	Small-Medium	200+	Jason Childs, The Jung Group, Onora Group	x		x	x			x
<b>TempWorks Software</b> <a href="http://www.tempworks.com">www.tempworks.com</a> Founded 1994 54 employees	TW Enterprise	Small-Large	400+	Chase Staffing, Link Staffing, Penmac Personnel, The Plus Group, The Reserves Network, Seaton Corporation	x				x	x	x
<b>VCG, LLC</b> <a href="http://www.vcgsoftware.com">www.vcgsoftware.com</a> Founded 1976 58 employees	Pointwing	Small-Medium	5	Available upon request	x				x	x	x
<b>VCG, LLC</b> <a href="http://www.vcgsoftware.com">www.vcgsoftware.com</a> Founded 1976 58 employees	StaffSuite	Small-Large	100+	Employment Group, Priority Business Services, Trillium Staffing	x				x	x	x
<b>Voyager Software Ltd</b> <a href="http://www.voyage.co.uk">www.voyage.co.uk</a> Founded 1996 31 employees	Commercial, Professional, VDQ! and Mid-Office	Small-Medium	700	Not available	x		x	x	x	x	x
<b>WorkDESK Staffing Software</b> <a href="http://www.workdesk.com">www.workdesk.com</a> Founded 1983 12 employees	WorkDESK Staffing	Small-Medium	200	Not available	x		x	x	x		
<b>Workflow International, Inc.</b> <a href="http://www.workflowint.com">www.workflowint.com</a> Founded 1980 10 employees	Deskflow Enterprise	Small-Large	150	Calian, The Delta Companies, PTC Accounting & Finance Inc.	x	x	x	x	x	x	x
<b>Zoniac, Inc.</b> <a href="http://www.zoniac.com">www.zoniac.com</a> Founded 1999 40+ employees	Zoniac Premium-On Line & On Site, Zoniac Swift	Small-Medium	85	Elixir, Net Matrix, Vector Consulting	x			x	x	x	x

ADDITIONAL FUNCTIONALITY							PLATFORM				COMMON INTEGRATIONS	PRICING & IMPLEMENTATION
Candidate Portal	VMS	Client Portal	Dashboards	Online Time Capture & Approval	Payroll & Invoicing	G/L & A/P	Web-based	Client/Server	SQL Database	Oracle Database		
I	I	I	I	0	0	0	x	x			ADP, QuickBooks	<b>Hosted:</b> \$100-\$250 per user per month 15+ days to set-up; set-up fees vary
I	I	0	I	0	I		x	x	x		ADP, Ceridian, MAS90, Nurse Testing Paychex	<b>Hosted:</b> \$100 - \$150 per user per month <b>On-site License:</b> \$50-\$500 per user <b>Hosted License:</b> Pricing not available Set-up time and fees vary
			I	0	I	0		x			AccPac, Business Manager, Business Works, Cignify, Frick, GAAP, Kronos, Net Profit, SRC	<b>Hosted:</b> \$75 per user per month <b>On-site License:</b> \$995 per user, \$995 server license, annual update subscription 3-5+ days to set-up; set-up fees vary
			I		I		x	x	x			Pricing not available 2-4 days to set-up; set-up fees vary
I	I		I	I	I		x	x	x		ADP, CareerBuilder, Ceridian, Great Plains Dynamics, Hireability, QuickBooks	<b>Hosted:</b> \$149 per user per month <b>On-site License:</b> Pricing not available 90+ days to set-up; \$4,500 set-up fee
I			I				x				Paychex; QuickBooks	<b>Hosted:</b> \$139+ per user per month 3-7+ days to set-up; \$500-\$5k set-up fees
0	0	0	0	0	I	I	x	x	x		CareerBuilder, Direct0, Money Network, Monster, Trak1, Twitter	<b>Hosted:</b> \$150-\$250 per user per month <b>On-site License:</b> \$700-\$2k per user 30+ days to set-up; \$5k-\$75k set-up fees (including data conversion)
0	0		0					x	x		Microsoft Exchange, Outlook	Pricing not available Set-up time and fees vary
0	0		0	0	I			x		x	Microsoft Exchange, Optional Personality Assessment Module, Outlook, Vertex	Pricing not available Set-up time and fees vary
0	N	0	0	0	0	N	x	x	x		Microsoft Office, various job boards, SMS, various accounts applications	<b>On-site License:</b> £650+ per concurrent user Hosted and hosted license pricing not available Set-up time varies and £2k + set-up fee
I	I		I	I	I	I	x	x	x			<b>On-site License:</b> \$9,400 (5-user license) Set-up time varies; set-up includes up to 150 days free telephone support
0	0	N	I	I	0	N	x	x	x		Burning Glass Xray Resume Parser, Sovren Resume/CV Parser, Microsoft Office, Outlook, Qreports Integrated Report Writer	<b>Hosted:</b> \$165-\$195 per user per month <b>On-site License:</b> \$895-\$1,200 per user <b>Hosted License:</b> License + 18% annual support & maintenance (license) 14-21+ days to set-up; set-up fees for data conversion and training and \$895 set-up fee
	I	I	I	I	I		x				ADP, QuickBooks	<b>Hosted:</b> \$35-\$49+ per user per month; annual subscription discounted at 10% <b>On-site License:</b> \$50-\$70 per user <b>Hosted License:</b> Pricing not available 1-2 days set-up for on-site; \$2,500 to set up on-site

SI