

Human Resources New Technology Quarterly Summary: Q1 2021



Introduction

The rate of new technologies being developed and companies providing them is exponentially increasing each year. To track the players and the innovation they bring, HRO Today Magazine produces quarterly reports that summarize activity in technology advancements and funding initiatives that support product innovation in the HR world.

This data reveals critical information about new technologies, their applications, and the companies offering them in the human capital management (HCM) technology sector. HCM systems covered in this summary are those that include recruitment, employee records, performance, learning and compensation management, and compliance.

The report is organized by months in the quarter, and then further divided within those months by the type of activity reported. There are announcements focused mostly on products, funding announcements for companies providing HR technology solutions, and merger and acquisition activity that had direct technology implications for HR.

First Quarter 2021 Overview

The frequencies and funding of announcements for advancing technologies to support human resources in the first quarter of 2021 was again high, particularly given how badly the world economy continued to stagger from the impact of COVID-19. In total, there were 145 major announcements (those with at least \$1 million in funding), up a substantial 56 from the 89 announced in the first quarter of 2020.

Private equity and venture capital firms continued to invest heavily in HR technology, totaling \$3.10 billion in the quarter, up over three times from Q4 2020's \$1.14 billion. The average investment increased to \$32.01 from \$16.5 million in 4Q 2020. The number of announcements and associated funding for HR technology were the highest reported in any quarter for at least the last four years and may signal increased optimism for 2021.

Funding-related activity increased dramatically, up 55.9% in terms of the number of investments from Q4 2020

Eighty-six of the announcements were from companies located in the United States, four from Canada, 34 from EMEA, 10 from APAC and one from Latin America. Additionally, there were ten joint announcements by geography: six US/EMEA, three US/APAC and one EMEA/APAC. In the United States, 21 of the announcements were from companies in or near Silicon Valley, while in the EMEA region, 16 were from London-based companies. The most common type of announcement was funding-related, with 105 citations. There were 17 product and

23 merger and acquisition announcements. Funding-related activity increased dramatically, up 55.9% in terms of the number of investments from Q4 2020 when there were 68 announcements.

Most announcements were around funding for small or start-up organizations, though there were fourteen announcements of at least \$100 million, compared to only one in 4Q 2020. The largest investment announcement came in the amount of \$270 million from Paycor, a Cincinnati, Ohio-based provider of Software-as-a-Service Payroll services and Human Capital Management (HCM) software.

The other announcement for over \$200 million was from Jobandtalent for \$218 million. Jobandtalent, headquartered in Madrid, Spain, is a workforce marketplace that matches workers with temporary roles. The company plans to expand into the US market.

It is worth noting an IPO announcement from Edify Acquisition Corp for \$240 million. Edify Acquisition Corp is a special-purpose acquisition company that focuses in part on human capital management, among other areas. The funds will be used for a future acquisition. While the funding amount is not included in the Q1 2021 report, any future acquisition will be included if it is within the HCM area.

HUMAN RESOURCES NEW TECHNOLOGY QUARTERLY SUMMARY: Q1 2021

Learning and upskilling products and funding were again a major component of HR technology in Q1 2021. While these areas had significant investment before the worldwide pandemic, more investment than ever before has occurred since the virus spread. For the quarter, there were 26 separate announcements that addressed upskilling or learning, for a total amount of \$421 million.

Despite huge fluctuations in worker demand depending upon industry, recruitment marketplace platforms were another area of great investment. There were 12 major announcements totaling \$420 million. Jobandtalent had two announcements, the largest being for \$218 million previously noted and a second Series C funding for an additional \$103 million, a combined total of \$321 million.

With so much innovation, it is easy to become overwhelmed by the myriad of HR technology choices. The article that follows from Elaine Orlor, Senior Vice President—Technology Consulting, Cielo, offers insight into how to focus on what is most imperative for an organization as it looks to invest in its HR technology. ■

Why Talent Leaders Should Remain Future-Focused When Investing in Technology Solutions

By Elaine Orlor

Senior Vice President—Technology Consulting, Cielo

Talent acquisition leaders are rethinking their strategies due to the wildly unpredictable job market, which is currently seeing candidate demand significantly outpace supply. Today's job seeker has many options, and technology can help TA functions adapt to and address these fluctuating market conditions. While the HR technology space is seeing immense investments and growth, not all tech is created equally. To future-proof strategies, leaders must focus on both short- and long-term business goals when considering a new tech purchase.

The latest insights from HRO Today demonstrate just how much money is entering the HR and TA technology sector—from startups securing seed funding to large company acquisitions. With the entire hiring process disrupted by shifts to virtual operations, technology companies are offering new solutions to recruitment challenges such as job advertising, interview scheduling, and candidate communication.

Beyond virtual hiring practices, candidate expectations are changing too. The employer value proposition, job structure, and employee perks and benefits that were once appealing have changed, rewarding organizations that adapt quickly to today's new candidate and employee needs. The right technology strategy can help a company highlight its unique offerings to quickly attract the candidates they need with an optimized hiring process and positive candidate experience.

The right technology strategy can help a company highlight its unique offerings to quickly attract the candidates they need.

It can be easy to go for the flashiest technology offering or the product that solves a specific pain point. However, TA leaders must assess how current business challenges correlate with their organizational vision for the future when choosing to invest in tech. That way, no matter the internal or external changes that occur, their approach continually evolves to meet business goals. Staying informed on advancements in the space is imperative, but do not let that distract from what is truly important—delivering all candidates a compelling hiring experience to help an organization earn the talent necessary to succeed.

HUMAN RESOURCES NEW TECHNOLOGY QUARTERLY SUMMARY: Q1 2021

Due to the ever-changing market and continual innovations in technology, the future of talent acquisition requires a seamless, integrated technology platform. A platform model supports an agile ecosystem of point solutions catering to different use cases or new innovations while maintaining a centralized place from which to work, drive a consistent user experience and manage data. Equipped with an open API integration layer, a technology platform model delivers unified data for meaningful reporting and predictive analytics throughout the recruitment process. This open framework also provides flexibility to add and edit point solutions without undergoing a lengthy change exercise.

So, how can talent leaders find the best tech-enabled talent acquisition approach to achieve both short- and long-term business goals? Consider following this four-step process:



Expose the challenges

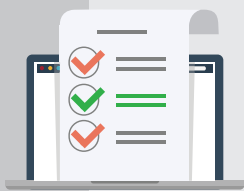
Take the list of pain points and aspirations that may have seemed unachievable in the past and think about how technology can enable those ideas. Gather honest feedback. Go to your team and key stakeholders to ask the tough questions including:

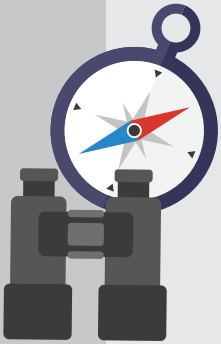
- **What have been the biggest issues with your current TA approach and recruitment process?**
- **Where do you lose candidates in the hiring process?**
- **Where do hiring managers need the most support?**



Inventory the tech requirements

Inventory every technology solution you currently have across the entire lifecycle of the hiring process. Assess current adoption or utilization, overall user satisfaction, and any gaps in expected performance or value delivered. Use this to identify redundancies in solution offerings or gaps in terms of unaddressed hiring process steps.





Scope the opportunity for improvement

Build your requirements list for a successful tech strategy going forward. To scope the vision, decide which statement best reflects your current state and the opportunity you have for change.

- **We leverage technology thoroughly and are successful with all of our hiring needs.**
- **We have some issues but, for the most part, can deliver to the business needs.**
- **We have substantial workarounds to ensure we can deliver, but technology is just a part of the problem.**
- **We are working harder than ever to meet the expectations through manual and workaround processes because the technology is the problem.**



Consider the requirements for future-proofed TA technology

Finally, look beyond your current state and the gaps driving the size of your opportunity. Consider these future-focused technology requirements to push you to think past the next six to 12 months and instead, focus on what is possible:

- **Intelligent Automation**
- **Connected Data**
- **Stakeholder Experience**
- **Transparency & Access**

The growing HR and TA technology market offers more opportunities to solve talent acquisition challenges. But we must first evaluate what is best for our organizations—now and in the future. To learn more about the concepts you should consider when investing in new tech or contemplating changing your technology model, download our recent whitepaper: www.cielotalent.com/tech-whitepaper. ■



About *HRO Today* Magazine

HRO Today is the property of SharedXpertise Media and offers the broadest and deepest reach available anywhere into the HR industry. Our magazines, web portals, research, e-newsletters, events and social networks reach over 180,000 senior-level HR decision-makers globally with rich, objective, game-changing content. Our No. 1 strength is our reach. HR leaders rely heavily on the *HRO Today*'s Baker's Dozen rankings across six different categories when selecting an HR service provider.



About Cielo

Cielo is the world's leading strategic Recruitment Process Outsourcing (RPO) partner and industry innovator delivering RPO, Total Talent Acquisition, Consulting, and Executive Search services in over 100 countries. We design comprehensive, people-centric solutions and leverage Cielo TalentCloud—our agile technology platform featuring CRM, AI, automation, and analytics capabilities—to help our clients find, attract and hire the specific talent to move their businesses forward. To learn more, visit www.cielotalent.com.

ORGANIZATION	TRANSACTION	SOURCE OF FUNDS	MONEY RAISED	PRODUCT DESCRIPTION	OBSERVATIONS
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PRODUCT ANNOUNCEMENTS

Loxo Denver, CO	Product	N/A	N/A	Loxo is a recruiting CRM company and provides artificial intelligence recruitment automation software.	Loxo announced a new data privacy compliance product that will help human resources and recruiting teams to manage data privacy regulations, including the GDPR and CCPA regulations.
FlowerHire Los Angeles, CA	Product	N/A	N/A	FlowerHire is a staffing and talent strategy firm that serves the cannabis industry.	FlowerHire launched a new platform called careersincannabis.com which is a career portal for both companies and job candidates.
iCIMS Holmdel, NJ	Product	N/A	N/A	iCIMS helps companies attract, engage, hire and advance the right talent through AI and other solutions.	iCIMS released Video Studio, which allows spotlighting employees to share videos of stores and convey company culture, add testimonials to career sites and job pages, and highlight diversity and inclusion through video.
Tribepad Ventures Sheffield, UK	Product	N/A	N/A	Tribepad is a recruitment software specialist company that provides ATS, onboarding, video interviewing, and contractor management services.	Tribepad launched Tribepad Ventures, a £1 million fund that seeks to attract work technology businesses in their incubator and accelerator stages.

FUNDING ANNOUNCEMENTS

GoodJob Birmingham, AL	Round Unknown	Unknown	\$3 Million	GoodJob is company that uses AI to sort and filter candidates, find the best candidates, and allow companies to "clone" their best performers.	GoodJob plans on using the investment to fuel the marketing and sales efforts for major markets across the United States.
Sirenum London, UK	Series A	Terry Leahy and William Currie Group	\$2.7 Million	Sirenum is a platform that allows companies to remotely manage their shift-based workers.	Sirenum will use the funding to expand and grow their business.
Learn to Win Palo Alto, CA	Seed Round	Norwest Venture Partners	\$4 Million	Learn to Win is a microlearning and training company for athletes, enterprises, and the military.	Learn to Win will use the funding to broaden their product awareness, expand their platform capabilities, and expand into new industry categories.
Check New York, NY	Series B	Stripe and Trive Capital	\$35 Million	Check is a payroll-as-a-service company that allows clients to embed your payroll directly in vertical Software-as-a-Service, human resources, or time-tracking platform.	Check will grow their team with the investment.
Milch & Zucker New York, NY	Private Equity Round	ARCUS Capital AG	Funding Undisclosed	Milch & Zucker is a provider of talent management and talent acquisition solutions.	Milch & Zucker will use the funding to expand their product development in the field of application software.
bxblue Brasilia, Brazil	Series A	Igah Ventures	\$7 Million	Bxblue is a payroll loans marketplace in Brazil.	Bxblue will utilize the funding to hire 70 people to help scale their operations and create new product features.

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FUNDING ANNOUNCEMENTS (cont'd.)

Esme Learning Boston, MA	Series A	Adit Ventures	\$7.5 Million	Esme Learning Solutions is a learning platform that delivers online executive education in partnership with universities.	Esme Learning will use the funding to support growth of all facets of its operations, including increasing headcount and course offerings. The funding will also be used to develop their course methodology and AI technology.
Kevala Seattle, WA	Seed Round	Vulcan Capital	\$4 Million	Kevala provides scheduling, onboarding, employee engagement, foster collaboration, and more for healthcare companies.	Kevala will use the investment in order to help with the development of its integrated workforce management and care platform.
Yunxuetang Suzhou, China	E1 Round	Tencent	\$100 Million	Yunxuetang is an online business training provider.	Yunxuetang will use the investment to improve their services and build out their content ecology that will deliver personalized and intelligent learning content.
Preciate Dallas, TX	Seed Round	Inspiration Ventures	\$4.6 Million	Preciate is a platform that helps businesses and teams grow and foster relationships through their business virtual video socials and peer recognition technologies.	Preciate will use the funding to scale Preciate's product development and marketing functions and hire for new roles.
Perchpeek London, UK	Series A	Episode 1	€2.2 million	PerchPeek uses AI to help guide people through their relocation search.	PerchPeek will use the investment to expand from 47 to over 160 countries and grow their sales team.
Omnipresent London, UK	Series A	Lead Investor Undisclosed but had participation from Episode 1, Playfair Capital and Truesight Ventures	£15.8 Million	Omnipresent is a provider of a human resources and onboarding platform to help companies employ remote-working worldwide.	Omnipresent will use the investment to invest in their team and and focus on helping the customers further.
Sounding Board. Inc. Foster City, CA	Series A	Canaan Partners	\$13.1 Million	Sounding Board, Inc. is a cloud-based employee coaching platform.	The company will use the investment to expand its business reach.
HiPeople Berlin, Germany	Seed Round	Mattias Ljungman's Moonfire	\$3 Million	HiPeople is a company that provides application insights and automated resume reviews and screening calls.	HiPeople will use the investment to support growth so that recruiters can hire remotely using automated reference checks.
Multiverse London, UK	Series B	General Catalyst	\$44 Million	Multiverse is a technology company that matches individuals who have not graduated college with apprenticeships.	Multiverse will use the funds to expand into the United States.
Spill London, UK	Seed Round	Ada Ventures, Seedcamp, & Future Fund initiative	€2.25 Million	Spill provides mental health support for companies through Slack.	With the investment, Spill will develop proactive tools to help create a more psychologically considerate workplace.

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FUNDING ANNOUNCEMENTS (cont'd.)

Darwinbox Hyderabad, India	Series C	Salesforce Ventures	\$15 Million	Darwinbox is an HR software platform that helps automate the employee lifecycle. They offer most of the core human resources products such as payroll and employee engagement services.	Darwinbox will use the investment to hire more people and invest in deep technologies to enhance the employee experience and bring data analytics to companies.
Personio Munich, Germany	Series D	Index Ventures and Meritech	\$125 Million	Personio is an all-in-one HR platform that covers recruiting, onboarding, payroll, and absence tracking.	Personio will utilize the funding in order to continue building out their product and expand its presence in Europe.
Jobandtalent Madrid, Spain	Series C	InfraVia Capital Partners	€88 Million	Jobandtalent is a digital temp app that helps connect temp workers with employers needing casual labor.	Jobandtalent will utilize the funding in order to expand into more markets and doubling down on its existing footprint.
Greenhouse Software New York, NY	Round Unknown	TPG Growth and The Rise Fund	Funding Undisclosed	Greenhouse is a talent acquisition software company that helps businesses with the hiring process.	Greenhouse will utilize the funding to accelerate their product innovation, grow into new markets, and enhance some of their solutions.
Sana Labs Stockholm, Sweden	Series A	EQT Ventures	\$18 Million	Sana Labs uses machine learning to personalize professional training courses.	Sana Labs will use the funding to invest in technology, R&D, a more sales-focuses marketing, and for additional hiring.
Edify Acquisition Corp New York, NY	IPO	N/A	\$240 Million	Edify Acquisition Corp is a special-purpose acquisition company that focuses on workforce development, human capital management, education, and educational technology.	The funds will be used to help acquire a company within its focus segments.
Talent Inc New York, NY	"Majority Investment"	BV Investment Partners	Funding Undisclosed	Talent Inc is a company that helps job seekers with resume writing and interview preparation.	Talent Inc will utilize the funds in order to expand their business operations.
iziwork Paris, France	Series B	Cathay Innovation and Bpifrance	\$43 Million	iziwork provides a temporary employment platform for contingent workers. The platform provides access to various job opportunities for temp workers.	iziwork will use the funds to expand in France and internationally along with doubling its research and development team.
Sampingan Jakarta, Indonesia	Series A	Altara Ventures	\$5 Million	Sampingan is a company that connects freelancers with businesses for task-based jobs.	Sampingan will use the investment to improve their product line and reach more customers.
Snaphunt Singapore	Seed Round	Beenext	\$1 Million	Snaphunt is an artificial intelligence-based hiring platform where companies can source, screen, and hire talent.	Snaphunt will utilize the funding to help expand their business.
Kanarys Dallas, TX	Seed Round	Zeal Capital Partners	\$3 Million	Kanarys is a company that gathers insights to help diagnose, hire, prioritize, and optimize diversity, equity, and inclusion efforts in the workplace.	With the funding, Kanarys will further advance its product features, add to its technology and business development teams, and accelerate sales and marketing efforts.

ORGANIZATION	TRANSACTION	SOURCE OF FUNDS	MONEY RAISED	PRODUCT DESCRIPTION	OBSERVATIONS
FUNDING ANNOUNCEMENTS (cont'd.)					
Employee Navigator Bethesda, MD	Private Equity Round	JMI Equity	\$34 Million	Employee Navigator is a benefits, human resources, and compliance software.	With the investment, Employee Navigator will increase hiring and expand their product offerings.
AccuChain San Jose, CA	Venture Round	Vertex Partners	Funding Undisclosed	AccuChain is a business to business company offering a resume validation and recruitment platform.	The funding will help develop its platform and its launch in Japan and South East Asia.
Sprockets Mount Pleasant, SC	Seed Round	Lytical Ventures	\$3.4 Million	Sprockets is an applicant matching system to help fix the flaws in the hiring process.	The funding will be used to expand into the food service, healthcare, and hospitality markets.
Prestige PEO Holdings Melville, NY	Private Equity Round	TriSpan LLP	Funding Undisclosed	Prestige PEO Holdings is company that helps small and medium sized business with employee benefits management, payroll administration, workers compliance, and more.	The investment will be used to fuel their growth into new markets, create new broker partnerships, improve service models, and invest in technology infrastructure.
CodeSignal San Francisco, CA	Series B	Menlo Ventures	\$25 Million	CodeSignal is an automated assesment platform that is used for technical recruiting.	CodeSignal plans on using the funding to grow its team and expand into new customer verticals.
WorkTrans Shanghai, China	Combined Series C and D	Sequoia Capital China, Tencent, and China Capital Investment Group	\$190.5 Million	WorkTrans is a human resource management software developer that provides HR services such as attendance management, staffing, salary administration.	The funding will be used to improve its product and technology.
Syndio Seattle, WA	Series B	Bessemer Venture Partners	\$17.1 Million	Syndio is an HR Analytics company that seeks to eradicate some of the unfairness in the workplace.	Syndio will use the investment to help drive and further product development.
PAIRIN Denver, CO	Series A	New Markets Venture Partners	\$4.36 Million	PARIN is a social enterprise company that helps individuals and companies with career exploration, hiring, and professional development.	The funds will be used to help add additional functionality to PAIRIN's My Journey platform along with expanding the number of employees to support its expansion.
NextStep Seattle, WA	Venture Round	ZOMA Capital and ETF@ JFFlabs	\$2.5 Million	NextStep is an IT company that provides training and job placement for nursing assistants through its mobile app.	NextStep will be using the funding in order to accelerate growth in Colorado where they already train and place newly certified nursing assistants at 70 facilities of employer partners.
Paycor Cincinnati, OH	Private Equity Round	Neuberger Berman and Qatar Investment Authority	\$270 Million	Paycor is a provider of Software-as-a-Service Payroll services and Human Capital Management (HCM) software.	The funds will be help Paycor to help expand and grow their business and accelerate their strategy of serving customers.
Teamflow San Francisco, CA	Seed Round	Menlo Ventures	\$3.9 Million	Teamflow is a virtual headquarters company that helps teams communicate and collaborate in a single platform.	Teamflow will use the funding to help expand their business operations.

ORGANIZATION	TRANSACTION	SOURCE OF FUNDS	MONEY RAISED	PRODUCT DESCRIPTION	OBSERVATIONS
MERGERS & ACQUISITIONS, STARTUPS					
Workday and Peakon Pleasanton, CA and Copenhagen, Denmark	Acquisition	N/A	\$700 Million	Workday, a provider of enterprise cloud applications for finance and human resources, acquired Peakon, an employee success platform offering employee feedback insights as well as an employee engagement services.	With the acquisition of Peakon, Workday will help organizations achieve their goals with a more extensive product portfolio. Workday will provide a listening platform with visibility into employee experience, sentiment, and productivity.
Blackstone Group, Alight Solutions and Foley Trasimene Acquisition Corp Lincolnshire, IL; Las Vegas, NV; and New York, NY	Acquisition	N/A	\$7.3 Billion	Alight Solutions LLC, a provider of benefits administration and cloud-based HR and financial solutions, was acquired by Foley Trasimene Acquisition Corp, a special purpose acquisition company, from the Blackstone Group, an alternative investment management company.	Foley will advise Alight in its next growth phase, including trying to expand its business outside of the United States.
Reflective and Learning Technologies Group San Francisco, CA and Brighton, UK	Acquisition	N/A	N/A	Learning Technologies Group, a provider of services and technology for talent management and digital learning, acquired Reflective, a company that focuses on engagement and HR analytics tools.	With the acquisition, Learning Technologies Group will combine its PeopleFluent business with Reflective's talent management portfolio.
CoAdvantage and SourcePoint Tampa, FL and Birmingham, AL	Acquisition	N/A	N/A	CoAdvantage, a provider of strategic human resources solutions, acquired SourcePoint, an outsourced HR services company.	The acquisition of SourcePoint by CoAdvantage, will expand CoAdvantage's footprint into Alabama, Tennessee, and Mississippi, accelerate the company's growth and position in the national market.
CareerGig and Moonlighting Arlington, VA and Charlottesville, VA	Acquisition	N/A	N/A	CareerGig, a Software-as-a-Service platform that helps match freelance and contract workers to employers, acquired Moonlighting, a platform that helps individuals create and build their own business, make more money, and hire talented professionals.	CareerGig's acquisition of Moonlighting will help it expand its networking of insurance, financial, and education benefits to freelancers.
IRIS and Staffology Slough, UK and London, UK	Acquisition	N/A	N/A	IRIS, an enterprise software provider that offers solutions for finance, HR, and payroll teams, acquired Staffology, a web-based payroll application provider.	IRIS will add Staffology's application, which will be placed for small to medium sized businesses that need access to payroll services.
Paradox and Spetz.io Scottsdale, AZ and Tel Aviv, Israel	Acquisition	N/A	N/A	Paradox, an AI platform that helps talent acquisition teams automate recruiting tasks such as screening, interview scheduling, and candidate communications, acquired Spetz.io, a company that helps modernize candidate communications.	The acquisition highlights Paradox's investment in innovation and global client services.

ORGANIZATION	TRANSACTION	SOURCE OF FUNDS	MONEY RAISED	PRODUCT DESCRIPTION	OBSERVATIONS
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PRODUCT ANNOUNCEMENTS

HR.com Jackson's Point, Canada	Product	N/A	N/A	HR.com is an HR social networking and resource sit for HR professionals and executives.	HR.com launched a professional education learning catalog of professional education courses.
Circa Milwaukee, WI	Product	N/A	N/A	Circa helps build diverse teams through diversity recruiting, local recruiting, and The Office of Federal Contract Compliance Programs (OFCCP).	Circa launched a new product called AI Candidate Matching which will deliver a SaaS-based AI solution to source and match companies with a diverse talent pool.
Landed San Francisco, CA	Product	N/A	N/A	Landed is an app that connects hourly food and retail workers with local employers to help them find quality candidates. Landed uses AI technology to match the best candidates with jobs and automate the hiring process. They also utilize video profiles for candidates to stand out.	Landed officially launched their app which will connect hourly food and retail workers to employers.

FUNDING ANNOUNCEMENTS

BetterUp San Francisco, CA	Series D	ICONIQ Growth	\$125 Million	BetterUp is a leadership, professional coaching, conseling, and mentorship company that is used by various companies.	The funding will be used to help fuel new products, including their latest, Betterup Care
Congruity HR Kernersville, NC	Private Equity Round	RFE Investment Partners	Funding Undisclosed	Congruity HR provides companies with human resource and complinance solutions, taxation, payroll, employee cost management, and employee benefits solutions.	The funding will be used to help grow and expand their business.
Bitwise Fresno, CA	Series B	Kapor Capital	\$50 Million	Bitwise Industries helps individuals upskill and gain the necessary resource to access job opportunities in the tech industry.	The funding will be used to help the company grow into new markets starting with Toledo, OH.
Codecademy New York, NY	Series D	Owl Ventures	\$40 Million	Codecademy is an online learning platform that helps individuals learn employable digital skills.	Codecademy will utilize the investment to accelerate their DTC and B2B growth, introduce new products, expand curriculum, and expand its footprint into global markets.
Praxis Labs Stanford, CA	Seed Round	SB Opportunity Fund, Norwest Venture Partners, Emerson Collective, Ulu Ventures, Precursor Ventures and Firework VC	\$3.2 Million	Praxis helps increase inclusion in the workplace through VR learning for companies.	Praxis Labs intends to use the funding to expand their business operations and reach.
EquityBee Palo Alto, CA	Series A	Group 11	\$20 Million	EquityBee helps employees exercise their stock options before they expire by linking them to investors.	EquityBee intends to use the funding to accelerate growth, hire across all departments, and expand their product offerings.

ORGANIZATION	TRANSACTION	SOURCE OF FUNDS	MONEY RAISED	PRODUCT DESCRIPTION	OBSERVATIONS
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FUNDING ANNOUNCEMENTS (cont'd.)

Orka Manchester, UK	Round Unknown	Unknown	€33.5 Million	Orka Technology Group helps hourly workers with sourcing work, on-boarding, and getting paid for work.	Orka will use the funds in order to grow Orka Pay, double its head count, and invest in its tech solutions for shift workers.
WilsonHCG Tampa, FL	Private Equity Round	3i Group	\$120 Million	WilsonHCG is an RPO and human resources capital consulting firm that offers talent consulting and executive search services.	3i's international network will enable WillsonHCG to expand their global footprint to more international locations.
Interplay Austin, TX	Series B	Owl Ventures and S3 Ventures	\$18 Million	Interplay Learning is a VR training and education company for trade workers.	Interplay plans on using the funds to move into new markets and further develop its existing products.
Shift One San Francisco, CA	Seed Round	City Light Capital and JAM Fund	\$5.2 Million	Shift One is a marketplace for skilled labor in the warehouse, logistics, and assembly sectors.	Shift One will use the funding to additional scaling its technology and expand its geographical footprint.
Citadel ID San Francisco, CA	Seed Round	Abstract Ventures	\$3.5 Million	Citadel ID is a provider of employment verification, income verification, and admin payroll.	Citadel ID will use the funding to help expand their business.
Payflow Barcelona, Spain	Seed Round	Wayra, Zone-2boost, and Plug & Play	\$2.42 Million	Payflow is a "Fintech" firm that helps employees to instantly access their earned wages through their app.	Payflow will use the funding to consolidate their growth and positioning in Spain.
WizeHire Houston, TX	Series A	Amplo and Mercury	\$7.5 Million	WizeHire is a recruitment platform that helps small businesses expand their team.	WizeHire will use the funding to create personalized resources for clients, hiring more staff, and expand its partner program.
KOA Health Barcelona, Spain	Series A	MTIP and Akilia Partners	\$36.4 Million	KOA Health is a mental wellbeing benefits app.	The investment will be used to accelerate product development, expand its US presence, and enhance its research and development.
PlayterPay London, UK	Debt and Equity Funding	Unnamed Investors	£1 Million	Playter Pay is a hire now, pay later payment for small to medium-sized businesses hiring that works through recruitment agencies and online recruiters.	Player Pay will utilize the funds to expand its operations and its marketing and development efforts.
Ethena New York, NY	Seed Round	GSV	\$2 Million	Ethena offers compliance-based micro-training for employees in five-minute anti-harassment lessons.	The funding will be used to help expand offerings of training courses from financial compliance to code of conduct measures.
Nexthink Lausanne, Switzerland	Series D	Permira	\$180 Million	Nexthink is a digital employee experience management platform that gives IT leaders insights into employees' daily experiences of technology at the device level.	Nexthink will use the funding to accelerate their innovation and rapid growth and expansion, particularly in the US.

ORGANIZATION	TRANSACTION	SOURCE OF FUNDS	MONEY RAISED	PRODUCT DESCRIPTION	OBSERVATIONS
FUNDING ANNOUNCEMENTS (cont'd.)					
BigChange Leeds, UK	"Minority Stake"	Great Hill Partners	£75 Million	BigChange is a mobile workforce management platform. Their main product, JobWatch, provides organizations of any size with a paperless means of planning, managing, scheduling, and tracking their mobile workforce operations. Combining CRM, job scheduling, vehicle tracking, a mobile workforce app, and an on-demand booking app, the system can manage in-house and sub-contracted operations simultaneously.	BigChange will use the funding to help further growth and innovation.
GajiGesa Jakarta, Indonesia	Seed Round	Defy.vc and Quest Ventures	\$2.5 Million	Gaji Gesa is an on-demand pay and financial wellness company.	GajiGesa will use the funding for the expansion of financial resilience for workers across Indonesia.
Careerist Sunnyvale, CA	Seed Round	IIDF, Bogdan Iarova, and his SmartHub	\$1.25 Million	Careerist is a career development platform that helps train and upskill people.	The funding will be used for new software product development, growth, and scaling operations.
Rocket.Chat Wilmington, DC	Series A	Greycroft, Monashees, New Enterprise Associates, Valor Capital Group	\$19 Million	Rocket.chat offers an open-sourced platform that provides a virtual chat, communications, and collaboration functions for company employees and for customer service uses.	The funding will be used to continue adding customers along with adding more functionalities to the platform.
WorkStep San Francisco, CA	Seed Round and Series A Combination	FirstMark	\$17.2 Million	WorkStep supports supply chain companies to source, screen, engage, and retain their workforce.	The company will use the funding to grow engineering, product, and sales, as well as expand and improve their technology.
Landed San Francisco, CA	Seed Round	Javelin Venture Partners	\$1.4 Million	Landed is an app that connects hourly food and retail workers with local employers to help them find quality candidates. Landed uses AI technology to match the best candidates with jobs and automate the hiring process. They also utilize video profiles so candidates can stand out	Landed will use the funding to help triple the number of metro areas where they currently offer services. Landed is currently operating in seven different metro areas.
Oyster London, UK	Series A	Emergence Capital	\$20 Million	Oyster is a human resources platform for globally-distributed companies.	Oyster will use the funds to accelerate their growth.
Anthill AI Chicago, IL	"first funding round"	Orion Ventures	\$1.24 Million	Anthill AI is a company that helps companies retain, engage, and develop employees.	Anthill AI will use the funding for product development and expand their talent recruitment services to help them scale into larger enterprises.
edify Santa Monica, CA	"Initial Funding Round"	Flying Fish Ventures	\$1.635 Million	Edify enables engineering teams to hire, onboard, grow, and support their team.	The funding will be used to help with engineering and product related efforts which include adding language processing to their bot.
Certn Victoria, Canada	Series A+	Unknown	CAD \$9.5 Million	Certn provides background checks and risk monitoring for employees, contractors, and tenants.	The funding will be used to add employees to expand their product strategy and customer success.

ORGANIZATION	TRANSACTION	SOURCE OF FUNDS	MONEY RAISED	PRODUCT DESCRIPTION	OBSERVATIONS
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FUNDING ANNOUNCEMENTS (cont'd.)

Structural Saint Paul, MN	Venture Round	Augeo Marketing	\$2 Million	Structural is an internal directory for companies that works similarly to an internal LinkedIn. Employees use Structural to seek opportunities and make connections while employers can gain insights on their employees.	The investment will be used to build on the existing Structural product and expand on the marketing efforts.
Ben London, UK	Seed Round	Cherry Ventures and Seedcamp	\$2.5 Million	Ben helps companies personalize company benefits and rewards.	Ben intends on using the funds to expand their business reach.

MERGERS & ACQUISITIONS, STARTUPS

Instructure and Learning Technologies Group Salt Lake City, UT and London, UK	Acquisition	N/A	\$50 Million	Instructure, an educational technology company and a learning management system for schools, sells Bridge, a provider of learning management systems, performance management systems, skill & career development platform, and employee engagement. surveys, to Learning Technologies Group, a provider of e-learning services and technologies.	The combination and integration of Bridge with Learning Technology Group's other product offerings will give them the opportunity to cross-sell and up-sell, leading to potential growth.
Phenom and Talentcube Ambler, PA and Munich, Germany	Acquisition	N/A	N/A	Phenom, a global HR technology company that offers talent experience, candidate experience, and more services for companies, acquired Talentcube, a video recruiting platform that allows companies to do job interviews.	The acquisition will help how candidates, recruiters, and hiring managers interact with candidates in the hiring process. Phenom's video capabilities will now have ultra-efficient remote recruiting.
DCI Consulting Group and HR Analytical Services Washington D.C. and Milwaukee, WI	Acquisition	N/A	N/A	DCI Consulting Group, a risk management human resources consulting group, acquired HR Analytical Services, an affirmative action consulting services company.	The acquisition will help deliver DCI's wide range of services and further cement the company's position as the leader of OFCCP compliance and HR analytics.
Recruitics and Reverse Delta New York, NY and London, UK	Acquisition	N/A	N/A	Recruitics, a recruitment marketing agency that helps companies attract and hire talent, acquired Reverse Delta, a recruitment website design and website company.	The acquisition will help Reverse Delta customers have an increased opportunity for a higher ROI in their talent acquisition strategy.
Recruitee and Sympa Helsinki, Finland and Amsterdam, Netherlands	Merger	N/A	N/A	Sympa, a provider of core HR solutions including Human Capital Management (HCM), talent development, and more, merged with Recuitee, a cloud-based ATS provider.	The merger between the two companies will provide customers with an extended product portfolio along with expanded client geography.
Stella.ai, Cornell Capital, and Trilantic North America New York, NY	Acquisition	N/A	N/A	Cornell Capital and Trilantic North America, both private equity firms, acquired Stella.ai, an AI-driven online marketplace for employers and job seekers.	Cornell Capital and Trilantic North America will help Stella accelerate growth by creating a temporary healthcare staffing platform.

ORGANIZATION	TRANSACTION	SOURCE OF FUNDS	MONEY RAISED	PRODUCT DESCRIPTION	OBSERVATIONS
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MERGERS & ACQUISITIONS, STARTUPS (cont'd.)

Job.com and Talenting Austin, TX and Paris, France	Acquisition	N/A	N/A	Job.com, is a blockchain powered employment and job marketplace website, acquired Talenting, a talent management technology company that utilizes blockchain.	Job.com's acquisition of Talenting will help them become a storage solution of global cache for workers' career data. With the combined forces candidates will be able to control, access, secure, and distribute their career information while providing employees with various services and solutions.
Recruiter.com and Scouted.io Houston, TX and New York, NY	Acquisition	N/A	N/A	Recruiter.com, a video-enabled and artificial intelligence hiring platform, acquired Scouted.io, a company that develops insights on candidates using video screening and AI-based algorithms.	The acquisition will help Recruiter.com to become a top-of-mind hiring solution while helping Scouted.io become a global platform that is available to more people and companies.
Execupay and Fox Payroll San Antonio, TX and Foxboro, MA	Acquisition	N/A	N/A	Execupay, a provider of payroll and HR solutions for small and medium sized businesses, acquired Fox Payroll, a payroll company for small businesses.	The acquisition will allow Fox Payroll clients to gain access to a larger suite of payroll and HR services.
Ceridian and Ascender Minneapolis, MN and Mascot, Australia	Acquisition	N/A	N/A	Ceridian, a provider of human resources software and services, acquired Ascender, an HCM company that provides payroll and HR software.	The acquisition will help Ceridian expand into the APAC region as well as provide additional value to Ascender's customers.

ORGANIZATION	TRANSACTION	SOURCE OF FUNDS	MONEY RAISED	PRODUCT DESCRIPTION	OBSERVATIONS
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PRODUCT ANNOUNCEMENTS

Cielo and SmartRecruiters Brookfield, WI and San Francisco, CA	Product	N/A	N/A	Cielo is a leading Recruitment Process Outsourcing (RPO) provider. SmartRecruiters is a leader in enterprise recruitment software.	Cielo TalentCloud is the RPO industry's first future-proofed, global cloud-based platform. A strategic technology partnership with SmartRecruiters powers the reimagined platform which includes a market-leading workflow and process focused on creating the best experience for talent acquisition leaders, candidates and hiring managers.
Cognizant Teaneck, NJ	Product	N/A	N/A	Cognizant is a technology company that provides business consulting, IT and outsourcing services.	Cognizant launched a program for technology professionals which offers a 12 week paid experience to re-enter the workforce after a career break.
Docebo Toronto, Canada	Product	N/A	N/A	Docebo is an AI powered LMS platform.	Docebo launched Docebo Learning Suite which will help in every part of the learning lifecycle from the creation of content to measuring learning's impact on business drivers.
Paycor Cincinnati, OH	Product	N/A	N/A	Paycor is a Human Capital Management platform that helps companies recruit, onboard and develop people, and help pay and retain them.	Paycor announced the release of a new product in "Paycor Career Management," which is a solution that gives HR workers develop solutions to motivate employees.
Automatic Payroll Systems, Inc. (APS Payroll) Shreveport, LA	Product	N/A	N/A	APS Payroll is a payroll and human resources services provider.	APS Payroll launched "Dimensions" time tracking, which will add another layer of visibility into each employee's time allocation.
California Manufacturing Technology Consulting® (CMTC) Torrance, CA	Product	N/A	N/A	California Manufacturing Technology Consulting® (CMTC) is a non-profit that provides technical, consulting, and workforce development services for small and medium-sized businesses.	California Manufacturing Technology Consulting announced the launch of HR Boot Camp, a training platform to help small and midsize businesses understand and meet the human resources issues that are confronting them.
ResumeSieve Charlotte, NC	Product	N/A	N/A	ResumeSieve is a developer of recruiting tools that are designed to disrupt the traditional recruiting models.	ResumeSieve launches The Sieve, an advanced AI-powered candidate evaluation platform.
SilkRoad Technology Chicago, IL	Product	N/A	N/A	SilkRoad Technology is a HCM company, with a services platform that helps companies attract, retain, and align people to their business.	SilkRoad launched a texting feature within SilkRoad Recruiting. This will allow recruiters and hiring managers to communicate with candidates.
PRO Unlimited San Francisco, CA	Product	N/A	N/A	Pro Unlimited is a MSP and a VMS solution that helps companies address the costs, risks, and quality issues associated with managing a contingent laborforce.	PRO Unlimited announced the release of its DirectSource PRO platform. The platform is designed to help organizations source the best candidates from their own private talent pools, leveraging AI capabilities.
DailyPay New York, NY	Product	N/A	N/A	DailyPay is a company that allows employees on-demand pay.	DailyPay announced a new product named ExtendPX for payroll, HCM, and TMS companies. ExtendPX will allow these companies to offer on-demand pay services that are embedded in their product suite.
Paycor Cincinnati, OH	Product	N/A	N/A	Paycor is a Human Capital Management (HCM) platform that helps companies recruit, onboard and develop people, and also help pay and retain them.	Paycor released a new product, Paycor Talent Development, which is a performance management software. The product will help companies focus on employee development through coaching to help employees be more engaged.

ORGANIZATION	TRANSACTION	SOURCE OF FUNDS	MONEY RAISED	PRODUCT DESCRIPTION	OBSERVATIONS
FUNDING ANNOUNCEMENTS					
Datapeople New York, NY	Seed Round	Uncork Capital	\$3 Million	Datapeople helps human resources professionals organize and augment their recruiting data to help improve the hiring process from the job description to the reports sent within a company.	The funding will be used to improve their data to ask more challenging questions.
Uniphore Chennai, India	Series D	Sorenson Capital Partners.	\$140 Million	Uniphore is an AI software analytics and conversational assistant that helps improve customer support and hiring with human resources employees.	The funding will be used to double its headcount by March 2022 and expand their business.
Celential.ai Sunnyvale, CA	Series A	GSR Ventures	\$9.5 Million	Celential.ai is an AI-powered virtual recruiting service.	The funding will be used to help expand their business, expand its recruiting service capabilities, and operationalizing the business at scale.
Spekit Denver, CO	Series A	Foundry Group and Renegade Partners	\$12.2 Million	Spekit is a platform that helps employees learn their tools and navigate process changes by accessing enablement resources and answers in real-time.	Spekit will use the funding to advance their product development, create more personalized learning experiences, and scaling its go-to-market operations.
Crosschq Danville, CA	Series A	Tiger Global Management	\$13 Million	CrossHQ is a human intelligence-based hiring platform that provides reference checking and talent analytics.	Crosschq will use the funding to enhance its data analytics and grow its machine learning/AI, Go-To-Market and development teams, along with expanding partnerships and drive diversity in hiring practices across companies of all sizes.
Bunch New York, NY	Seed Round	Unknown	\$1 Million	Bunch is an AI powered app that focuses on teaching and training leadership skills for businesses.	The funding will be used to add community and peer-review features.
Staffbase Chemnitz, Germany	Financing Round	General Atlantic	\$145 Million	Staffbase is an internal virtual communications platform for companies.	Staffbase will use the money in order to help grow internally and strengthen its global leadership in the employee engagement space.
The Happiness Index London, UK	Seed Round	Unknown	\$1.46 Million	The Happiness Index is an employee engagement and happiness platform that measures employee content.	The funding will be used to grow its team and product.
Ease San Francisco, CA	Series C	Spectrum Equity	\$41 Million	Ease is a HR and benefits software for small businesses, insurance brokers, and insurance carriers.	Ease will use the funding to enable small and medium-sized businesses to leverage employee data to connect all of their systems.
Ambassify Ham, Belgium	Venture Round	LRM and others	\$2.4 Million	Ambassify is a platform that helps companies develop their employee engagement strategy.	The funding will enable the company to grow and expand their business.
Teamflow Atlanta, GA	Series A	Neeraj Agrawal	\$11 Million	Teamflow is a virtual office and collaboration platform for companies.	The funding will be used to help grow the team and fuel growth.

ORGANIZATION	TRANSACTION	SOURCE OF FUNDS	MONEY RAISED	PRODUCT DESCRIPTION	OBSERVATIONS
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FUNDING ANNOUNCEMENTS (cont'd.)

Arbolus London, UK	Series A	Fuel Ventures and Plug and Play Ventures	\$6 Million	Arbolus Technologies is a professional networking platform that uses AI to match advisors and Arbolus customers together.	The funding will be used to help grow and expand the business.
Lattice San Francisco, CA	Series E	Tiger Global Management	\$60 Million	Lattice is a people management platform that help leaders build engaged and high performing teams.	Lattice will use the funding to continue the company's growth, expand its product offerings, and explore international opportunities.
Visage San Francisco, CA	Series A	First Analysis	\$7 Million	Visage is an automated candidate sourcing company that uses AI and crowdsourcing to source candidates.	The investment will be used to expand its AI and human-powered crowd-sourcing system and to develop a system that enables teams to increase productivity, automate candidate engagement, and integrate with applicant tracking systems.
Fetcher New York, NY	Series A	G20 Ventures	\$6.5 Million	Fetcher offers automated candidate sourcing services.	Fetcher will use the funding to deliver qualified candidates faster and provide better insights & resources to help companies create diverse candidate pipelines.
Whale Ronse, Belgium	Seed Round	Unknown	\$1.2 Million	Whale is a knowledge and training platform that connects teams with every process, policy, and procedure.	The funding will be used to help expand the business.
PayFit Paris, France	Series D	Eurazeo Growth, Large Venture and BPI France	€90 Million	PayFit is an automated payroll and HRIS company for small and medium businesses.	PayFit will use the investment to support the development of "a comprehensive HR solution," consolidate their existing offerings, and increase headcount.
Preactly Karlstad, Sweden	Seed Round	Almi Invest	\$1.8 Million	Preactly is a developer of HR SaaS tools that help companies set up digital work environments for employees and employers.	The investment will be used to help its launch and ensure its development capacity for partnerships.
Rising Team Palo Alto, CA	Seed Round	Female Founders Fund	\$3 Million	Rising Team is a SaaS platform that guides managers to help master the skills of coaching and team-building through proprietary exercises, tools, and tips.	With the investment, Rising Team will add AI-based custom training tips, powered by data from assessments.
Vyopta Austin, TX	Venture Round	Vistara Capital Partners	\$8 Million	Vyopta is a provider of workplace insights and collaboration performance management.	Vyopta will use the funds to fuel customer acquisition and add new monitoring and analytics features.
Applai New York, NY	Series B	Underscore VC	\$8 Million	Applai is a hiring software for recruitment, onboarding, and credentialing specifically for the healthcare industry.	Applai will continue to develop its technology with the funding.
Arist Wellesley, MA	Seed Round	Global Founders Capital	\$2 Million	Arist is an SMS-based training and learning service for companies.	With the investment, Arist will be used to expand the company and hire more employees.

ORGANIZATION	TRANSACTION	SOURCE OF FUNDS	MONEY RAISED	PRODUCT DESCRIPTION	OBSERVATIONS
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FUNDING ANNOUNCEMENTS (cont'd.)

Jobandtalent Madrid, Spain	Series D and Debt Financing	SoftBank Vision Fund 2 and Blackrock	\$218 Million	Jobandtalent is a workforce marketplace that matches workers with temporary roles.	JobandTalent will use the funding to expand to new markets, including the US, and the consolidation of its leadership position in its existing territories.
retain.ai New York, NY	Series A	Square Peg	\$9 Million	retain.ai is a talent intelligence platform that uses AI and machine learning to help companies upskill, retain, and place professionals in new roles faster.	The funding will be used to accelerate growth and expand their team.
Central New York, NY	Series C	Intel Capital and JVP	\$32 Million	Central is an employee success platforms that helps companies with employee engagement, development, and performance management.	Central will use the funding to accelerate market engagement, enter new markets, and add new products.
Wrapbook Toronto, Canada	Series A	Andreesen Horowitz, Jeffrey Katzenberg's WndrCo, Michael Ovitiz, Equal Ventures, and Uncork Capital	\$27 Million	Wrapbook is a payroll processor for TV, film, and comercial production companies.	Wrapbook will use the investment to hire 100 people in the next 12 months.
SeekOut Redmond, WA	Series B	Tiger Global Management	\$65 Million	SeekOut provides companies with talent discovery, talent analytics, engagement solutions, and an AI-powered search tool to find the right candidate.	SeekOut will use the funding to expand its Talent 360 platform along with investing in its sales, marketing, and customer success to reach new customers.
Codecool Budapest, Hungary	Series C	Integral Venture Partners	€7 Million	Codecool finds, trains, and matches IT talent with companies.	The funding will help Codecool expand into Europe with two new campuses planned.
Decisely Alpharetta, GA	Round Unknown	Sightway Capita and Galway Insurance Holdings	\$3.5 Million	Decisely is a provider of benefits, HR resources, and technology to support small businesses.	The funding will be used to expand their operations and increase their team by 20%.
Papaya Global Tel Aviv, Israel	Series C	GreenOaks Capital Partners	\$100 Million	Papaya Global offers hiring, onboarding, HR and payroll soutions to businesses.	Papaya will use the funding to help meet the demand for its workforce management platform, reinforce its market leadership, and invest in its product, engineering, and go-to-market teams.
Cutover London, UK	Series B	Eldridge	\$35 Million	Cutover is a work orchestration and observability platform.	Cutover will seek to double its investment and capacity in engineering and product.
Humaans London, UK	Seed Round	Frontline Ventures	\$5 Million	Humaans is a HRIS company that helps with processes including onboarding, offboarding, and compensation management.	Humaans will use the funding to accelerate the development of its employee on-boarding and management platform.

ORGANIZATION	TRANSACTION	SOURCE OF FUNDS	MONEY RAISED	PRODUCT DESCRIPTION	OBSERVATIONS
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FUNDING ANNOUNCEMENTS (cont'd.)

Employment Hero Sydney, Australia	Series D	SEEK	AU\$45 Million	Employment Hero is a cloud-based platform that helps businesses with HR, payroll, and employee benefits.	The funding will help the company accelerate growth in Australia and double down on its international expansion.
GoContractor New York, NY	Series A	Building Ventures and Ironspring	\$5 Million	GoContractor is a construction worker onboarding and compliance tracking company.	The funding will allow the company to scale across the US and European markets, grow its sales, support, and marketing teams, and invest in R&D.
Apna Bengaluru, India	Series A	Sequoia Capital India and Greenoaks Capital	\$12.5 Million	Apna is a professional networking platform for blue and grey collar workers.	The company plans to use the funds to expand into eight more cities, expand its presence in its existing ones and add employees.
BrioHR Kuala Lumpur, Malaysia	Seed Round	Global Founders Capital	\$1.3 Million	BrioHR is a cloud-based HR management software that provides an all-in-one HR functions in their software.	The funding will be used to help improve their product and expand their business.
Parabol Alhambra, CA	Series A	M12	\$8 Million	Parabol is a remote retrospective and meeting app that generates insights about team performance from online collaboration activity.	Parabol will use the investment in order to meet customer demand by adding agile meeting types and adding new enterprise features.

MERGERS & ACQUISITIONS, STARTUPS

SilverSun Technologies and People Sense Inc Hanover, NJ and Crystal Lake, IL	Acquisition	N/A	N/A	SWK Technologies, a technology and software solutions provider and subsidiary of SilverSun Technologies, acquired PeopleSense, a human capital management company.	The acquisition will help expand SWK's HCM division which was developed in 2018 and is one of the fastest growing divisions of the company.
Wagstream and Earnd London, UK and Sydney, Australia	Acquisition	N/A	N/A	Wagestream, a firm that allows employees to stream their wages into their accounts via an instant app, acquired Earnd, an on-demand pay company.	The acquisition will see Earnd Australia's leadership, product, customer and local market expertise become part of an expanded Wagestream Australia team.
Unit4 and TA Associates Boston, MA	Acquisition	N/A	"Transaction value excess of \$2 Billion"	TA Associates, a private equity firm, acquired Unit4, an enterprise cloud software that provides ERP, Human Capital Management, Financial Planning & Analysis, student management, and financial software.	TA Associates will help Unit4 invest in and drive expansion and growth in the organization globally.
iHire and WorkInSports Fredrick, MD and Phoenix, AZ	Acquisition	N/A	N/A	iHire, a website that connects job seekers with industry specific job boards, acquires WorkInSports, an employment job board for the sports industry.	After the acquisition, WorkInSports will be integrated with iHire's platform which will allow job seekers to take advantage of iHire's candidate offerings.

ORGANIZATION	TRANSACTION	SOURCE OF FUNDS	MONEY RAISED	PRODUCT DESCRIPTION	OBSERVATIONS
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MERGERS & ACQUISITIONS, STARTUPS (cont'd.)

Equifax and HIREtech Houston, TX and Atlanta, GA	Acquisition	N/A	N/A	Equifax, a consumer credit reporting agency, acquired HIREtech, a human capital management and a tax incentive firm.	The acquisition will help Equifax expand its workforce solutions portfolio by offering more services for employers and verification services.
Criteria and Alcam Interactive West Hollywood, CA and Sydney, Australia	Acquisition	N/A	N/A	Criteria, a Software-as-a-Service people analytics platform, acquired Alcam Interactive, an on-demand video interviewing platform.	The acquisition of Alcam Interactive by Criteria will help them expand their portfolio of products. Also, Alcam will offer Criteria's portfolio of assessments to its APAC customers.
PayScale and Payfactors Seattle, WA and Quincy, MA	Merger	N/A	N/A	Payscale, a compensation data and technology company, merged with Payfactors, a cloud-based compensation data management tool.	The combined companies will create the largest data set "that is the source of truth around employment."