



The HR industry is experiencing a transformation. Faced with new technologies and shifting employee expectations, organisations are looking beyond the functional role of HR and developing strategies to increase its impact on business performance and growth.

But the role of “strategic business partner” comes with its challenges—and managing all of the elements needed to succeed can be a strain on even the largest of HR teams. Human resources professionals are expected to deliver a streamlined and attractive talent management process; find leading candidates; fulfill of each generation of employees; predict their organisations’ future labour supply and demand; motivate employees to perform at their best; and manage the administrative duties related to all of these tasks. And through it all, they have to ensure that employees at every level understand and execute the workforce strategy. That is why it has become increasingly critical for HR to build valuable partnerships with product vendors and service providers who can automate key processes, deliver the latest technologies, and ultimately, free up time that can be better spent strategising.

To assist with the process of choosing a partner, *HRO Today* has compiled its annual resource guide showcasing vendors across 13 sectors of HR services. From benefits consulting to recruitment process outsourcing, this resource guide will provide guidance and information about the service offerings of today’s top HR providers.

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Benefits Consulting

WHAT YOU NEED TO KNOW:

In today's competitive talent marketplace, offering an efficient and robust benefits programme is more essential than ever to attract and retain top talent. In fact, according to SHRM's 2018 *Employee Benefits* survey, 34 per cent of surveyed organisations increased their benefits offerings in the last 12 months to remain competitive, with wellness (44 per cent) benefits seeing growth.

COMPANY	URL	REACH	OTHER SERVICES
Alexander Forbes	www.alexanderforbes.co.za	EU	F&A
Capita	www.capitaemployeebenefits.co.uk	EU	IT
Partena	www.bepartena.be	EU	
Alight Solutions	www.alight.com	Global	HB, HRM, MPHRO, P
Bcerta	www.bcerta.com	Global	
Generali	www.generali.com	Global	
Jardine Lloyd Thompson Group	www.jlt.com	Global	
Thomsons Online Benefits	www.thomsons.com	Global	IT
Willis Towers Watson	www.towerswatson.com	Global	MPHRO, HRM, IT, P, REC, REL, SCR, T&D, HRIS, I

Financial Services, Accounting, & Research Analysts

WHAT YOU NEED TO KNOW:

Efficient cash flow management, regulatory compliance, accurate reporting, and methodical accounting are central to the financial well-being of any organisation. That is why businesses are increasingly partnering with finance and accounting organisations. In fact, as the finance outsourcing industry becomes more technology-focused, it continues to expand with an annual predicted growth rate of 6 per cent between 2017 and 2021, according to HFS Research.

COMPANY	URL	REACH	OTHER SERVICES
Ascot Lloyd	www.ascotlloyd.com	EU	
Platin Outsourcing	www.platinoutsourcing.com	EU	P
Posti Group Corporation	www.posti.com	EU	
Sterling Outsourcing	www.sterling-outsourcing.com	EU	
Webster Buchanan Research	www.websterb.com	EU	P, HRM
AirPlus International	www.airplus.com	Global	
Alantra	www.uk.alantra.com	Global	
BasWare	www.basware.com	Global	P
BNY Mellon	www.bnymellon.com	Global	
Capita Group	www.capita.co.uk	Global	REC, IT
Elan Financial Services	www.elanfinancialservices.com	Global	P
Everest Research Group	www.everestgrp.com	Global	
Fidelity	www.fidelity.com	Global	
IDC	www.idc.com	Global	
ING Bank	www.ing.com	Global	
NelsonHall	research.nelson-hall.com	Global	CON
NCR Corporation	www.ncr.com	Global	
Phoenix ARC	www.phoenixarc.co.in	Global	
PRGX	www.prgx.com	Global	
TD Ameritrade	www.tdameritrade.com	Global	
The Hackett Group	www.thehackettgroup.com	Global	MPHRO

HR BPO/Multi-Process HRO

WHAT YOU NEED TO KNOW:

Multi-process HR outsourcing (MPHRO) is on the rise. A recent report by Technavio on the global HR outsourcing market predicts a compound annual growth rate of close to 9 per cent between 2018 and 2022, with technology as the primary driver of growth. The rise of advanced data analytics, 360-degree feedback, and digital tools such as AI-enabled technologies and integrated platforms are leading companies to partner with experienced MPHRO providers who can deliver valuable insights and a consistent experience across several HR functions.

COMPANY	URL	REACH	OTHER SERVICES
Acerta HR Group	www.acerta.be	EU	
Aditro Group	www.aditro.com	EU	F&A, FS, HCM, HRIS, IT, P, T&D
Alinga	www.acg.ru	EU	CON, P, HRM, F&A
Ascender	www.ascenderhcm.com	EU	
Bowland Solutions	www.bowlandsolutions.com	EU	HRM, IT, T&D
Cap Gemini	www.capgemini.com	EU	F&A, IT, HRM, CON
Equinity Group	www.equiniti-assured.com	EU	HRIS, F&A, P, REC, HRM, IT
Grafton Recruitment International	www.graftonrecruitment.com	EU	HRM, T&D, REC
HR Factory	www.hrfactory.com	EU	HRM, REC, T&D
IntercompGlobal	www.intercompglobal.com	EU	REC, P, HRIS
plusHR	www.plushr.com	EU	HRM, REC, HRIS
RAET	www.raet.nl	EU	HRIS, P, REC, T&D, IT
RnR DataLex Pvt. Ltd.	www.rnrdatalex.com	EU	HRM, F&A
Silent Edge	www.silentedgeitd.co.uk	EU	
Valuentis	www.valuentis.com	EU	
ZEST Outsourcing	www.hr-outsourcing.com.ua	EU	
Accenture	www.accenture.com	Global	MPHRO, HRM, HRIS, IT, REC, CON, T&D
ADP, Inc.	www.adp.com	Global	BC, HRIS, P, PEO, SCR, F&A, HRM
Ajyal Human Resources Solution & Services	www.ajyal-hr.com	Global	
Ataway	www.ataway.com	Global	HRM, T&D, P, F&A, HRIS, IT
Bearing Point	www.bearingpoint.com	Global	HRM
CGS	www.cgsinc.com	Global	HRIS, IT, T&D, REC
Egon Zehnder	www.egonzehnder.com	Global	REC, F&A, CON, HRM, IT
Genpact	www.genpact.com	Global	F&A, HRIS, I, IT, P, T&D
Infosys BPO Limited	www.infosysbpo.com	Global	F&A, HRM, HRIS, P, REC, CON
Liberata PLC	www.liberata.com	Global	P, IT, F&A
McTranz Global	www.mctranz.com	Global	HRM, T&D, IT, F&A
Neyox Outsourcing	www.neyox.com	Global	IT, HRIS, P, F&A, HRM
NGA Human Resources	www.ngahr.com	Global	MPHRO, HRM, HRIS, P
NP Group	www.groupnp.com	Global	HRM, REC, PEO
Tata Consultancy Services Limited	www.tcs.com	Global	IT, HRIS, HRM
Tech Mahindra Limited	www.techmahindra.com	Global	
WNS Global Services	www.wns.com	Global	F&A, HRM, CON
Xchanging	www.xchanging.com	Global	F&A, BC, HRM, HRIS, IT, T&D

HR Management Consultants

WHAT YOU NEED TO KNOW:

HR management consultants can tackle a range of HR functions, including employer branding, recruitment and staffing services, strategic planning, leadership development, performance management, and more. These services align with organisations' culture and current processes in order to increase employee productivity, reduce turnover, and protect the bottom line.

COMPANY	URL	REACH	OTHER SERVICES
AdviserPlus Business Solutions	www.adviserplus.com	EU	
Better Business (2B)	www.betterbusinesspartners.biz	EU	
CGI Group, Inc.	www.cgi.com	EU	IT, MPHRO
CloudEleven	www.cloud11hr.com	EU	REC, T&D
Croner	www.croner.co.uk	EU	BC, P, CON, F&A
Emphasis	www.emphasis.uk.com	EU	BC, CON, P, T&D, REC
European HR Consultants	www.ehrc.net	EU	REC
Gem	www.gemsgroup-hr.com	EU	
Groupe Finaxim	www.finaxim.fr	EU	REC
Human Factors International	www.humanfactors.com	EU	T&D
H.R. Thomann Consulting	www.thomannconsulting.ch	EU	
Kirkman Company	www.kirkmancompany.com	EU	
Konsult Human Capital Solutions	www.konsulthcs.com	EU	REC
Lee Hecht Harrison	www.lhh.com	EU	REC, T&D
Management Centre Europe	www.mce.eu	EU	
Mercer Human Resource Consulting	www.mercer.us	EU	F&A, T&D, BC
OriginHR	www.originhr.in	EU	
Orion Partners	www.orion-partners.com	EU	
Quistor	www.Quistor.com	EU	HRIS, MPHRO
Sailfish Change Consulting	www.sailfishchangeconsulting.com	EU	
SD Worx	www.sdworx.com	EU	P, HRM, CON
Sopra HR Software	www.soprahr.com	EU	MPHRO, HRIS
Symbio Business Solutions	www.symbio.ie	EU	REC, T&D
Synatus	www.synatus.com	EU	
Trilations	www.trilations.com	EU	
APTMetrics, Inc.	www.aptmetrics.com	Global	HRIS
Chazey Partners	www.chazeypartnersinc.com	Global	PEO, IT
Cognizant	www.cognizant.com	Global	IT, HRIS, F&A, MPHRO
Corporate Visions, Inc.	www.corporatevisions.com	Global	
Deloitte Consulting LLP	www.deloitte.com	Global	BC, HRIS, IT, CON, F&A
Development Dimensions International	www.ddiworld.com	Global	REC, T&D
Ecode	www.ecode.org.uk	Global	
Gartner, Inc.	www.gartner.com	Global	F&A, CON
Glass Bead Consulting	www.glassbeadconsulting.com	Global	
IQ Business	www.iqbusiness.net	Global	
ISG	www.isg-one.com	Global	F&A, CON
KPMG International	www.kpmg.com	Global	F&A, P, CON
Manpower Group	www.manpowergroup.com	Global	MPHRO
PA Consulting Group	www.paconsulting.com	Global	IT, CON
PricewaterhouseCoopers	www.pwc.com	Global	F&A, CON
WorkXO	www.workxo.com	Global	

HRIS & Web-Based Services

WHAT YOU NEED TO KNOW:

A human resource information system (HRIS) combines the effort of HR with information technology to create HR software. Cloud-based, mobile-friendly, and data-centric technologies and applications are taking the HR world by storm, with Sierra-Cedar research showing that 45 per cent of large companies and 51 per cent of mid-sized companies are increasing their spending in the technology sector.

COMPANY	URL	REACH	OTHER SERVICES
Advanced Computer Software Group	www.oneadvanced.com	EU	F&A, IT, HRM, P
Computers in Personnel	www.ciphr.com	EU	HRM, IT, T&D
MHR	www.mhr.co.uk	EU	HRM, P
Parity Training	www.parity.net	EU	REC, IT, T&D
Primacy	www.theprimacy.com	EU	
ReachMee	www.reachmee.com	EU	
Seertech Learning	www.seertechsolutions.com	EU	
TalentSoft	www.talentsoft.com	EU	REC, T&D, P, HRM, IT
Visma	www.visma.com	EU	F&A, P
Xpertivity	www.xpertivity.com	EU	IT, T&D
Zalaris ASA	www.zalaris.com	EU	P, REC, T&D
Accu-Time Systems, Inc.	www.accu-time.com	Global	IT, P, HRM
AcquireTM	www.acquiretm.com	Global	IT, T&D, REC, SCR
Avanade	www.avanade.com	Global	F&A, IT
Beeline	www.beeline.com	Global	
Callidus Software	www.calliduscloud.com	Global	T&D
Ceridian	www.ceridian.com	Global	P
Cezanne HR Limited	www.cezannehr.com	Global	
Cisco WebEx	www.webex.com	Global	T&D
CloudPay	www.cloudpay.net	Global	P
DCR Workforce, Inc.	www.dcrworkforce.com	Global	MPHRO, HRM, IT, P
EPI-USE Systems	www.epiuse.com	Global	HRM, IT, P, F&A, T&D
Epicor	www.epicor.com	Global	
Ernst & Young	www.ey.com	Global	F&A
Frontier Software	www.frontiersoftware.com	Global	HRM, IT, REC, T&D, P
Hanse Orga	www.hanseorga-group.com	Global	CON, HRM, F&A
iCIMS	www.icims.com	Global	
Infor	www.infor.com	Global	MPHRO, CON
JazzHR	www.jazzhr.com	Global	
Lever, Inc.	www.lever.co	Global	
LionBRIDGE	www.lionbridge.com	Global	
Meta4	www.meta4.es	Global	P, HRM
NewGen Software	www.newgensoft.com	Global	F&A, P
OneSource Virtual	www.onesourcevirtual.com	Global	FS, HRM, P
Oracle	www.oracle.com	Global	HRM, BC, F&A, IT, P
Pageup	www.pageuppeople.com	Global	REC, T&D, HRM, P, F&A
Peoplefluent	www.peoplefluent.com	Global	REC, T&D
Phenom People	www.phenompeople.com	Global	
Pilat HR Solutions	www.pilat.com	Global	HRM, HRIS, IT
Provade Inc.	www.Provade.com	Global	
PTC	www.ptc.com	Global	

HRIS & Web-Based Services (Continued)

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COMPANY	URL	REACH	OTHER SERVICES
Ramco Systems	www.ramco.com	Global	T&D, HRM
RChilli Inc.	www.rchilli.com	Global	
ReachMee	www.reachmee.com	Global	
Saba	www.saba.com	Global	
Sage	www.sage.com	Global	IT
SAP AG	www.sap.com	Global	MPHRO
SAP SuccessFactors	www.successfactors.com	Global	MPHRO, HRM, I, IT, P, REC, T&D
SAS Institute Inc.	www.sas.com	Global	MPHRO, HRM, F&A
SkillsSurvey	www.skillsurvey.com	Global	
Small Improvements	www.small-improvements.com	Global	
SpinifexIT	www.spinifexit.com	Global	P
SumTotal Systems, LLC, a Skillsoft company	www.sumtotalsystems.com	Global	MPHRO, REC, P, T&D
Sterling Talent Solutions	www.sterlingtalentsolutions.com	Global	SCR
Talent Guard	talentguard.com	Global	
Ultimate Software	www.ultimatesoftware.com	Global	HRM, P, REC
Workday	www.workday.com	Global	IT, F&A

Incentives and Recognition

WHAT YOU NEED TO KNOW:

According to Achievers, 69 per cent of employees cited recognition and rewards as a key motivator to stay at their current job in 2018. Given that recognition is such a powerful tool for attracting and retaining top talent, organisations are constantly seeking better ways to reward desired employee behaviors in areas such as productivity, sales, teamwork, and leadership. Employee recognition programmes can deliver the technology, analytics capabilities, and administrative support needed to achieve incentive efforts.



Rideau | www.rideau.com

Vistance®, Rideau's innovative SaaS-based employee recognition platform, is reinventing human capital management by delivering a true "Return on Recognition". Vistance's patent-pending technology and proprietary data analytics uses RQ™ metrics and prescriptive learning to help move your key performance indicators in the right direction. Vistance won *HRO Today's* prestigious iTalent competition (twice) and was awarded the Tektonic award for "Most Disruptive Technology". Visit us today at Rideau.com and start getting your Return on Recognition!



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COMPANY	URL	REACH	OTHER SERVICES
Achievers	www.achievers.com	Global	
BI WORLDWIDE	www.BIWORLDWIDE.com	Global	
CSI STARS	www.csistars.com	Global	
Engage2Excel	www.engage2excel.com	Global	
Globoforce	www.globoforce.com	Global	
HALO Recognition	www.halorecognition.com	Global	
Maritz Motivation Solutions	www.maritzmotivation.com	Global	
O.C. Tanner	www.octanner.com	Global	
Online Rewards	online-rewards.com	Global	IT
Rideau Recognition Solutions	www.rideau.com	Global	
Rymax Marketing Services	www.rymaxinc.com	Global	

Information Technology

WHAT YOU NEED TO KNOW:

According to a Technavio report, IT Outsourcing Market 2018-22, the global IT outsourcing market is likely to grow at a rate of 5.84 per cent until 2019. In addition, the Deloitte 2016 Global Outsourcing Survey reports that in 2016, 72 per cent of respondents outsourced their IT functions, with 31 per cent planning to increase outsourcing further. These trends show that organisations are increasingly seeking support to contend with new software-enabled infrastructures and applications.

COMPANY	URL	REACH	OTHER SERVICES
Infineon	www.infineon.com	EU	
Interquest Group	www.interquestgroup.com	EU	REC
KPN	www.kpn.com	EU	
Office Field	www.officefield.com	EU	
Siemens	www.siemens.com	EU	
Abbott	www.abbott.com	Global	
AMD	www.amdi.net	Global	
Atos Origin	www.atos.net	Global	
DXC Technology	www.dxc.technology	Global	
Fujitsu	www.fujitsu.com	Global	HRIS
Getronics	www.getronics.com	Global	REC
Ingentis Softwareentwicklung GmbH	www.ingentis.com	Global	
Lexmark International, Inc.	www.lexmark.com	Global	REC, F&A, P, CON, HRIS
LG Corp	www.lg.com	Global	
Ovum, Informa Group	www.ovum.com	Global	
Pillsbury Winthrop Shaw Pittman	www.pillsburylaw.com	Global	F&A
Replicon Inc.	www.replicon.com	Global	
Sopra Steria	www.soprasteria.com	Global	HRM
Tieto	www.tieto.com	Global	
Unisys Corporation	www.unisys.com	Global	HRIS
Wipro Limited	www.wipro.com	Global	HRM, F&A, HRIS

PEOs, ASOs, and Payroll Services (PEO, P)

WHAT YOU NEED TO KNOW:

Professional employer organisations (PEOs) and administrative services organizations (ASOs) provide alternatives to companies who lack the bandwidth to manage their own payroll, benefits, and administrative functions. A PEO typically works with small organisations in a co-employer arrangement, whereby it accepts responsibility for benefits, taxes, and payroll management in return for a monthly administration fee. An ASO provides many of the same administrative services without the expectation of a co-employment relationship.

COMPANY	URL	REACH	OTHER SERVICES
Ascender	www.ascenderhcm.com	EU	
Hilan	www.hilan.co.il	EU	IT
Intuit	www.intuit.com	EU	HRIS
Sutherland Global Services INC.	www.sutherlandglobal.com	EU	MPHRO, F&A, HRIS
Trianon	www.trianon.ch	EU	BC
Aditro	www.aditro.com	Global	HRIS
Cintra	www.cintra.es	Global	
Elanor	www.elanor.eu	Global	HRIS
FMP Global	www.fmpglobal.com	Global	HRM
G&A Partners	www.gnapartners.com	Global	HRM, P
Neeyamo	www.neeyamo.com	Global	MPHRO
Payroll Services Alliance	www.payrollservicesalliance.com	Global	
SafeGuard World International	www.safeguardworld.com	Global	
Seresco	www.seresco.com/es	Global	HRIS, T&D, HRM
Staff One HR	www.staffone.com	Global	P, HRIS, HRM, MPHRO

Recruiting, Staffing, & Search

WHAT YOU NEED TO KNOW:

The global RPO market is expected to grow rapidly through 2021, according to the *Global Recruitment Process Outsourcing Market 2017-2021 Report* by Technavio. The global RPO market is very diverse and competitive due to a large number of regional and international vendors, and there is a growing number of business process integration and new technological solutions that reduce costs and improve productivity. This category is divided into five types of services: online, recruitment technology, search, contingent labour management, and full-service recruitment process outsourcing (RPO).



Allegis Global Solutions | www.allegisglobalsolutions.com

We have reimagined the human work experience. Through decades of industry experience and with services across 60+ countries, we understand what it takes to consult, design, and build successful workforce management solutions regardless of the workforce category.

We have the experience, state-of-the-art technology, and sustained innovation investments to ensure your workforce solutions enhance your company.

We live to match exceptional organizations with outstanding people.

ALLEGIS
GLOBAL SOLUTIONS™
An Allegis Group Company

HRO Baker's Dozen
Customer Satisfaction Ratings
TOTAL WORKFORCE SOLUTIONS
2018 Winner

HRO Baker's Dozen
Customer Satisfaction Ratings
ENTERPRISE RPO
2018 Winner

HRO Baker's Dozen
Customer Satisfaction Ratings
MANAGED SERVICE PROGRAMS
2018 Winner

Recruiting, Staffing, & Search (continued)

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PeopleScout | www.peoplescout.com

PeopleScout is the world's largest RPO provider with end-to-end MSP capabilities supporting total workforce needs. Affinix™, our proprietary talent acquisition platform, empowers faster engagement with the best talent through an AI-driven, consumer-like candidate experience. PeopleScout supports clients in more than 70 countries, with headquarters in Chicago, Sydney, and London and global delivery centers in Charlotte, Toronto, Montreal, Bristol, Krakow, Gurgaon, and Bangalore.



HRO Today Baker's Dozen
Customer Satisfaction Ratings
MANAGED SERVICE PROGRAMS
2018 Winner

HRO Today Baker's Dozen
Customer Satisfaction Ratings
ENTERPRISE RPO
2018 Winner

HRO Today Baker's Dozen
Customer Satisfaction Ratings
TOTAL WORKFORCE SOLUTIONS
2018 Winner

COMPANY	URL	REACH	OTHER SERVICES
TALENTPeOPLE	www.talentpeople.net	EU	
WORK Group Inc.	www.workcomms.com	EU	
ACA Talent	www.acatalent.com	Global	
ADP LLC	www.adp.com	Global	MPHRO, IT, PEO, P
Advantage xPO	www.advantagexpo.com	Global	
AMN Healthcare	www.amnhealthcare.com	Global	
AgileOne	www.agile-one.com	Global	
Ajilon	www.ajilon.com	Global	
Allegis Global Solutions	www.allegisglobalsolutions.com	Global	
Alexander Mann Solutions	www.alexandermannsolutions.com	Global	
Allen Recruitment	www.allenrec.com	Global	HRIS, T&D
Antal International	www.antal.com	Global	IT
Avature	www.avature.net	Global	IT, T&D, HRIS, MPHRO
Boyden	www.boyden.com	Global	HRM
Candidate Manger	www.candidatemanager.net	Global	HRIS, T&D, HRM, SCR
CareerBuilder	www.careerbuilder.com	Global	SCR
Cielo	www.cielotalent.com	Global	
Fircroft	www.fircroft.com	Global	P
Geometric Results, Inc.	www.geometricresultsinc.com	Global	HRM, SCR, CON
Gr8 People	www.gr8people.com	Global	
Guidant Global	www.guidantglobal.com	Global	
Hays plc	www.hays.com	Global	HRM
Heidrick & Struggles International, Inc.	www.heidrick.com	Global	HRM
Hinde-Smith Ltd.	www.hinde-smith.com	Global	
Hireology	www.hireology.com	Global	
Hire Velocity	www.hirevelocity.com	Global	

Recruiting, Staffing, & Search (continued)

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COMPANY	URL	REACH	OTHER SERVICES
Hudson RPO	www.hudsonrpo.com	Global	
IBM Kenexa Recruitment Services	www.ibm.com	Global	
Integrated Search Solutions Group	www.issg.net	Global	IT
Jibe	www.jibe.com	Global	
KellyOCG	www.kellyocg.com	Global	
Korn Ferry	www.kornferry.com	Global	BC, HRM, I, IT, CON, T&D
MPS Enterprises Ltd	www.mps.fi	Global	
Novotus	www.novotus.com	Global	
PeopleScout	www.peoplescout.com	Global	
Personify	www.personifysearch.com	Global	
Pierpoint International	www.pierpoint.com	Global	
PrincetonOne	www.princetonone.com	Global	
Pontoon Solutions, Inc,	www.pontoonsolutions.com	Global	
PRO Unlimited	www.prounlimited.com	Global	
Qandidate.com	www.qandidate.com	Global	
Randstad Sourceright	www.randstadsourceright.com	Global	
Resource Solutions, Inc.	www.resourcesolutions.com	Global	IT, P, CON, HRM, REL
Robert Walters plc	www.robertwalters.com	Global	MPHRO
Russell Reynolds Associates	www.russellreynolds.com	Global	SCR
Search Wizards	www.searchwizards.net	Global	CON
Sevenstep	www.sevensteprpo.com	Global	
SocialTalent	www.socialtalent.co	Global	
Spencer Stuart	www.spencerstuart.com	Global	
The Bachrach Group LTD	www.bachrachgroup.com	Global	F&A
WilsonHCG	www.wilsonhcg.com	Global	
Work4	www.work4labs.com	Global	
Yoh	www.yoh.com	Global	

Relocation

WHAT YOU NEED TO KNOW:

With increasing demand for mobile technologies, changing immigration regulations across the globe, and more complex transferee needs, organisations are choosing to partner with relocation providers that are better equipped to manage moves and ensure a smooth transition. And when 40 per cent of expatriate employees leave their sponsoring company after assignment, according to the *2018 Atlas Corporate Relocation Survey*, providing a positive relocation experience is more important than ever before.



NRI Relocation | www.NRIrelocation.com

Established 1985, NRI Relocation is an independent relocation management company for U.S. and global services. We propel talent to new career opportunities worldwide so that employee engagement, productivity, and success can thrive. We do this by connecting our values-based philosophy of "Taking Relocation Personally" to every client. Our services include complimentary policy consulting and modern reporting technology analytics.

Learn more www.NRIrelocation.com.



COMPANY	URL	REACH	OTHER SERVICES
Eurohome Relocation Services	www.eurohome-relocation.com	EU	
Executive Relocations	www.executive-relocations.com	EU	REC
Human Entrance	www.humanentrance.com	EU	
NEI Global Relocation (NEI)	www.neirelo.com	EU	
NIM.MERSION	nimmersion.com	EU	
Saunders 1865	www.saunders1865.com	EU	SCR, F&A
Thorey Relocation Services	www.thorey-services.de	EU	
Altair Global	www.altairglobal.com	Global	
ARC Relocation	arcrelocation.com	Global	
CapRelo	www.caprelo.com	Global	
BGRS	www.brookfieldgrs.com	Global	F&A, P
Cartus	www.cartus.com	Global	T&D
Cornerstone Relocation Group	www.crgglobal.com	Global	
Crown Worldwide Moving & Storage	www.crownwms.com	Global	BC, T&D, F&A
Global Mobility Solutions	www.gmsmobility.com	Global	
Graebel Relocation Services Worldwide	www.graebel.com	Global	BC, FS, T&D
IMPACT Group	www.impactgrouphr.com	Global	T&D
Irishrelo	www.irishrelo.com	Global	
MoveCenter	www.movecenter.com	Global	BC, F&A
MSI Global Talent Solutions	msigts.com	Global	
NRI Relocation	www.NRIrelocation.com	Global	

Relocation (continued)

WHAT YOU NEED TO KNOW:

With increasing demand for mobile technologies, changing immigration regulations across the globe, and more complex transferee needs, organisations are choosing to partner with relocation providers that are better equipped to manage moves and ensure a smooth transition. And when 40 per cent of expatriate employees leave their sponsoring company after assignment, according to the 2018 Atlas Corporate Relocation Survey, providing a positive relocation experience is more important than ever before.

COMPANY	URL	REACH	OTHER SERVICES
NuCompass Mobility Services Inc.	www.nucompass.com	Global	
OneSource Relocation	www.OneSourceRelocation.com	Global	
Paragon Relocation	www.paragonrelocation.com	Global	
Relocation Center	www.relocationcenter.com	Global	BC, FS
SIRVA Worldwide, Inc.	www.sirva.com	Global	
TEAM Relocations	www.teamrelocations.com	Global	
TheMIGroup	www.themigroup.com	Global	
TTHCURZON Relocation	www.tthcurzonrelo.com	Global	
Weichert Workforce Mobility	www.weichertworkforcemobility.com	Global	
XONEX Relocation, LLC	www.xonex.com	Global	

Screening & Workplace Security

WHAT YOU NEED TO KNOW:

HireRight's *2018 Employee Screening Benchmark Report* says that 66 per cent of hiring managers claim that finding qualified candidates is a challenge, and 84 per cent reported catching a lie or misrepresentation on a job application. Background screening providers can help mitigate these challenges, providing services such as criminal searches and employment, identity, and education verifications—all whilst delivering a positive candidate experience that won't alienate high-quality potential employees.

COMPANY	URL	REACH	OTHER SERVICES
First Advantage	www.fadv.com	EU	
Security Watchdog, Capita Resourcing Ltd.	www.securitywatchdog.org.uk	EU	
Accurate Background, Inc.	www.AccurateBackground.com	Global	
Backgrounds Online	www.backgroundsonline.com	Global	
Corporate Screening Services, Inc.	www.corporatescreening.com	Global	
CSS	www.csscheck360.com	Global	
Extended DISC	www.ExtendedDISC.org	Global	
HR ProFile, Inc.	www.hrprofile.com	Global	
HireRight, LLC.	www.hireright.com	Global	
Justifacts Credential Verification, Inc.	www.justifacts.com	Global	
PeopleG2	www.peopleg2.com	Global	

Sourcing Consultants & Legal Services

WHAT YOU NEED TO KNOW:

BPO requires the use of lawyers and sourcing advisors. These consultants provide advice for buyers when discussing HRO decisions with their CEOs. Costs can run as high as \$2 million per mega-assignment, and these advisors excel at what they do and hold the key to continued HRO and BPO growth.

COMPANY	URL	REACH	OTHER SERVICES
Blake Morgan	www.blakemorgan.co.uk	EU	
Capital Law	www.capital-law.co.uk	EU	
Dentons	www.dentons.com	EU	
Foot Anstey	www.footanstey.com	EU	
Graphite HRM Ltd	www.graphitehrm.com	EU	T&D
Allen & Overy	www.allenoverly.com	Global	
Baker McKenzie	www.bakermckenzie.com	Global	
Bersin by Deloitte	www2.deloitte.com	Global	
Bird & Bird	www.twobirds.com	Global	
DLA Piper	www.dlapiper.com	Global	
Freshfields Bruckhaus Deringer	www.freshfields.com	Global	
ISG	isg-one.com	Global	
Linklaters	www.linklaters.com	Global	
Mayer Brown	www.mayerbrown.com	Global	
Morgan, Lewis & Bockius LLP	www.morganlewis.com	Global	
Morrison & Foerster LLP	www.mofo.com	Global	

Training & Development

WHAT YOU NEED TO KNOW:

In today's business landscape, the short shelf life of skills and a tightening labour market are creating skill gaps across all industries. That is why according to the *2018 Workplace Learning Report* by LinkedIn, all talent professionals agree that the number one priority for talent development in 2018 is training for soft skills. And HR professionals are looking for learning and development providers that do more than just train staff—they want forward-thinking partners that can identify industry trends and prevent talent gaps before they start.

COMPANY	URL	REACH	OTHER SERVICES
The Cegos Group	www.cegos.com	EU	REC
EXECT Business Training	www.exectgroup.com	EU	
JBS International, Inc.	www.jbsinternational.com	EU	
KnowledgePool	www.knowledgepool.com	EU	
Making Great Leaders	www.makinggreatleaders.com	EU	
Revelation Training	www.revelationtraining.co.uk	EU	
Saffron Interactive	www.saffroninteractive.com	EU	IT
SkillSoft	www.skillsoft.com	EU	
SpaceMinds	www.spaceminds.com	EU	HRM
Cornerstone On Demand	www.cornerstoneondemand.com	Global	HRIS, REC
CrossKnowledge	www.crossknowledge.com	Global	HRIS
Expertus	www.expertus.com	Global	HRIS, REC, CON, MPHRO
Global Learning Partners	www.globallearningpartners.com	Global	
Hemsley Fraser	www.hemsleyfraser.co.uk	Global	
ILX Group	www.ilxgroup.com	Global	
Infor	www.infor.com	Global	
IT inlingua International Ltd.	www.inlingua.com	Global	
Intrepid Learning Systems	www.intrepidlearning.com	Global	HRM, HRIS
Kineo	www.kineo.com	Global	
McKinney Rogers	www.mckinneyrogers.com	Global	
NIIT	www.niit.com	Global	
OPP	www.opp.com	Global	
Raytheon	www.raytheon.com	Global	
SumTotal Systems, LLC, a Skillsoft company	www.sumtotalsystems.com	Global	HRIS
Tata Interactive Systems	www.tatainteractive.com	Global	
The Training Associates	www.thetrainingassociates.com	Global	T&D
Vertex Solutions	www.vertexsolutionsgrp.com	Global	IT, HRM, T&D