

TalentSoft and RFlex join forces to create a new European leader in Talent Management

TalentSoft, the industry pioneer in SaaS-based Integrated Competency and Talent Management, announces its association with RFlex, a market leader in e-HR solutions. This alliance creates a dominant European player, a force to be reckoned with in the HR software market, a natural partner for multinationals seeking to cover their entire talent management cycle.

A global HR solution managing 2 million employees across 50 countries

Following the 3 million-euro fundraising initiative in January 2011, this merger confirms the intention of TalentSoft and its shareholders, Seventure Partners (Natixis Private Equity) and Alto Invest, the contractual parties in this association, to support the company's rapid growth in France and internationally.

This new organisation retains the name of TalentSoft, and accounts for a consolidated turnover of over 10 million euros. TalentSoft moves up to become one of the top SaaS software publishers in Europe.

"We were attracted by the professionalism of the RFlex teams, the calibre of their clients and the satisfaction levels they expressed. With the combined expertise of more than 100 employees, the merger with RFlex enables us to step up our European and international expansion, while at the same time enriching the recruitment management and mobility functions of our solution. The TalentSoft solution now manages 2 million employees across 50 countries and 17 languages," says **Jean-Stéphane Arcis, CEO of TalentSoft.**

"We were impressed by the flexibility and range of features of TalentSoft's applications. We wanted to join forces with a recognised player in the Talent Management field, so that we could enrich our current solutions and give our clients the most complete and integrated offer on the market. We felt TalentSoft stood out because of the perfect synergy between our respective teams and software. In addition, TalentSoft impressed us with its proficiency in international deployments and its market leadership in terms of SaaS and cloud optimisation. I am convinced this association will be a real asset for all our clients," says **Frédéric Lapras, CEO of RFlex.**

A shared HR vision

RFlex and TalentSoft share the same vision for talent management, placing the development of employees and their skillsets at the heart of companies' HR policies.

Today clients can access the unique know-how of a team of more than 100 employees from the two founding companies dedicated to their human capital management projects.

"The association between these complementary key providers has created a player of critical size, delivering an offering which covers a wide range of functions. This clearly addresses the Integrated Talent Management needs of multinational companies seeking to manage internal competencies and attract new talent," comments **Hélène Mouiche, a Senior Analyst at Markess International.**

A unique synergy between the two product offerings

Using the same Microsoft technical platforms, TalentSoft and RFlex work with a large number of clients, including major international groups such as Accor, Air Liquide, Bata, Clarins, Euromaster, HSBC, McDonald's, Total and Vinci. The two firms also share a number of clients such as Aéroports de Paris, Bolloré, Elixor, La Française des Jeux and LaSer. From early 2012 onwards, all clients will enjoy the use of modules which are functionally integrated and share consistent ease of use, cloud access and data models.

"We will maintain and enhance, the best features from our current solutions, whether related to recruitment, internal mobility or competency management, placing them within a single platform. This application suite will offer our clients complete coverage for their HR processes and optimal control in terms of planning and simulation", explain both CEOs.

The new TalentSoft organisation

- > A consolidated turnover of **more than 10 million euros**
- > An overall workforce of **more than 100 employees**
- > **Users of the solution in more than 50 countries and 17 languages**

About TalentSoft

TalentSoft is a company headquartered in Paris, France, and is a leading player in SaaS-based Integrated Talent Management. The firm's unique positioning delivers the perfect balance between performance management and job and competency planning, enabling sustainable development in companies' human capital.

Its multilingual software suite delivers a full set of Talent Management functions, including assessment interviews, performance reviews and mini CVs, and handling training, succession, mobility, recruitment and compensation plans.

TalentSoft offers an innovative combination of cloud-optimised architecture and highly data-driven customisation, allowing HR departments to use their own forms and summary tables.

Hundreds of thousands of employees connect to TalentSoft every day, generating several million HR assessments in 50 countries every year: Aéroports de Paris, Arkadin, Bata, Banques Populaires, Bolloré, Clarins, Crédit Mutuel, Elixor, Euromaster, Française des Jeux, Limagrain, Quick, Sage and Ingenico.

For more information about TalentSoft: www.talentsoft.com

 <http://twitter.com/TalentSoft1>  <http://www.facebook.com/legroupeTalentSoft>

About RFlex

RFlex is the market leader in e-recruitment and e-mobility solutions, with more than 180 clients in 50 countries. RFlex's software solutions provide centralised and decentralised management of recruitment and internal mobility for SME and large groups in an international context. Modules are also available for recruitment professionals. RFlex is also recognised for the quality of its solutions for disabled access and for its diversity management applications.

RFlex's clients include companies such as Accor, Altran, AG2R, Air France, Bouygues Immobilier, Caisse des Dépôts, Canal +, Capgemini, Dekra, EDF, Foncia, Française des Jeux, Galeries Lafayette, Grand Optical, Heineken, HSBC, Michelin, Norauto, Prisma Presse, Randstad, Safran, SFR, TF1 and Vinci.

For more information about RFlex: <http://fr.rflex.com/accueil.html>