

CUSTOMER EXPERIENCE REPORT

Human Capital Management

Apex HCM Solutions
Cascade HCM

Metrix HCM
Momentum HCM

Monetize HCM
Pederson Human Resources Solution

Power Sync HCM

1039
Reviews

7
Vendors Evaluated

Table of Contents

Emotional Footprint Summary

5

Emotional Footprint.....

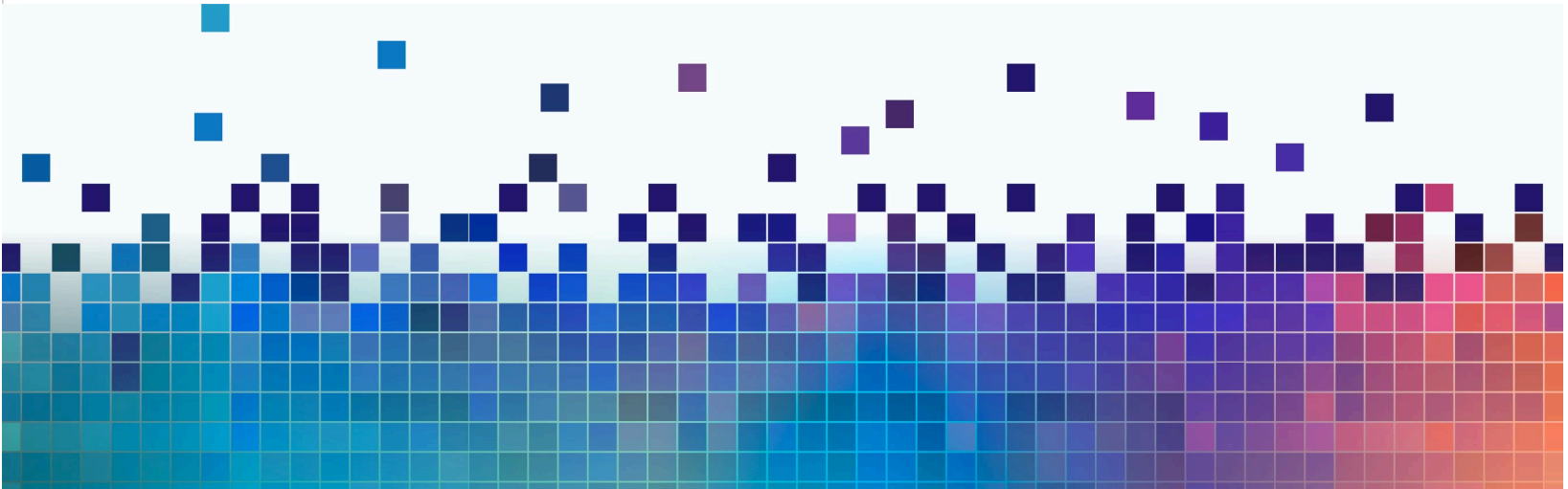
6

How to Use the Report

Info-Tech’s Category Reports provide a comprehensive evaluation of popular products in the Human Capital Management market. This buyer’s guide is designed to help prospective purchasers make better decisions by leveraging the experiences of real users.

The data in this report is collected from real end users, meticulously verified for veracity, exhaustively analyzed, and visualized in easy to understand charts and graphs. Each product is compared and contrasted with all other vendors in their category to create a holistic, unbiased view of the product landscape.

Use this report to determine which product is right for your organization. For highly detailed reports on individual products, see Info-Tech’s Product Scorecard.



Software Directory

HUMAN CAPITAL MANAGEMENT SOFTWARE

Selecting software can be overwhelming and one of the biggest challenges facing organizations is understanding the marketplace and identifying all of the available vendors and products. The Software Directory is a comprehensive list of all relevant software vendors in a particular category. Use this page to create the right vendor shortlist by exploring all of the options available to your organization.



 Apex HCM Solutions

 Metrix HCM

 Pederson Human Resources Solution

 Vine HCM

 Cascade HCM

 Momentum HCM

 Power Sync HCM

Epic Human Capital Management

 Monetize HCM

 SNAP HR

SOFTWARE REVIEWS

Customer Experience Diamond

HUMAN CAPITAL MANAGEMENT

The customer experience with a software vendor will be a complex relationship that spans procurement, implementation, service, and support. Picking software can commit you to an extended period with that vendor, and knowing how real users feel about their service experience is crucial before making that commitment. When compared with how fair the price is for the software, you receive a comprehensive overview of the expected interaction and experience with the vendor.

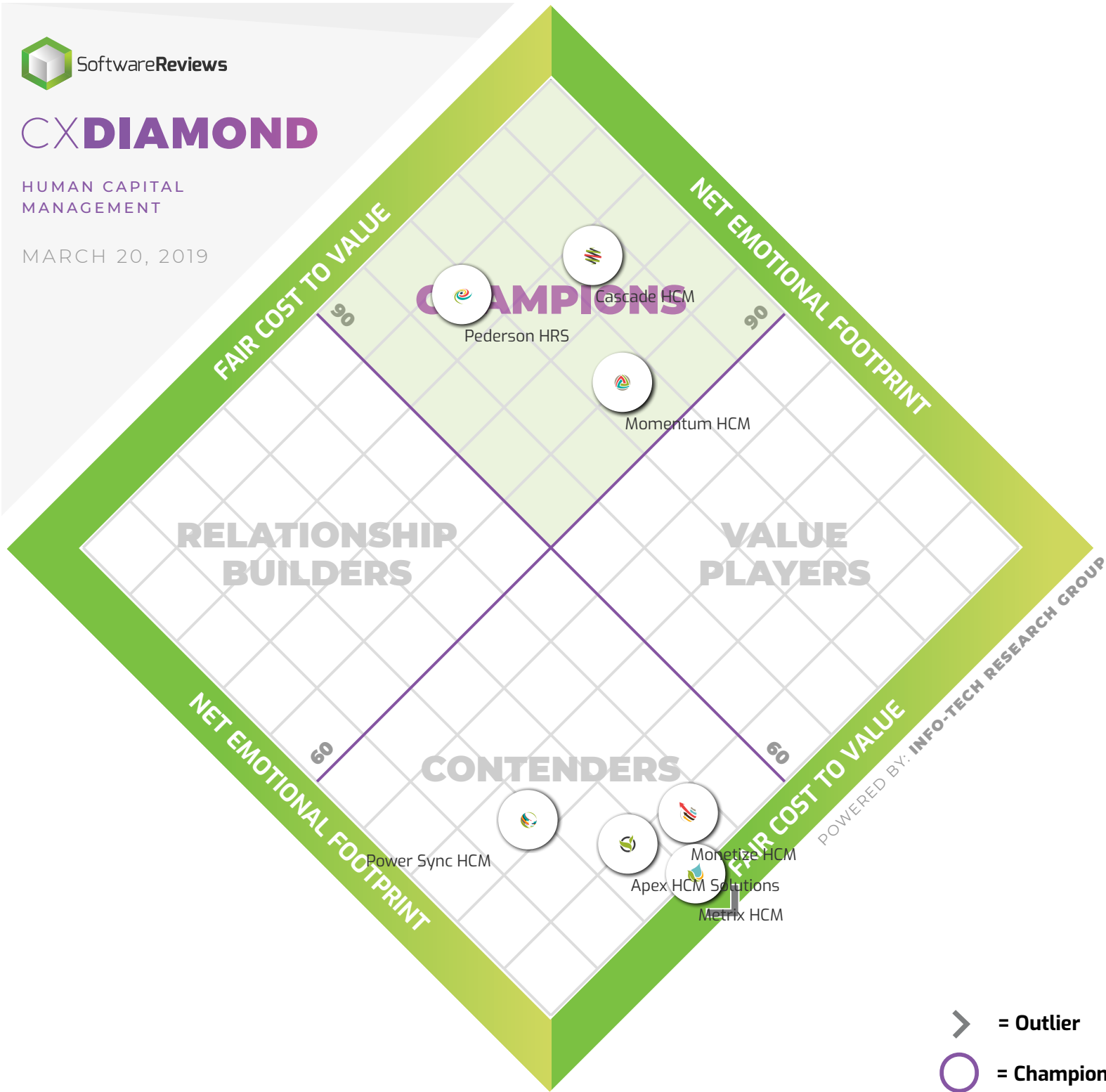
Fair Cost to Value Net Emotional Footprint Metric

Software pricing can be complicated and confusing, but knowing if you're getting business value for the price you're paying is not. The Fair Cost to Value metric captures user satisfaction with their software given the costs they are paying.

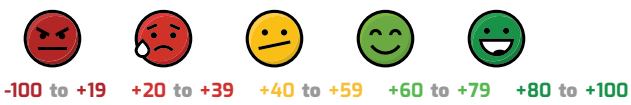
The Net Emotional Footprint measures high-level user sentiment. It aggregates emotional response ratings across 25 provocative questions, creating a powerful indicator of overall user feeling toward the vendor and product.



Note: The ranges of the axes are dynamically adjusted based on minimum and maximum values in the dataset.

The Customer Experience (CX) Diamond illustrates how users view their interactions with their software vendor compared against their perceived cost to value of the software. This delivers you an in-depth insight into your potential relationship with the vendor.



The Net Emotional Footprint measures high-level user sentiment towards particular product offerings. It aggregates emotional response ratings for various dimensions of the vendor-client relationship and product effectiveness, creating a powerful indicator of overall user feeling toward the vendor and product. While purchasing decisions shouldn't be based on emotion, it's valuable to know what kind of emotional response the vendor you're considering elicits from their users.



VENDORS WITH INSUFFICIENT DATA					
--	 Vine HCM	+74 😊	<div><div></div><div></div><div></div><div></div><div></div></div> <div>6% NEGATIVE80% POSITIVE</div>	<div>INSPIRING89%</div> <div>RESPECTFUL89%</div> <div>EFFICIENT89%</div>	<div>PERFORMANCE RESTRICTING20%</div> <div>WASTES TIME11%</div> <div>OVER PROMISED11%</div> <div>21</div>
--	 SNAP HR	+79 😊	<div><div></div><div></div><div></div><div></div><div></div></div> <div>5% NEGATIVE84% POSITIVE</div>	<div>RESPECTFUL94%</div> <div>CONTINUALLY IMPROVING88%</div> <div>SAVES TIME88%</div>	<div>NEGLECTFUL19%</div> <div>BUREAUCRATIC13%</div> <div>SECURITY FRUSTRATES13%</div> <div>20</div>

Emotional Footprint

This section digs deeper into the emotional connection between software vendors and users, displaying user responses to a variety of specific “emotional spectrum” scenarios that express dimensions of the vendor-client relationship and product effectiveness. These scenarios are organized thematically by category. Use this information to understand the details behind each vendor’s Net Emotional Footprint score, and to target areas of particular interest or concern.

EMOTIONAL SPECTRUM SCALE



% POSITIVE - **%** NEGATIVE = **EMOTIONAL FOOTPRINT**



CATEGORY

Service Experience

Good service matters. The last thing you need is to be disrespected by your software vendor, or to get bogged down by their ineptitude or neglect. This section displays data related to quality and effectiveness of service, so you can know whether you’ll be treated well before and after you’ve made the purchase.

Service Experience Disrespectful vs. Respectful

1	Pederson Human Resources Solution	+96	 DISTRIBUTION 1% 2% 97%
2	Cascade HCM	+94	 DISTRIBUTION -- 6% 94%
3	Momentum HCM	+87	 DISTRIBUTION 1% 11% 88%
4	Apex HCM Solutions	+81	 DISTRIBUTION 4% 11% 85%
5	Power Sync HCM	+75	 DISTRIBUTION 7% 12% 82%
6	Metrix HCM	+70	 DISTRIBUTION 5% 20% 75%
7	Monetize HCM	+67	 DISTRIBUTION 7% 19% 74%
CATEGORY AVERAGE		+84	 DISTRIBUTION 3% 10% 87%

-	Vine HCM	+89	 DISTRIBUTION -- 11% 89%
-	SNAP HR	+88	 DISTRIBUTION 6% -- 94%
-	Epic Human Capital Management	+83	 DISTRIBUTION -- 17% 83%

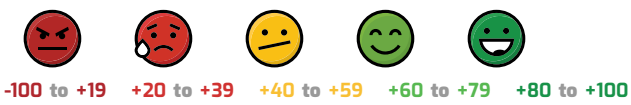
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Service Experience Bureaucratic vs. Efficient

1	Pederson Human Resources Solution	+88 😄	 DISTRIBUTION 2% 8% 90%
2	Cascade HCM	+85 😄	 DISTRIBUTION 4% 7% 89%
3	Momentum HCM	+79 😊	 DISTRIBUTION 8% 5% 87%
4	Power Sync HCM	+65 😊	 DISTRIBUTION 11% 13% 76%
5	Monetize HCM	+63 😊	 DISTRIBUTION 7% 22% 70%
6	Apex HCM Solutions	+54 😐	 DISTRIBUTION 15% 16% 69%
7	Metrix HCM	+46 😐	 DISTRIBUTION 19% 16% 65%
CATEGORY AVERAGE		+72 😊	 DISTRIBUTION 9% 11% 80%

-	Vine HCM	+89 😄	 DISTRIBUTION -- 11% 89%
-	SNAP HR	+68 😊	 DISTRIBUTION 13% 6% 81%
-	Epic Human Capital Management	+58 😐	 DISTRIBUTION 17% 8% 75%

Service Experience Neglectful vs. Caring

1	Pederson Human Resources Solution	+86 😄	 DISTRIBUTION 4% 7% 90%
2	Cascade HCM	+80 😄	 DISTRIBUTION 8% 4% 88%
3	Momentum HCM	+76 😊	 DISTRIBUTION 7% 10% 83%
4	Apex HCM Solutions	+62 😊	 DISTRIBUTION 13% 12% 75%
5	Power Sync HCM	+59 😐	 DISTRIBUTION 13% 15% 72%
6	Metrix HCM	+58 😐	 DISTRIBUTION 10% 22% 68%
7	Monetize HCM	+55 😐	 DISTRIBUTION 4% 37% 59%
CATEGORY AVERAGE		+71 😊	 DISTRIBUTION 8% 12% 79%

-	Vine HCM	+89 😄	 DISTRIBUTION -- 11% 89%
-	SNAP HR	+62 😊	 DISTRIBUTION 19% -- 81%
-	Epic Human Capital Management	+67 😊	 DISTRIBUTION 8% 17% 75%

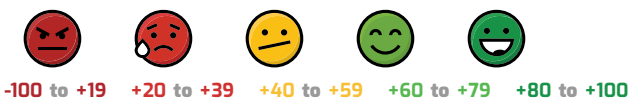
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Service Experience Frustrating vs. Effective

1	Momentum HCM	+80	 DISTRIBUTION 7% 7% 87%
2	Cascade HCM	+79	 DISTRIBUTION 6% 9% 85%
3	Pederson Human Resources Solution	+77	 DISTRIBUTION 7% 9% 84%
4	Monetize HCM	+67	 DISTRIBUTION 7% 19% 74%
5	Apex HCM Solutions	+64	 DISTRIBUTION 13% 9% 77%
6	Power Sync HCM	+59	 DISTRIBUTION 15% 10% 74%
7	Metrix HCM	+48	 DISTRIBUTION 19% 13% 67%
CATEGORY AVERAGE		+69	 DISTRIBUTION 11% 10% 79%

-	Vine HCM	+73	 DISTRIBUTION 11% 5% 84%
-	SNAP HR	+81	 DISTRIBUTION -- 19% 81%
-	Epic Human Capital Management	+58	 DISTRIBUTION 17% 8% 75%

Service Experience Wastes Time vs. Saves Time

1	Momentum HCM	+84	 DISTRIBUTION 6% 4% 90%
2	Cascade HCM	+77	 DISTRIBUTION 6% 11% 83%
3	Pederson Human Resources Solution	+75	 DISTRIBUTION 7% 12% 82%
4	Power Sync HCM	+60	 DISTRIBUTION 12% 16% 72%
5	Apex HCM Solutions	+54	 DISTRIBUTION 18% 11% 72%
6	Monetize HCM	+52	 DISTRIBUTION 7% 33% 59%
7	Metrix HCM	+45	 DISTRIBUTION 20% 16% 65%
CATEGORY AVERAGE		+67	 DISTRIBUTION 10% 13% 77%

-	Vine HCM	+72	 DISTRIBUTION 11% 6% 83%
-	SNAP HR	+82	 DISTRIBUTION 6% 6% 88%
-	Epic Human Capital Management	+67	 DISTRIBUTION 8% 17% 75%

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CATEGORY

Conflict Resolution

Disagreements are inevitable, but knowing your vendor will handle them reasonably, fairly, and amiably can give you peace of mind. Use the data in this section to understand which vendors will behave professionally when conflict arises.

Conflict Resolution Lack Of Integrity vs. Integrity			
1	Cascade HCM	+91	 DISTRIBUTION 1% 7% 92%
2	Pederson Human Resources Solution	+88	 DISTRIBUTION 1% 10% 89%
3	Momentum HCM	+84	 DISTRIBUTION 4% 8% 88%
4	Apex HCM Solutions	+83	 DISTRIBUTION – 17% 83%
5	Power Sync HCM	+78	 DISTRIBUTION 6% 10% 84%
6	Metrix HCM	+70	 DISTRIBUTION 6% 18% 76%
7	Monetize HCM	+55	 DISTRIBUTION 8% 29% 63%
CATEGORY AVERAGE		+82	 DISTRIBUTION 3% 12% 85%
























-	Vine HCM	+89	 DISTRIBUTION – 11% 89%
-	SNAP HR	+88	 DISTRIBUTION – 13% 88%
-	Epic Human Capital Management	+73	 DISTRIBUTION 9% 9% 82%









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Conflict Resolution Vendor Friendly Policies vs. Client Friendly Policies

1	 Cascade HCM	+92 	 <div>DISTRIBUTION -- 8% 92%</div>
2	 Pederson Human Resources Solution	+85 	 <div>DISTRIBUTION 4% 7% 89%</div>
3	 Momentum HCM	+77 	 <div>DISTRIBUTION 4% 15% 81%</div>
4	 Power Sync HCM	+70 	 <div>DISTRIBUTION 9% 12% 79%</div>
5	 Apex HCM Solutions	+61 	 <div>DISTRIBUTION 10% 19% 71%</div>
6	 Monetize HCM	+54 	 <div>DISTRIBUTION 13% 21% 67%</div>
7	 Metrix HCM	+51 	 <div>DISTRIBUTION 19% 11% 70%</div>
CATEGORY AVERAGE		+74 	 <div>DISTRIBUTION 7% 11% 81%</div>

-	 Vine HCM	+74 	 <div>DISTRIBUTION 5% 16% 79%</div>
-	 SNAP HR	+88 	 <div>DISTRIBUTION -- 13% 88%</div>
-	Epic Human Capital Management	+64 	 <div>DISTRIBUTION 18% -- 82%</div>

Conflict Resolution Selfish vs. Altruistic

1	 Cascade HCM	+88 	 <div>DISTRIBUTION 2% 7% 90%</div>
2	 Pederson Human Resources Solution	+88 	 <div>DISTRIBUTION 1% 10% 89%</div>
3	 Momentum HCM	+69 	 <div>DISTRIBUTION 8% 14% 77%</div>
4	 Power Sync HCM	+66 	 <div>DISTRIBUTION 7% 20% 73%</div>
5	 Apex HCM Solutions	+65 	 <div>DISTRIBUTION 8% 18% 73%</div>
6	 Monetize HCM	+50 	 <div>DISTRIBUTION 8% 33% 58%</div>
7	 Metrix HCM	+41 	 <div>DISTRIBUTION 20% 19% 61%</div>
CATEGORY AVERAGE		+71 	 <div>DISTRIBUTION 7% 15% 78%</div>





-	 Vine HCM	+69 	 <div>DISTRIBUTION 5% 21% 74%</div>
-	 SNAP HR	+88 	 <div>DISTRIBUTION -- 13% 88%</div>
-	Epic Human Capital Management	+73 	 <div>DISTRIBUTION 9% 9% 82%</div>

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Conflict Resolution Big Fat Liars vs. Trustworthy

1	 Pederson Human Resources Solution	+89 	 <div>DISTRIBUTION 2% 8% 91%</div>
2	 Cascade HCM	+86 	 <div>DISTRIBUTION 2% 10% 88%</div>
3	 Apex HCM Solutions	+85 	 <div>DISTRIBUTION -- 15% 85%</div>
4	 Momentum HCM	+76 	 <div>DISTRIBUTION 8% 8% 84%</div>
5	 Power Sync HCM	+72 	 <div>DISTRIBUTION 8% 12% 80%</div>
6	 Monetize HCM	+59 	 <div>DISTRIBUTION 4% 33% 63%</div>
7	 Metrix HCM	+55 	 <div>DISTRIBUTION 13% 20% 68%</div>
CATEGORY AVERAGE		+78 	 <div>DISTRIBUTION 5% 12% 83%</div>

-	 Vine HCM	+74 	 <div>DISTRIBUTION 5% 16% 79%</div>
-	 SNAP HR	+82 	 <div>DISTRIBUTION 6% 6% 88%</div>
-	Epic Human Capital Management	+82 	 <div>DISTRIBUTION -- 18% 82%</div>

Conflict Resolution Unfair vs. Fair

1	 Pederson Human Resources Solution	+93 	 <div>DISTRIBUTION -- 7% 93%</div>
2	 Cascade HCM	+89 	 <div>DISTRIBUTION -- 11% 89%</div>
3	 Momentum HCM	+77 	 <div>DISTRIBUTION 7% 9% 84%</div>
4	 Power Sync HCM	+73 	 <div>DISTRIBUTION 7% 13% 80%</div>
5	 Apex HCM Solutions	+71 	 <div>DISTRIBUTION 4% 21% 75%</div>
6	 Monetize HCM	+59 	 <div>DISTRIBUTION 4% 33% 63%</div>
7	 Metrix HCM	+56 	 <div>DISTRIBUTION 12% 21% 68%</div>
CATEGORY AVERAGE		+78 	 <div>DISTRIBUTION 4% 13% 83%</div>

-	 Vine HCM	+74 	 <div>DISTRIBUTION -- 26% 74%</div>
-	 SNAP HR	+82 	 <div>DISTRIBUTION 6% 6% 88%</div>
-	Epic Human Capital Management	+73 	 <div>DISTRIBUTION -- 27% 73%</div>

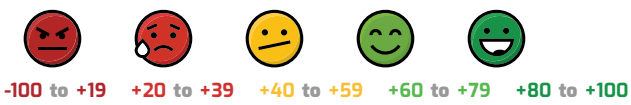
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$$\begin{matrix} \% \\ \text{POSITIVE} \end{matrix} - \begin{matrix} \% \\ \text{NEGATIVE} \end{matrix} = \text{EMOTIONAL FOOTPRINT}$$



CATEGORY

Negotiation and Contract

Negotiation doesn’t have to be adversarial. Both parties are always looking to get the best deal, but finding a vendor who will work with you rather than against makes it more likely you’ll both be happy with the results. Use the data in this section to determine which vendors will negotiate pleasantly and in good faith.

Negotiation and Contract Greedy vs. Generous

1	Pederson Human Resources Solution	+79 😊	 DISTRIBUTION 4% 13% 83%
2	Cascade HCM	+77 😊	 DISTRIBUTION 8% 8% 85%
3	Momentum HCM	+70 😊	 DISTRIBUTION 8% 14% 78%
4	Power Sync HCM	+65 😊	 DISTRIBUTION 10% 16% 75%
5	Monetize HCM	+53 😐	 DISTRIBUTION 5% 37% 58%
6	Apex HCM Solutions	+45 😐	 DISTRIBUTION 15% 25% 60%
7	Metrix HCM	+44 😐	 DISTRIBUTION 21% 13% 65%
CATEGORY AVERAGE		+66 😊	 DISTRIBUTION 9% 15% 75%

-	Vine HCM	+61 😊	 DISTRIBUTION 6% 28% 67%
-	SNAP HR	+75 😊	 DISTRIBUTION 6% 13% 81%
-	Epic Human Capital Management	+73 😊	 DISTRIBUTION 9% 9% 82%

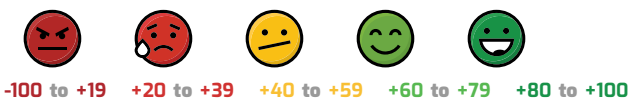
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EMOTIONAL SPECTRUM SCALE



$\text{POSITIVE \%} - \text{NEGATIVE \%} = \text{EMOTIONAL FOOTPRINT}$



Negotiation and Contract Deceptive vs. Transparent

1	Cascade HCM	+83		 DISTRIBUTION 6% 5% 89%
2	Pederson Human Resources Solution	+81		 DISTRIBUTION 4% 11% 85%
3	Momentum HCM	+80		 DISTRIBUTION 6% 8% 86%
4	Power Sync HCM	+75		 DISTRIBUTION 5% 15% 80%
5	Monetize HCM	+69		 DISTRIBUTION 5% 21% 74%
6	Apex HCM Solutions	+65		 DISTRIBUTION 10% 15% 75%
7	Metrix HCM	+47		 DISTRIBUTION 17% 19% 64%
CATEGORY AVERAGE		+73		 DISTRIBUTION 7% 12% 80%

-	Vine HCM	+78		 DISTRIBUTION -- 22% 78%
-	SNAP HR	+82		 DISTRIBUTION 6% 6% 88%
-	Epic Human Capital Management	+73		 DISTRIBUTION 9% 9% 82%

Negotiation and Contract Over Promised vs. Under Promised

1	Cascade HCM	+59		 DISTRIBUTION 13% 15% 72%
2	Pederson Human Resources Solution	+55		 DISTRIBUTION 15% 15% 70%
3	Momentum HCM	+48		 DISTRIBUTION 14% 24% 62%
4	Power Sync HCM	+47		 DISTRIBUTION 12% 29% 59%
5	Apex HCM Solutions	+46		 DISTRIBUTION 19% 16% 65%
6	Monetize HCM	+42		 DISTRIBUTION 16% 26% 58%
7	Metrix HCM	+25		 DISTRIBUTION 28% 19% 53%
CATEGORY AVERAGE		+48		 DISTRIBUTION 16% 20% 64%

-	Vine HCM	+61		 DISTRIBUTION 11% 17% 72%
-	SNAP HR	+69		 DISTRIBUTION -- 31% 69%
-	Epic Human Capital Management	+64		 DISTRIBUTION 18% -- 82%

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EMOTIONAL SPECTRUM SCALE



$\text{POSITIVE \%} - \text{NEGATIVE \%} = \text{EMOTIONAL FOOTPRINT}$



Negotiation and Contract Vendor's Interest First vs. Client's Interest First

1	Pederson Human Resources Solution	+79	 DISTRIBUTION 4% 13% 83%
2	Cascade HCM	+77	 DISTRIBUTION 6% 10% 83%
3	Momentum HCM	+68	 DISTRIBUTION 9% 14% 77%
4	Power Sync HCM	+68	 DISTRIBUTION 10% 12% 78%
5	Monetize HCM	+63	 DISTRIBUTION 5% 26% 68%
6	Apex HCM Solutions	+49	 DISTRIBUTION 19% 13% 68%
7	Metrix HCM	+42	 DISTRIBUTION 25% 8% 67%
CATEGORY AVERAGE		+67	 DISTRIBUTION 11% 12% 77%

-	Vine HCM	+78	 DISTRIBUTION -- 22% 78%
-	SNAP HR	+75	 DISTRIBUTION 6% 13% 81%
-	Epic Human Capital Management	+64	 DISTRIBUTION 18% -- 82%

Negotiation and Contract Hardball Tactics vs. Friendly Negotiation

1	Cascade HCM	+87	 DISTRIBUTION -- 13% 87%
2	Pederson Human Resources Solution	+83	 DISTRIBUTION 2% 13% 85%
3	Power Sync HCM	+76	 DISTRIBUTION 4% 16% 80%
4	Momentum HCM	+65	 DISTRIBUTION 4% 27% 69%
5	Monetize HCM	+63	 DISTRIBUTION 5% 26% 68%
6	Apex HCM Solutions	+61	 DISTRIBUTION 10% 19% 71%
7	Metrix HCM	+53	 DISTRIBUTION 16% 15% 69%
CATEGORY AVERAGE		+73	 DISTRIBUTION 5% 17% 78%

-	Vine HCM	+67	 DISTRIBUTION 11% 11% 78%
-	SNAP HR	+82	 DISTRIBUTION 6% 6% 88%
-	Epic Human Capital Management	+73	 DISTRIBUTION 9% 9% 82%

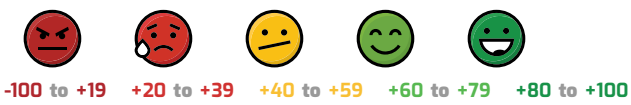
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CATEGORY

Strategy and Innovation

Your vendor’s attitude toward innovation is important; if they aren’t at least keeping pace with market directions and trends, they certainly won’t be enabling you to get ahead. Use the data in this section to gauge whether your vendor appreciates the need to innovate and the extent to which they’ll support you to do the same.

Strategy and Innovation Roadblock To Innovation vs. Helps Innovate

1	Pederson Human Resources Solution	+88 😄	 DISTRIBUTION 2% 7% 90%
2	Momentum HCM	+84 😄	 DISTRIBUTION 3% 9% 87%
3	Cascade HCM	+80 😄	 DISTRIBUTION 6% 8% 86%
4	Power Sync HCM	+70 😊	 DISTRIBUTION 11% 8% 81%
5	Apex HCM Solutions	+61 😊	 DISTRIBUTION 11% 17% 72%
6	Monetize HCM	+59 😐	 DISTRIBUTION 4% 33% 63%
7	Metrix HCM	+53 😐	 DISTRIBUTION 16% 16% 69%
CATEGORY AVERAGE		+74 😊	 DISTRIBUTION 7% 11% 82%

-	Vine HCM	+69 😊	 DISTRIBUTION 5% 21% 74%
-	SNAP HR	+75 😊	 DISTRIBUTION 6% 13% 81%
-	Epic Human Capital Management	+35 😞	 DISTRIBUTION 29% 7% 64%

Emotional Footprint

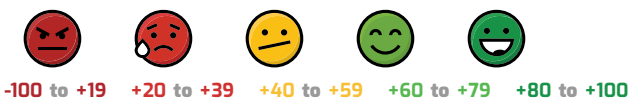
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EMOTIONAL SPECTRUM SCALE



% - **%** = **EMOTIONAL FOOTPRINT**

POSITIVE NEGATIVE



Strategy and Innovation Stagnant vs. Continually Improving

1	Pederson Human Resources Solution	+93	 DISTRIBUTION 1% 6% 94%
2	Cascade HCM	+85	 DISTRIBUTION 4% 7% 89%
3	Momentum HCM	+85	 DISTRIBUTION 2% 10% 87%
4	Monetize HCM	+79	 DISTRIBUTION 4% 13% 83%
5	Apex HCM Solutions	+64	 DISTRIBUTION 11% 15% 75%
6	Power Sync HCM	+63	 DISTRIBUTION 13% 11% 76%
7	Metrix HCM	+45	 DISTRIBUTION 20% 14% 65%
CATEGORY AVERAGE		+75	 DISTRIBUTION 7% 10% 83%

-	Vine HCM	+69	 DISTRIBUTION 5% 21% 74%
-	SNAP HR	+88	 DISTRIBUTION -- 13% 88%
-	Epic Human Capital Management	+46	 DISTRIBUTION 23% 8% 69%

Strategy and Innovation Charges For Product Enhancements vs. Includes Product Enhancements

1	Pederson Human Resources Solution	+86	 DISTRIBUTION 2% 10% 88%
2	Momentum HCM	+83	 DISTRIBUTION 3% 10% 86%
3	Cascade HCM	+80	 DISTRIBUTION 4% 12% 84%
4	Monetize HCM	+67	 DISTRIBUTION 4% 25% 71%
5	Power Sync HCM	+54	 DISTRIBUTION 18% 10% 72%
6	Apex HCM Solutions	+45	 DISTRIBUTION 19% 17% 64%
7	Metrix HCM	+42	 DISTRIBUTION 23% 12% 65%
CATEGORY AVERAGE		+67	 DISTRIBUTION 10% 12% 78%

-	Vine HCM	+72	 DISTRIBUTION -- 28% 72%
-	SNAP HR	+81	 DISTRIBUTION -- 19% 81%
-	Epic Human Capital Management	+62	 DISTRIBUTION 15% 8% 77%

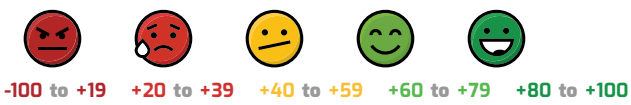
Emotional Footprint

This section digs deeper into the emotional connection between software vendors and users, displaying user responses to a variety of specific “emotional spectrum” scenarios that express dimensions of the vendor-client relationship and product effectiveness. These scenarios are organized thematically by category. Use this information to understand the details behind each vendor’s Net Emotional Footprint score, and to target areas of particular interest or concern.

EMOTIONAL SPECTRUM SCALE



% POSITIVE - **%** NEGATIVE = **EMOTIONAL FOOTPRINT**



Strategy and Innovation Leverages Incumbent Status vs. Appreciates Incumbent Status

1	Pederson Human Resources Solution	+86	 DISTRIBUTION 1% 12% 87%
2	Cascade HCM	+84	 DISTRIBUTION 4% 8% 88%
3	Momentum HCM	+78	 DISTRIBUTION 3% 15% 81%
4	Monetize HCM	+67	 DISTRIBUTION 8% 17% 75%
5	Power Sync HCM	+66	 DISTRIBUTION 9% 15% 75%
6	Apex HCM Solutions	+45	 DISTRIBUTION 19% 17% 64%
7	Metrix HCM	+41	 DISTRIBUTION 21% 17% 62%
CATEGORY AVERAGE		+70	 DISTRIBUTION 8% 14% 78%

-	Vine HCM	+68	 DISTRIBUTION 11% 11% 79%
-	SNAP HR	+81	 DISTRIBUTION -- 19% 81%
-	Epic Human Capital Management	+67	 DISTRIBUTION 8% 17% 75%

Strategy and Innovation Despised vs. Inspiring

1	Pederson Human Resources Solution	+87	 DISTRIBUTION 1% 11% 88%
2	Cascade HCM	+82	 DISTRIBUTION 5% 8% 87%
3	Momentum HCM	+74	 DISTRIBUTION 9% 8% 83%
4	Monetize HCM	+67	 DISTRIBUTION 4% 25% 71%
5	Power Sync HCM	+66	 DISTRIBUTION 10% 14% 76%
6	Apex HCM Solutions	+53	 DISTRIBUTION 11% 25% 64%
7	Metrix HCM	+37	 DISTRIBUTION 24% 14% 61%
CATEGORY AVERAGE		+70	 DISTRIBUTION 8% 13% 78%

-	Vine HCM	+84	 DISTRIBUTION 5% 5% 89%
-	SNAP HR	+81	 DISTRIBUTION -- 19% 81%
-	Epic Human Capital Management	+35	 DISTRIBUTION 29% 7% 64%

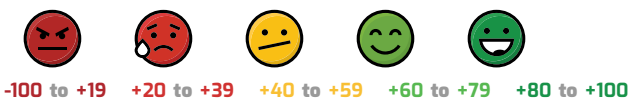
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CATEGORY

Product Impact

Software needs to reliably enable your performance and productivity. Use the data in this section to see which vendors will propel you forward and which will be deadweight you’ll need to carry.

Product Impact Unreliable vs. Reliable			
1	Pederson Human Resources Solution	+91	 DISTRIBUTION 1% 7% 92%
2	Cascade HCM	+89	 DISTRIBUTION 2% 7% 91%
3	Momentum HCM	+85	 DISTRIBUTION 5% 4% 90%
4	Power Sync HCM	+81	 DISTRIBUTION 4% 11% 85%
5	Apex HCM Solutions	+78	 DISTRIBUTION 5% 13% 83%
6	Monetize HCM	+75	 DISTRIBUTION 8% 8% 83%
7	Metrix HCM	+68	 DISTRIBUTION 12% 8% 80%
CATEGORY AVERAGE		+83	 DISTRIBUTION 4% 8% 87%

-	Vine HCM	+75	 DISTRIBUTION 10% 5% 85%
-	SNAP HR	+75	 DISTRIBUTION 6% 13% 81%
-	Epic Human Capital Management	+57	 DISTRIBUTION 14% 14% 71%

Emotional Footprint

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EMOTIONAL SPECTRUM SCALE



% - **%** = **EMOTIONAL FOOTPRINT**

POSITIVE NEGATIVE



Product Impact Restricts Productivity vs. Enables Productivity

1	Pederson Human Resources Solution	+90	 DISTRIBUTION 2% 6% 92%
2	Momentum HCM	+88	 DISTRIBUTION 4% 3% 92%
3	Monetize HCM	+82	 DISTRIBUTION 9% -- 91%
4	Cascade HCM	+81	 DISTRIBUTION 6% 8% 87%
5	Power Sync HCM	+72	 DISTRIBUTION 9% 10% 81%
6	Apex HCM Solutions	+70	 DISTRIBUTION 8% 15% 78%
7	Metrix HCM	+61	 DISTRIBUTION 14% 11% 75%
CATEGORY AVERAGE		+79	 DISTRIBUTION 7% 8% 85%

-	Vine HCM	+70	 DISTRIBUTION 10% 10% 80%
-	SNAP HR	+82	 DISTRIBUTION 6% 6% 88%
-	Epic Human Capital Management	+50	 DISTRIBUTION 14% 21% 64%

Product Impact Performance Restricting vs. Performance Enhancing

1	Pederson Human Resources Solution	+88	 DISTRIBUTION 2% 8% 90%
2	Monetize HCM	+84	 DISTRIBUTION 4% 8% 88%
3	Cascade HCM	+80	 DISTRIBUTION 7% 7% 87%
4	Momentum HCM	+80	 DISTRIBUTION 2% 16% 82%
5	Power Sync HCM	+68	 DISTRIBUTION 8% 16% 76%
6	Apex HCM Solutions	+59	 DISTRIBUTION 10% 21% 69%
7	Metrix HCM	+51	 DISTRIBUTION 17% 15% 68%
CATEGORY AVERAGE		+74	 DISTRIBUTION 7% 13% 80%

-	Vine HCM	+60	 DISTRIBUTION 20% -- 80%
-	SNAP HR	+75	 DISTRIBUTION 13% -- 88%
-	Epic Human Capital Management	+50	 DISTRIBUTION 14% 21% 64%

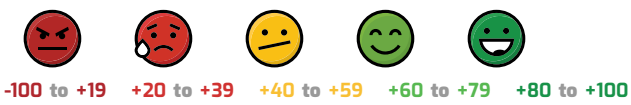
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EMOTIONAL SPECTRUM SCALE



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Product Impact Commodity Features vs. Unique Features

1	Pederson Human Resources Solution	+89	 DISTRIBUTION 2% 7% 91%
2	Cascade HCM	+83	 DISTRIBUTION 4% 9% 87%
3	Momentum HCM	+79	 DISTRIBUTION 5% 11% 84%
4	Monetize HCM	+71	 DISTRIBUTION -- 29% 71%
5	Apex HCM Solutions	+69	 DISTRIBUTION 9% 14% 78%
6	Power Sync HCM	+66	 DISTRIBUTION 12% 10% 78%
7	Metrix HCM	+51	 DISTRIBUTION 17% 15% 68%
CATEGORY AVERAGE		+74	 DISTRIBUTION 7% 11% 82%

-	Vine HCM	+65	 DISTRIBUTION 10% 15% 75%
-	SNAP HR	+82	 DISTRIBUTION 6% 6% 88%
-	Epic Human Capital Management	+54	 DISTRIBUTION 15% 15% 69%

Product Impact Security Frustrates vs. Security Protects

1	Pederson Human Resources Solution	+92	 DISTRIBUTION 1% 6% 93%
2	Cascade HCM	+88	 DISTRIBUTION 3% 6% 91%
3	Momentum HCM	+81	 DISTRIBUTION 2% 15% 83%
4	Apex HCM Solutions	+75	 DISTRIBUTION 6% 13% 81%
5	Power Sync HCM	+75	 DISTRIBUTION 6% 13% 81%
6	Monetize HCM	+70	 DISTRIBUTION -- 30% 70%
7	Metrix HCM	+67	 DISTRIBUTION 8% 16% 75%
CATEGORY AVERAGE		+81	 DISTRIBUTION 4% 11% 85%

-	Vine HCM	+79	 DISTRIBUTION 5% 11% 84%
-	SNAP HR	+68	 DISTRIBUTION 13% 6% 81%
-	Epic Human Capital Management	+72	 DISTRIBUTION 7% 14% 79%