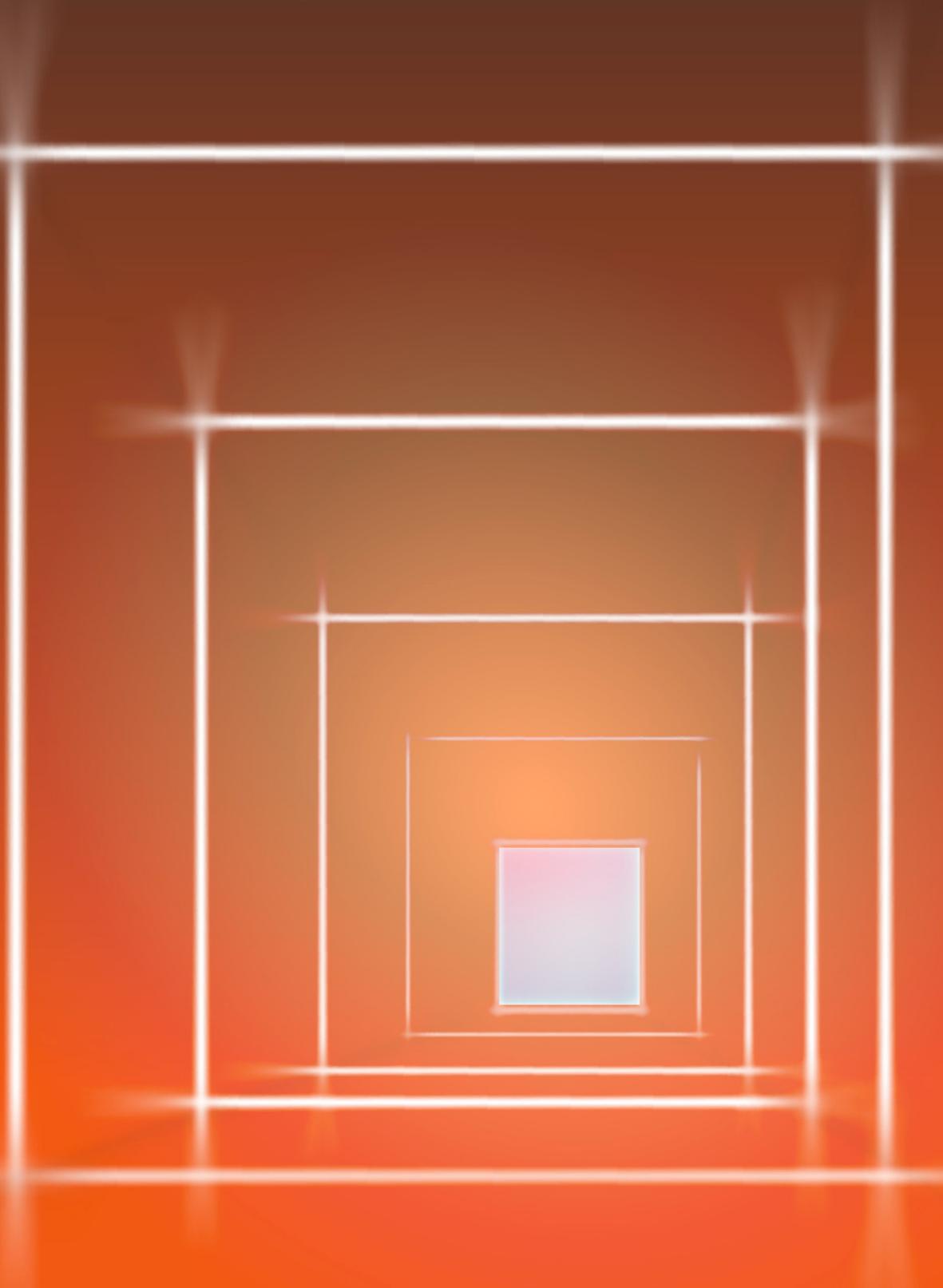


2023

HIRING INSIGHTS

Supply Chain Planning ISVs



snipeHIRE

Supply chain planning product companies (ISVs) have experienced significant growth in the past three years due to the utilization of data science, machine learning, and artificial intelligence to address complex planning and forecasting challenges. Consequently, there has been an increased demand for skilled professionals in this field.

As a trusted hiring partner for leading Supply Chain ISVs, snipeHIRE consistently monitors changes in the hiring landscape, including employee growth, employee attrition, talent acquisition sources, employee ratings, and other relevant attributes. The purpose of our hiring insights reports is to provide data-driven information to both candidates and employers, offering valuable insights into the current talent market trends and comparing key players competing for the same talent.

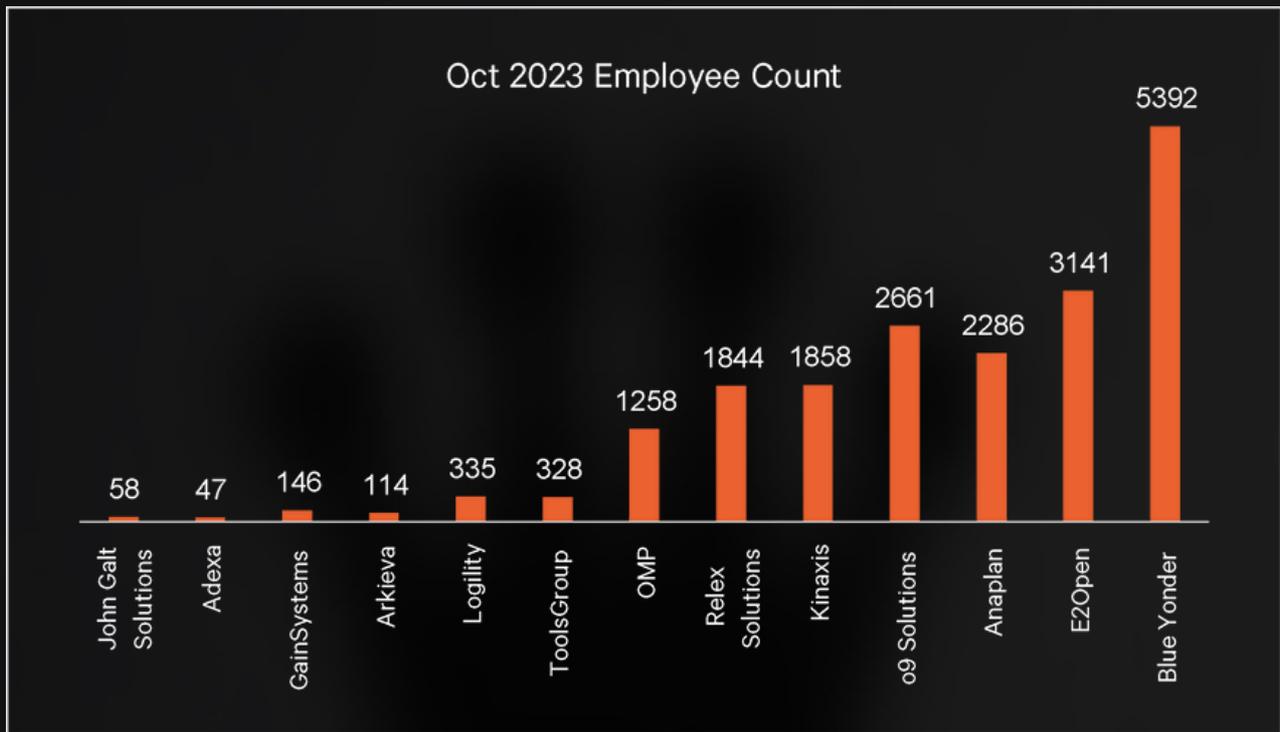
The report highlights the following parameters for leading supply chain ISVs and assesses their performance against their competitors:

- Employee growth over the past six months, one year, and two years
- Employee attrition in the previous one and two years
- Employee growth in the consulting practice
- Number of open positions in the US and EMEA
- Talent attraction insights, including talent sourcing methods used by firms and candidate satisfaction with the recruiting experience
- Overall firm and benefits rating by employees

We hope that this report provides candidates with useful insights that will aid them in making informed decisions when exploring employment opportunities in the supply chain industry. Additionally, we anticipate that hiring managers and recruiting teams in these supply chain ISVs will gain a better understanding of their competition and identify areas where improvement may be necessary.

While most companies have dedicated recruiting and HR teams to attract and retain top talent, engaging with an external specialist who can evaluate current practices and processes and provide recommendations to improve hiring and retention of the best talent can be beneficial.

Employee Strength and New Hire Activity



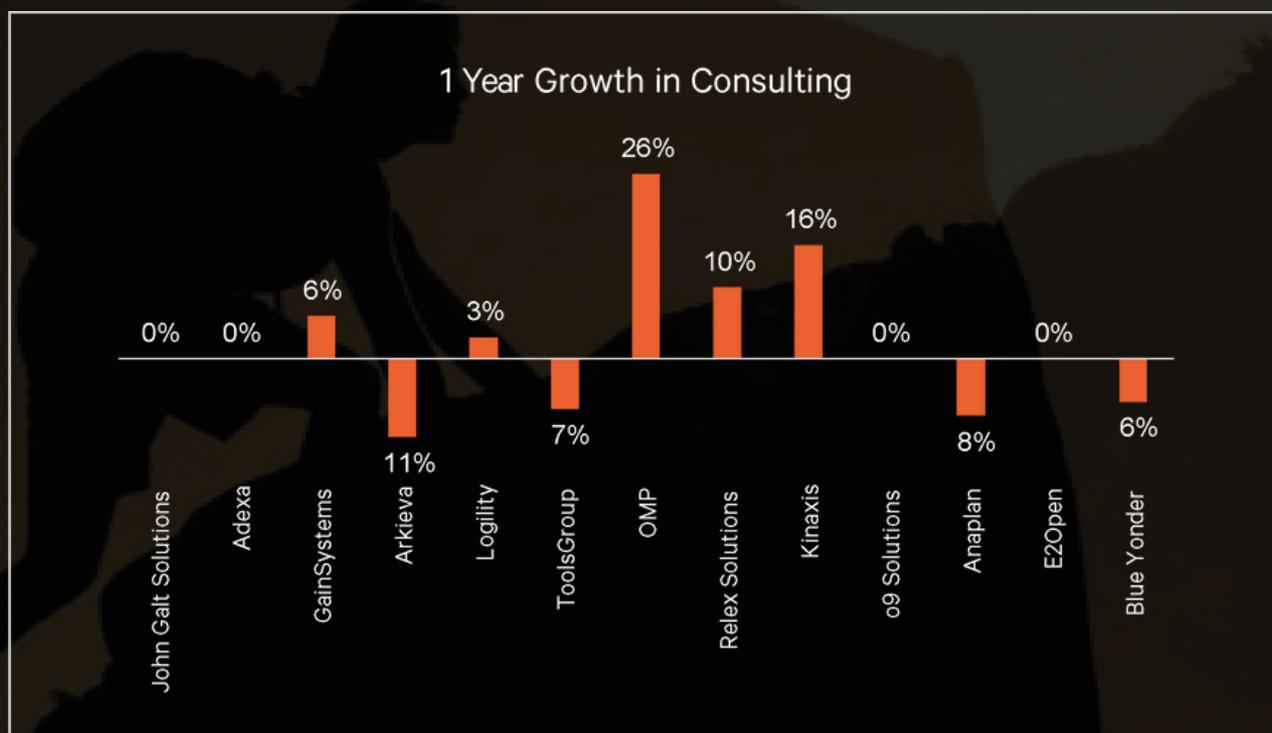
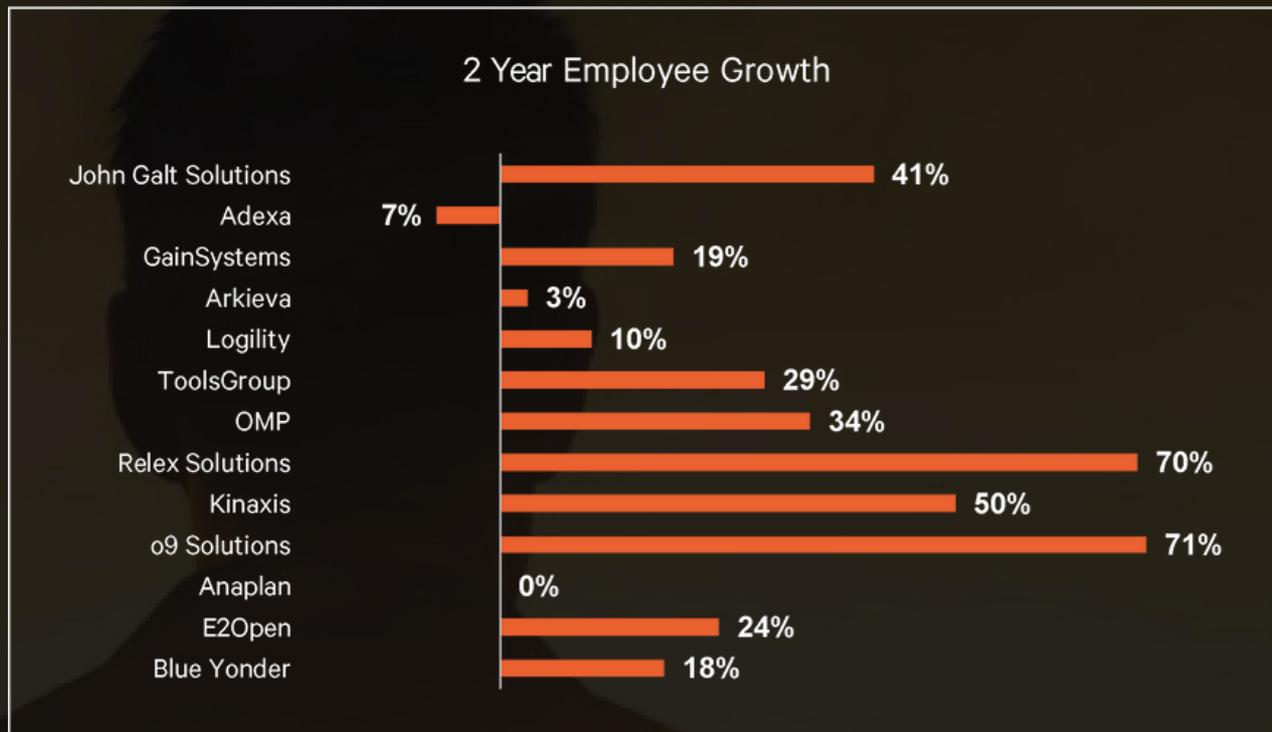
Blue Yonder, E2Open, and O9 Solutions have experienced the most significant increase in their number of employees over the past year, with each company adding more than 500 employees. Despite E2Open being larger in terms of workforce, o9 Solutions managed to hire 6% more employees than E2Open, even though it had a 2% higher employee attrition rate.

6 Months and 1 year Employee Growth



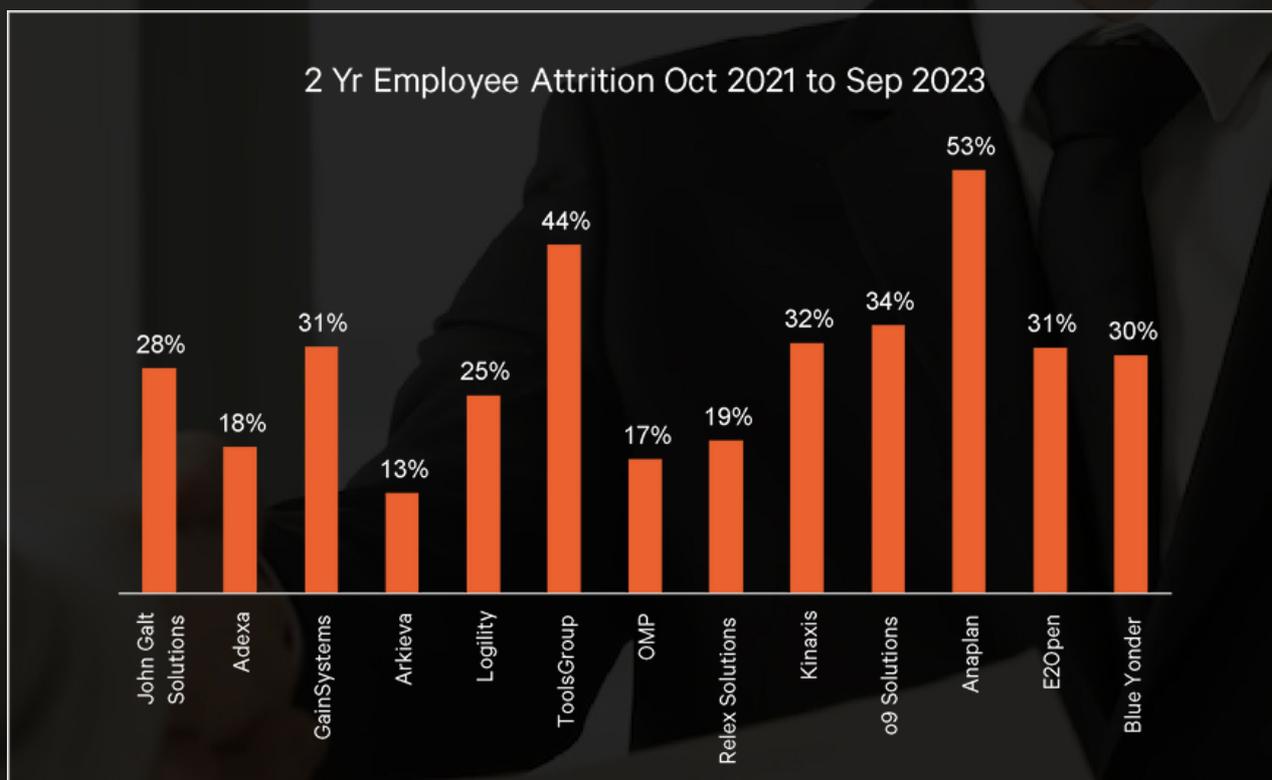
Compared to the previous year, the rate of employee growth has decreased for all Supply Chain ISVs. Blue Yonder, O9 Solutions, and E2Open have hired the most new employees. On the other hand, OMP, Kinaxis, and Relex have experienced a higher percentage growth in their workforce. This indicates that these companies have had to fill more growth positions, while o9 Solutions, Blue Yonder, and E2Open focused primarily on replacement positions.

2 Years Employee Growth & 1 Year Employee Growth in Consulting Practice



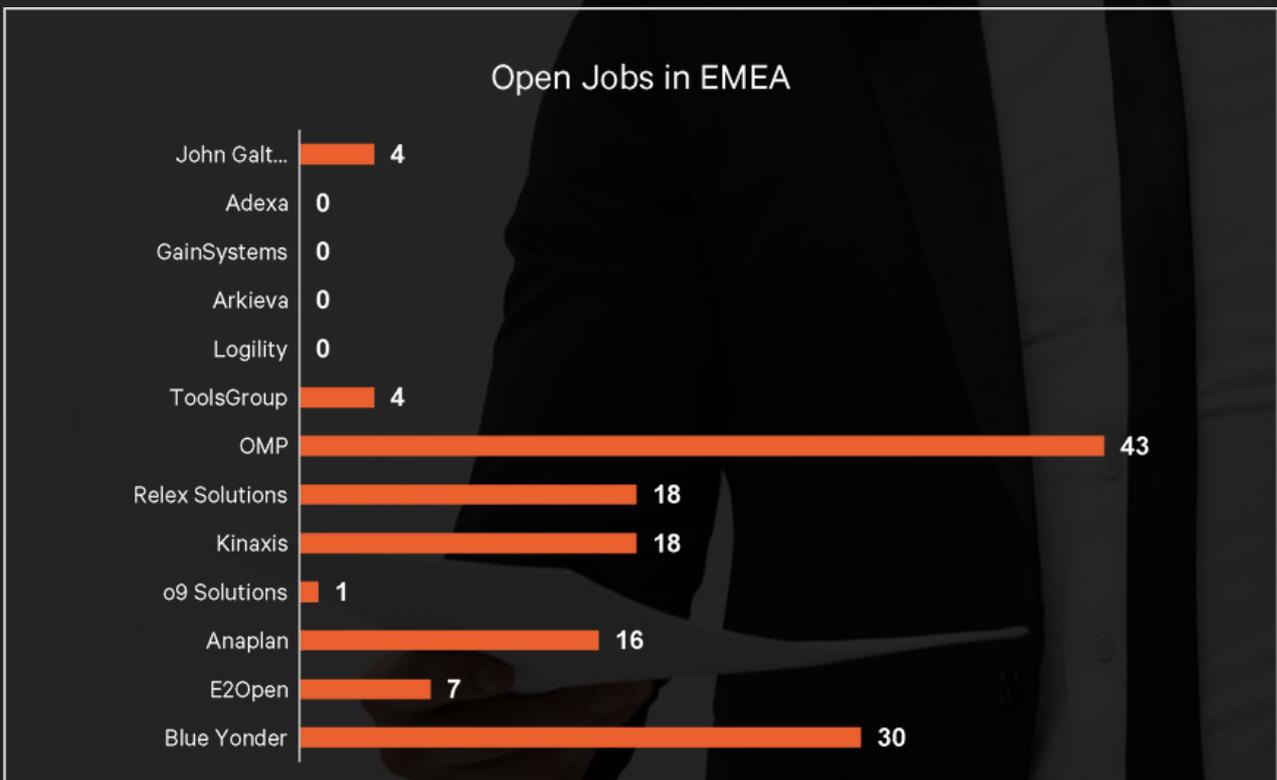
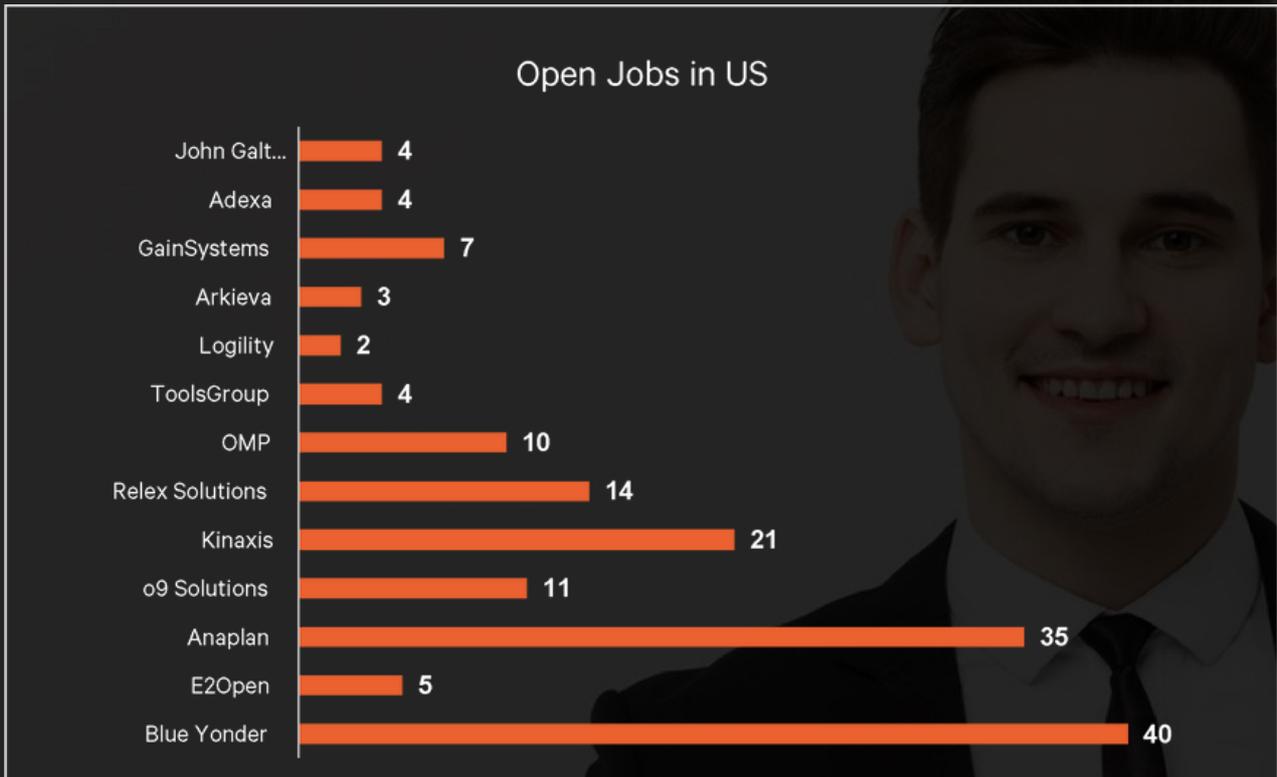
O9 Solutions, Relex Solutions, and Kinaxis have seen the highest increase in the number of employees over the past two years. However, OMP has achieved the highest percentage growth in the last six to twelve months. OMP also has the most open job positions, suggesting that it is still growing and would be an appealing option for candidates seeking opportunities for advancement.

Employee Attrition Over 1 Year and 2 Year Period



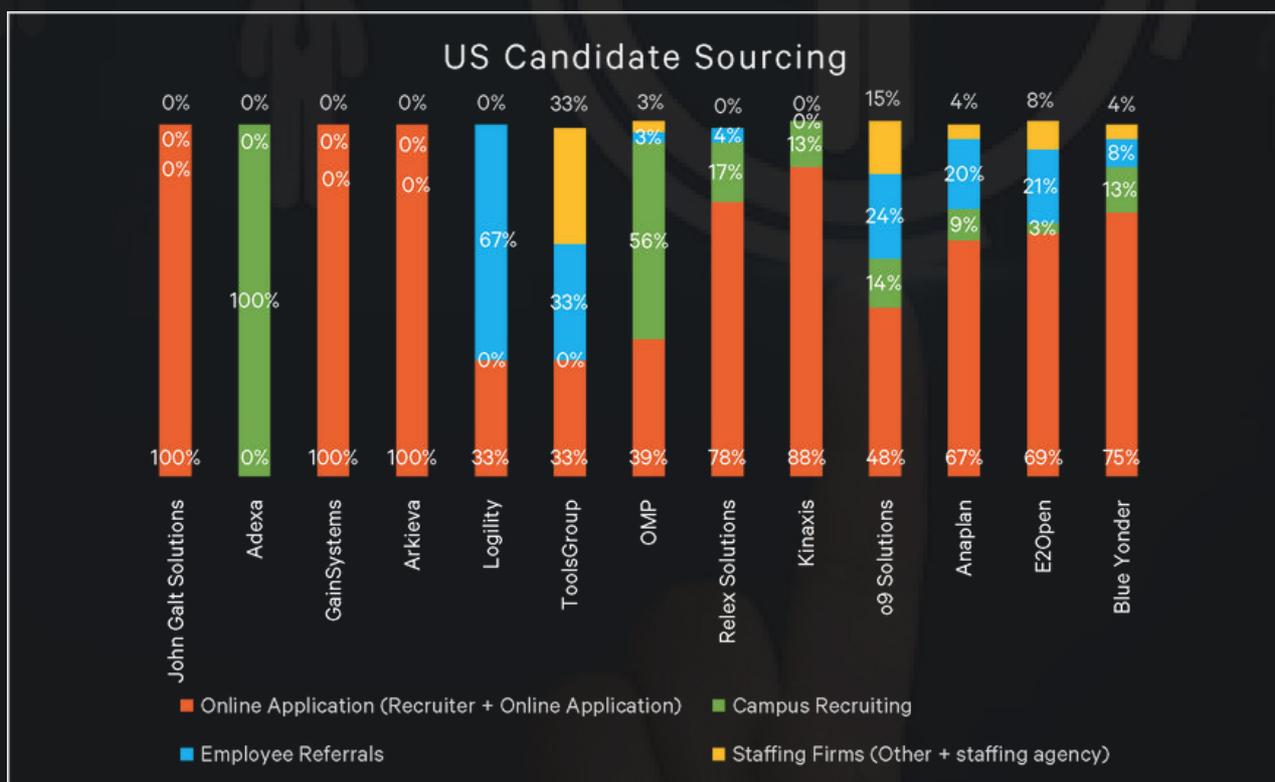
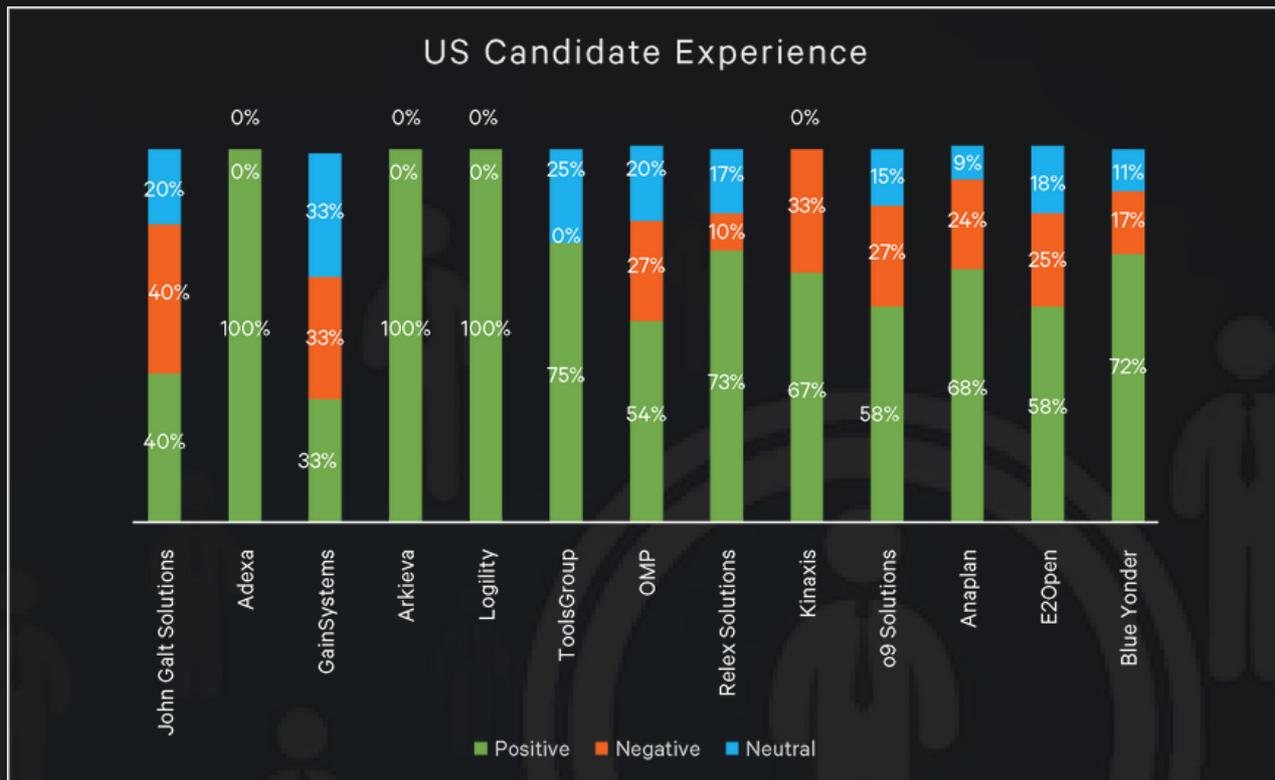
Anaplan experienced a 23% employee turnover rate in the previous year and a 53% turnover rate in the last two years. The attrition rates for Blue Yonder and E2Open have decreased compared to last year, whereas O9 Solutions has maintained a similar level of turnover as the previous year. Companies that heavily depend on online applications for recruiting new employees are facing a higher rate of employee attrition compared to those who are seeking out passive candidates.

Number of Open Job Positions in US and EMEA



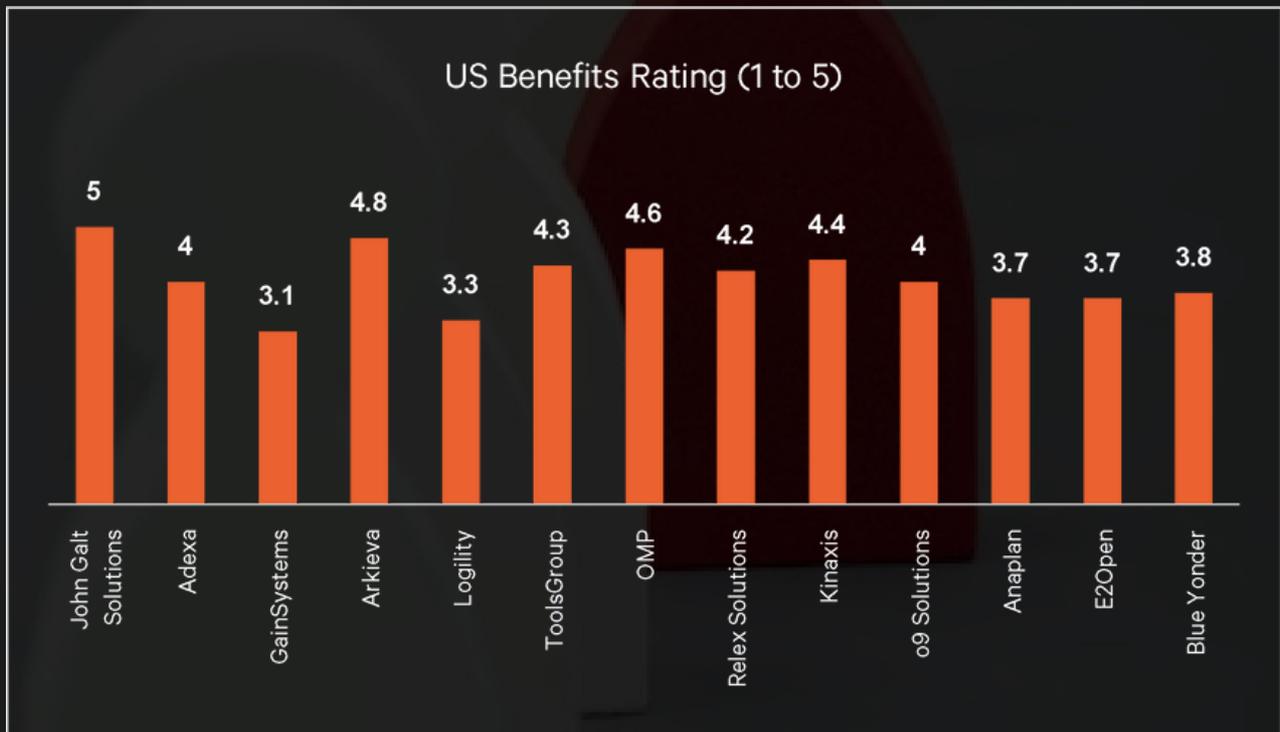
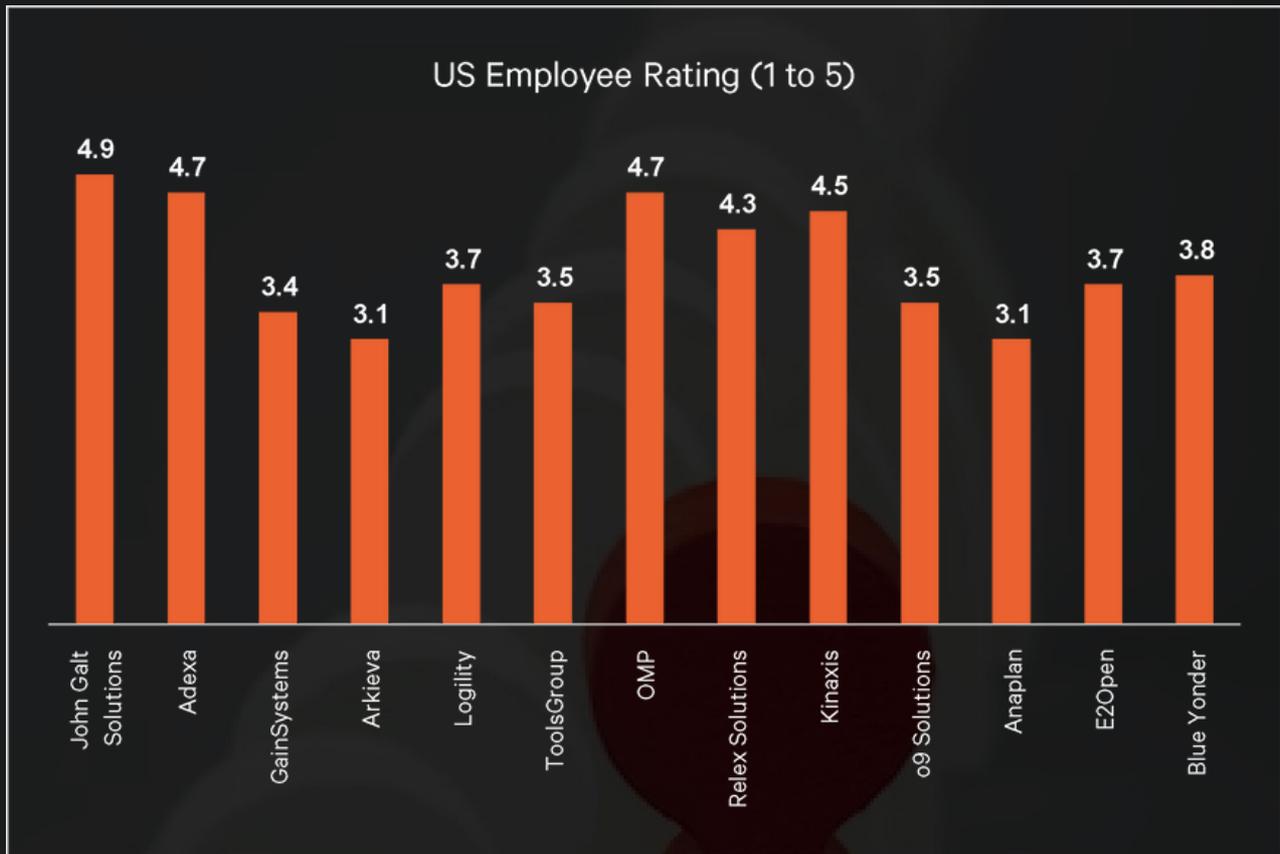
Compared to the same time last year, there has been a decrease in the overall number of open jobs, indicating a possible slowdown. In 2022, Anaplan and E2Open had the highest number of open jobs in the US, but in 2023, Blue Yonder and Anaplan have taken the lead. Similarly, in the EMEA region, there has been a significant reduction in the number of open jobs. For the first time, o9 Solutions is experiencing a reduction in total number of open positions when compared to the past 3 years.

Candidate Experience Rating & Source of Acquisition (US)



Online applications continue to be the primary source of candidates. This is evident from the fact that active job seekers typically apply to around 150-200 jobs before receiving an offer. As a result, recruiters are spending the majority of their time reviewing and rejecting active candidates. According to LinkedIn, 73% of individuals are passively seeking employment. By adopting a passive sourcing strategy, companies can expand their pool of relevant candidates and also engage directly with candidates who fit their DEI needs.

Employee Experience & Company Benefits Rating



The employee ratings in 2023 have varied. OMP, Relex, and Kinaxis received higher ratings compared to last year, whereas o9 Solutions, Anaplan, and E2Open experienced a decrease in their employee ratings. Gain Systems and Logility scored below average in rating of their benefits plans.

About snipeHIRE

snipeHIRE is a leading talent acquisition firm based in the US. We help high-growth firms and niche industry players in hiring exceptional talent and building high performing teams.

Our embedded recruiting service is transforming the way companies are hiring. We empower enterprises to compete in attracting, engaging and acquiring the best talent in the industry using modern recruiting methods, individualized programs and innovative tools.

Over the years, snipeHIRE has built a great network of skilled candidates in the areas of technology consulting, product development and data science disciplines.

Our strategic approach and alignment with customer's business helps reduce time and cost per hire, and significantly lowers the new hire attrition rate owing to our passive talent outreach and engagement.

Our purpose-driven team is fanatical about Customer Success!

snipeHIRE

Talent Drives Success



DISCLAIMER

The report was prepared independently by snipeHIRE talent intelligence team and without any bias. The results obtained were analyzed objectively and the findings are used solely for research purposes and shared in aggregate form.

DATA SOURCE

The statistics and information provided in this report has been derived on the basis of data collected from LinkedIn and Glassdoor as of October 16th 2023