

# Pricing Guide

## Applicant Tracking Systems

# Here's What We'll Cover



Pricing  
models



Pricing  
ranges



Unexpected  
costs



Pricing of  
popular systems

# Two Common Pricing Models



Perpetual License

An upfront sum for the license to own the software and use it in perpetuity. This is the more traditional model and is most common with on-premise applications.



Subscription

A monthly fee to use the software for a specific amount of time. Subscription pricing became popular with the advent of Software as a Service (SaaS).

# Comparing Costs by Pricing Model

Upfront costs

Recurring costs

Other costs

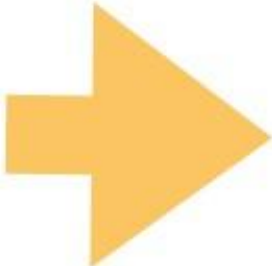
Perpetual License



HIGH



LOW



MEDIUM

Subscription



LOW



HIGH



LOW

# Perpetual License Costs



## Upfront costs

- Perpetual license fee
- Customizations
- Installation/setup
- Integration with existing systems



## Recurring costs

- Maintenance (updates, patches & upgrades)
- Premium support services



Customization and integration costs can be significant--often as much or more than the software--if you choose to change the software substantially.

# Subscription Costs



## Upfront costs

- Customizations
- Installation/setup
- Integration with existing systems



## Recurring costs

- Subscription fee
- Premium support services



Customization and integration costs are often less costly simply because SaaS systems have not provided as much flexibility in this area. Although that is changing as SaaS systems evolve.

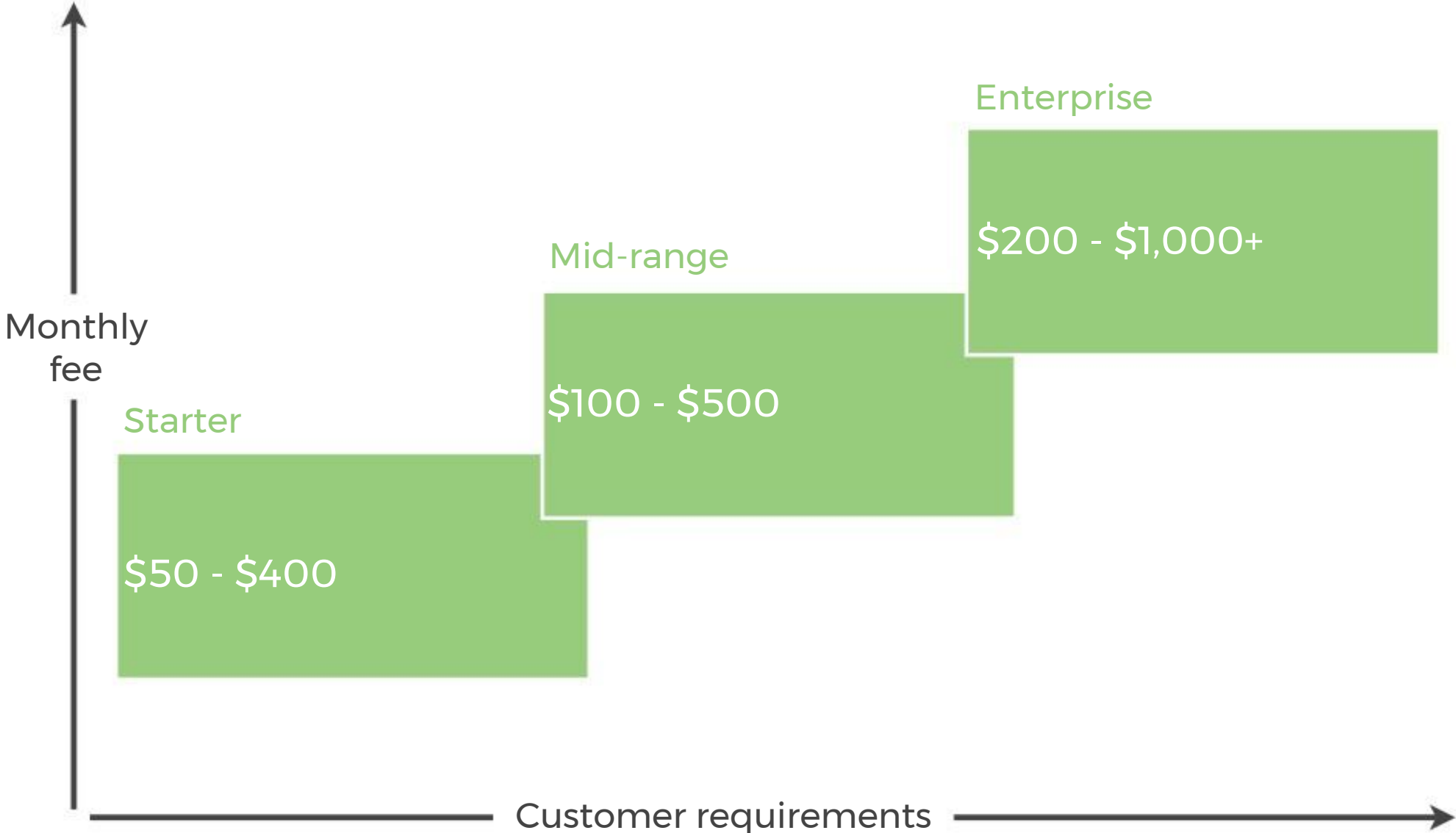
# Total Cost of Ownership

While a perpetual license may cost more upfront, the total cost of ownership typically converges with subscription packages over time.



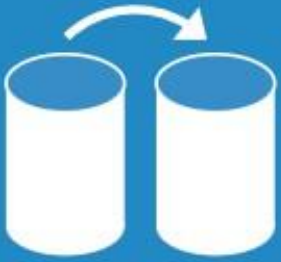
Visit our [Total Cost of Ownership Calculator](#) for a more detailed estimate.

# Subscription Price Ranges





# Often Overlooked Costs



Data migration

While this can be done in-house, most will want to pay the vendor to transfer data.



Training

Often web-based training is included, but vendors will charge for in-person training.



Hardware & IT

This can be a major expense for on-premise software buyers that need their own servers.

# Pricing for Popular Packages

Product	Pricing Model	Starter	Mid-Range	Enterprise
ApplicantPRO <sup>1</sup>	Subscription (per month)	\$60 - \$150	\$150 - \$400	\$200 - \$500
ApplicantStack <sup>2</sup>	Subscription (per month)	\$95	\$135	\$345
ExactHire <sup>3</sup>	Subscription (per month)	\$120	Unavailable	Unavailable
HiringThing <sup>4</sup>	Subscription (per month)	\$75	\$135	\$275
JazzHR <sup>5</sup>	Subscription (per month)	\$89	\$249	\$399
JobScore <sup>6</sup>	Subscription (per month)	\$49	\$99	\$249
Newton <sup>7</sup>	Subscription (per month)	\$400	Unavailable	Unavailable
Recruitee <sup>8</sup>	Subscription (per month)	\$49	\$99	\$199
Recruiterbox <sup>9</sup>	Subscription (per month)	\$250	\$490	Unavailable
SmartRecruiters <sup>10</sup>	Subscription (per month)	\$395	Unavailable	Unavailable

# Pricing for Popular Packages Continued

Product	Pricing Model	Starter	Mid-Range	Enterprise
CATS <sup>11</sup>	Subscription (per user, per month)	\$99	\$99	\$99
JobAdder <sup>12</sup>	Subscription (per user, per month)	\$99	\$99	\$99
PCRecruiter <sup>13</sup>	Subscription (per user, per month)	\$85	\$85	\$85
Workable <sup>14</sup>	Subscription (per user, per month)	\$50	\$50	\$50
Zoho Recruit <sup>15</sup>	Subscription (per user, per month)	\$0	\$25	\$50

# Sources of Pricing Data

The pricing information included in this presentation was collected from vendors' websites in March 2017. Software Advice is not in a position to provide detailed price quotes on behalf of these vendors, and this data should not be considered as such. The information is a compilation of what is publicly available online. Buyers should contact the software vendor for actual pricing. Below is a list of sources from where this information was collected:

1. <http://www.applicantpro.com/pricing>
2. <http://www.applicantstack.com/pricing>
3. <http://www.exacthire.com/applicant-tracking-software/applicant-tracking-system-cost>
4. <https://www.hiringthing.com/plans-and-pricing.html>
5. <https://www.jazzhr.com/pricing>
6. <https://www.jobscore.com/pricing>
7. <http://newtonsoftware.com/quote>
8. <https://recruitee.com/en/pricing>
9. <https://recruiterbox.com/pricing-plans>
10. <https://www.smartrecruiters.com/pricing>
11. <https://www.catsone.com/pricing>
12. <https://jobadder.com/pricing>
13. <https://www.pcrecruiter.net/solutions/faq>
14. <https://www.workable.com/pricing>
15. <https://www.zoho.com/recruit/pricing.html>

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