

EXECUTIVE RECOMMENDATION

HR Technology Platform Rationalization

Mid-cap PEO · Diagnostic Engagement · Q3 FY25

RECOMMENDATION

Consolidate three HR platforms (Eightfold, JDXpert, Talemetry) into a sequenced two-vendor structure over eighteen months. Replace JDXpert at year-end. Re-evaluate Talemetry at month twelve.

WHY

1. Capability overlap of ~65% between current platforms generates redundant cost without proportional value.
2. Vendor leverage collapses at the next renewal cycle — three concurrent renewals in FY26-Q3.
3. Phased consolidation preserves operational continuity while unlocking **\$180K–\$240K** in three-year hard savings.

DECISION FRAMEWORK SUMMARY

Dimension	Current state	Recommended
Active platforms	3	2 (Y1) → 1–2 (Y2)
Annual vendor spend	\$420K	\$280K (Y1), \$180K (Y3)
Critical workflow coverage	95%	95% (no degradation)
Implementation risk	Low (status quo)	Medium (phased)

THREE-YEAR IMPACT

- **\$180K–\$240K** in three-year hard savings.
- Integration surface reduced from 3 vendors to 2 (Y1), with optional further consolidation at Y2 gate.
- TA Operations team training consolidated under a single primary platform; onboarding cycle compressed.

NEXT STEPS

Weeks 1–2	Sign-off on consolidation thesis with HR, Finance, IT leadership
Weeks 3–6	Vendor negotiations for replacement contracts
Months 4–9	JDXpert decommission and migration
Month 12	Talemetry re-evaluation gate

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