ToolGPA

NOVEMBER 2026

CATS

The Insider's Guide

Applicant tracking and recruiting CRM with a single per-user plan



Every plan, grade, refund rule and rival among hiring and applicant tracking tools, read from CATS's own pages.

Made by Top Echelon Software, LLC · checked Nov 13, 2026 · toolgpa.com

2.4
GPA



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Who made this guide, what else is on the site, and how to cite it

ToolGPA put this guide together from CATS's own pages, its app-store listings and our grades. Every fact in it is on CATS's page too, where it is kept up to date. Checked Nov 13, 2026.

Welcome

What it is, who it suits, its grades and the ten things to know first

2.4

GPA, above 88 of the 101 other hiring and applicant tracking tools we grade

CATS is an applicant tracking system aimed at small hiring teams and professional recruiters. It combines a candidate and client database, customizable workflows, a careers page and job posting, and a recruiting browser extension. The pricing page lists one plan, billed per user, with a free 30-day trial.

To get you started, here are **9 things to know about CATS**, taken from its own pages and our grades.

> "
>
> **Workflows, careers pages and posting integrations need building before use.**
>
> From our grade for ease of use

1 **Best for an ATS for small recruiting agencies**

Data migration is an extra charge, texting is US and Canada only, and the page doesn't say what billing term the price assumes.

2 **Paid plans start at $89 a month for each person**

As its pricing page puts it: $89 per user / month (billing period not stated).

3 **You can try it first**

Free 30-day trial

4 **It runs on Web**

Web, with a browser extension too.

5 **Custom workflows**

Build the hiring pipeline stages your team uses, with multiple workflows for different teams or job types and automation triggered by status changes.

6 **Candidate and client CRM**

Keeps contacts, clients and candidates in one database with mass edit, a duplicate checker and custom fields.

7 **Sourcing extension**

Chrome and Firefox extensions parse candidate data from sites such as LinkedIn, Monster and CareerBuilder into the database.

8 **A 2.4 GPA, above 88 of 101**

That is against the other hiring and applicant tracking tools we grade, on value, the free plan, features, ease of use and platforms.

9 **Keep it**

To replace CATS you would be making jobs posted to dozens of job boards at once, which takes an agreement with each board. That is not a weekend's work, with an AI app builder or without one.

CATS at a glance

PRICING
Free trial, from $89 per user / month (billing period not stated)

FREE PLAN
No

FREE TRIAL
Free 30-day trial

RUNS ON
Web, Browser extension

MADE BY
Top Echelon Software, LLC

CATEGORY
Hiring & Applicant Tracking

OUR GRADE
2.4 GPA, fair

The report card

Best for an ATS for small recruiting agencies

CATS is an ATS and candidate CRM for recruiters, at $89 per user a month with a 30-day trial. Data migration is an extra charge, texting is US and Canada only, and the page doesn't say what billing term the price assumes.

TOOLGPA REPORT CARD — **CATS** — Graded Nov 13, 2026

SUBJECT	GRADE	COMMENT
Value for money	C	$89 per user a month against a $95 middle price for hiring tools, inside the middle of the range. The page does not say which billing period it assumes.
Free plan and trial	C	A free 30-day trial and no free plan. The page we read does not say whether a card is needed.
Features	B	Custom workflows, candidate and client CRM, a sourcing extension, careers pages, scheduling, texting and reporting. No gap in the core job shows on the listing.
Ease of use	C	No store rating on record. Workflows, careers pages and posting integrations need building before use.
Platforms and integrations	B	Web and a browser extension, with LinkedIn, Monster, CareerBuilder and WordPress. No phone or desktop app.

Grade point average — Fair, out of 4.0 **2.4**

An A is worth 4 points, a B 3, a C 2, a D 1 and an F nothing. The GPA is the average of the five.

Who CATS is for

- ✓ Fits if you are a small recruiting agency that wants candidates and clients in one tool
- ✓ Works for recruiters who source from LinkedIn with a browser extension

Who it is not for

- ✕ Pricey if you have several recruiters, at $89 per user a month with the billing basis not shown
- ✕ Watch out: moving data from an old system costs $500 on an annual plan or $1,000 on a monthly one
- ✕ Watch out: SMS texting is listed for the US and Canada only
- ✕ Skip it if you want a free plan; after the 30-day trial it is paid only

Good to know

Good for

- ✓ Small hiring teams that want a lower-cost applicant tracking system
- ✓ Recruiting and staffing firms that need a client and candidate database
- ✓ Teams moving from another ATS that want help with data migration

Worth knowing

- ⓘ The pricing page shows one per-user price and does not say whether it assumes monthly or annual billing.
- ⓘ Data migration from an old system is a separate charge: $500 on an annual plan or $1,000 on a monthly one, per the migration page.
- ⓘ SMS texting is listed for the US and Canada only.
- ⓘ The terms of service name Top Echelon Software, LLC as the provider.

PART 02 · PRICING

What it costs

Every plan, the free plan, ways to pay less and how prices have moved

$89

A month to start, for each person

CATS is a paid product with a free trial, starting at $89 per user / month (billing period not stated).

> **The page does not say which billing period it assumes.**

From our grade for value for money

PRO

$89

per user / month (billing basis not shown)

Careers page or jobs widget, workflow, meeting scheduler, SMS texting, calendar and email sync. Shown beside a crossed-out $110.

Trying it first

Free 30-day trial

Read from catsone.com on Nov 13, 2026.

PART 03 · FEATURES

What it does

Its main features, where it runs, what it works with and who makes it

2

Places it runs: Web and Browser extension

Applicant tracking and recruiting CRM with a single per-user plan. Here is what it does, as its own site describes it, and what it covers: public API, sales pipeline, workflow automation, reports, applicant tracking, job board posting.

> **Custom workflows, candidate and client CRM, a sourcing extension, careers pages, scheduling, texting and reporting.**
>
> From our grade for features

Custom workflows

Build the hiring pipeline stages your team uses, with multiple workflows for different teams or job types and automation triggered by status changes.

Candidate and client CRM

Keeps contacts, clients and candidates in one database with mass edit, a duplicate checker and custom fields.

Sourcing extension

Chrome and Firefox extensions parse candidate data from sites such as LinkedIn, Monster and CareerBuilder into the database.

Careers pages and posting

A customizable careers page or an embeddable jobs widget, multiple career portals and auto-publishing of jobs.

Scheduling and texting

A meeting scheduler for candidates and clients, 2-way calendar and email sync, and SMS texting in the US and Canada.

Screening and reporting

Knockout questions, scorecards, dashboards and reports, plus an API and webhooks for connecting other tools.

Where it runs

Web

Browser extension

What it works with

LinkedIn

Monster

CareerBuilder

WordPress

CATS is made by Top Echelon Software, LLC.

Where it stands

Its grades against its category, and whether to keep it or make your own

88/101

Other hiring and applicant tracking tools it is graded above

CATS's GPA of 2.4 is higher than 88 of the 101 other hiring and applicant tracking tools we grade, and level with 8.

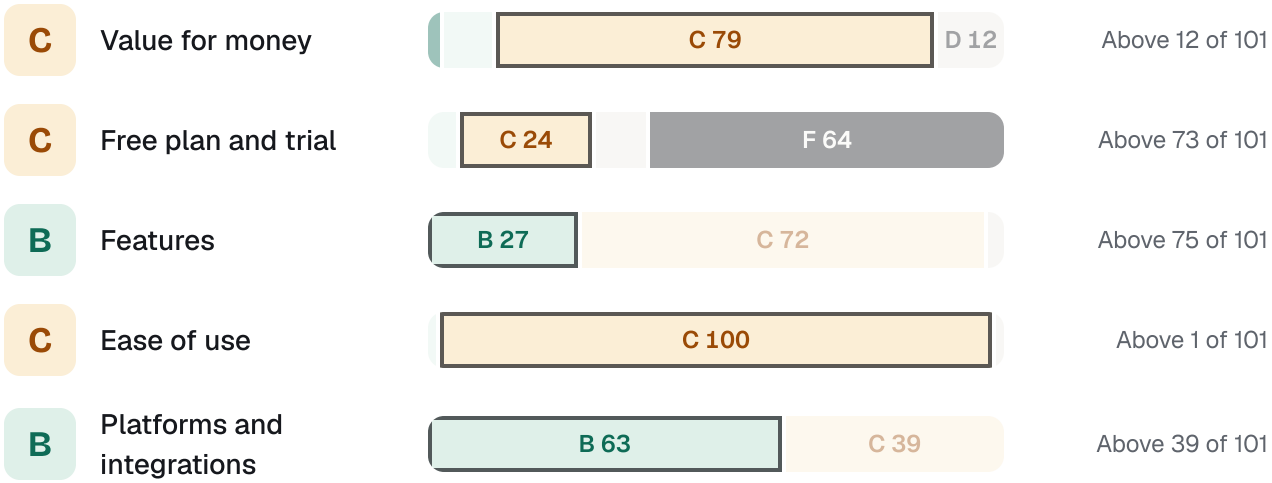
It stands best on features (B, above 75 of 101) and worst on ease of use (C, above 1).

Its paid plans start at $89 a month for each person, against a middle price of $99 for the category: 19 of the 42 others that charge start lower.

On features, ease of use and platforms it scores 2.7 out of 4. Nothing scores higher for less, though at least one tool matches that score at a lower price.

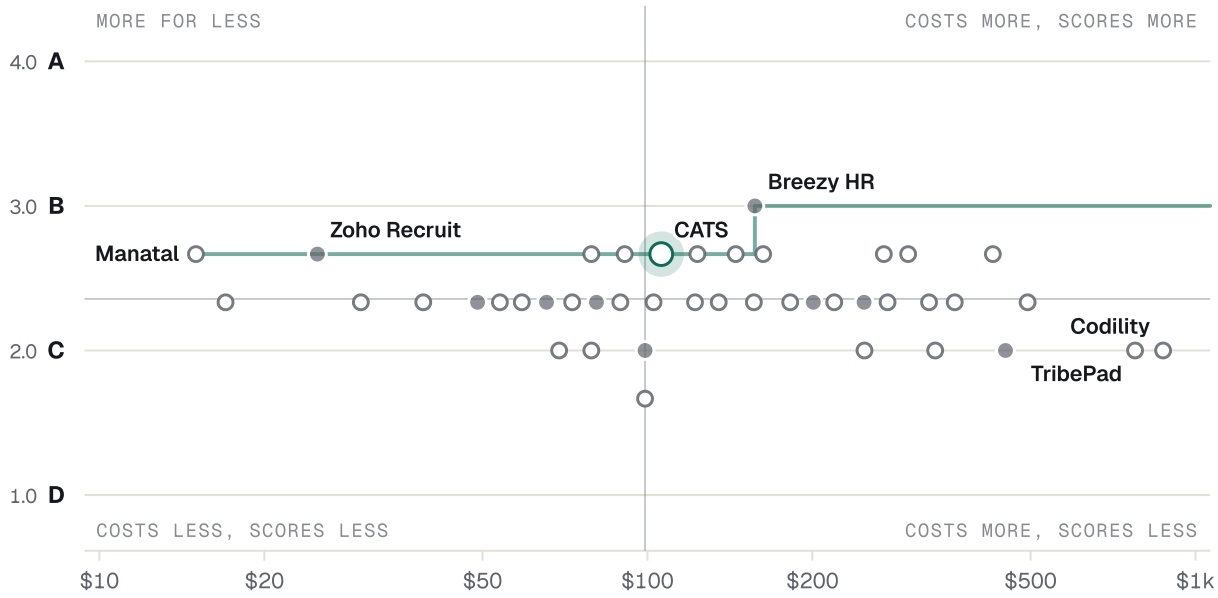
Each grade against the category

Every bar is all 102 hiring and applicant tracking tools we grade, cut by the letter each got. CATS's own letter is outlined.



Price against what you get

Each dot is one of 43 hiring and applicant tracking tools. Further left costs less; higher up scores better on features, ease of use and platforms. CATS is the marked dot.



What paid plans start at, a month (each step along is roughly double) ⍰

Keep it, or make your own?

Whether this is something you could build for yourself with an AI app builder, and what you would give up.

Keep it

To replace CATS you would be making jobs posted to dozens of job boards at once, which takes an agreement with each board. That is not a weekend's work, with an AI app builder or without one.

It is one of the better ones too: its GPA of 2.4 is higher than 88 of the 101 other hiring and applicant tracking tools we grade. It costs $1,068 a year.

What you could make

- Applicant tracking, sales pipeline and reports: an app builder makes these well.

What you could not

- Jobs posted to dozens of job boards at once, which takes an agreement with each board.
- Connections to other products, each kept working as those products change.
- It is priced for each person, which means accounts and billing for a team.
- Hooks into the device itself: widgets.
- The depth: we grade its features B, which means it covers the whole job.

What this rests on. CATS's listing: what it does, where it runs, what it plugs into and what it costs. It is a judgement about the kind of software this is. We have not built a replacement for it, and making your own means looking after it too. How we decide, and every tool's verdict.

The alternatives

The tools it is most often weighed against, side by side



Top Echelon, Recruit CRM, JazzHR, Bullhorn and Crelate

The 5 tools CATS is most often weighed against, with where each one differs from it.

2.4 GPA

Top Echelon

Free trial · from $79/mo

ATS and recruiting CRM for recruiting agencies and staffing firms.

- CATS also covers sales pipeline.

CATS and Top Echelon compared in full

2.2 GPA

Recruit CRM

Free trial · from $95/mo

ATS and client CRM for recruitment agencies, with AI agents.

- Only Recruit CRM lists iOS and Android apps.
- CATS also covers sales pipeline and reports.
- Recruit CRM also covers time tracking and AI agents.

CATS and Recruit CRM compared in full

2.0 GPA

JazzHR

From $1,000/yr

Applicant tracking for small businesses at a flat yearly price.

- Only CATS lists a browser extension.
- CATS also covers sales pipeline.

CATS and JazzHR compared in full

B

1.8 GPA

Bullhorn

From $99/mo

ATS, CRM and AI recruiting software for staffing agencies.

- Only CATS lists a browser extension.
- CATS also covers sales pipeline.

CATS and Bullhorn compared in full

cr

2.2 GPA

Crelate

Free trial · from $85/mo

Applicant tracking and recruiting CRM for staffing and search firms.

- Only CATS lists a browser extension.
- Only Crelate lists iOS and Android apps.
- CATS also covers sales pipeline, workflow automation and reports.

CATS and Crelate compared in full

Quick answers

The questions people ask about it, each answered in a line or two

13

Questions, each answered in a line or two

The short version of everything above, for when you only need the answer. Each one is told in full in its part of the guide.

Is CATS free?

No, CATS is a paid product, but you can try it first. Free 30-day trial.

How much does CATS cost?

CATS lists one plan. Pro: $89 per user / month (billing basis not shown).

What platforms does CATS work on?

CATS is available on Web. It also has a browser extension.

Does CATS have an Android app?

No Android app was listed when its pages were read on Nov 13, 2026. CATS is listed for Web.

Does CATS have an iPhone app?

No iPhone app was listed when its pages were read on Nov 13, 2026. CATS is listed for Web.

Is CATS open source?

CATS is not described as open source on its own site, as read on Nov 13, 2026.

Does CATS have an API?

Yes. CATS offers a public API, according to its own site.

What does CATS integrate with?

CATS's listing names LinkedIn, Monster, CareerBuilder and WordPress. A listing names up to eight integrations, so it may connect to more.

Who makes CATS?

CATS is made by Top Echelon Software, LLC.

What are the alternatives to CATS?

The closest alternatives to CATS in our directory are Top Echelon, Recruit CRM, JazzHR, Bullhorn and Crelate.

How does CATS compare with other hiring and applicant tracking tools?

CATS's GPA of 2.4 is higher than 88 of the 101 other hiring and applicant tracking tools we grade, and level with 8.

Is CATS good value for money?

ToolGPA grades CATS C for value for money. Its paid plans start at $89 a month for each person, against a middle price of $99 for the category: 19 of the 42 others that charge start lower.

Could I make my own version of CATS?

To replace CATS you would be making jobs posted to dozens of job boards at once, which takes an agreement with each board.

Where this guide comes from

The prices, plans, platforms and features were read from CATS's own pages on Nov 13, 2026, and the grades were given on Nov 13, 2026. Graded from this listing, whose facts were read from CATS's own pages on 13 November 2026. Not based on using the product, and shorter than our full reviews.

Every tool we list gets five grades, A to F, each with its reason, and a GPA that averages them. How each is decided is at toolgpa.com/grades. This guide is ToolGPA's own work; it is not made, paid for or approved by Top Echelon Software, LLC. Prices change, so check catsone.com before you buy.

catsone.com/pricing/
catsone.com/data-migration/
catsone.com/terms-and-conditions/
catsone.com/product/
catsone.com/downloads/

About ToolGPA

Who made this guide, what else is on the site, and how to cite it

7,721

Tools graded, in 95 categories

ToolGPA grades software the way a school report grades a pupil: five subjects, a letter for each with the reason written beside it, and a GPA that averages them. Prices, plans and platforms are read from each maker's own pages and dated, so you always know how fresh a figure is.

Every grade, review and ranking on ToolGPA is our own judgement. No company can pay for a grade or change one. Every tool on the site has a guide like this one, free to download and pass on. It all lives at toolgpa.com.

7,721	95	739	579
tools graded	categories	price changes on record	apps priced in 12 countries

What else is on toolgpa.com

CATS, kept up to date

Everything in this guide, with prices and grades as they are today

toolgpa.com/tools/cats-ats

How grades are given

The rules behind every letter and every GPA

toolgpa.com/grades

Value charts

What each tool costs against what it scores, for every category

toolgpa.com/charts

Compare

Any two tools side by side, plan by plan

toolgpa.com/compare

Price changes

Every price rise and cut on record, each with its source

toolgpa.com/price-changes

Prices by country

What apps cost on the App Store in 12 countries

toolgpa.com/prices-by-country

Pay less

Every public discount: yearly billing, students, nonprofits

toolgpa.com/save

Keep or make

Which tools are worth paying for, and which you could build yourself

toolgpa.com/keep-or-make

Scan for the live page

Prices and grades as they are today

Quoting this guide?

Please name ToolGPA and link to the live page, so readers can check the figures for themselves:

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ToolGPA, "CATS: The Insider's
Guide", checked Nov 13, 2026.
https://toolgpa.com/tools/cats-ats
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Know someone choosing between hiring and applicant tracking tools?

Send them this guide:
toolgpa.com/tools/cats-ats/guide

ToolGPA elsewhere: youtube.com/@toolgpa

See our other guides

The best-graded hiring and applicant tracking tools after CATS, each with an Insider's Guide of its own.

Hiring & Applicant Tracking Insider's Guide

Every one of the 102 hiring and applicant tracking tools we grade, compared

Manatal Insider's Guide

Low-cost per-user ATS and recruitment CRM with AI candidate matching

2.8 GPA

Breezy HR Insider's Guide

Flat-priced applicant tracking with a free one-job plan

2.6 GPA

JOIN Insider's Guide

Multiposting and applicant management priced per open job

2.6 GPA

ToolGPA

Choosing software? Every tool graded, every price dated.

Compare tools at toolgpa.com ›

Everything in this guide is ToolGPA's own summary of what CATS's pages, its app-store listings and public reviews said on the dates shown. Grades are our judgement under the rules at toolgpa.com/grades. Every grade, review and ranking on ToolGPA is our own judgement. No company can pay for a grade or change one. CATS is a trademark of its owner, and this guide is not made, paid for or approved by Top Echelon Software, LLC. Prices and plans change: check catsone.com before you buy.