ToolGPA

NOVEMBER 2026

Fountain

The Insider's Guide

Hiring, onboarding and shift scheduling for frontline workers



Every plan, grade, refund rule and rival among HR software, read from Fountain's own pages.

Made by Fountain (Onboard IQ) · checked Nov 12, 2026 · toolgpa.com

1.8
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 Fountain's own pages, its app-store listings and our grades. Every fact in it is on Fountain's page too, where it is kept up to date. Checked Nov 12, 2026.

Welcome

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

1.8

GPA, above 13 of the 63 other HR software we grade

Fountain is a platform for employers that hire hourly and frontline workers in volume, such as restaurants, retailers and logistics firms. It combines sourcing, a CRM for past applicants, an applicant tracking system, onboarding and shift scheduling, with AI agents and an assistant called Cue that run parts of the process. Pricing is quoted per customer.

To get you started, here are **7 things to know about Fountain**, taken from its own pages and our grades.

> "
>
> **Which of those products you get depends on the quote.**
>
> From our report card of Fountain

1 **Best for hiring hourly and frontline staff in volume**

No price is published and the pricing page leads to a demo form.

2 **It runs on Web**

Web.

3 **Sourcing**

Finds and engages frontline applicants around the clock, according to the vendor.

4 **CRM for rehiring**

Keeps past applicants and former workers on file so they can be contacted when a role opens again.

5 **Applicant tracking**

Takes candidates from application to offer, including interview scheduling and automated offers.

6 **A 1.8 GPA, above 13 of 63**

That is against the other HR software we grade, on value, the free plan, features, ease of use and platforms.

7 **Keep it**

To replace Fountain 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.

Fountain at a glance

PRICING Paid	FREE PLAN No
FREE TRIAL None stated	RUNS ON Web
MADE BY Fountain (Onboard IQ), since 2014	CATEGORY HR Software
OUR GRADE 1.8 GPA, weak	

The report card

Best for hiring hourly and frontline staff in volume

Fountain handles hiring for hourly and frontline employers: sourcing, a rehire CRM, applicant tracking, onboarding and shift scheduling, with AI helpers. No price is published and the pricing page leads to a demo form. Which of those products you get depends on the quote.

TOOLGPA REPORT CARD	Fountain	Graded Nov 12, 2026

SUBJECT	GRADE	COMMENT
Value for money	C	No price is published; the page leads to a demo form and says pricing is tailored to the product suite.
Free plan and trial	F	No free plan and no trial is on record in the listing or on its pricing page.
Features	B	Sourcing, a rehire CRM, applicant tracking, onboarding, shifts and scheduling, and AI recruiting helpers. The listing names no gap in the hiring job.
Ease of use	C	No store rating on record. Hiring flows, messages and shift rules need building before a first hire.
Platforms and integrations	C	Web only, with no apps or integrations list on record.

Grade point average Weak, out of 4.0 **1.8**

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 Fountain is for

- ✓ Fits if you hire hourly or frontline staff in volume, like restaurants or retail
- ✓ Works for firms that want hiring and shift scheduling in one tool

Who it is not for

- ✕ Skip it if you want a price, as none is published
- ✕ Not for you if you hire for professional-services roles, which isn't its stated focus
- ✕ Watch out: separate products are listed, and which you get depends on the quote
- ✕ Skip it if you want a free plan or trial, as none is listed

Good to know

Good for

- ✓ Employers hiring hourly workers in volume across many locations
- ✓ Retail, food service, logistics and healthcare operators
- ✓ Staffing agencies and franchises with high applicant turnover

Worth knowing

- ⓘ No prices are published: the pricing page leads to a demo request form and says pricing is tailored to the product suite.
- ⓘ The site lists separate products (Source, CRM, ATS, Onboarding, Shift & Scheduling), and which ones a customer gets depends on the quote.
- ⓘ The vendor describes the audience as frontline and hourly employers; professional-services hiring is not its stated focus.

PART 02 · PRICING

What it costs

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

Fountain's current pricing could not be confirmed from its own site.

> **No price is published; the page leads to a demo form and says pricing is tailored to the product suite.**
>
> From our grade for value for money

We could not confirm Fountain’s current prices from its own site, so this guide lists no plans. fountain.com has them.

What it does

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

1

Place it runs: Web

Hiring, onboarding and shift scheduling for frontline workers. Here is what it does, as its own site describes it, and what it covers: AI features, AI agents, shift scheduling, applicant tracking, job board posting.

> **Sourcing, a rehire CRM, applicant tracking, onboarding, shifts and scheduling, and AI recruiting helpers.**
>
> From our grade for features

Sourcing

Finds and engages frontline applicants around the clock, according to the vendor.

CRM for rehiring

Keeps past applicants and former workers on file so they can be contacted when a role opens again.

Applicant tracking

Takes candidates from application to offer, including interview scheduling and automated offers.

Onboarding

Collects forms and handles first-day steps for new hires, with an AI support agent for questions before day one.

Shift and scheduling

A scheduling product aimed at filling open shifts before gaps appear.

AI recruiter and Cue

An AI recruiter screens candidates, and the Cue assistant takes plain-language requests such as hiring ten associates or filling weekend shifts.

Where it runs

Web

What it works with

Its own pages name no integrations.

Fountain is made by Fountain (Onboard IQ), and has been around since 2014.

PART 04 · STANDING

Where it stands

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

13/63

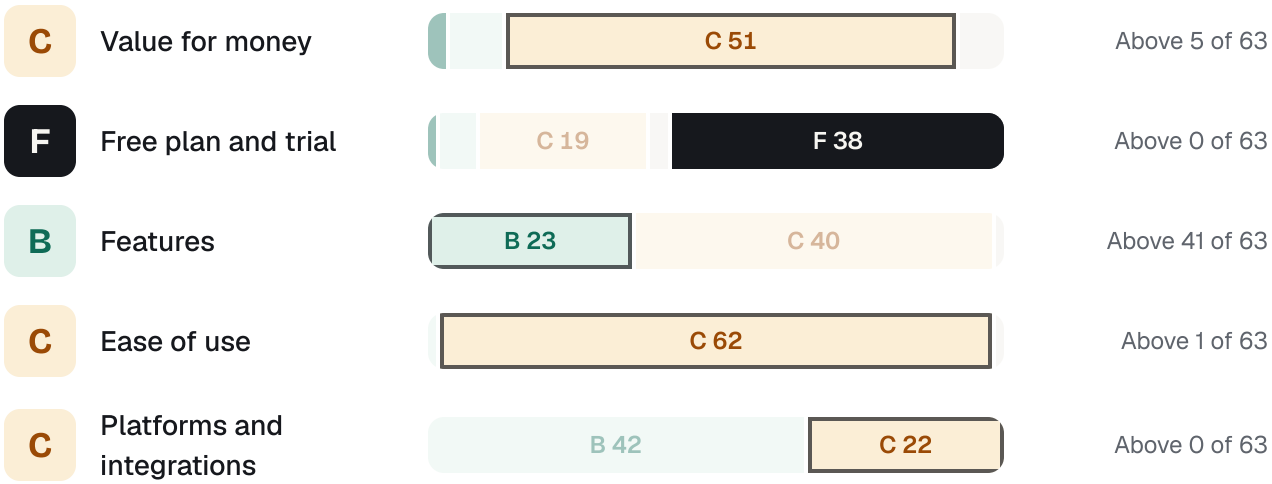
Other HR software it is graded above

Fountain's GPA of 1.8 is higher than 13 of the 63 other HR software we grade, and level with 16.

It stands best on features (B, above 41 of 63) and worst on free plan and trial (F, above 0).

Each grade against the category

Every bar is all 64 HR software we grade, cut by the letter each got. Fountain's own letter is outlined.



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 Fountain 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.

That makes this kind of software worth paying for, not this one in particular: 34 of the 63 other HR software grade higher.

What you could make

- Applicant tracking: an app builder makes this well.

What you could not

- Jobs posted to dozens of job boards at once, which takes an agreement with each board.
- An AI agent, with the models and the safeguards behind it.
- A rota the whole staff sees on their phones, with swaps and alerts.
- The depth: we grade its features B, which means it covers the whole job.

What this rests on. Fountain'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



Workable, Greenhouse, Tellent Recruitee, Teamtailor and When I Work

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

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

2.2 GPA

Workable

Free trial · from $299/mo

Applicant tracking and HR software priced by company size.

- Only Workable lists iOS and Android apps.
- Only Workable lists a browser extension.
- Fountain also covers shift scheduling.

Fountain and Workable compared in full

2.0 GPA

Greenhouse

Paid

Structured-hiring ATS for growing and large companies, by quote.

- Only Greenhouse lists iOS and Android apps.
- Only Greenhouse lists a browser extension.
- Fountain also covers AI agents and shift scheduling.

Fountain and Greenhouse compared in full



2.4 GPA

Tellent Recruitee

Free trial

Applicant tracking system with a careers site builder, by quote.

- Only Tellent Recruitee lists iOS and Android apps.
- Fountain also covers AI agents and shift scheduling.
- Tellent Recruitee also covers workflow automation and reports.

Fountain and Tellent Recruitee compared in full



2.0 GPA

Teamtailor

Paid

Applicant tracking and career sites with unlimited users, by quote.

- Only Teamtailor lists iOS and Android apps.
- Fountain also covers AI agents and shift scheduling.
- Teamtailor also covers workflow automation and reports.

Fountain and Teamtailor compared in full



2.8 GPA

When I Work

Free trial · from $2.50/mo

Staff scheduling with auto-fill, shift trades and an add-on time clock.

- Only When I Work lists iOS and Android apps.
- Fountain also covers AI agents, applicant tracking and job board posting.
- When I Work also covers auto-scheduling, team chat, time clock and time off.

Fountain and When I Work compared in full

PART 06 · QUESTIONS

Quick answers

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

9

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 Fountain free?

No. Fountain is a paid product.

What platforms does Fountain work on?

Fountain is available on Web.

Does Fountain have an Android app?

No Android app was listed when its pages were read on Nov 12, 2026. Fountain is listed for Web.

Does Fountain have an iPhone app?

No iPhone app was listed when its pages were read on Nov 12, 2026. Fountain is listed for Web.

Is Fountain open source?

Fountain is not described as open source on its own site, as read on Nov 12, 2026.

Who makes Fountain?

Fountain is made by Fountain (Onboard IQ). It dates from 2014.

What are the alternatives to Fountain?

The closest alternatives to Fountain in our directory are Workable, Greenhouse, Tellent Recruitee, Teamtailor and When I Work.

How does Fountain compare with other HR software?

Fountain's GPA of 1.8 is higher than 13 of the 63 other HR software we grade, and level with 16.

Could I make my own version of Fountain?

To replace Fountain 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 Fountain's own pages on Nov 12, 2026, and the grades were given on Nov 12, 2026. Graded from this listing, whose facts were read from Fountain's own pages on 12 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 Fountain (Onboard IQ). Prices change, so check fountain.com before you buy.

fountain.com

fountain.com/signup

fountain.com/about-us

PART 07 · ABOUT

About ToolGPA

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

5,038

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.

5,038	95	739	579
tools graded	categories	price changes on record	apps priced in 12 countries

What else is on toolgpa.com

Fountain, kept up to date

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

toolgpa.com/tools/fountain

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, "Fountain: The Insider's Guide",
checked Nov 12, 2026.
https://toolgpa.com/tools/fountain
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Know someone choosing between HR software?

Send them this guide:
toolgpa.com/tools/fountain/guide

ToolGPA elsewhere: youtube.com/@toolgpa

See our other guides

The best-graded HR software after Fountain, each with an Insider's Guide of its own.

HR Software Insider's Guide

Every one of the 64 HR software we grade, compared

Breathe Insider's Guide

UK HR software for small firms, priced per business, not per person

2.6 GPA

Leave Dates Insider's Guide

Annual leave planner and absence tracker for small teams

2.6 GPA

TalentHR Insider's Guide

HR records, time off, hiring and reviews for small teams

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 Fountain'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. Fountain is a trademark of its owner, and this guide is not made, paid for or approved by Fountain (Onboard IQ). Prices and plans change: check fountain.com before you buy.