



Press Release

Date: November 29, 2010  
From: Garry H. Peterson, President & CEO  
Institute for Green Business Certification

**Ultimate Software Earns Green Certification from IGBC for  
Commitment to Environmentally Friendly Business Practices**

Institute for Green Business Certification, Inc. (IGBC), one of the oldest organizations that certifies business environmental practices, is pleased to announce that Ultimate Software (Nasdaq: ULTI), a leading provider of unified human capital management SaaS solutions for global businesses, has been certified as a “green business” by the IGBC.

Ultimate earned the green business certification after a detailed audit of its business operations by the IGBC. Accrediting companies in the U.S., Canada, South America, Central America, and soon Asia, South Africa, and Europe, the IGBC audit evaluates the green initiatives of business in 10 major categories: waste reduction, recycling, reduction in office material usage, purchasing, energy saving, water conservation, pollution prevention, reduction in chemical usage, proper handling of pollutants, and reduced emissions—all in compliance with elements of EPA and OSHA regulations.

“Ultimate demonstrates a commitment to its community’s and the world’s environmental health and well-being,” said Garry H. Peterson, president and CEO of IGBC. “By taking actionable steps toward sustainability, Ultimate is establishing itself as a model example for other businesses that want to reduce their carbon footprint.”

Ultimate’s green initiatives include business processes, workforce programs, and facility-related activities such as switching to IT equipment that meets Energy Star standards, deploying a stringent recycling program, rolling out commuter programs to its employees, moving to green paper products, and ensuring an environmentally responsible headquarters facility by installing water reducers, tinting windows to conserve energy, and replacing all incandescent lighting.

“Ecologically sound business practices are at the forefront of every progressive company’s priorities. Conducting green business is not only our social responsibility, it also makes smart business sense,” said Bill Hicks, CIO for Ultimate Software. “In addition to our green facilities and business practices, we’re also very proud that our UltiPro solution is a technology platform that supports sustainability strategies for businesses. Beyond helping customers significantly reduce paper consumption in historically paper-intensive business processes such as payroll, HR, recruitment, and performance management, our SaaS solution—UltiPro—also lowers or eliminates costs for dedicated hardware and energy resources. We’re pleased that the IGBC recognizes our dedication to implementing responsible business practices.”

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### **About Ultimate**

A leading provider of unified human capital management SaaS solutions for global businesses, Ultimate markets its award-winning UltiPro solution as an on-demand service through Software-as-a-Service (SaaS). Based in Weston, FL, Ultimate employs approximately 1,100 professionals who are focused on developing the highest quality products and services. In 2009, Ultimate was awarded first place in the People's Choice Stevie® competition for Favorite New SaaS Product and was ranked the #1 best medium-sized company to work for in America by the Great Place to Work® Institute for the second consecutive year. In 2008, Ultimate was the first HR/payroll SaaS provider to be audited and awarded the ISO/IEC 27001:2005 Certification for security management and was recognized for having the #1 "Best Product Development Team" in the nation by the American Business Awards. Ultimate has more than 2,000 customers representing diverse industries, including such organizations as Adobe Systems Incorporated, The Container Store, Culligan International, Elizabeth Arden, Major League Baseball, The New York Yankees Baseball Team, and Ruth's Chris Steak House. More information on Ultimate's products and services can be found at [www.ultimatesoftware.com](http://www.ultimatesoftware.com).

**The Institute for Green Business Certification** is the oldest organization of its kind and only one of two to certify business environmental practices worldwide. For more information on **IGBC** go to [www.gbcertified.org](http://www.gbcertified.org). In order to discover the significance and magnitude of an **IGBC** certification, please contact Rich Wilkinson, 1-800-764-7102 / [rich@gbcertified.com](mailto:rich@gbcertified.com).

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