

Company Profile

About Ultimate Software: Headquartered in Weston, Florida, Ultimate Software is a leading provider of Web-based payroll and workforce management solutions for organizations of all sizes. The Company markets award-winning UltiPro® Workforce Management as licensed software, a hosted service through Intersourcing®, and a co-branded offering to Business Service Providers (BSPs) under the “Powered by UltiPro” brand.

Since its inception, Ultimate Software’s goal was product excellence – the “ultimate software” for human resource and payroll professionals. The vision was to deliver the greatest total value over the life cycle of the solution while at the same time providing business benefits previously enjoyed only by large corporations. The Company’s exclusive focus on workforce management and payroll has resulted in solutions characterized by ease of use, robust built-in functionality, superior technology, low cost of ownership and rapid implementation – with a quantifiable return on investment.

Ultimate Software’s award-winning UltiPro Workforce Management delivers the most functionality available today by offering comprehensive employee management functionality tightly integrated with a powerful payroll engine, rich reporting and analytical decision-making tools, plus a Web portal for your workforce to access company-related activities. Using UltiPro solutions, customers can empower their entire workforce – employees, managers and executives – and centralize collaborative information sharing through UltiPro’s workforce portal. The end result is serious business value because UltiPro streamlines workforce management and payroll functions, improves efficiency and reduces overall operating costs.

The Company employs 500 professionals who are united in their commitment to developing trend-setting solutions and delivering quality service. Ultimate Software services approximately 1,300 customers, representing approximately 7,000 companies and 2 million employees across the United States, including The Arizona Diamondbacks/Phoenix Suns, Benihana Restaurants, The Container Store, Elizabeth Arden, Omni Hotels, Ruth's Chris Steak House and Trammell Crow Residential.

Award-Winning Solution: **UltiPro Workforce Management** is an industry leader in HRMS/payroll – delivering more out-of-the-box functionality than any other provider. UltiPro’s functionality includes human resources, payroll, benefits management, comprehensive reporting, a workforce portal with employee and manager self-service, Web-based benefits enrollment, Web employee work events and administration, built-in workflow, recruitment and staffing, training management, and more.

UltiPro’s workforce portal can serve as your company’s communications hub and the central gateway for business activities, because it delivers functionality for everyone in your organization – HR and financial departments as well as executives, staff managers and individual employees. With the UltiPro workforce portal, your HR/payroll staff, managers and administrators can complete daily employee administration tasks, administer benefits, manage staff and access reporting in real-time, from one central location. Managers and executives can access commonly requested reports and analyze workforce statistics and trends on-demand. Your employees can access pay and benefits information, get questions answered and complete routine updates instantly. Plus, the UltiPro portal connects your entire workforce, keeping everyone in the company on the same page about your business initiatives – and reduces operating costs by eliminating the need to print and distribute paper communications, handbooks, forms and even paychecks. The UltiPro portal also offers features to easily extend the portal into other areas of the enterprise, making it truly the central hub for your business activities.

On-site Software or Hosted HR/Payroll Service: Ultimate Software’s solutions are available as on-site software or through the hosted service model, Intersourcing, for either a one-time license fee or a per-employee-per-month price. With UltiPro hosted through Intersourcing, organizations receive the best of both in-house and outsourced HRMS/payroll advantages, including complete access to critical employee data, a Web portal for managers and employees, business intelligence tools for executive decision-making and comprehensive HRMS/payroll functionality – all with no additional requirement for in-house IT support. Ultimate Software provides all the hardware and system software, hosts UltiPro at a world-class data center, and upgrades and maintains the system.

Recent Industry Recognition:

- In October 2005, Ultimate Software was ranked as one of the top six worldwide software on-demand vendors by IDC, the premier global provider of market intelligence, advisory services, and events.
- In June 2005, Ultimate Software was named one of the top 50 "Best Small & Medium Companies to Work for in America" by the Great Place to Work® Institute and the Society for Human Resource Management (SHRM).
- Ultimate Software was named the Human Resources Outsourcing (HRO) Association's Payroll Provider of the Year in April 2005. Other nominees for the HRO Payroll Provider of the Year were ADP, Genesys, and Ceridian. Ultimate Software and its hosted model Intersourcing were selected by a team of judges who are leading HRO analysts.
- Ultimate Software's customer support center was certified for the sixth consecutive year in December 2004 under the prestigious Support Center Practices (SCP) Certification program.
- Forrester Research, Inc., an independent technology research company, ranked Ultimate Software as a "Leader" in HR solutions in a June 2004 human resources management systems report titled "Forrester Wave™: HR Management Systems."
- Ultimate Software was selected by *Start* magazine in June 2004 as one of its Hottest Companies of 2004.
- Ultimate Software won TechHR's Enterprise-Level HR Technology of the Year award for its hosted service offering, Intersourcing in May 2004.
- Ultimate Software was named to the ASPnews list of the world's 25 leading service providers in the application service provider (ASP) and Web Services industry in March 2004.
- Ultimate Software earned certification in October 2003 from the HR-XML Consortium, a nonprofit organization dedicated to creating and promoting standardized, HR-specific XML vocabularies.
- Ultimate Software was positioned in the Leader quadrant of the July 2003 Gartner *Magic Quadrant for U.S. Midmarket HRMS*, an evaluation of 23 HR/payroll solutions on specific criteria including vendor viability, functional depth, support capability and service commitment.
- Ultimate Software was the only company to win two "Stevies" in the first-ever American Business Awards, for the categories of Best Product Development Organization and Best Salesperson in April 2003.

Pricing and Availability:

Ultimate Software markets UltiPro through a direct sales team and through co-branding alliances. Pricing varies based upon functionality requirements, number of employees, specific customer requirements, and services provided.

Professional Services:

Successful implementation in the shortest timeframe is Ultimate Software's goal for every customer. A major difference in Ultimate Software's approach is its emphasis upon expert, *fast* implementation by its highly trained staff. Ultimate Software's dedicated professionals meet customers face-to-face, determine their requirements, design and implement UltiPro to meet their unique needs, convert their data, train staff and provide ongoing support – all for a cost-effective price. While UltiPro delivers an exceptional amount of built-in functionality, full customization and implementation services are available from our professional services team.

Customer Service:

Once customers have implemented UltiPro, Ultimate Software provides three-tier, SCP-certified product support, with support offered 24 hours a day, seven days a week – through a named service representative that is familiar with your business needs. Ultimate Software offers comprehensive "Passion for Perfection" customer service and support through a staff of highly trained, experienced and dedicated professionals. In addition to 24 x 7 support, the Company provides a variety of support services via its Support Web site, including a News Page, Frequently Asked Questions, a newswire service and the ability to make product enhancement requests. Ultimate Software also works with an UltiPro Client Advisory Board and assists UltiPro User Groups.

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