

FOR IMMEDIATE RELEASE

Ultimate Software to Sponsor YMCA of the USA HR Forum

Weston, FL, July 7, 2004--Ultimate Software (Nasdaq: ULTI), a leading provider of Web-based payroll and workforce management solutions, announced today that it will be sponsoring the YMCA of the USA biennial HR Conference to be held in St. Louis, MO, November, 4-6, 2004. The conference, known as the HR Forum, is the YMCA's premier human resources event attracting hundreds of YMCA professionals from around the country.

Additionally, the YMCA of the USA (Y-USA), the Chicago-based national resource office for the 974 independently incorporated and operated YMCAs around the United States and their 1,601 program locations, has posted on its nationwide intranet an RFP for the use by local YMCAs about Ultimate Software's UltiPro Workforce Management. The RFP includes information such as product functionality and technical requirements.

"I am very appreciative of the support offered to the YMCA movement in this country by Ultimate Software," said Laura Fortson, senior HR consultant for YMCA of the USA. "I applaud the company's commitment to support local YMCAs in their need for advanced technology to manage HR and payroll functions."

Some of Ultimate Software's existing YMCA customers are the YMCA of Kansas City, the YMCA of Metropolitan Atlanta, and the YMCA of Greater Richmond, Virginia. They are using UltiPro Workforce Management to address business challenges common to YMCAs, such as:

- a seasonal, fluctuating workforce comprised primarily of part-time workers,
- employees who work multiple jobs in a single pay period, and
- funding sources that require relatively complex reporting allocations.

Ultimate Software will host a Webcast designed to give YMCAs the opportunity to share information about using UltiPro as an Intersourcing service and as an in-house solution. Additionally, as a sponsor of the 2004 YMCA HR Forum scheduled for November 4-6, 2004, in St. Louis, Missouri, Ultimate Software will speak about HR challenges, ways to increase efficiencies in workforce management and payroll, how to measure return on investment when purchasing new solutions, and trends in human resources. The YMCA of the USA expects representatives from more than 300 YMCAs to be present at the HR-related informational workshops and networking events.

In addition to this conference, Ultimate Software will attend the National Conference of the Association of Professional Directors of YMCAs, held November 10-13, 2004, at the Phoenix Civic Plaza in Phoenix, Arizona, along with approximately 1,000 YMCA professionals and guests.

About Ultimate Software

Ultimate Software, a leading provider of Web-based payroll and workforce management solutions, markets award-winning UltiPro as licensed software, as a hosted application through Intersourcing, and as a co-branded offering to Business Service Providers (BSPs) under the “Powered by UltiPro” brand. The Company employs 430 professionals who are united in their commitment to developing trendsetting solutions and delivering quality service. Ultimate Software customers represent diverse industries and include such organizations as Benihana Restaurants, The Container Store, Elizabeth Arden, The Florida Marlins Baseball Team, The New York Yankees Baseball Team, Omni Hotels, Ruth’s Chris Steak House, SkyWest Airlines, and Trammell Crow Residential. More information on Ultimate Software’s products and services can be found at www.ultimatesoftware.com.

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