

The 2005 IHRIM Mid-Year Source Guide will serve as a valuable reference tool. For your convenience, the Guide has two sections; a Categorical Listing and an Alphabetical Listing. In the Categorical Listing, companies are listed under the product and service categories of their choice. For information on a specific company and its products and/or service, please refer to the Alphabetical Company Listing.

While a listing in this guide does not constitute an endorsement by IHRIM, it does indicate that these companies are interested in serving the needs of HRIS professionals. We hope this Source Guide will assist you in your 2005 purchasing decisions

Paid Advertising

PRODUCT Categories

■ Application Service Provider (ASP)

Ceridian
Human Assets Technologies
Peopleclick, Inc.

■ Benefits

GENERAL

ADP, Inc.
Authoria
D.L.G.L., Ltd.

BENEFITS OUTSOURCING

Authoria
Ceridian
Workscope, Inc.

COBRA

ADP, Inc.
Ceridian

FLEXIBLE BENEFITS

ADP, Inc.
Ceridian

INSURANCE/CLAIMS PROCESSING

ADP, Inc.

PENSION/PROFIT SHARING

ADP, Inc.

RETIREE BILLING

ADP, Inc.
Ceridian

■ Career & Organizational Development Systems & Services

GENERAL

ADP, Inc.
Authoria

CAREER DEVELOPMENT

ADP, Inc.
Authoria
Human Assets Technologies

COMPETENCIES MANAGEMENT

10xSolutions
ADP, Inc.
Authoria
Human Assets Technologies
R.T.I.X Americas Inc.

LEADERSHIP/MANAGEMENT DEVELOPMENT

ADP, Inc.
Authoria
Human Assets Technologies
Root Learning
R.T.I.X Americas Inc.

ORGANIZATIONAL CHARTING

ADP, Inc.
Aquire (formerly TimeVision)
Authoria

SUCCESSION PLANNING

ADP, Inc.
Aquire (formerly TimeVision)
Authoria
Human Assets Technologies

TRAINING/TESTING

Root Learning

■ Compensation

GENERAL

ADP, Inc.
Authoria
CadreHR
D.L.G.L. Ltd.
NuvoSoft, Inc.
Workscope, Inc.

DEFERRED COMPENSATION

ADP, Inc.
Authoria

EXECUTIVE COMPENSATION

ADP, Inc.
Authoria

INCENTIVE COMPENSATION

ADP, Inc.
Authoria

INTERNATIONAL COMPENSATION

ADP, Inc.

■ COMPLIANCE

ADP, Inc.
Ceridian

■ CONSULTING

ADP, Inc.
Executive Alliance
NuvoSoft, Inc.

■ DOCUMENTATION

GENERAL

ADP, Inc.

ONLINE HELP

ADP, Inc.

USER & TECHNICAL MANUALS

ADP, Inc.

■ EMPLOYEE RELATIONS

GENERAL

ADP, Inc.
Authoria

COMPETENCY-BASED APPRAISAL

Human Assets Technologies
R.T.I.X Americas Inc.

EMPLOYEE ATTITUDE ASSESSMENT

ADP, Inc.
Human Assets Technologies

EMPLOYEE COMMUNICATIONS

Authoria
Root Learning

■ Personnel Policy/Employee Handbook

SUBSTANCE ABUSE

ADP, Inc.

■ Employment Systems & Services

GENERAL

ADP, Inc.
D.L.G.L. Ltd.
Exact Software

APPLICATION/REQUISITION TRACKING

Ceridian

EEO/AFFIRMATIVE ACTION

Ceridian
Peopleclick, Inc.

JOB DESCRIPTION

R.T.I.X Americas Inc.

PRE-EMPLOYMENT SCREENING

ADP, Inc.
Ceridian
Peopleclick, Inc.

RECRUITMENT

Ceridian
Hire.com
Peopleclick, Inc.

■ HR Specialty Systems

GENERAL

ADP, Inc.
Authoria
BMH Inc.
CadreHR
D.L.G.L. Ltd.
Exact Software
HR Technology Conference & Exposition
Kronos Incorporated
Ultimate Software
Workbrain Inc

EMPLOYEE ACCESS SYSTEMS/SELF-SERVICE

ADP, Inc.
Authoria
Ceridian
D.L.G.L. Ltd.
HR Technologies Inc.
iEmployee
R.T.I.X Americas Inc.
Ultimate Software
Workbrain Inc.

EMPLOYEE INCENTIVE SYSTEMS

Authoria

EXECUTIVE INFORMATION SYSTEMS

ADP, Inc.
D.L.G.L. Ltd.

INTERACTIVE VOICE RESPONSE

ADP, Inc.

PLANNING/FORECASTING

ADP, Inc.
Kronos Incorporated
Workbrain Inc.

STRATEGIC PLANNING

ADP, Inc.
Aquire (formerly TimeVision)
Root Learning

■ INTERNET/INTRANET

ADP, Inc.
Ceridian
Human Assets Technologies
R.T.I.X Americas Inc.

■ LEARNING MANAGEMENT

10xSolutions
ADP, Inc.
R.T.I.X Americas Inc.

■ MULTIFUNCTIONAL HRIS

ADP, Inc.
Ceridian
D.L.G.L. Ltd.
Genesys Software Systems, Inc.
HR Technologies Inc.
iEmployee
NOW Solutions
NuView Systems, Inc.

■ OUTSOURCING

ADP, Inc.
Ceridian
CyberShift, Inc.
Genesys Software Systems, Inc.

■ PAYROLL

SERVICES

ADP, Inc.
Ceridian
Executive Alliance
Genesys Software Systems, Inc.
HR Technologies Inc.
Kronos Incorporated

SYSTEMS

ADP, Inc.
BMH Inc.
Ceridian
D.L.G.L. Ltd.
Genesys Software Systems, Inc.
HR Technologies Inc.
NOW Solutions
Ultimate Software

■ PERFORMANCE MANAGEMENT

10xSolutions
ADP, Inc.
Authoria
CadreHR
Exact Software
Human Assets Technologies
Root Learning
R.T.I.X Americas Inc.

■ RE-ENGINEERING

10xSolutions
Executive Alliance

■ TIME & ATTENDANCE SYSTEMS

ADP, Inc.
Ceridian
Cignify Corporation
CyberShift, Inc.
D.L.G.L. Ltd.
HR Technologies Inc.
iEmployee
Kronos Incorporated
Workbrain Inc.
WorkForce Software, Inc.

■ WORKFORCE MANAGEMENT

ADP, Inc.
Authoria
Ceridian
CyberShift, Inc.
Exact Software
HR Technologies Inc.
Kronos, Incorporated
R.T.I.X Americas Inc.
Ultimate Software
Workbrain Inc.
Workscape, Inc.

Alphabetical

Company Listing*

*Systems and applications referred to in this section are trademarked, registered, or in progress. These names should not be used generically.

10xSOLUTIONS

P.O. Box 133
Bradfordwoods, PA 15015
CJ White
724/935-7530
Fax: 724/935-8573
E-mail: cjwhite@10x-solutions.com
Web: www.10x-solutions.com

10xSolutions is a unique change management consulting firm with diverse practice areas: people excellence, performance management, business process management and technology integration. Our track record demonstrates we consistently provide our clients with at least 10x return on their investment when our tools and solutions are applied consistently and properly.

**ADP, Inc.**

One ADP Boulevard
Roseland, NJ 07068
Lisa Appello, Marketing Manager
973/974-5000
Fax: 973/974-3302
E-mail: lisa_appello@adp.com
Web: www.adp.com

Employers looking to properly invest resources and improve productivity count on ADP. Our commitment to World Class Service and over 50 years of experience has made ADP the preferred choice for over 475,000 clients worldwide. ADP's services include HR solutions, benefit administration, payroll processing, retirement services, time and labor management and tax and compliance management. See ad on page IFC.

**AQUIRE (FORMERLY TIMEVISION)**

5215 N. O'Connor Blvd., #300
Irving, TX 75039
Eileen Edwards
214/574-5020
Fax: 214/574-5014
E-mail: eileenedwards@aqire.com
Web: www.aquire.com

Aquire, (formerly TimeVision), offers a suite of solutions to address challenges that organizations face when managing organizational structures. The compa-

ny's products, AquireOrgPublisher and AquireOrgBuilder, enable HR and executives to visualize the structure of their organization and automate critical workforce planning, compliance and budgeting processes. Download Aquire solutions at www.aquire.com free! See ad on page 12

**AUTHORIA**

300 Fifth Avenue
Waltham, MA 02451
Adam Alpert
877/422-1114
Fax: 781/530-2001
E-mail: info@authoria.com
Web: www.authoria.com

Authoria's strategic Human Capital Management (HCM) solutions help employers increase the business value of their workforce. Delivered as a fully managed on-demand service, or as an on-premise deployment, Authoria combines performance and compensation management, succession planning and benefit and policy communication with just-in-time knowledge and coaching for managers and employees. Authoria's solutions have proven successful for more than 200 large employers, representing more than 7.5 million employees.

**BMH Inc.**

4004 Beltline Road, Suite 125
Addison, TX 75001
Susan Williams
972/702-0892
Fax: 972/991-2983
E-mail: swilliams@open4.com
Web: www.open4.com
HR

Outsourcing payroll? Find their HR lacking? Open4/HR can interface/w other Payrolls, finally providing a powerful HRIS to address shared data requirements & single-point reporting. Includes Benefits, Reviews, future pay/job/benefits changes, OSHA, VETS, EEO, AAP reporting, Training, FMLA, seamless Excel/Word integration: benefit statements, COBRA, letters, more. Optional integrated payroll, Web-based self-service. Payroll

Open4's payroll fully supports union formulas as well as flex-spending, 3rd-Party vendor checks, multi-state taxing, garnishments, child support, multi-level security and more. We also offer a fully integrated HR system, web self-service portal and a powerful report writer as options. And with our new pricing, we're more affordable than ever!

**CADREHR**

390 Route 10 West, Suite 330
Randolph, NJ 07869
Andrew Buglione, VP of Sales & Marketing
973/895-4484, Ext. 209
Fax: 973/328-0066
E-mail: abuglione@cadrehr.com
Web: www.cadrehr.com

CadreHR is a breakthrough suite of HR and Compensation software products so flexible, so customizable, that you'll be as much a design partner in the process, as you'll be a valued client. That means every step of the way, not only will you see exactly what you're getting; you'll be assured that CadreHR is meeting your own unique needs. HR Solutions. Developed by Us. Shaped by You. See ad on page IBC

**CERIDIAN**

3311 East Old Shakopee Road
Minneapolis, MN 55425-1640
Contact: Resource Center
800/729-7655, ext. 3005
E-mail: onesource@ceridian.com
Web: www.myceridian.com

Ceridian is changing the world of work by enabling companies to be free to succeed in their core business through its suite of managed HR solutions that include payroll and compensation, staffing, compliance, HR administration and employee effectiveness. Our mission is to provide managed HR solutions that maximize the value of people.

CIGNIFY CORPORATION

7000 Central Parkway, Suite 650
Atlanta, GA 30328

Warren Baden

770/551-1761

Fax: 770/551-1771

E-mail: warren.baden@cignify.com

Web: www.cignify.com

Cignify Corporation provides the highest quality, most complete time and attendance solutions, implementation and client support. We proudly introduce PeopleNet, a revolutionary way to collect, track, alert, schedule and analyze employee labor information with easy-to-use and cost-effective web time clocks/timesheets or traditional time clock devices. Try our 30-day no risk pilot program and see if PeopleNet is a good fit for your organization.

**CYBERSHIFT, INC.**

239 New Road, Building B

Parsippany, NJ 07054

Laura Hills

973/364-0480

Fax: 973/403-1696

E-mail: sales@cybershift.com

Web: www.cybershift.com

CyberShift's web-based enterprise-class Workforce Management solutions, built upon a Service-Oriented Architecture (SOA), include time and attendance, employee scheduling, self-service, FMLA case management and analytics. CyberShift's rule-based platform delivers a fully integrated Workforce Management suite to help complex organizations optimize and manage the deployment of their people providing a significant, measurable ROI.

**D.L.G.L. LTD.**

850 Michele-Bohec

Blainville, QC, Canada J7C 5E2

Richard Rousseau

450/979-4646

Fax: 450/979-4650

E-mail: info@dlgl.com

Web: www.dlgl.com

V.I.P. integrated HR-Payroll-Time Capture & Scheduling-Pension: including E-Recruitment. Compensation. Benefits. Time & Attendance. Employee Self-Service Portal. Manager Info Portal. Executive Info Portal. Applicant Tracking. Safety. Medical. Claims. Investment Plans. Training, Labour Relations. Absenteeism. WCB Claims. Skill Inventory. Succession

Planning. Pay Equity. Organization Charting. V.I.P. is North American. Bilingual. Web and/or Distributed Architecture. One Single Database. Implementation and modifications supported by D.L.G.L. directly. "Since 1980, we do nothing else..."

**EXACT SOFTWARE**

7777 Center Avenue, Suite 100

Huntington Beach, CA 92647

Christine Markuson

866/834-2570, ext. 8104

Fax: 714/892-0885

E-mail: christine.markuson@exactsoftware.com

Web: www.exactamerica.com/ihrim

Are your Human Resources providing ROI?

Organizations have recognized that personnel are real, substantial and intellectual capital.

Incorporating a new process methodology that increases productivity with expected ROIs contributes directly to a company's financial health. Explore our HRM software, e-Synergy, developed by Exact Software a leading provider of solutions that connect the people, processes and knowledge.

For more information, please call 866/834-2570 or e-mail christine.markuson@exactsoftware.com. See ad on page 4

**EXECUTIVE ALLIANCE**

P.O. Box 824

Northboro, MA 01532

Kevin Mallett

508/481-7777 ext. 202

E-mail: kevinmallett@executivealliance.com

Web: www.executivealliance.com

Executive Alliance is an independent, privately held consulting firm specializing in a comprehensive suite of management services including strategic planning, organization/process design, vendor evaluation & selection and implementation and utilization. We help clients in Human Resources, Payroll, Finance and Information Technology align investments in technology with their business objectives and structures.

**GENESYS SOFTWARE SYSTEMS, INC.**

5 Branch Street

Methuen, MA 01844

Paula Oxner

800/580-5400

Fax: 801/761-2015

E-mail: solutions@genesysHCM.com

Web: www.genesysHCM.com

Genesys is a proven provider of web-based Human Capital Management solutions configured to each workplace. The HCM suite, PeopleComeFirst, streamlines human resources, benefit administration and payments, payroll processing, self-service, recruitment, time and attendance and more. Since 1981, Genesys solutions have delivered maximum productivity, efficiency and value to organizations throughout North America. See ad on back cover.

HIRE.COM

200 Academy

Austin, TX 78704

512/583-4400

Fax: 512/583-4401

E-mail: contact-us@hire.com

Web: www.hire.com

Hire.com's talenting describes the essence of Talent Relationship Management. It's a true dialogue with the best candidates. Strategic Sourcing Services translate business strategy into critical talent sources. HireEnterprise offers traditional e-recruiting applicant tracking and staffing analytics. The total result? Attracting the best possible people for your business.

**HR TECHNOLOGIES INC.**

120 - 290 North Queen Street

Etobicoke, ON, Canada M9C 5K4

Lyle A. Booth, Vice President of Strategic

Development

416/695-7111 or 800/613-5317

Fax: 416/695-3635

E-mail: info@hrtech.com

Web: www.hrtech.com

About HR Technologies Inc.

HR Technologies Inc. has earned the reputation for developing a superior long-term business partnerships, world-class web-based support and comprehensive employee management software. With over 15 years of systems development, implementation and domain experience, the company has become a Canadian leader in HRMS, Time & Attendance, Labour Management, Payroll, Payroll Outsourcing, Access Control and BPO.

HR TECHNOLOGY CONFERENCE & EXPOSITION

360 Hiatt Drive
Palm Beach Gardens, FL 33418
800-727-1227
Fax: 561-622-2423

Web Address: www.HRTechnologyConference.com

Attend the world's leading business conference on HR technology, Oct. 19-21, at Chicago's McCormick Place. Events include guru Dave Ulrich's first tech speech in three years, the Industry's First Integrated Performance and Compensation Management Shootout, special sessions for PeopleSoft customers, case studies by senior HR executives, and the largest show floor. See ad on page 27

HUMAN ASSET TECHNOLOGIES

120 Flanders Road
Westborough, MA 01581
Cliff Carman
508/983-2166
Fax: 508/983-2180
Email: ccarman@humanasset.net
Web: www.humanasset.net

The Human Asset Technologies suite of web-based tools, Voyager, is a robust, automated employee performance management solution that helps you achieve better business results through improved workforce performance. Voyager meets the needs of today's organizations by transforming performance management from an isolated HR process into a valuable management system.



iEmployee
THE FASTEST WAY OFF OF THE PAPER TRAIL

iEMPLOYEE

699 Fall River Avenue
Seekonk, MA 02771
866/227-0231
E-mail: nopaper@iemployee.com
Web: www.iemployee.com

iEmployee offers a full suite of on-demand, 100% web-hosted Workforce Management solutions including Paid Time Off, Online Timesheet, HR/Benefit, Employee Self-Service, Pay Stubs/W2 and Expenses. Endorsed by leading payroll providers, iEmployee has over 1,600 satisfied clients. Using iEmployee solutions, clients realize benefits that increase bottom-line. See ad on page 40

**KRONOS, INCORPORATED**

297 Billerica Road
Chelmsford, MA 01824
Lisa Hunter
978/250-9800 or 800/225-1561
Fax: 978/367-5900
E-mail: info@kronos.com
Web: www.kronos.com

Kronos is the most trusted name in workforce management. Our Workforce Central suite enables organizations to reduce costs and boost productivity, improve employee satisfaction, align employee performance with organizational objectives and put real-time information in the hands of decision makers. More than 20 million people use a Kronos solution every day. See ad on page 9

**NOW SOLUTIONS**

6205 Airport Road
Building B, Suite 205
Mississauga, ON, Canada L4V 1E1
Marcie King
905/671-9888
Fax: 905/671-9890
e-mail: info@nowsolutions.com
Web: www.nowsolutions.com

NOW Solutions is a best-of-breed HR and payroll software and business solutions provider. NOW has been providing solutions to large and small organizations, from Fortune 500 companies to government, health care, education and other institutions for over thirty years.

emPath, a Web-based HRMS solution, tightly integrates the organization's human resources and payroll functions. emPath provides comprehensive administrative and workflow capabilities, as well as employee empowerment via employee and manager self-service. You have all the information you need at your fingertips to track employee salary and paid details, benefits, skills, absences, performance reviews, as well as fully comprehensive Web self-service features. See ad on page 6

NUVIEW SYSTEMS, INC.

155 West Street, Suite 8
Wilmington, MA 01887
Bill Copeland
978/988-7884
Fax: 978/988-1263
E-mail: info@nuviewinc.com
Web: www.nuviewHR.com

NuViewHR, our award-winning HRMS, helps companies manage people, process & strategy across the enterprise. The comprehensive product suite integrates Compensation & Benefits Administration, Recruiting, Training Administration, Succession Management, Metrics, Performance Management and Payroll with Employee and Manager Self-Service portals. Advanced workflows further streamline your business processes. Stop by to learn more.

**NUVOsoft, Inc.**

411 Waverley Oaks Rd., Suite 333
Waltham, MA 02452
Gin O'Leary
877/525-2010
Fax: 781/788-0196
E-mail: Gin_Oleary@nuvoSoft.com
Web: www.nuvoSoft.com

Maximize your ERP technology investment today with products and services from NuvoSoft, Inc. By combining in-depth HR functional knowledge with technical expertise, NuvoSoft delivers collaborative solutions that enable strategic decision-making by providing real-time access to HR information. Products include: NuvoSoft's Web-based Rcomp gives you total control over the compensation planning process. Through a proven, easy to use and configurable solution, automate merit, stock options, short/long term incentives and market data programs.

NuvoSoft's Rwis ontheweb provides GUI-based query/report creation and distribution via the web to supply your organization with the HR analytics needed to remain competitive in today's market. See ad on page 11

**PEOPLECLICK, INC.**

Two Hannover Square, 7th Floor
Raleigh, NC 27601
919/645-2800
Fax: 919/645-2801
E-mail: www.peopleclick.com/about/contact.asp
Web: www.peopleclick.com

Peopleclick is the leading global Total Workforce Acquisition provider for salaried, hourly and contingent workers. We deliver solutions that help companies attract, acquire and deploy a diverse and productive workforce. Peopleclick empowers clients to radically simplify, improve and measure their workforce acquisition lifecycle, while integrating affirmative action and diversity goals into their hiring processes. See ad on page 21

ROOT LEARNING

1715 Indian Wood Circle, Suite 200
Maumee, OH 43537
Nancy Hegedus
419/874-0077
Fax: 419/874-4801
E-mail: nhegedus@rootlearning.com
Web: www.rootlearning.com

Root Learning builds innovative custom solutions to help clients achieve business goals. Root's services, processes and tools create engagement, learning, and change through visualization, dialogue and team-based interactivity. Root pioneered the Learning Map process, utilized in 400 organizations worldwide. Our offerings include consultative services and e-learning platforms.

**R.T.I.X AMERICAS INC.**

2530 Meridian Parkway, Suite 300
Durham, NC 27713
Daniel Taylor
919/806-4309
Fax: 919/806-4808
E-mail: info@rtixamericas.com
Web: www.rtixamericas.com

onCore is an intranet and web-based self-service application for Employee Performance Management, and now including integrated Learning Management as standard. Manage performance reviews, 360 feedback, goals & objectives, learning and development plans. Links to all HRIS applications. See ad on page 15

**ULTIMATE SOFTWARE**

2000 Ultimate Way
Weston, FL 33326-6350
Molly Acker
800/432-1729
Fax: 954/331-7300
E-mail: ultiproinfo@ultimatesoftware.com
Web: www.ultimatesoftware.com

UltiPro Workforce Management delivers comprehensive human resources, payroll and reporting functionality for the greatest total value. UltiPro includes strong HR functionality, the industry's leading payroll engine, rich reporting and analytical decision-making tools, plus a Web portal with manager self-service, employee self-service, Web-based benefits enrollment and Web-based employee administration. See ad on page 3

WORKBRAIN, INC.

3440 Preston Ridge Road, Suite 100
Alpharetta GA 30005
Francis Crescia
866/891-9891
Fax: 678/713-6020
E-mail: fcrescia@workbrain.com
Web: www.workbrain.com
Workforce Management

Workbrain's industry-specific workforce management solutions help the largest organizations in the world optimize their workforce supply chains. Workbrain solutions are fully web-based and specifically designed to optimize the deployment and management of large, complex organizations through labor forecasting, employee schedule optimization, time and attendance, employee self-service and workforce analytics.
Time & Attendance Systems

Workbrain is the leading Time and Attendance solution for large organizations. By automating 100% of a company's pay rules and centralizing zero-to-gross pay functionality, Workbrain reduces payroll costs and ensures compliance with employee contracts and labor regulations. The Workbrain solution is highly scalable and optimizes complex workforce processes including overtime equalization, attendance control, incentive calculations and entitlement tracking.

**WORKFORCE SOFTWARE, INC.**

36141 Schoolcraft Rd.
Livonia, MI 48150
Kelly Sand
877/493-6723
Fax: 734/542-0635
E-mail: info@workforcesoftware.com
Web: www.workforcesoftware.com

WorkForce Software delivers a flexible web-based time and attendance system for large employers. System handles accruals, tracks FMLA, maintains employee schedules, provides employee self-service, multiple data collection options and supports intricate pay rules. System runs on several platforms. Full implementation services enable us to meet complex requirements without custom programming.



the way you work™

WORKSCAPE

123 Felton St.
Marlborough, MA 01752
Gail Staub
877/975-7227
Fax: 508/573-9500
E-mail: info@workscape.com
Web: www.workscape.com

Designed for the workforce, Workscape's solutions transform the delivery and adoption of HR services across the enterprise to maximize ROI and enable a higher-performing organization. An innovator in HR self-service, Workscape provides a full range of outsourced HR solutions including benefits administration, compensation management, performance management, employee self-service and manager self-service, as well as an employee portal. www.workscape.com.