

The 2006 Learning Management and Training Systems/Services Buyers Guide will serve as a valuable 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 the Buyers Guide will assist you in your purchasing decision.

Paid Advertising

■ Learning Management:

GENERAL

Genesys
NuvoSoft
SSA Global

COMPUTER-BASED TRAINING

SSA Global

DISTANCE LEARNING

SSA Global

LEARNING MANAGEMENT SYSTEMS (LMS)

Genesys
Oracle Corporation
SSA Global

WEB-BASED TRAINING

ERC Dataplus, Inc.
Genesys

■ Training Systems/Services

GENERAL

Apophecy LLC
BrassRing
ERC Dataplus, Inc.
NuvoSoft
Oracle Corporation
SSA Global

COMPETENCIES MANAGEMENT

Genesys
SSA Global
Technomedia Training Inc.

CONSULTING

BrassRing
Mercer Human Resource Consulting

ENTERPRISE PERFORMANCE IMPROVEMENT

Apophecy LLC

PRODUCT Categories

LEADERSHIP/MANAGEMENT DEVELOPMENT

Apophecy LLC
ERC Dataplus, Inc.

ORGANIZATIONAL CHARTING

CadreHR

SUCCESSION PLANNING

CadreHR
SSA Global

TESTING & ASSESSMENT

ERC Dataplus, Inc.

WORKFORCE PERFORMANCE

Apophecy LLC
CadreHR
Edolution Software
Mercer Human Resource Consulting
SSA Global

Alphabetical Company Listing*

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



APOPHECY LLC

707 17th Street, Suite 3850
Denver, CO 80202
Sunil Murray
800/423-1170
Fax: 303/592-3390
E-mail: info@apophecy.com
Web: www.apophecy.com

Apophecy HR Analyzer revolutionizes the way companies measure and analyze critical business information. Apophecy combines data from various systems to calculate KPIs and benchmarks. Management now has access to critical human capital metrics – on demand. The intuitive targets, scorecards and dashboards are easily accessible giving management the knowledge to develop effective business strategies. See ad on page 9.



BRASSRING

343 Winter St.
Waltham, MA 02451
David Lee
781/530-5119
Fax: 781/530-5500
E-mail: dalee@brassring.com
Web: www.brassring.com

BrassRing helps companies drive competitive advantage through innovative talent acquisition solutions. Global organizations use our comprehensive, configurable, on-demand recruitment technology to streamline complex recruiting processes and find top talent. Industry leading expertise is offered through consulting and outsourced recruitment services to help you strategically implement best practices for your hiring needs. See ad on page 29.



CADREHR

151 East Main Street
Ramsey, NJ 07446
Lauren DeFilippo
201/785-0775
Fax: 201/785-0774
E-mail: lauren.defilippo@decusoft.com
Web: www.cadrehr.com

CadreHR improves the effectiveness of your compensation, recognition, market pricing, succession planning and performance management processes. Our solution is architected for integration with leading HRIS systems, providing greater flexibility, efficiency and auditability. Each module can be purchased individually or in any combination that meets your company's needs. See ad on inside back cover.



EDOLUTION SOFTWARE

2150 Shattuck Avenue, Suite 404
Berkeley, CA 94704
Contact Kathy Myskowski
510/666-8562 Fax 510/666-8564
E-mail: sales@edolution.com
Web: www.edolution.com

Edolution Software specializes in powerful, configurable talent management applications. *ePerformance Guide*, their Web-based performance management solution, is offered in *Enterprise*, *For Managers* and *Small Business* models. This comprehensive product includes modules for performance review, managing goals and competencies, development planning, 360° feedback and analytical reporting. See ad on page 17.



ERC DATAPLUS, INC.

50 Washington St., Suite 510
Norwalk, CT 06854
Contact: Sales
888/372-2677
Fax: 203/750-5900
E-mail: info@ercdataplus.com
Web: www.erc.dataplus.com

ERC assists employers in screening, hiring and retaining the workforce you want – efficiently! *Selectech Workforce Management*: an OFCCP-compliant requisition, pre-qualification, resume collection, validated assessment, scheduling and on-boarding hiring system for both exempt and non-exempt. *Selectech Interviewer Training*: an online, interactive program providing learning for interviewers to prepare and conduct better interviews. See ad on page 41.



GENESYS

5 Branch Street
Methuen, MA 01844-1999
Paula Oxner
800/580-5450
Fax: 801/761-2015
E-mail: solutions@genesysHCM.com
Web: www.genesysHCM.com

PeopleComeFirst Learning is the first of its kind LMS to be based tightly on competency management. PeopleComeFirst Learning is distinguished from the competition by its competency management capabilities and intuitive design, which increase productivity and improve the effectiveness of learning. Features include competency gap analysis, extensive content libraries, personalized learning paths and more. See ad on back cover.

MERCER

Human Resource Consulting

MERCER HUMAN RESOURCE CONSULTING

462 South Fourth Street, Suite 1100
Louisville, KY 40202
800/333-3070
E-mail: software@mercer.com
Web: www.imercer.com

Mercer Human Resource Consulting is the authoritative source for global human capital intelligence. Including total remuneration surveys, mobility data and data management tools such as ePRISM, eLPE Unlimited and Global HR Monitor, Mercer provides the resources needed to align human capital programs with business objectives and values. See ad on inside front cover.



NUVOSOFT, INC.

411 Waverley Oaks Rd., Suite 333
Watertown, MA 02472
Gin O'Leary
781/788-0190
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. With in-depth HR functional and technical expertise, Nuvosoft delivers Web-based, collaborative solutions that enable strategic decision-making by providing real-time access to information.

Products include **Rcomp**, giving you total control over compensation management through a proven configurable Web-based self-service solution that automates base salary programs as well as short and long term incentives programs; **Rbenefits**, an award-winning self-service application, transforming Open Enrollment while providing employees with easy access to information and streamlining the administration process, and **Rperformance**, a fully-featured application that aligns employee goals with organization's priorities for greater business success. Nuvosoft's **Rwiz ontheweb** provides 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 13.



ORACLE

Oracle Corporation
500 Oracle Parkway
Redwood Shores, CA 94065
650/506-7000
Web: www.oracle.com/hcm

The Oracle E-Business Suite Human Resources Management family of applications automates the

entire recruit-to-rotate process, so you can align your workforce with strategic objectives. A unified data model provides a single, accurate view of human resources-related activities, including recruiting, performance management, learning, compensation and real time analytics. Learn more: www.oracle.com/hcm. See ad on page 5.



forward faster

SSA GLOBAL

500 West Madison, Suite 2200
Chicago, IL 60661
877/SSA-GLOBAL (877/772-4562)
Fax: 312/474-7500
E-mail: solutions@ssaglobal.com
Web: www.ssaglobal.com

SSA Global (NASDAQ:SSAG) is a leading provider of extended ERP solutions for manufacturing, distribution, retail, services and public organizations worldwide. SSA Global's Human Capital Management solution is a complete, Internet-enabled human resources solution that addresses the full spectrum of workforce management issues and optimizes the entire recruit-to-rotate business process for global organizations. For additional information, visit the SSA Global web site at www.ssaglobal.com. See ad on page 23.



TECHNOMEDIA

TECHNOMEDIA TRAINING INC.

1001 De Maisonneuve Blvd. West, 5th Floor
Montreal, QC H3A 3C8 Canada
Michel Huni
514/287-1561
Fax: 514/287-1733
E-mail: info@technomedia.ca
Web: www.technomedia.ca

Technomedia Training Inc. offers web-based solutions for talent management and human capital development. Our TM SIGAL platform, modular and parameter-driven, allows organizations to optimize and integrate the management of competencies, performance, succession and talent, recruitment and careers, as well as knowledge and learning, all in a single application. Founded in 1996, Technomedia is headquartered in Montreal and has offices in Toronto, Paris and Chicago.

Alphabetical Company Listing*

Featuring companies that are exhibiting and have paid advertising in this issue. (As of March 3, 2006)

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



APOPHECY LLC
707 17th Street, Suite 3850
Denver, CO 80202
Sunil Murray
800/423-1170
Fax: 303/592-3390
E-mail: info@apophecy.com
Web: www.apophecy.com

Booth 314

Apophecy HR Analyzer revolutionizes the way companies measure and analyze critical business information. Apophecy combines data from various systems to calculate KPIs and benchmarks. Management now has access to critical human capital metrics – on demand. The intuitive targets, scorecards and dashboards are easily accessible giving management the knowledge to develop effective business strategies.



AQUIRE
5215 O'Connor Blvd., Suite 300
Irving, TX 75039
Marc Ramos
214/574-5020
Fax: 214/574-5014
E-mail: productinfo@aquire.com
Web: www.aquire.com

Booth 219

More than 2,200 organizations use Aquire's Unified Workforce Intelligence solutions to improve hierarchy management, compliance, operational efficiency, budgeting, data integrity, organizational charting and more.

Aquire's solutions aggregate and visually display data from business solutions throughout the enterprise including SAP, Oracle and PeopleSoft. Try for free, visit www.aquire.com.



BRASSRING
343 Winter Street
Waltham, MA 02451
David Lee
781/530-5119
Fax: 781/530-5500
E-mail: dalee@brassring.com
Web: www.brassring.com

Booth 302

BrassRing helps companies drive competitive advantage through innovative talent acquisition solutions. Global organizations use our comprehensive, configurable, on-demand recruitment technology to streamline complex recruiting processes and find top talent. Industry leading expertise is offered through consulting and outsourced recruitment services to help you strategically implement best practices for your hiring needs.



CADREHR

151 East Main St.
Ramsey, NJ 07446
Contact: Lauren DeFilippo
Phone: 201/785-0775
Fax: 201/785-0774
E-mail: info@decusoft.com
Web: www.cadrehr.com

Booth 224

CadreHR improves the effectiveness of your compensation, recognition, market pricing, succession planning and performance management processes. Our solution is architected for integration with leading HRIS systems, providing greater flexibility, efficiency and auditability. Each module can be purchased individually or in any combination that meets your company's needs.



EDOLUTION SOFTWARE

2150 Shattuck Avenue, Suite 404
Berkeley, CA 94704
Contact Kathy Myskowski
510/666-8562 Fax 510/666-8564
E-mail: sales@edolution.com
Web: www.edolution.com

Booth #508

Edolution Software specializes in powerful, configurable talent management applications. ePerformance Guide, their web-based performance management solution, provides all the tools you need to take your workforce to the next level. ePerformance Guide is offered in Enterprise, For Managers, and Small Business models.



ERC DATAPLUS, Inc.

50 Washington St., Suite 510
Norwalk, CT 06854
Contact: Sales
888/372-2677
Fax: 203/750-5900
E-mail: info@ercdataplus.com
Web: www.erc.dataplus.com

Booth 422

ERC assists employers in screening, hiring and retaining the workforce you want – efficiently! Selectech Workforce Management: an OFCCP-compliant requisition, pre-qualification, resume collection, validated assessment, scheduling and on-boarding hiring system for both exempt and non-exempt. Selectech Interviewer Training: an online, interactive program providing learning for interviewers to prepare and conduct better interviews.



GENESYS

5 Branch Street
Methuen, MA 01844
Contact: Paula Oxner
Phone: 800/580-5450
Fax: 801/761-2015
E-mail: solutions@genesysHCM.com
Web: www.genesysHCM.com

Booth 209

Genesys is a proven provider of web-based HCM solutions configured to each workplace. The comprehensive outsourced or software suite includes: payroll processing, HR and benefits administration, self-service, time and attendance, recruitment, learning management, performance management and more. Since 1981, Genesys solutions have delivered maximum productivity, efficiency and value to organizations throughout North America.



HALOGEN SOFTWARE

495 March Road, Suite 500
Ottawa, ON, Canada K2K 3G1
613/744-2254 or toll free 866/566-7778
Fax: 613/744-4001
E-mail: info@halogensoftware.com
Web: www.halogensoftware.com

Booth 524

Halogen Software Inc. is a leading provider of employee performance management (EPM) solutions, offering powerful, easy-to-use and affordable Web-based software that dramatically improves HR and line-manager productivity. Halogen eAppraisal, automates and simplifies time-consuming employee appraisals. Halogen eAppraisal Healthcare, created for the healthcare industry, also helps with meeting accreditation criteria. Halogen e360 automates and simplifies formal 360-degree feedback procedures. Halogen eCompensation automates the entire compensation adjustment process including budget distribution and approval. For more information visit www.halogensoftware.com.

ORACLE®

ORACLE

500 Oracle Parkway
Redwood Shores, CA 94065
Kim O'Connor
817/370-9903
Fax: 972/869-2896
E-mail: Kimberly.oconnor@oracle.com
Web: www.oracle.com

Booth 103

Oracle offers three Human Capital Management (HCM) applications that enable HR organizations to transition from administrative activities to achieving workforce excellence. Oracle HCM applications support all components of a comprehensive HCM strategy: Flawless compliance, HR process automation, Sophisticated measurement, and Increased workforce alignment. Achieve workforce excellence with Oracle HCM applications (Oracle HRMS, PeopleSoft HCM, and JD Edwards HCM).



R.T.I.X AMERICAS Inc.

2530 Meridian Parkway, Suite 300
Durham, NC 27713
Daniel Taylor
919/806-4350
Fax: 919/806-4808
E-mail: contactus@rtixamericas.com
Web: www.rtixamericas.com

Booth 521

onCore is a powerful Employee Performance Management system designed to operate over the web or on your own intranet. Linking closely with your existing HRIS, it provides Performance Appraisals, 360 Feedback, Goals and Objectives Management, Learning Management and Training Tracking in an existing system. Used by over 300 organizations around the globe.



SILKROAD TECHNOLOGY, Inc.

111 N. Chestnut St., Suite 200
Winston-Salem, NC 27101
Chauncey Kupferschmid
828/699-6450
Fax: 336/201-5141

Booth 515

SilkRoad technology, Inc. provides solutions that significantly improve the employee talent within its more than 500 customers across the globe. Through SilkRoad's Life Suite of Integrated human capital management solutions, companies are able to hire better employees, identify high and low performers, drive a pay-for-performance culture and improve employee tenure.



Human Resource Systems Corporation

SPECTRUM HUMAN RESOURCE SYSTEMS CORPORATION

707 17th Street, Suite 3800
Denver, CO 80202
800/477-3287
Fax: 303/595-9970
E-mail: info@spectrumhr.com
Web: www.spectrumhr.com

Booth 308

SPECTRUM provides companies with a fully integrated HRIS. Our web-based system handles everything from recruiting to retirement including benefits, compensation, absence tracking, self-service, performance management, training and development and more. The system features comprehensive reports and advanced analysis tools – all on Microsoft industry standard technology. Traditional license and ASP models available. Visit booth #308 to learn more!



forward faster

SSA GLOBAL

500 West Madison, Suite 2200
Chicago, IL 60661
877/SSA-GLOBAL (877/772-4562)
Fax: 312/474-7500
E-mail: solutions@ssaglobal.com
Web: www.ssaglobal.com

Booth 216-218

SSA Global (NASDAQ:SSAG) is a leading provider of extended ERP solutions for manufacturing, distribution, retail, services and public organizations worldwide. SSA Global's Human Capital Management solution is a complete, Internet-enabled human resources solution that addresses the full spectrum of workforce management issues and optimizes the entire recruit-to-retain business process for global organizations. For additional information, visit the SSA Global web site at www.ssaglobal.com



TALEO CORPORATION

575 Market Street, 8th Floor
San Francisco, CA 94105
Josh Neil
415/568-9704
Fax: 415/538-9069
E-mail: jneil@taleo.com
Web: www.taleo.com

Booth 203

Taleo delivers on demand talent management solutions to leading companies worldwide. Taleo enables organizations to assess, acquire and manage their workforce for improved business performance. Taleo combines technology, best practices and services so organizations can manage human capital as a portfolio of talent assets to maximize return on investment.



TECHNOMEDIA

TECHNOMEDIA TRAINING INC.

1001 De Maisonneuve Blvd. West, 5th Floor
Montreal, QC H3A 3C8 Canada
Michael Huni
514/287-1561
Fax: 514/287-1733
E-mail: info@technomedia.ca
Web: www.technomedia.ca

Booth 112

Technomedia Training Inc. offers web-based solutions for talent management and human capital development. Our TM SIGAL platform, modular and parameter-driven, allows organizations to optimize and integrate the management of competencies, performance, succession and talent, recruitment and careers, as well as knowledge and learning, all in a single application.



ULTIMATE SOFTWARE

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

Booth 108

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, time and attendance, plus a Web portal with manager self-service, employee self-service, Web-based benefits enrollment and Web-based employee administration.



2006 IHRIM EXHIBITOR SHOWCASE

Conference Exhibitors (by category) (As of 3/3/06)

Application Service Provider

ADP	212
answers @ work	110
Apophy LLC	314
Aquire	219
Authoria, Inc.	303
Avilar Technologies	318
BearingPoint Inc.	505
Beeline Surveys/Spinfish	323
Burning Glass Technologies	316
Enwisen	325
ERC Dataplus, Inc.	422
GreenTomato Software	513
HRMC, Inc.	428
HR Services, Inc.	119
HRsmart	114
The Infohrm Group	311
NuView Systems, Inc.	211
Oracle	103
Peopleclick	102
R.T.I.X. Americas Inc.	521
SSA Global	216
SuccessFactors	329
SunGard Omni	430
Symmetry Software	215
Taleo Corporation	203
Watson Wyatt Worldwide	210
Workday	221
WorkForce Software	208
Ultimate Software	108
Virtual Edge Corporation	118

Benefits

ADP	212
Aon Warranty Group	523
Authoria, Inc.	303
Benefit Allocation Systems, Inc.	510
BackWeb Technologies	123
Ceridian	220
Enwisen	325
High Line Corporation	309
Lawson	201
Meta4	509
NuView Systems, Inc.	211
Oracle	103
PDS	319
SSA Global	216
SunGard Omni	430
Watson Wyatt Worldwide	210
Workscope, Inc.	109
Ultimate Software	108

Business Process Redesign

Arbita	321
BearingPoint Inc.	505
BrassRing	302
HRMC, Inc.	428
HRsmart	114
The Newman Group	312
NuView Systems, Inc.	211
SSA Global	216

Career & Organizational Development Systems & Services

Aquire	219
Avilar Technologies	318
BackWeb Technologies	123
BearingPoint Inc.	505
Burning Glass Technologies	316
The Devine Group	324
ERC Dataplus, Inc.	422
Executrack Software Inc.	503
GreenTomato Software	513
HRsmart	114
Kenexa	217
Meta4	509
NuView Systems, Inc.	211
R.T.I.X. Americas Inc.	521
Soc. for HR Mgmt. (SHRM)	528
SSA Global	216
Technomedia	112

Compensation

ADP	212
Authoria, Inc.	303
CadreHR	224
Ceridian	220
Enwisen	325
Hologen Software Inc.	524
HRchitect	213
HRsmart	114
Lawson	201
Link HR Systems, Inc.	225
Meta4	509
NuView Systems, Inc.	211
Oracle	103
PDS	319
R.T.I.X. Americas Inc.	521
SilkRoad Technology, Inc.	515
SSA Global	216
SuccessFactors	329

Watson Wyatt Worldwide	210
Workday	221
WorkForce Software	208
Workscope, Inc.	109
Ultimate Software	108
Vurv Technology	409

Compliance

ADP	212
Aquire	219
Authoria, Inc.	303
Benefit Allocation Systems, Inc.	510
Ceridian	220
Enwisen	325
Lawson	201
NuView Systems, Inc.	211
Oracle	103
SSA Global	216
Workbrain Inc.	313

Consulting

answers @ work	110
Arbita	321
Avilar Technologies	318
BearingPoint Inc.	505
BrassRing	302
CadreHR	224
Findley Davies, Inc.	121
GreenTomato Software	513
HRchitect	213
HRMC, Inc.	428
HR Services, Inc.	119
HRsmart	114
The Infohrm Group	311
International SOS	421
Knowledge Infusion	511
The Newman Group	312
Oracle	103
Skyward Consulting Group	125
SSA Global	216
SunGard Omni	430
Watson Wyatt Worldwide	210
WorkStrategy	322

Documentation

Authoria, Inc.	303
BackWeb Technologies	123
Ceridian	220
HRsmart	114
SSA Global	216

E-Learning

Avilar Technologies	318
BackWeb Technologies	123
BearingPoint Inc.	505
HRchitect	213
HR.com	115
HRsmart	114
Meta4	509
Oracle	103
Plateau Systems	424
Soc. for HR Mgmt. (SHRM)	528
SSA Global	216
Technomedia	112

E-Recruitment

ADP	212
Arbita	321
Authoria, Inc.	303
Avilar Technologies	318
BearingPoint Inc.	505
BrassRing	302
Burning Glass Technologies	316
Ceridian	220
ERC Dataplus, Inc.	422
GreenTomato Software	513
HR.com	115
HRMC, Inc.	428
HR Services, Inc.	119
HRsmart	114
Kenexa	217
Lawson	201
Meta4	509
NuView Systems, Inc.	211
Oracle	103
PDS	319
Peopleclick	102
Pinstrip, Inc.	414
SSA Global	216
Technomedia	112
Ultimate Software	108
Vurv Technology	409

Employee Relations

Authoria, Inc.	303
Beeline Surveys/Spinfish	323
Ceridian	220
SSA Global	216
Ultimate Software	108

Employment Systems & Services

answers @ work	110
Authoria, Inc.	303
Beeline Surveys/Spinfish	323
Burning Glass Technologies	316
ERC Dataplus, Inc.	422
First Advantage Hiring Solutions	420
GreenTomato Software	513
Greentree Systems, Inc.	328
HRMC, Inc.	428
HRsmart	114
NuView Systems, Inc.	211
Pinstrip, Inc.	414
Spectrum HR Systems	308
SSA Global	216

HR Specialty Systems & Services

Apophy LLC	314
Aquire	219
Arbita	321
BackWeb Technologies	123
Beeline Surveys/Spinfish	323
Benefit Allocation Systems, Inc.	510
CadreHR	224
Ceridian	220
The Devine Group	324
Enwisen	325
Executrack Software Inc.	503
First Advantage Hiring Solutions	420
Genesys	209
GreenTomato Software	513
HRMC, Inc.	428
HR Services, Inc.	119
HRsmart	114
The Infohrm Group	311
International SOS	421
Meta4	509
NuView Systems, Inc.	211
Oracle	103
PDS	319
Pinstrip, Inc.	414
RealLife HR	418
R.T.I.X. Americas Inc.	521
Spectrum HR Systems	308
SSA Global	216
Symmetry Software	215
Technomedia	112
Watson Wyatt Worldwide	210
Workbrain Inc.	313
WorkStrategy	322
Ultimate Software	108
Virtual Edge Corporation	118

Internet/Intranet Products & Services

ADP	212
answers @ work	110
Apophy LLC	314
Aquire	219
Arbita	321
Authoria, Inc.	303
Avilar Technologies	318
BackWeb Technologies	123
Beeline Surveys/Spinfish	323
Benefit Allocation Systems, Inc.	510
Burning Glass Technologies	316
Enwisen	325
ERC Dataplus, Inc.	422
Executrack Software Inc.	503
GreenTomato Software	513
HR.com	115
HRMC, Inc.	428
HR Services, Inc.	119
HRsmart	114
The Infohrm Group	311
Lawson	201
NuView Systems, Inc.	211
Oracle	103
RealLife HR	418
R.T.I.X. Americas Inc.	521
SilkRoad Technology, Inc.	515
Skyward Consulting Group	125
SSA Global	216
SunGard Omni	430
Symmetry Software	215
Workday	221
Ultimate Software	108

Multifunctional HRMS

ADP	212
Aquire	219
Authoria, Inc.	303
BearingPoint Inc.	505
Beeline Surveys/Spinfish	323
Ceridian	220
Genesys	209
High Line Corporation	309
Lawson	201
Meta4	509
NuView Systems, Inc.	211
Oracle	103

PDS	319
Spectrum HR Systems	308
SSA Global	216
Technomedia	112
Ultimate Software	108
Workday	221
WorkStrategy	322

Outsourcing

ADP	212
answers @ work	110
Authoria, Inc.	303
Benefit Allocation Systems, Inc.	510
BrassRing	302
Ceridian	220
Enwisen	325
Genesys	209
HRchitect	213
HRMC, Inc.	428
HRsmart	114
The Infohrm Group	311
Kenexa	217
PDS	319
Peopleclick	102
Pinstrip, Inc.	414
RealLife HR	418
Skyward Consulting Group	125
SunGard Omni	430
Watson Wyatt Worldwide	210
Workbrain Inc.	313
WorkForce Software	208
Workscope, Inc.	109
Ultimate Software	108

Payroll

ADP	212
Ceridian	220
Genesys	209
High Line Corporation	309
Lawson	201
Meta4	509
NuView Systems, Inc.	211
Oracle	103
PDS	319
SSA Global	216
Symmetry Software	215
Ultimate Software	108

Performance Management

Apophy LLC	314
Authoria, Inc.	303
Avilar Technologies	318
BearingPoint Inc.	505
Beeline Surveys/Spinfish	323
CadreHR	224
Cognos	413
DoubleStar Inc.	408
Edulution Software	508
Executrack Software Inc.	503
Hologen Software Inc.	524
HRchitect	213
HRsmart	114
Kenexa	217
Lawson	201
Meta4	509
The Newman Group	312
NuView Systems, Inc.	211
Oracle	103
Plateau Systems	424
R.T.I.X. Americas Inc.	521
SilkRoad Technology, Inc.	515
Spectrum HR Systems	308
SuccessFactors	329
SSA Global	216
Technomedia	112
Watson Wyatt Worldwide	210
WorkForce Software	208
Workscope, Inc.	109
Ultimate Software	108
Vurv Technology	409

Privacy & Security

Authoria, Inc.	303
BrassRing	302
Ceridian	220
SSA Global	216

Publishing

HR.com	115
Human Resource Executive Magazine	410
Workforce Management	425
Workforce Performance Solutions Magazine	310

Relocation Services Software

Immigration Tracker	320
---------------------	-----

Resource & Referral

Authoria, Inc.	303
HRsmart	114

Self-Service

ADP	212
Authoria, Inc.	303
BearingPoint Inc.	505
Ceridian	220
Enwisen	325
Executrack Software Inc.	503
Genesys	209
GreenTomato Software	513
High Line Corporation	309
Lawson	201
Meta4	509
NuView Systems, Inc.	211
Oracle	103
PDS	319
RealLife HR	418
R.T.I.X. Americas Inc.	521
Spectrum HR Systems	308
SSA Global	216
Stromberg	317
Symmetry Software	215
Watson Wyatt Worldwide	210
Workbrain Inc.	313
Workday	221
WorkForce Software	208
Workscope, Inc.	109
Ultimate Software	108

Time & Attendance Systems

ADP	212
BackWeb Technologies	123
Ceridian	220
High Line Corporation	309
Lawson	201
Meta4	509
NuView Systems, Inc.	211
Oracle	103
Spectrum HR Systems	308
SSA Global	216
Stromberg	317
TimeLink	412
Workbrain Inc.	313
WorkForce Software	208
Ultimate Software	108

Total Quality Management

BackWeb Technologies	123
First Advantage Hiring Solutions	420

Work/Life Benefits

Authoria, Inc.	303
Ceridian	220
Enwisen	325
Lawson	201
Meta4	509
SSA Global	216
Ultimate Software	108

Workforce Management

Apophy LLC	314
Aquire	219
Authoria, Inc.	303
Avilar Technologies	318
BackWeb Technologies	123
Burning Glass Technologies	316
Cognos	413
Deploy Solutions	301
The Devine Group	324
DoubleStar Inc.	408
Enwisen	325
ERC Dataplus, Inc.	422
First Advantage Hiring Solutions	420
GreenTomato Software	513
HRsmart	114
The Infohrm Group	311
Kenexa	217
Lawson	201
NuView Systems, Inc.	211
Oracle	103
PDS	319
Peopleclick	102
R.T.I.X. Americas Inc.	521
SilkRoad Technology, Inc.	515
Spectrum HR Systems	308
SSA Global	216
Stromberg	317
Taleo Corporation	203
TimeLink	412
Watson Wyatt Worldwide	210
Workbrain Inc.	313
Workday	221
Workforce Management	425
WorkForce Software	208
Workscope, Inc.	109
WorkStrategy	322
Ultimate Software	108
Virtual Edge Corporation	118
Vurv Technology	409