

The 2007 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 Buyer's Guide will assist you in your 2007 purchasing decisions.

Paid Advertising

PRODUCT Categories

■ APPLICATION SERVICE PROVIDER (ASP)

■ BENEFITS

GENERAL

iEmployee
Sage Software
Watson Wyatt

BENEFITS OUTSOURCING

Ceridian
Workscope, Inc.

COBRA

Ceridian

FLEXIBLE BENEFITS

Ceridian

■ CAREER & ORGANIZATIONAL DEVELOPMENT SYSTEMS & SERVICES

GENERAL

Halogen Software, Inc.

CAREER DEVELOPMENT

Halogen Software, Inc.

COMPETENCIES MANAGEMENT

Halogen Software, Inc.

LEADERSHIP/MANAGEMENT DEVELOPMENT

Halogen Software, Inc.

SUCCESSION PLANNING

Halogen Software, Inc.
NuView Systems, Inc.

TRAINING/TESTING

TALX

■ COMPENSATION

GENERAL

ERI Economic Research Institute
NuvoSoft, Inc.
Workscope, Inc.

EXECUTIVE COMPENSATION

ERI Economic Research Institute
NuvoSoft, Inc.

INCENTIVE COMPENSATION

NuvoSoft, Inc.

■ COMPLIANCE

TALX

■ CONSULTING

Executive Alliance

■ EMPLOYEE RELATIONS

GENERAL

Halogen Software, Inc.

COMPETENCY BASED APPRAISAL

Halogen Software, Inc.
NuView Systems, Inc.

■ EMPLOYMENT SYSTEMS & SERVICES

GENERAL

Arbita
Halogen Software, Inc.
Pinstripe, Inc.

APPLICATION/REQUISITION TRACKING

Arbita
Ceridian
NuView Systems, Inc.
Pinstripe, Inc.

EEO/AFFIRMATIVE ACTION

Arbita

PRE-EMPLOYMENT SCREENING

Ceridian
Pinstripe, Inc.
TALX

RECRUITMENT

Arbita
Ceridian
Pinstripe, Inc.
Sage Software

■ EXPATRIATION SUPPORT SERVICES

Approach

■ HR SPECIALTY SYSTEMS

GENERAL

Halogen Software, Inc.
iEmployee
NuView Systems, Inc.
SPECTRUM Human Resource Systems Corporation

DATA & SURVEY ANALYSIS

DoubleStar Inc.
Peoplenetz

EMPLOYEE ACCESS SYSTEMS/SELF-SERVICE

Ceridian
iEmployee
Sage Software
TALX

INTERACTIVE VOICE RESPONSE

Telliris

PLANNING/FORECASTING

DoubleStar Inc.
Halogen Software, Inc.

STRATEGIC PLANNING

Halogen Software, Inc.

■ INTERNET/INTRANET

Ceridian
SPECTRUM Human Resource Systems Corporation

■ LEARNING MANAGEMENT

TALX

■ MULTIFUNCTIONAL HRIS

7HR, Saitran Software Inc.
Ceridian
iEmployee
NOW Solutions
NuView Systems, Inc.
PDS
Peoplenetz
Sage Software
SPECTRUM Human Resource Systems Corporation
Workday

■ OUTSOURCING

Ceridian
CyberShift, Inc.
Pinstripe, Inc.
TALX

■ PAYROLL

SERVICES

Ceridian
Executive Alliance
Genesys
Sage Software
TALX

SYSTEMS

7HR, Saitran Software Inc.
 Ceridian
 NOW Solutions
 PDS
 Sage Software
 StarGarden
 Ultimate Software

■ PERFORMANCE MANAGEMENT

Halogen Software, Inc.
 NuView Systems, Inc.
 Nuvosoft, Inc.
 Peoplenetz

■ RE-ENGINEERING

7HR, Saitran Software Inc.
 Executive Alliance

■ TIME & ATTENDANCE SYSTEMS

7HR, Saitran Software Inc.
 Attendance on Demand, Inc.
 Ceridian
 CyberShift, Inc.
 iEmployee
 TALX
 Telliris
 WorkForce Software

■ WORKFORCE MANAGEMENT

Ceridian
 CyberShift, Inc.
 iEmployee
 NuView Systems, Inc.
 Sage Software

Alphabetical

Company Listing*

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

**7HR, SAITRAN SOFTWARE INC.**

1255, University, Suite 805
 Montrea, Quebec, Canada H3B 3W3
 Stan Oumedjbeur
 514-861-4445
 514-861-7203 fax
 stan@saitran.com
 www.saitran.com

7HR, by Saitran Software Inc., is a unique, multilingual, full-featured and highly flexible Knowledge-Based integrated HRMS and Payroll. If your current HRIS does not allow your organization to adapt quickly to change Or if you struggle on with a rigid HRIS trying to align your human capital with your corporate strategy...Then you should have a serious look at 7HR. This unique system allows you to perfect and capitalize your organization's talent and to streamline your HR and Payroll processes in an easy and cost-effective way.

APPROACH

Avenue Einstein 2a
 Louvain-la -Neuve, Belgium B1190
 Malcolm Johnson
 +322 345 61 85 +32 486 51 27 58
 Malcolm.johnson@atlas-expat.com
 www.atlas-expat.com

ATLAS is a comprehensive web-based application that administers expatriate assignments.

It includes an assignment database, workflow, payroll and tax calculations, cost projections, extensive reports, web access for all stakeholders, interfaces to external systems plus many other features.

ATLAS can be rapidly configured for quick implementation. Visit www.atlas-expat.com for further information.

**ATTENDANCE ON DEMAND, INC.**

23206 Commerce Drive
 Farmington Hills, MI 48335
 Jason McGovern
 800-423-0498
 248-476-1409 fax
 jasonm@infotronics.com
 www.attendanceondemand.com

Attendance on Demand from InfoTronics, Inc. is a web-based hosted time and attendance system with full capabilities for labor management, including scheduling, time keeping, accruals, incidents, budgets, and more. Organizations use Attendance on Demand as a service, with monthly per-employee billing, exporting data into any payroll system.

**ARBITA**

12 South Sixth St., Ste. 730
 Minneapolis, MN554024
 Doug Ries
 612-278-0000
 612-253-9392 fax
 sales1@arbita.net
 www.arbita.net

Arbita's flexible integration solutions allow you to combine job-posting capabilities with other applications easily. Our platform independent technologies empower you to deploy our systems in concert with leading ERP, HRIS and ATS platforms. Our streamlined posting, robust reporting, knowledgeable media consulting and experienced vendor management improve recruiting workflow and results. See ad on Back Cover.

**CERIDIAN**

3311 East Old Shakopee Road
 Minneapolis, MN 55425-1640
 Sales
 800-729-7655 ext. 3007
 onesource@ceridian.com
 www.myceridian.com

Ceridian offers a broad range of solutions including HR administration, talent acquisition & management, compliance, payroll & compensation, benefits administration, and employee effectiveness. By providing reliability and outstanding service, Ceridian enables more than 110,000 clients with 25 million employees worldwide to better manage their businesses and their employees.

**CYBERSHIFT, INC.**

600 Parsippany Road
 Parsippany, NJ 07054
 Laura Hills
 973-364-0480
 973-403-1696 fax
 sales@cybershift.com
 www.cybershift.com

CyberShift's award-winning, 100% Web-based Workforce Management solutions, built upon a Service-Oriented Architecture, include enterprise-level time and attendance, advanced scheduling, self-service functions, expense management, and analytics. CyberShift's suite helps organizations optimize and manage the deployment of their people, reduce costs and improve processes.

**DOUBLESTAR INC.**

1161 McDermott Drive
West Chester, PA 19380
Joanne Bintliff-Ritchie
484-356-2472
joanne.bintliff-ritchie@doublestarinc.com
www.doublestarinc.com

DoubleStar is a leading provider of Talent Measurement and Talent Acquisition Solutions. With Workforce Insight On-Demand, organizations can quickly and cost-effectively adopt workforce analytics with easy-to-use dashboards and built-in best-practices. Our Talent Acquisition Solutions deliver "on-demand" recruiting, staffing process consulting, and managed staffing services. See ad on page 15.

**ECONOMIC RESEARCH INSTITUTE****ERI ECONOMIC RESEARCH INSTITUTE**

8575 164th Avenue NE, Suite 100
Redmond, WA 98052
800-627-3697
800-753-4415 fax
info.eri@erieri.com
www.erieri.com

ERI Economic Research Institute is a leader in compensation information. Based in Redmond, Washington, ERI provides salary survey and cost-of-living research reports and software to 10,000 worldwide organizations. With an extensive survey library dating back 20 years, ERI compensation data is used by 80% of U.S. Fortune 500 companies.

**EXECUTIVE ALLIANCE**

33 Boston Post Road
Marlboro, MA 01752
Kevin Mallett
508-481-7777 ext. 202
kevinmallett@executivealliance.com
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**

5 Branch Street
Methuen, MA 01844-1999
Paula Oxner
800-580-5450
801-761-2015 fax
solutions@genesysHCM.com
www.genesysHCM.com

Founded in 1981, Genesys is a proven provider of web-based HCM solutions configured to each workplace. The Company's suite, PeopleComeFirst, streamlines HR, benefit administration and payments, payroll processing, self-service, tax filing and garnishment processing. Genesys provides unprecedented choice, flexibility, and satisfaction to its clients. Deployment options include SaaS, HRO services or in-house licensed software.

**HALOGEN SOFTWARE****HALOGEN SOFTWARE, INC.**

495 March Road, Suite 500
Ottawa, Ontario K2K 3G1 Canada
866-566-7778
613-270-8311 fax
info@halogensoftware.com
www.halogensoftware.com

Halogen Software Inc. has established itself as the leading provider of employee performance and talent management solutions. Halogen offers powerful, easy-to-use, and affordable Web-based software that dramatically improves HR and line-manager productivity. The award winning suite includes Halogen eAppraisal, Halogen eCompensation, Halogen eSuccession and Halogen e360

**iEMPLOYEE**
THE FASTEST WAY OUT OF THE PAPER TRAIL

iEMPLOYEE
699 Fall River Avenue
Seekonk, MA 02771
Sales
508-336-3332
508-336-5894 fax
sales@iemployee.com
www.iemployee.com

iEmployee offers a full suite of on-demand, 100% Web-hosted workforce management solutions including Paid Time Off, Online Timesheet, Project

Timesheet, Time and attendance, HR Software and Benefit Solution, Employee Self-Service, Pay Stub/W2 and Expense Management. Endorsed by leading payroll providers, iEmployee has over 1,600 satisfied clients. With iEmployee solutions, clients realize benefits that increase the bottom-line. See ad on page .

NOW SOLUTIONS**NOW SOLUTIONS**

6205 Airport Road
Building B, Suite 205
Mississauga, ON, Canada L4V 1E1
Marianne Franklin
905-671-9888
905-671-9890 fax
info@nowsolutions.com
www.nowolutions.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 pay details, benefits, skills, absences, performance reviews, as well as fully comprehensive Web self-service features.

**NUVIEW SYSTEMS, INC.**

155 West Street, Suite 8
Wilmington, MA 01887
Bill Copeland
978-988-7884
978-988-1263 fax
info@nuviewinc.com
www.nuviewHR.com

NuViewHR is designed for organizations with a strategic HR vision, who view technology as the means to achieve that vision. Our award-winning HRIS integrates HR & Benefits Administration, Recruiting, Training, Performance and Self-Service under a single system. Featuring user-defined workflows, advanced toolset, built-in report writer, international support and more!

Nuvosoft®

NUVOSOFT, INC.

411 Waverley Oaks Rd., Suite 333
Waltham, MA 02452
Sales
877-525-2010
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 incentive 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 Rweb onthefweb 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 11.

PDS®

PDS

650 Sentry Parkway
Blue Bell, PA 19422
George Brady
610-238-4617
610-238-4574 fax
gbrady@pdssoftware.com
www.pdssoftware.com

Vista HRMS is a web-based suite of HR, Payroll, Benefits and Self-Service and Reporting components. It includes extensive workflow and combines both Position and Employee management. Its intelligent cross-border capabilities manage U.S. and Canadian employees in a single database. PDS supports SQLServer and Oracle databases, utilizing the .NET framework.

PEOPLENETZ

7800 Southwest Parkway #1310
Austin, TX 78735
Michael Harrison
800-757-1237
800-757-1237 fax
sales@peoplenetz.com
www.peoplenetz.com

Peoplenetz provides solutions that link human resources. Our organizational management system, Orgintelligentz, understands your organization; it harnesses the power of your organization's social and knowledge networks and applies it to employee performance evaluation, knowledge management and project staffing. Orgintelligentz integrates with most ERP systems. Additionally, see Specializ on our website.

pinstripe™

PINSTRIFE, INC.

3415 Gateway Road
Brookfield, WI 53045
Anne Nimke
877-797-3379
262-754-5051 fax
info@pinstripetalent.com
www.pinstripetalent.com

Pinstripe designs, builds and manages talent acquisition and management systems for healthcare, financial services and technology companies. The company's proprietary Requisition-to-Results (R2R) platform is the first solution of its kind to integrate sourcing, recruiting, hiring, on-boarding and off-boarding practices into a complete, end-to-end outsourced approach to employee acquisition and retention. See ad on Inside Front Cover.

sage software

SAGE SOFTWARE

888 Executive Center Drive West, Suite 100
St. Petersburg, FL 33702
Sales
866-271-6048
800-487-9467 fax
sales.sageabra@sage.com
www.sagesoftware.com

With Sage Abra Benefits Enrollment, save countless hours and piles of paperwork by moving open enrollment online via the Internet or company intranet. Abra Benefits Connect automates the communication of benefits enrollment data with all benefit carriers. Eliminate delays and reduce the open enrollment period, increase accuracy and reduce billing errors and improve employee satisfaction.

For mid-size companies in the US and Canada, Sage Abra eRecruiter optimizes the

recruiting process, reduces costs, and shortens the hiring cycle by automating online recruiting workflows. Compared to other recruiting software, Sage Abra eRecruiter is the only solution with the ease-of-use, low technical requirements and flexibility to meet the needs of busy HR departments.

Designed to offer employee self-service securely over the Internet or your company intranet, **Sage Abra ESS** allows employees to view and update HR and payroll information anytime. With Sage Abra ESS, you can reduce HR time spent on routine employee inquiries, offer faster approvals with no paperwork, and increase both accuracy and employee satisfaction.

Sage Abra HRMS provides small to mid-sized businesses with HR, payroll, recruiting, training, benefits administration, attendance, and employee self-service solutions with powerful reporting tools to help businesses increase productivity and tackle challenging HR issues. Sage Software gives you "payroll your way" with your choice of in-house software, outsourced payroll services and tax filing solutions – or a blend of solutions.

Easily manage your most complex payroll challenges with end-to-end, affordable, Web-based outsourcing. **Sage Payroll Services** provides real-time payroll management and tax compliance services, while minimizing your risk of payroll errors and tax penalties. With Sage Payroll Services, there is no software to install, no hardware to buy; and no maintenance, upgrade, or support costs.

Sage Abra Payroll offers a comprehensive, cost-efficient way to manage payroll in-house, including the ability to respond quickly to changing payroll demands in your workplace. Sage Abra Payroll offers powerful reporting tools to help with compliance and strategic planning, maximum security of sensitive data, and quarterly tax updates to keep you in compliance with Federal, state and local taxes.

Abra Workforce Connections offers employee self-service and benefits enrollment securely online, over the Internet or your company intranet. With Sage Abra ESS, reduce time spent on routine employee inquiries and provide faster approvals with less paperwork. And with Sage Abra Benefits Enrollment, electronically manage, monitor and verify the enrollment process online.

SPECTRUM HUMAN RESOURCE SYSTEMS CORPORATION

707 17th Street, Suite 3800
Denver, CO80202
800-477-3287
303-595-9970 fax
info@spectrumhr.com
www.spectrumhr.com

HR + IS = SPECTRUM

iVantage, our powerful web-based HRIS integrates all HR functions—budgeting, position control, benefits, training and development, and much more—with industry-leading technology. iVantage gives you the tools to track and report on your workforce, using hundreds of powerful, flexible reporting options. The system also offers self-service capabilities, enabling HR departments to streamline tasks

**STAR GARDEN**

300-3665 Kingsway
Vancouver, BC, Canada V5R 5W2
Marnie Larson
800-809-2880
604-451-0578 fax
info@stargarden.com
www.stargarden.com

StarGarden is a fully integrated Human Resources and Payroll solution designed to meet the needs of structured, position-based organizations with complex pay and benefit issues. StarGarden is a comprehensive information management system maintaining substantial detailed information about your organization and its structure, your compensation and benefits plans, accruals/balances, employees and payroll.

**TALX**

11432 Lackland Rd
St. Louis, MO 63146
Melinda Hanson
800-888-8277
314-214-7588 fax
moreinfo@talx.com
www.talx.com

TALX, a leading business process outsourcer of payroll-related and human resource services, holds a leadership position in two services — automated employment/income verification services and unemployment cost management services. TALX also offers assessments, paperless pay, time tracking, tax credits & incentives, W-2 and I-9 management, and paperless new-hire services.

**TELLIRIS**

4 Armstrong Park Rd.
Shelton, CT06484
Sales Department
203-924-7000
203-944-1618 fax
sales@telliris.com
www.telliris.com

Telliris is a leading telephone time collection solution (IVR). It's integrated and ready to use with many Time & Attendance packages (CyberShift, Galaxy Technologies, HBS, InfoTronics, Kaba Benzing, ScheduleSoft, SmartTime, Time Link, and Workforce Software).

Telephone time collection is ideal for organizations with dispersed, remote or mobile employees. Please contact Telliris or your Time and Attendance vendor for details

**ULTIMATE SOFTWARE**

2000 Ultimate Way
Weston, FL 33326
Sales Info
800-432-1729
954-331-7300 fax
ultiproinfo@ultimatesoftware.com
www.ultimatesoftware.com

UltiPro's flexible payroll engine is fully integrated with its end-to-end strategic HR and handles hundreds of payroll-related computations with no need for side computations. Federal, state, and local payroll tax compliance is included along with a variety of time and labor management feature-sets. Available as on-site license or monthly service.

**WATSON WYATT WORLDWIDE**

901 N. Glebe Road
Arlington, VA 22203
703-258-8000
703-258-8585 fax
www.watsonwyatt.com

Watson Wyatt is uniquely positioned to help you transform HR to meet your changing workforce needs and better support business strategy. Our leading-edge retirement, health care/flexible benefits administration and communication solutions allow us to partner with our clients and help you position yourself in the battle for top talent.

**WORKDAY**

2033 North Main Street, Suite 500
Walnut Creek, CA 94596
Doug Aspland
925-951-9100
925-951-9001 fax
sales@workday.com
www.workday.com

Workday provides on-demand enterprise business services for companies of all sizes. Companies are choosing Workday on-demand Human Capital Management and Financial Management services because they recognize that Workday is addressing the market's needs with a new delivery model and solutions that meet today's business demands.

**WORKFORCE SOFTWARE**

36141 Schoolcraft Road
Livonia, MI 48150
Sue Sullivan
877-493-6723
734-542-0635 fax
info@workforcesoftware.com
www.workforcesoftware.com

WorkForce Software's EmpCenter is composed of Time and Attendance, Activity Based Costing, Accruals and Absence Manager, Attendance Point Tracking/Alert Manager, FMLA Manager, and Multiple Assignments. EmpCenter automates time-keeping; calculates and stores accrued time balances; enforces complex HR/payroll policies; distributes time to projects, departments, cost centers; supports state and federal compliance.

**WORKSCAPE**

123 Felton St.
Marlborough, MA 01752
877-975-7227
508-573-9500 fax
info@workscape.com
www.workscape.com

Workscape is a leading provider of HR solutions that help hundreds of organizations manage their two largest workforce expenditures: employee benefits and performance-driven compensation. Both offerings share a common platform, easily integrate with existing IT investments, and are scalable and configurable to meet the requirements of organizations ranging from 2,000 to 400,000 employees.