

2008 Annual Mid-Year Source Guide

The 2008 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 2008 purchasing decisions.

Product Categories

Paid Advertising

APPLICATION SERVICE PROVIDER (ASP)

Beeline
ERC Dataplus, Inc.

BENEFITS

General

iEmployee

Benefits Outsourcing

Workscope

CAREER & ORGANIZATIONAL DEVELOPMENT SYSTEMS & SERVICES

General

Halogen Software, Inc.
ImageNow by Perceptive Software
Pilat HR Solutions

Career Development

Beeline
Halogen Software, Inc.

Competencies Management

Beeline
Halogen Software, Inc.

Leadership/Management Development

Beeline
Halogen Software, Inc.

Organizational Charting

Acquire

Succession Planning

Acquire
Beeline
Halogen Software, Inc.
StepStone Solutions, Inc.

Training/Testing

Beeline
Halogen Software, Inc.

COMPENSATION

General

Beeline
Halogen Software, Inc.
Workscope

International Compensation

StepStone Solutions, Inc.
Workscope

COMPLIANCE

Arbita
Beeline
Guardian Applications

CONSULTING

Beeline
Guardian Applications
Jeitosa Group International
Pilat HR Solutions

DOCUMENTATION

General

ImageNow by Perceptive Software

Online Help

Beeline

Policies & Procedures Manuals

Beeline

User & Technical Manuals

Beeline

EMPLOYEE RELATIONS

General

Halogen Software, Inc.

Competency Based Appraisal

Halogen Software, Inc.
Pilat HR Solutions

Employee Attitude Assessment

Pilat HR Solutions

EMPLOYMENT SYSTEMS & SERVICES

General

ERC Dataplus, Inc.
Halogen Software, Inc.
ImageNow by Perceptive Software

Application/Requisition Tracking

Beeline
ERC Dataplus, Inc.
SilkRoad technology, inc.
Vurv

EEO/Affirmative Action

Beeline

Job Analysis

Beeline

Job Description

Beeline

Pre-employment Screening

Beeline
ERC Dataplus, Inc.

Recruitment

Arbita
Beeline
SilkRoad technology, inc.

Turnover Analysis

Beeline

HR SPECIALTY SYSTEMS

General

Arbita
Guardian Applications
Halogen Software, Inc.
iEmployee
ImageNow by Perceptive Software
NuView Systems, Inc.
Optimum Solutions, Inc.
Pilat HR Solutions

Interactive Voice Response

TimeLink

Planning/Forecasting

Halogen Software, Inc.
Vurv

Strategic Planning

Acquire
Arbita
Halogen Software, Inc.
Pilat HR Solutions

INTERNET/INTRANET

Beeline
Spectrum Human Resource Systems Corporation

LEARNING MANAGEMENT

Beeline
Halogen Software, Inc.
NuView Systems, Inc.

MULTIFUNCTIONAL HRIS

Jeitosa Group International
NuView Systems, Inc.
PDS
Spectrum Human Resource Systems Corporation
Ultimate Software

OUTSOURCING

CyberShift, Inc
Genesys

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PAYROLL

Systems

Genesys
NuView Systems, Inc.
Optimum Solutions, Inc.
PDS
StarGarden

PERFORMANCE MANAGEMENT

Beeline
Halogen Software, Inc.
NuView Systems, Inc.
Pilat HR Solutions
SilkRoad technology, inc.
Spectrum Human Resource Systems Corporation
StepStone Solutions, Inc.
Vurv

PRIVACY & SECURITY

Guardian Applications

TIME & ATTENDANCE SYSTEMS

Attendance on Demand, Inc.
Beeline
CyberShift, Inc.
iEmployee
Infotronics, Inc.
NuView Systems, Inc.
Optimum Solutions, Inc.
TimeLink
WorkForce Software

WORKFORCE MANAGEMENT

Aquire
CyberShift, Inc.
ERC Dataplus, Inc.
Halogen Software, Inc.
NuView Systems, Inc.
Pilat HR Solutions
TimeLink
Vurv
WorkForce Software

Alphabetical Company Listing*

Paid Advertising

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

Aquire

5215 N. O'Connor Blvd, Suite 300
Irving, TX 75039
Annie Matthews
214-574-5020
AnnieMatthews@aquire.com
www.aquire.com

More than 2,500 organizations throughout the world use Aquire solutions to visually analyze and manage critical workforce information for ten million working professionals. From organizational charting and reporting to reorganizations, mergers and succession planning, Aquire solutions provide easy-to-use tools that increase information visibility, expedite decision making and streamline HR activities. **See ad on page 17.**



Arbita

12 South Sixth St., Ste. 730
Minneapolis, MN 55402
Doug Ries, Executive VP of Business Development
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.**



Attendance on Demand, Inc.

23206 Commerce Drive, Suite 100
Farmington Hills, MI 48335
Jason McGovern
800-465-9980
248-476-3131
jasonm@infotronics.com
www.attendanceondemand.com

Attendance on Demand is web-hosted time and attendance service for secure, cost-effective labor management. Self Service features empower employees and managers on demand, and the hosted service offers benefit accruals, graphical dashboard, payroll integration, compliance management, schedule budgets, incidentals and points, and leave management.



Beeline

12724 Gran Bay Parkway West, Suite 200
Jacksonville, FL 32258
Doug Leeby
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904-527-5827
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www.beeline.com

Beeline is a leading workforce solutions organization that provides companies with integrated applications and services focusing on workforce acquisition, RPO, Vendor Management, Managed Services, Performance Management, Learning Management, and customized training solutions. Beeline clients can purchase our solutions in a bundled or unbundled format.



CyberShift, Inc.

600 Parsippany Road
Parsippany, NJ 07054
Laura Hills
973-364-0480X3250
973-403-1696
E-mail: lhills@cybershift.com
Web: www.cybershift.com

CyberShift offers enterprise-class Workforce and Expense Management software including time and attendance, absence management, advanced employee scheduling, employee travel and expense management, employee and manager self-service capabilities. We offer flexible deployment options including both license fee and On Demand (Software-as-a-Service) models and BlackBerry smartphone support for mobile workers. Visit www.cybershift.com

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ERC Dataplus, Inc.

50 Washington St., Suite 510
Norwalk, CT 06854
Sales
888-372-2677
203-750-5900
info@ercdataplus.com
www.ercdataplus.com

ERC Dataplus assists employers in screening, hiring and retaining the workforce you want – efficiently! Selectech Workforce Management: a modularly designed, OFCCP-compliant requisition, pre-qualification, resume collection, validated assessment, scheduling, on-boarding, hiring system, and I-9 management. Integrated with premier background screening technology providers. Enterprise and Small Business Solutions for both exempt and non-exempt.



Genesys

5 Branch Street
Methuen, MA 01844
Barbara Robillard
800-580-5450
801-761-2015
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, 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.



Guardian Applications

900 6th Ave SE Suite 210
Minneapolis, MN 55414
Lenice Gregory
612-379-0228
612-379-3356
lgregory@guardianapps.com
www.guardianapps.com

Guardian Applications offers Silhouette, an application that sets new benchmarks in data protection for Oracle HR, Payroll, Advanced Benefits and Oracle Financials. This enterprise-level tool introduces innovative ways to ensure the protection and referential integrity of sensitive data in non production environments, remains usable and intact after the scrambling process. **See ad on Inside Back Cover.**



HALOGEN
SOFTWARE

Halogen Software, Inc.

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

Halogen Software is a leading provider of powerful, easy-to-use and affordable employee performance and talent management applications. Our award-winning, web-based solutions automate, simplify and integrate best-practice employee performance management, 360/multi-rater feedback, compensation management, succession planning and learning management. Industry specific suites are available for Healthcare, Financial Services and Professional Services.



iEmployee

108 Wild Basin Road, Suite 300
Austin, TX 78746
(800) 884-6504
(512) 437-2514
Sales@iemployee.com

iEmployee delivers web-based, human resource management software that enables businesses to easily, and affordably transition to electronic timesheets, benefits self-service, online human resources training, online expense reporting, salary planning and online paystubs and W2s. All products are fully hosted by iEmployee, there is no software to install or hardware to maintain, thus providing a quick and painless way for customers to take their first step into a fully-automated HRIS solution. For more information, please visit www.iemployee.com.



ImageNow by Perceptive Software

22701 W. 68th Terrace
Shawnee, KS 66226
Laura Simcox
913-422-7525
913-422-3820
info@imagenow.com
www.imagenow.com

Perceptive Software, Inc. provides ImageNow enterprise document imaging, management and workflow solutions to organizations worldwide. Human Resources offices use ImageNow to seamlessly integrate with any existing personnel management application, providing single-click desktop access to secure, digital documents, such as applications, resumes, W-4 forms, benefits forms and more.



Employee Attendance Systems

Infotronics, Inc.

23206 Commerce Drive, Suite 100
Farmington Hills, MI 48335
Jason McGovern
800-465-9980
248-476-3131

InfoTronics, Inc. develops cost-effective, easily deployed time and attendance systems. For over 25 years, 18,000 organizations have trusted InfoTronics to collect, calculate, and analyze labor data for reduced labor cost and better decision making. The company leads the industry with web-hosted products distributed by an extensive North American dealer network.



Jeitosa Group International

1951 Hayes Street
San Francisco, CA 94117
Mady Gorrell
415-874-8566
415-358-8407
contact@jeitosa.com
www.jeitosa.com

Jeitosa helps make global business possible by supporting human resource organizations with strategic business consulting services and HR technology systems evaluation and deployment. We offer an expansive global reach with hands-on knowledge of global best practices, local business processes, and country-specific legislative and regulatory requirements around the world. **See ad on Inside Front Cover.**

NuView Systems, Inc.

155 West St. – Suite 8
Wilmington, MA 01887
Bill Copeland
978-988-7884 x138
978-988-1263
info@nuviewinc.com
www.nuviewHR.com

NuViewHR is a global HR & Payroll solution that helps organizations manage people, process & strategy across the enterprise. Our award-winning product suite includes HR & Benefits Administration, www.optimum-solutions.com

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OPTIMUM SOLUTIONS

PAYROLL • HR • TIME & ATTENDANCE
MADE SIMPLE.

Optimum Solutions, Inc.

210 25th Ave N, STE 700
Nashville, TN, 37203
Scott Henderson
615-329-2313 x2218
615-329-4448
sales@optimum-solutions.com
www.optimum-solutions.com

Optimum Solutions delivers advanced payroll, HR and time & attendance software for Windows and iSeries platforms. Modules run stand-alone or integrated on multiple platforms. Optimum payroll currently processes over 10 million paychecks annually throughout the U.S. and Canada. Optimum Solutions is your only payroll, HR and time & attendance solution.



PDS

Blue Bell Executive Campus, 470 Norristown Road,
Suite 202
Blue Bell, PA 19422
George C Brady III
610-238-4617
610-238-4574
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 SQL Server and Oracle databases, utilizing the .NET framework.



Pilat HR Solutions

US Highway 22
Lebanon, NJ 08833
Travis Lupo
800-338-9701
908-823-9438
info@pilat-nai.com
www.pilat.com

Pilat offers flexible & robust HR systems (web-hosted and in-house) and HR process & metrics expertise and services. Pilat's integrated approaches are developed to maximize the effectiveness of your organizations' Performance Improvement and Talent Management initiatives. Contact us for more information on HR Pulse tailored systems and Centreus on-demand solutions.



SilkRoad technology, inc.

102 West Third Street, Suite 250
Winston-Salem, NC 27101
Chauncey Kupferschmid, EVP, Sales
336-201-5100
336-201-5454 fax
www.silkroad.com
sales@silkroad.com

SilkRoad technology, inc. is a leading provider of integrated Employee Talent Management Solutions that facilitate the hiring, development and management of the talent of an organization. Our Life Suite provides you with the tools you need to recruit, onboard, manage, motivate, and retain the best employees, contributing to your company's success.



SPECTRUM

SPECTRUM Human Resource Systems Corporation

707 17th Street, Suite 3800
Denver, CO 80202
800-477-3287
303-595-9970
info@spectrumhr.com
www.spectrumhr.com

We Put the + in HR

SPECTRUM's fully integrated HRIS—iVantage—includes complete Core HR, plus talent and performance management, self-service, benefits administration, total compensation, succession planning and so much more. A powerful and flexible reporting suite provides the data you need to add value to your organization.



StarGarden

300-3665 Kingsway
Vancouver, BC V5R 5W2
604-451-0500
604-451-0578
mlar@stargarden.com
www.stargarden.com

StarGarden is a fully integrated web-based Human Resources, Payroll and Work Planning solution designed to meet the needs of structured, position-based organizations with complex pay and benefit issues. StarGarden maintains substantial detailed information about your organization, its structure, compensation and benefits plans, accruals/balances, employees, and payroll. www.stargarden.com or call 800-809-2880.



StepStone Solutions, Inc.

2222 Western Trails Boulevard, Suite 200
Austin, Texas 78745
Bucky Couch (General Manager, StepStone Solutions US)
866-708-4760
817-755-2079 fax
us@stepstonesolutions.com
www.stepstonesolutions.com

StepStone, one of the world's largest providers of on-demand talent management solutions, offers a portfolio of technology and online services that enable organizations to attract, recruit, develop, retain and manage the best people. Founded in 1996, StepStone helps leading organizations including Virgin Atlantic, KPMG, British Airways, Xerox, McDonald's and DuPont gain competitive advantage through their talent management initiatives.

TimeLink

2475 Westchester Avenue
Purchase, NY 10577
Leslie Chang
914-385-1261
914-834-9301 fax
info@timelink.com
www.timelink.com

TimeLink is the premier provider of enterprise workforce management solutions with a solution set including: time and attendance, workforce scheduling, employee self-service, and analytics. Open integration standards offer the flexibility to integrate to virtually any ERP or HR/Payroll system. Data collection options include badge-based, biometrics, touch-screen kiosk, mobile/wireless, and telephony/IVR.



Ultimate Software

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

Ultimate Software, a leading provider of end-to-end, strategic HR, payroll, and talent management solutions, markets award-winning UltiPro for recruitment, onboarding, HR/payroll, performance and learning management, benefits enrollment, time/attendance, business intelligence, and compensation planning—all with self-service for administrators, managers, and employees and available through software-as-a-service for the best business value.

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Vurv

7660 Centurion Parkway, Suite 100
Jacksonville, FL 32256
904-493-8800

It's all about the people! Vurv's on demand talent management software helps address the number one business challenge – finding, hiring and retaining top talent. With comprehensive product offerings including recruitment, onboarding, performance, succession, compensation and workforce transition management, Vurv's software is fast, flexible and easy to use. www.vurv.com **See ad on page 7.**



WorkForce Software

36141 Schoolcraft Road
Livonia, MI 48150
Sales Department
877-493-6723
info@workforcesoftware.com
www.WorkForceSoftware.com

WorkForce Software's EmpCenter solutions automates timekeeping; calculates and stores accrued time balances; enforces complex HR/payroll policies; distributes time to projects, departments, cost centers; and, supports state and federal labor law compliance. A powerful workforce management solution, EmpCenter is deployed on an organization's server or as a Software-as-a-Service (SaaS) solution.

Workscope

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

Workscope 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 500 to 400,000 employees.

IHRIM 2008 HRMStrategies Conference & Technology Expo Exhibitor List

(As of May 5, 2008)

Company Name	Booth Number	Company Name	Booth Number	Company Name	Booth Number
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Halogen Software	322	Peopleclick, Inc.	530	Workscope.....	522

2008 Exhibitors Showcase



Arbita

Address: 12 South 6th Street, Suite 730
City: Minneapolis/State/Province: MN/Zip/Postal Code: 55402
Contact: Doug Ries
Phone: 612-278-0007
Fax: 612-253-9392
E-mail: dries@arbita.net
Web Site: www.arbita.net
Booth #325

Arbita provides the world's leading employers with tools and services to customize, launch, and manage effective online recruitment programs. We provide job-posting capabilities with ongoing performance review of your recruitment advertising. Streamlined posting, reporting, media consulting and vendor management improve recruiting workflow and results.



Guardian Applications

900 6th Avenue SE, Suite 210
Minneapolis, MN 55422
Lenice Gregory
Phone: 612-379-0228
Fax: 612-379-3356
lgregory@guardianapps.com
www.guardianapps.com
Booth #316

Guardian Applications offers Silhouette™, an application that sets new benchmarks in data protection for Oracle HR, Payroll, Advanced Benefits and Oracle Financials. This enterprise-level tool introduces innovative ways to ensure the protection and referential integrity of sensitive data in non production environments, remains usable and intact after the scrambling process.



HR.com

124 Wellington Street East
Aurora, Ontario/CANADA L4G1J1
Debbie McGrath
Phone: 877-472-6648
Fax: 905-727-4716
E-mail: info@hr.com
Web Site: www.hr.com
Booth #438

HR.com is the largest social networking community connecting 175,000 HR Executives with the knowledge, advice, expertise and resources they need to Manage the people side of business. Members actively engage in their community that focuses on providing solutions and answers to today's toughest HR challenges. Membership is free. www.hr.com



ImageNow by Perceptive Software

22701 W. 68th Terrace
Shawnee, KS 66226
Contact: Laura Simcox
Phone: 913.422.7525
Fax: 913.422.3820
E-mail: info@imagenow.com
Web Site: www.imagenow.com
Booth #418

ImageNow enterprise document management, imaging and workflow for Human Resources allows you to capture and digitize any document type, then easily retrieve, update and route as needed. ImageNow users can directly link documents to an employee record within existing HR software, creating more secure and efficient recruiting, onboarding, benefits processing and more.



Learning Studios

1971 Western Avenue, Suite 224
Albany, NY 12203
Contact: David Nilsen
Phone: 800-621-3184
Fax: 518-836-0238
E-mail: info@learningstudios.com
Website: www.learningstudios.com
Booth #334

Learning Studios is the premier provider of Learning Management System (LMS) hosted services. Built on the Oracle iLearning LMS platform, the Learning Studios hosted solution maximizes your organizational reach with consistent, standardized, global learning for employees, customers, and business partners. Finally, an enterprise class, ready to run LMS for everyone.



NuView Systems, Inc.

155 West Street – Suite 8
Wilmington, MA 01887
Contact: Bill Copeland
Phone: 978-988-7884
Fax: 978-988-1263
E-mail: info@nuviewinc.com
Web Site: www.nuviewHR.com
Booth #534

NuViewHR is for organizations with a strategic HR vision, who view technology as the means to achieve that vision. Our award-winning HRMS integrates HR & Benefits Administration, Recruiting, Training, Performance and Self-Service under a single global HR platform. Advanced workflows, configuration toolset, ad hoc report writer, international support and more!



Workscope

123 Felton Street
Marlborough, MA 01752
Phone: 877-975-7227
Fax: 508-573-9155
E-mail: info@workscape.com
Website: www.workscape.com
Booth #522

Workscope 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 500 to 400,000 employees.



Vurv

7660 Centurion Parkway, Suite 100
Jacksonville, FL 32256
Phone: 904-493-8800
Fax:
E-mail:
Website: www.vurv.com
Booth #423

It's all about the people! Vurv's on demand talent management software helps address the number one business challenge – finding, hiring and retaining top talent. With comprehensive product offerings including recruitment, onboarding, performance, succession, compensation and workforce transition management, Vurv's software is fast, flexible and easy to use. www.vurv.com <<http://www.vurv.com/>>