

# Compensation/Payroll Systems & Services Buyer's Guide

The 2008 Compensation and Payroll Systems/Services Buyer's 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*

### Compensation

#### General

Decusoft  
eThORITY  
Jeitosa Group International  
PDS  
Workscape

#### Compensation Administration

Decusoft  
eThORITY  
NuView Systems, Inc.  
Workscape

### Incentive Compensation

Decusoft

### International Compensation

Decusoft  
Workscape

### Payroll

#### Services

Genesys

#### Systems

Genesys  
IST Management Services, Inc.  
Jeitosa Group International  
NuView Systems, Inc.  
PDS  
Sage Software  
StarGarden 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.



#### 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.**



#### Decusoft

151 East Main Street  
Ramsey, New Jersey 07446  
James O'Neill  
201-785-0775  
201-785-0774  
Sales@Decusoft.com  
www.decusoft.com

**Compose Yourself! Decusoft's** signature compensation product, Compose by Decusoft™, automates and streamlines the development, management and distribution of complex compensation plans including Merit, Bonus and LTI. Our configurable, web-based software leverages your existing infrastructure, creating a solution that is as unique as your compensation environment. **See ad on Inside Back Cover.**



#### eThORITY

#### eThORITY

1583 Savannah Hwy  
Charleston, SC 29407  
843.556.5546  
843.556.0078  
sales@eThORITY.com  
www.eThORITY.com

**eThORITY Enterprise** is a powerful BI platform that allows HR professionals to securely access critical data from multiple sources while providing the ability to analyze data in an exceedingly self-evident way. Users can create in-depth reports without a technical expert. **See ad on page 41.**

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## Genesys

5 Branch Street  
Methuen, MA 01844  
Barbara Robillard  
800-580-5450  
801-761-2015  
solutions@genesysHCM.com  
www.genesysHCM.com

**PeopleComeFirst HRMS** is a fully integrated Payroll, HR, Benefits and Self-Service solution designed to process high volume, complex payrolls with ease. Payroll provides unlimited capabilities for processing earnings, deductions, accruals, labor distributions, payment histories, and event-triggered calculations. Dedicated account managers emphasize that Genesys believes customers come first. Flexible deployment options: SaaS, HRO, or licensed software.

## IST Management Services, Inc.

934 Glenwood Avenue  
Atlanta, GA 30316  
404-582-8859  
404-582-8860  
Joe Carroll  
joe@istmanagement.com  
www.istmanagement.com

**IST DocStor** is a web-based, enterprise-wide document management software system that provides total control of human resource files or virtually any type of document. The system scans, retrieves and routes documents at the click of a mouse. It safeguards compliance by tracking all missing forms including expiring I-9 documents. **See ad on page 37.**



## 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 Street – Suite 8  
Wilmington, MA 01887  
978-988-7884  
978-988-1263  
info@nuviewinc.com  
www.nuviewHR.com

**NuViewHR** is designed for global organizations with vision, which leverage our technology to achieve that vision. Our complete suite includes Compensation & Benefit Administration, Recruiting, Training, Performance & Succession Management, plus Payroll (in-house, hosted or out-sourced) under a single global platform. Advanced workflows, delivered toolset, report writer, and more!



## PDS

470 Norristown Road, Suite 202  
Blue Bell, PA 19422  
George Brady  
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.



## Sage Software

888 Executive Center Dr W  
St. Petersburg, FL 33702  
Sales  
866-271-6048  
727-578-2178  
sales.sageabra@sage.com  
www.sageabra.com

**Only Sage Software** offers the flexibility to your choice of either in-house software or an outsourced payroll services. With Sage Abra HRMS, increase efficiency in every aspect of HR administration - HR, payroll, recruiting, benefits, attendance, training and employee self-service, with powerful reporting tools to help businesses meet government reporting requirements and tackle challenging HR issues.



## StarGarden

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.

## Workscope

123 Felton Street  
Marlborough, MA 01752  
877-975-7227  
508-573-9155  
info@workscape.com  
www.workscape.com

**Workscope** is a leading provider of business-critical HR solutions that enable hundreds of organizations to manage their two largest workforce expenditures: employee benefits and performance-driven compensation. Both offerings share a common platform, easily integrate with existing IT investments, serve millions of employees, and are scalable and configurable to meet the distinct requirements of organizations ranging from 1,000 to 400,000 employees.