

2009 Annual Buyer's Guide

The 2009 IHRIM Annual 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 2009 purchasing decisions.

Product Categories

Paid Advertising

Absence, FMLA & Leave Automation

Ceridian
Kronos Incorporated

Application Service Provider (ASP)

ERC Dataplus, Inc.
HRsmart, Inc.

Benefits

Benefits Outsourcing

ADP, Inc.
Ceridian
Fidelity HR Services
Workscope

COBRA

ADP, Inc.
Ceridian

Flexible Benefits

Ceridian

Career & Organizational Development Systems & Services

General

Halogen Software, Inc.

Career Development

Halogen Software, Inc.

Competencies Management

Halogen Software, Inc.
Technomedia Training Inc.

Leadership/Management Development

Halogen Software, Inc.

Succession Planning

Halogen Software, Inc.
Technomedia Training Inc.

Training/Testing

Halogen Software, Inc.

Compensation

General

Decusoft
Halogen Software, Inc.
Workscope

Deferred Compensation

Decusoft

Executive Compensation

Decusoft

Incentive Compensation

Decusoft
Halogen Software, Inc.

International Compensation

Workscope

Compliance

ADP, Inc.
Ceridian
ImmigrationTracker
Jeitosa Group International

Consulting

Jeitosa Group International

Employee Relations

General

Halogen Software, Inc.

Competency-Based Appraisal

Halogen Software, Inc.

Employee Communications

Neocase Software, Inc.

Health, Safety & Fitness

Ceridian

Personnel Policy/Employee Handbook

Ceridian

Stress Management

Ceridian

Substance Abuse

Ceridian

Employment Systems & Services

General

Halogen Software, Inc.
iCIMS

Application/Requisition Tracking

Arbita
Ceridian
ERC Dataplus, Inc.
Hodes iQ
iCIMS

EEO/Affirmative Action

Arbita

Immigration Reform

ImmigrationTracker

Pre-employment Screening

ADP, Inc.
Ceridian
ERC Dataplus, Inc.

Recruitment

ADP, Inc.
Arbita
Ceridian
Hodes iQ
iCIMS
SilkRoad technology, inc.
Ultimate Software

HR Specialty Systems

General

Genesys
Halogen Software, Inc.
iCIMS
ImmigrationTracker
Neocase Software, Inc.

Employee Access Systems/Self-Service

Ceridian
Neocase Software, Inc.

Planning/Forecasting

Halogen Software, Inc.

Strategic Planning

Halogen Software, Inc.

Internet/Intranet

Arbita
SPECTRUM Human Resource Systems Corporation

2009 Annual Buyer's Guide

Interactive Voice Response

Telliris

Learning Management

Halogen Software, Inc.
Technomedia Training Inc.
Ultimate Software

Multifunctional HRIS

ASL Consulting
Ceridian
Fidelity HR Services
Genesys
Jeitosa Group International
NuView Systems, Inc.
Optimum Solutions, Inc.
PDS
SPECTRUM Human Resource Systems Corporation
Ultimate Software
Workday

Outsourcing

ADP, Inc.
Ceridian
CyberShift, Inc.
Fidelity HR Services
Genesys

Payroll

Services

ADP, Inc.
Ceridian
Fidelity HR Services
Genesys

Systems

ADP, Inc.
Ceridian
Genesys
Kronos Incorporated
Optimum Solutions, Inc.
PDS
StarGarden Software

Performance Management

Halogen Software, Inc.
Kronos Incorporated
SilkRoad technology, inc.
SPECTRUM Human Resource Systems Corporation
Technomedia Training Inc.
Ultimate Software
Workscope

Privacy and Security

Jeitosa Group International

Self-Service

ADP, Inc.
Ceridian
Kronos Incorporated
Neocase Software, Inc.
WorkForce Software

Time & Attendance Systems

ADP, Inc.
Attendance on Demand, Inc.
Celayix Software
Ceridian
CyberShift, Inc.
InfoTronics, Inc.
Kronos Incorporated
Legiant
Optimum Solutions, Inc.
Telliris
WorkForce Software

Total Quality Management

TimeLink

Workforce Management

Celayix Software
Ceridian
CyberShift, Inc.
ERC Dataplus, Inc.
Halogen Software, Inc.
ImmigrationTracker
Kronos Incorporated
TimeLink
Workforce Software

Workforce Scheduling

Celayix 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.



ADP, Inc.

1 ADP Blvd.
Roseland, NJ 07068
Lisa Appello
973-974-5000
Lisa_appello@adp.com
www.adp.com

Organizations of all sizes, in every industry, trust ADP's proven expertise and technology for all of their employer needs – from recruitment to retirement – including payroll, tax, HR and benefits administration.

Wherever you do business, across the street or around the globe, you can count on ADP to help you succeed.



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.



ASL Consulting

135 Queens Plate Drive, Suite 550
Toronto, Ontario CANADA M9W 6V1
H. Hanrahan
Telephone: 416-740-6996
Facsimile: 416-740-4203
Toll-Free: 1800-INFO-ASL
HHanrahan@aslconsulting.com
www.aslconsulting.com

ASL is a leading provider of HR Information Technology and Professional Services. ASL develops, implements and maintains a Human Capital Management suite including fully-integrated global, Web-based HRMS, Payroll, Manager/Employee Self-Service, Time & Attendance, Benefits Administration, Expense Statement, HR Analytics, HR Portals, Corporate Performance Management and eRecruiting solutions. These products are scaleable, extensible, include ad-hoc report writing and support for multi-level security.



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 a 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, incidents and points, and leave management. www.attendanceondemand.com

Celayix Software

1090 West Pender Street, Suite 400
Vancouver, BC V6E 2N7
Sales
1-888-591-5558
sales@celayix.com
www.celayix.com

Celayix is a leader in Workforce Management Solutions. Our solution suite includes Workforce Scheduling, Workforce Communication and Time & Attendance. We help our customers ensure they have the right people, at the right place for the lowest possible cost. Learn more by visiting us at www.celayix.com. For more information us now call 1-888-591-5558 or email us at sales@celayix.com.



Ceridian

3311 East Old Shakopee Road
Minneapolis, MN
Resource Center
800-PAYROLL (729-7655), mention code 3009
OneSource@Ceridian.com
<http://www.ceridian.com>

Ceridian is a global business services organization that offers a comprehensive range of innovative solutions. From human resources and benefits to work-life health and productivity services, Ceridian helps organizations maximize their human, financial and technology resources. As a leader in payroll outsourcing, gift cards and controlled spending, Ceridian is a driving force in payment innovation. For more information about Ceridian visit www.ceridian.com/3009.



CyberShift, Inc

600 Parsippany Road
Parsippany, NJ 07054
Laura Hills
973-364-0480X3250
973-403-1696
sales@cybershift.com
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-SaaS models and BlackBerry® smartphone support for mobile workers. Visit www.cybershift.com



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.**

DoubleStar, Inc.

1161 McDermott Drive
West Chester, PA 19380
888-719-9311
610-719-8280 fax
www.doublestarinc.com

DoubleStar, a leading provider of Talent Acquisition and Talent Measurement solutions, helps clients optimize their human capital practices for enhanced operational and financial performance. DoubleStar offers the leading workforce analytics product, Workforce Insight as well as a comprehensive suite of services including readiness assessments, change management consulting, and user training.



ERC Dataplus, Inc.

50 Washington St., Ste. 510
Norwalk, CT 06854
Sales
800-397-1994
203-750-5900
Info@SelectechPowered.com
www.SelectechPowered.com/resources

Searching for an applicant tracking system integrated with a background screening provider and NO integration fee? Look at www.SelectechPowered.com/resources for a directory of independent business owners offering 1GreatSolut™. Also available: validated pre-hire assessments, Form I-9 management, interview scheduling, and EEO and OFCCP-compliant reporting. **See ad on page 2.**



Fidelity HR Services

300 Puritan Way
Marlborough, MA 01752
800-354-3401
www.fidelity.com/totalhr

Fidelity HR Services helps companies of all sizes build a better future for their employees and organization. Services include: HR and benefits management, payroll, talent management, recruitment and consulting. With comprehensive outsourcing from Fidelity, you have the total support of a trusted company known for service innovation and HR expertise.



Genesys

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

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, garnishment processing and cash management. 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
Fax: 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 organizations.



Hodes iQ

220 East 42nd Street
New York, NY 10017
Shawna Berthold, Director of Marketing
888-438-9911
info@hodesiq.com
www.hodesiq.com

Hodes iQ is an award-winning talent acquisition and management system that combines powerful e-sourcing capabilities with candidate and recruiter-friendly management tools. Adopted by hundreds of leading HR organizations, Hodes iQ has robust reporting, onboarding, OFCCP, and candidate experience features that bring a strategic advantage to your recruitment and retention demands. Hodes iQ offers Starter, Standard and Enterprise Editions.

HR Smart

2929 North Central Expressway
Richardson, TX 75080
972-783-3000
214-853-5319
sales@hrsmart.com
www.hrsmart.com

HRsmart, provides the full integrated Talent Management Application suite, including Applicant Tracking, Performance Management, Learning Management, Career Development and Succession Planning, all in a single unified platform. Combined, these application deliver a birds-eye-view of an organization's entire human capital performance. For more information, visit www.hrsmart.com.



iCIMS

1301 State Highway, Route 36, Concord Center Bldg. 1, Suite 108
Hazlet, NJ 07730
Dan Baldassarre
800-889-4422 x 8218
732-876-0422
Dan.Baldassarre@icims.com
www.icims.com

iCIMS Talent Platform is a fast, easy-to-use, and configurable HR Software. It is scalable to meet the HR business needs of over 650 organizations of any size, worldwide, including Continental Airlines and FedEx Services. iCIMS features include Applicant Tracking, Reporting, Compliance, CRM, Onboarding, Performance Management, Job-Postings, Career Centers and more. **See ad on page 1.**



ImmigrationTracker

315 Montgomery Street, Suite 750
San Francisco, CA 94104
Tim Mayfield
415-808-8800
415-808-8801
sales@immigrationtracker.com
www.trackeri9.com

Tracker I-9 is the advanced electronic system for processing and managing I-9 forms, and synching with E-Verify – from the immigration software company most trusted by corporate America since 1998, ImmigrationTracker. An E-Verify Designated Agent and a Microsoft® Gold Partner. **See ad on page 37.**



Employee Attendance Systems

InfoTronics, Inc.

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

InfoTronics, Inc. develops cost-effective, easily deployed time and attendance systems. For over 25 years, 15,000 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.**



Kronos Incorporated

297 Billerica Road
Chelmsford, MA 01824
800-225-1561
info@kronos.com
www.kronos.com

Kronos Incorporated empowers organizations around the world to effectively manage their workforce. At Kronos, we are experts who are solely focused on delivering software and services that enable organizations to reduce costs, increase productivity, improve employee satisfaction, and ultimately enhance the level of service they provide. Learn more about Kronos at www.kronos.com.

Legiant

108 Wild Basin Rd. Suite 215
Austin, TX 78746
Sales
877.760.8463
512.329.8318 fax
info@legiant.com
www.legiant.com/hrguide

Legiant is a leader in providing innovative time and attendance solutions that help organizations maximize the profitability and productivity of their workforce. Legiant Time-card has the ability to handle exempt, salaried, and hourly employees in one Web-based system that includes precise payroll integration, leave requests and project tracking.



Neocase Software, Inc.

55 Hawthorne Street, Suite 610
San Francisco, CA 94105
Anna Livingston Coles Phone: 415.978.5148
415.978.5153
acoles@neocasesoftware.com
www.neocasesoftware.com Company Name:

Neocase HR is the premier case management solution to manage and optimize HR processes within a shared service center & HR call center. The solution empowers companies such as Air France-KLM and Renault-Nissan to achieve significant productivity improvements and costs savings in their HR operations.



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.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 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
978-988-7884 x138
978-988-1263
info@nuviewinc.com
www.nuviewhr.com

NuViewHR is designed for global organizations with vision, who leverage our technology to achieve that vision. Our complete product suite includes Compensation & Benefits Administration, Recruiting, Training, Performance & Succession Management, plus Employee, Manager and Candidate Self-Service, and Payroll, all under a single, global platform. Advanced workflows, customization toolset, ad hoc report writer, and more!



PAYROLL • HR • TIME & ATTENDANCE
MADE SIMPLE.

Optimum Solutions, Inc. (logo attached)

210 25th Avenue North, Suite 700
Nashville, TN 37203
Scott Henderson
800-489-6026
Fax: 615-329-4448
E-mail: sales@optimum-solutions.com
Web: www.optimum-solutions.com

Optimum Solutions delivers advanced payroll, HR and time & attendance software for Microsoft Windows .NET/SQL and IBM iSeries platforms. All applications share one master file employee database which eliminates the need for maintaining multiple databases. Optimum payroll currently processes over 10 million paychecks annually throughout the U.S. and Canada.



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 SQLServer and Oracle databases, utilizing the .NET framework.



SilkRoad technology, inc.

102 West Third Street, Suite 250
Winston-Salem, NC 27101
Chauncey Kupferschmid
828-699-6450
336-722-3830
sales@silkroad.com
www.silkroad.com

SilkRoad technology, inc. is a leading provider of integrated Employee Talent Management Solutions. Through SilkRoad's solutions, companies are able to hire better employees, increase tenure, identify high and low performers and better leverage the employee's potential inside their organization. **See ad on page 33.**



Human Resource Systems Corporation

SPECTRUM Human Resource Systems Corporation

707 17th Street, Suite 3800
Denver, CO 80202
800-477-3287
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, Canada
V5R 5W2
Marnie Larson
800-809-2880
604-451-0578 fax
info@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



The Key to Talent

TECHNOMEDIA

Technomedia Training Inc.

1001 de Maisonneuve Blvd. West, 5th Floor
Montreal, Quebec H3X 3C8
Michel Huni
514-287-1561
514-287-1733 fax
Michel.huni@technomedia.ca
www.technomedia.ca

Technomedia Training Inc. offers Web-based solutions for talent management and human capital development. Technomedia's TM SIGAL modular and parameter-driven application platform 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.



Telliris

4 Armstrong Park Rd.
Shelton, CT 06484
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 (Ceridian, CyberShift, Galaxy Technologies, HBS, InfoTronics, Kaba Workforce Solutions, ScheduleSoft, 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.

TIMELINK.™

TimeLink

2975 Westchester Ave Suite 201
Purchase, New York, 10577
Lindsey Angione
914-385-1261
914-834-9414
langione@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. Data collection options include badge-based, biometrics, touch screen, mobile/wireless and 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 is a leading provider of end-to-end strategic human resources, payroll, and talent management solutions. Its award-winning UltiPro, delivered through software-as-a-service or licensed software, includes recruitment; onboarding; benefits; payroll; performance and learning management; business intelligence report; compensation planning; time and attendance; and self-service for administrators, executives, manager and employees. **See ad on page 5.**



WORKDAY

3 Ygnacio Center, 2001 N. Main Street, Suite 650
Walnut Creek, CA 94596
Amy Zeifang
925-951-9042
925-951-9001 fax
amy.zeifang@workday.com
www.workday.com

Workday is delivering the first on-demand alternative to ERP, with a new generation of solutions for today's dynamic and global businesses. Built on a new model, Workday Human Capital Management and Financial Management solutions use modern, standards-based technologies to provide an unparalleled level of agility, ease-of-use, and integration capability. www.workday.com.



Workforce Software

36141 Schoolcraft Road
Livonia, MI 48150
Sales Department
1-877-WFORCE
734-542-0635
info@workforcesoftware.com
www.workforcesoftware.com

WorkForce Software's EmpCenter solution 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.

Workscape

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

Workscape 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.