

The 2003 Compensation, Payroll and Time & Attendance Buyers 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 beginning on page 34.

While a listing in this guide does not constitute an endorsement by IHIM, it does indicate that these companies are interested in serving the needs of HRIS professionals. We hope this Source Guide will assist you in your purchasing decision.

Product Categories

■ Compensation

GENERAL

Aspen Avanti Inc.
Nuvosoft, Inc.
Total Comp Tools
Workscope

EXECUTIVE COMPENSATION

ADP, Inc.

■ Payroll

SERVICES

ADP, Inc.
Benelogic, LLC

Ceridian
Commercial Data Corporation
eWork
Genesys Software Systems
HR Technologies
Ultimate Software

SYSTEMS

Aspen Avanti Inc.
Benelogic, LLC
Cedar
Ceridian
Commercial Data Corporation
eWork
Genesys Software Systems
HR Technologies

NOW Solutions
Optimum Solutions, Inc.
StarGarden Group
Ultimate Software

■ Time & Attendance Systems

ADP, Inc.
Aspen Avanti Inc.
Ceridian
Cignify Corporation
HR Technologies
Optimum Solutions, Inc.
Ultimate 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.

One ADP Boulevard
Roseland, NJ 07068
Lisa Appello
973/974-5000
Fax: 973/974-3302
E-mail: lisa_appello@adp.com
Web: www.adp.com

ADP provides a comprehensive range of proven outsourcing solutions to help employers properly invest resources and improve productivity. These integrated solutions — HRMS, benefits outsourcing, 401(k) administration, payroll processing, time and labor management, regulatory management — are backed by ADP's commitment to World Class Service and over 50 years of experience.

ASPEN AVANTI INC.

10655 Southport Rd. SW
Calgary, AB, Canada T2W 4Y1
403/225-2366
Fax: 403/278-2010
E-mail: info@avanti.ca
Web: www.avanti.ca

Confidently take control of payroll with Avanti's best-of-breed software and unmatched commitment to service excellence. Avanti Payroll, refined

for two decades, is scaleable and robust. No other company is better equipped to meet your Canadian Payroll needs. Want a proven, high-performance solution for your Payroll? Contact Avanti today!



BENELOGIC, LLC

2118 Greenspring Drive
Timonium, MD 21093
Stuart Spector
443/322-2446
Fax: 443/322-2496
E-mail: sspector@benelogic.com
Web: www.benelogic.com

Benelogic provides intuitive software applications and services designed to streamline employee benefits administration. By enabling the logical use of data to streamline and enhance the benefits administration process, Benelogic offers end-to-end products and services including: Human Resources Portal, Employee Self-Enrollment, Carrier Data Exchange, Payroll/HRIS Integration and Enrollment & Eligibility Warehousing. See ad on page 15.



CEDAR

100 E. Pratt Street, 16th Floor
Baltimore, MD 21202
Kim Burton
410/576-1515
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E-mail: kim.burton@cedar.com
Web: www.cedar.com

Cedar provides industry leading consulting services to help organizations maximize and transform their HR function. Cedar is a recognized leader in the HR, Self-Service and Portal areas and is credited with many industry firsts and best practices including its annual HR Self-Service/Portal survey initiative, now in its fifth year. See ad on inside front cover.



CERIDIAN

3311 East Old Shakopee Road
Minneapolis, MN 55425-1640
Contact: Resource Center
800/729-7655 ext.3003
Fax: 314/872-8805

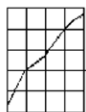
E-mail: onesource@ceridian.com
Web: www.ceridian.com

Free yourself from tax filing and payroll headaches with Ceridian's integrated solutions for HR and payroll management. We combine payroll, human resources, time and attendance, self-service, benefits and recruiting tools into one ASP (Application Service Provider) environment, freeing you and your IT department to focus on core business initiatives.

CIGNIFY CORPORATION

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Atlanta, GA 30328
Warren Baden
770/551-1761
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Web: www.cignify.com

Cignify Corporation provides the highest quality, most complete time and labor management solutions, implementation and client support. We proudly introduce PeopleNet, a revolutionary way to collect, track, alert, schedule and analyze employee labor information with easy-to-use and cost effective Internet or standalone clock-centric solutions.



Commercial Data Corporation

Profitline Solutions

COMMERCIAL DATA CORPORATION

3600 Regal Blvd.
Memphis, TN 38118
James Buell
901/375-1000
Fax: 901/375-9197
E-mail: jbuell@cdc1.com
Web: www.profitlinesolutions.com

Commercial Data Corporation provides state-of-the-art employee management softwares. Human Resources, Payroll, Benefit Management are provided both in standalone modules as well as via ASP. All systems are client/server DBMS based and operate in Windows and Unix environments. We specialize in low cost, high performance solutions. See ad on page 39.



ework

1928A Old Middlefield Way
Mountain View, CA 94043
Shandy Dunn
650/691-4140
Fax: 650/691-4144
E-mail: shandy@ework.com
Web: www.ework.com

eWork provides web-based software and services to streamline the complex processes involved in the procurement, management and payment of enterprise-wide contractor services. As the legal employer for your contingent workforce, eWork offers a web-based time reporting and approval system and advanced reporting capabilities coupled with excellent customer service.



GENESYS SOFTWARE SYSTEMS

5 Branch St.
Methuen, MA 01844
Lisa Rowan
800/580-5450
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E-mail: info@genesys-soft.com
Web: www.genesys-soft.com

Genesys delivers innovative services and web-based solutions that align an organization's human capital management objectives with its overall business goals. Genesys offers Payroll/HR, Benefits and competency-driven Learning Management; Employee Self-Service with online delivery of W-2s, payroll statements and direct deposit information; check printing and delivery; payroll tax filing and year-end tax processing. See ad on back page.



HR TECHNOLOGIES

290 North Queen Street, Suite 120
Etobicoke, ON, Canada M9C 5K4
Eric Smith
416/695-7111 or 800/613-5317
Fax: 416/695-3635
E-mail: esmith@hrtech.com
Web: www.hrtech.com

"Led By Integrity", HR Technologies Inc. delivers effective business solutions relating to employee information management. With over a decade of systems development, implementation and support experience, we continue to evolve as a leader in HRIS, Time & Attendance, Payroll and Payroll Outsourcing.

HR Technologies Inc. has earned a reputation for combining superior client care with comprehensive and intuitive software. For the first time, you have access to a suite of leading edge Employee Information Management tools from a single experienced solution provider. Without having to compromise in any one discipline to get functionality in another, HR Technologies Inc. delivers advanced systems that stand on their own merit. When combined, the system forms a robust Employee Information Management solution. See ad on page 5.

NOW SOLUTIONS

NOW SOLUTIONS

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Building B, Suite 100
Mississauga, ON, Canada L4V 1E1
Carmelina Uggenti
905/671-9888
Fax: 905/671-9890
E-mail: carmuggenti@nowsolutions.com
Web: www.nowsolutions.com

We are NOW Solutions, a best-of-breed HRIS and payroll software and business solutions provider, with a proven solution working in companies throughout the USA and Canada.

A pioneer in HRIS solutions, NOW Solutions provides the capabilities you need to manage your ever-changing workplace in the face of today's complex requirements. Our Web-based application, emPath, tightly integrates a full suite of human resources and payroll functions, along with comprehensive web self-service. See ad on page 6.



NUVOSOFT, INC.

32 Fairview Ave.
Watertown, MA 02472
Gin O'Leary
617/924-2010
Fax: 617/924-9309
E-mail: Gin_Oleary@nuvosoft.com
Web: www.nuvosoft.com

Nuvosoft is a leading provider of HR Web Solutions. Rcomp from Nuvosoft is a state-of-the-art, Web-based manager self-service Compensation Planning application that completely automates processes such as Merit Planning, Bonus and Variable Compensation, Stock Options, Promotions, Plan Summarization, Rollups and Reporting.

Transform your HR processes to the Web through employee, manager self-service and more. Have Nuvosoft's HR technology experts harness your information and position your organization for the strategic business analytics needed to remain competitive in today's market. Nuvosoft understands HR, the processes and the technology. See ad on page 25.

**OPTIMUM SOLUTIONS, INC.**

210 25th Ave. North, Suite 700
Nashville, TN 37203

Scott Henderson

800/489-6026

Fax: 615/329-4448

E-mail: sales@payrollandHR.com

Web: www.payrollandHR.com

Optimum Solutions, Inc. provides an integrated HRIS system that includes Payroll, HR, Applicant Tracking and Time & Attendance software modules. Web-enabled Payroll system now processes over 9.2 MILLION PAYCHECKS annually at our customer locations in the United States, Puerto Rico, Canada, Guam and South Africa. Customers range in size from 50 to 24,000 employees. Windows (95/98/2000/NT), AS/400 and ASP versions available. Web-enabled ASP offering available (all you need is Internet access).

PAYROLL AND HR SYSTEMS

The Optimum Payroll system is a very comprehensive solution for today's demanding world of payroll. Payroll system currently processes over 9.2 MILLION PAYCHECKS annually at our customer sites. Features include unlimited direct deposit accounts, unlimited deductions and benefits, 401(k), garnishments, multiple sick time and vacation accrual methods and up to six user defined organizational levels to fit even the most complex corporate organizational structure.

TIME & ATTENDANCE

Optimum Solutions, Inc. provides Web-enabled Time & Attendance (TA) Software (AS/4000 and ASP versions available). With the Web-enabled ASP offering, all you need is Internet access to fully utilize our TA system in a secure manner over the Web. Users can clock in/out from direct attached terminals or PCs, data collection time clocks or hand scanning (biometric) terminals. Customers range in size from 50 to 24,000 employees. See ad on page 19.

**STARGARDEN GROUP**

300-3665 Kingsway
Vancouver, BC, Canada V5R 5W2

Trish Wallace

800/809-2880

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Web: www.stargarden.com

StarGarden is an integrated HR/Payroll solution designed for the complex pay and benefits issues found in health, local government, education and unionized industrial environments. A sophisticated position/job based and 'multi-everything' data model automatically calculates pay, benefits and accruals based on any combinations of status, position, FTE, schedule, location, class, etc. Powerful defaulting capabilities make high-volume changes, terminations, hires, retro-pays, etc. a breeze. FTE, hour and dollar budgeting, integrated scheduling, EEO, applicant tracking, training, industrial relations and health & safety. The StarPortal provides Web-based kiosks for a wide variety of functions. StarGarden is an 'industrial strength' system which can be installed easily with minimum customization.

**TOTAL COMP TOOLS**

1505 NW Gilman Blvd., Suite 5
Issaquah, WA 98027

Matt Johnson

206/409-0387

Fax: 425/392-7731

E-mail: matt@totalcomptools.com

Web: www.totalcomptools.com/NextComp

NextComp — the next evolution in market pricing management systems — is here! Looking for a simple and efficient way to assemble and manage pay data? NextComp is for you. NextComp is an online enterprise class application that easily works with your HR systems. NextComp is the answer! See ad on page 44.

**ULTIMATE SOFTWARE**

2000 Ultimate Way

Weston, FL 33326

Molly Acker

800/432-1729

Fax: 954/331-7100

E-mail: ultipro@ultimatesoftware.com

Web: www.ultimatesoftware.com

UltiPro Workforce Management is an all-inclusive, fully integrated solution that includes a broad spectrum of human resource, payroll and benefits functionality — eManagement, eEmployee Self-Service, eWork Events, eLife Events, eTime Entry, ePayroll, eReporting, eBenefits Enrollment, eRecruitment, eTraining Enrollment and a workforce portal design for Company Communications and Business Partner Links. See ad on page 2.

**WORKSCOPE**

500 Old Connecticut Path

Framingham, MA 01701

877/975-7227

Fax: 508/861-6200

E-mail: info@workscape.com

Web: www.Workscape.com

Workscope builds Internet solutions for Human Capital Management (HCM) and employee benefits administration, which strengthen relationships among employers, employees and HR suppliers. In addition to the company's award-winning employee portal, Workscope develops HR self-service, workforce management and other workplace e-commerce solutions that drive productivity gains and improve overall satisfaction of employees and managers. See ad on page 1.