

2004 OUTSOURCING/APPLICATION SERVICE PROVIDER (ASP) BUYER'S GUIDE

The 2004 Outsourcing/ASP 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 beginning on page 26.

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 purchasing decision.

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PRODUCT Categories

■ GENERAL

ADP National Account Services
MountainView Software
Nuvosoft Inc.
SPECTRUM Human Resource Systems Corp.

■ BENEFITS

ADP National Account Services
Ceridian
Hewitt Associates
iEmployee
SPECTRUM Human Resource Systems Corp.
Workscape, Inc.

■ CAREER & ORGANIZATIONAL DEVELOPMENT

ADP National Account Services
Organization Metrics Inc.
Pilat
WisdomNet, Inc.

■ COMPENSATION

ADP National Account Services
Workscape, Inc.

■ COMPLIANCE

ADP National Account Services
Ceridian

■ CONSULTING

Pilat

■ DOCUMENTATION

ADP National Account Services

■ EMPLOYEE RELATIONS

ADP National Account Services

■ EMPLOYMENT SYSTEMS & SERVICES

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■ HUMAN CAPITAL MANAGEMENT

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Genesys
Organization Metrics Inc.
Pilat
PeopleSoft Inc.
SPECTRUM Human Resource Systems Corp.
WisdomNet, Inc.

■ MULTIFUNCTIONAL HRMS

ADP National Account Services
Ceridian
Genesys
NuView Systems, Inc.
SPECTRUM Human Resource Systems Corp.
WisdomNet, Inc.

■ PAYROLL

ADP National Account Services
Ceridian
Genesys
Hewitt Associates

■ PERFORMANCE MANAGEMENT

ADP National Account Services
Pilat
Organization Metrics Inc.
WisdomNet, Inc.
Workscape, Inc.

■ RECRUITING/RETENTION

SonicRecruit
WisdomNet, Inc.

■ SELF-SERVICE (EMPLOYEE & MANAGER)

ADP National Account Services
Benelogic, LLC
Ceridian
Genesys
Hewitt Associates
iEmployee
SPECTRUM Human Resource Systems Corp.
Workscape, Inc.

■ TIME & ATTENDANCE

ADP National Account Services
Ceridian
Hewitt Associates
iEmployee
WorkForce Software

■ WORKFORCE MANAGEMENT

ADP National Account Services
Hewitt Associates
Organization Metrics Inc.
SPECTRUM Human Resource Systems Corp.
WisdomNet, Inc.
Workscape, Inc.

2004 IHRIM MID-YEAR SOURCE GUIDE

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 National Account Services

5800 Windward Parkway
Alpharetta, GA 30005
1/800-CallADP
Web: www.nas.adp.com

ADP National Account Services is the leader in Employer Services for large companies, with a comprehensive solution set for HR, Benefits, Payroll, Time and Labor Management, Screening and Selection and Retirement Services. We offer options for in-house, hosted or complete business processing outsourcing, all providing best-practice efficiencies from 50+ years of leadership. See ad on inside front cover.

Benelogic, LLC

2118 Greenspring Drive
Timonium, MD 21093
Stuart Spector
443/322-2494
Fax: 443/322-2496
E-mail: sspector@benelogic.com
Web: www.benelogic.com

Benelogic provides intuitive software applications and services designed to simplify 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 Portal, Carrier Data Exchange, Payroll/HRIS Integration and Enrollment and Eligibility Warehousing.



Ceridian

3311 East Old Shakopee Road
Minneapolis, MN 55425-1640
Contact: Resource Center
800/729-7655 Ext. 3004
Fax: 314/872-8805
E-mail: onesource@ceridian.com
Web: www.myceridian.com

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Genesys

5 Branch St.
Methuen, MA 01844
Paula Oxner
Fax: 801/761-2015
E-mail: solutions@genesys-soft.com
Web: www.genesysHCM.com

PeopleComeFirst HRO Services encompasses all areas of human resources, including payroll and tax administration, employee benefits, HR administration, recruitment, training and development and information management. Unlike other outsourcing offerings, PeopleComeFirst HRO Services is designed to meet the special needs of small to mid-sized companies. Genesys provides unprecedented choice, flexibility and satisfaction to its clients. See ad on back cover.

Hewitt Associates

100 Half Day Road
Lincolnshire, IL 60069
Michael Hurliman
312/279-5754
Fax: 312/279-7068
E-mail: michael.hurliman@hewitt.com
Web: www.hewitt.com

Hewitt Associates (NYSE:HEW) is a leading, global provider of human resources outsourcing and consulting services. Founded in 1940, the firm delivers a complete range of services to companies including HR, Benefits and Payroll Outsourcing, HR Strategy and Technology, Health Care, Organizational Change, Retirement and Financial Management and Talent and Reward Strategies.



iEmployee

699 Fall River Ave.
Seekonk, MA 02771
Michael Tracey
508/336-4441
Fax: 508/336-5894
E-mail: sales@iemployee.com
Web: www.iemployee.com

iEmployee is a leading provider of 100% Web-based, Time & Attendance and Employee Self-Service solutions. iEmployee's applications eliminate paperwork and dramatically reduce employee administration time from hours to minutes. Endorsed by leading payroll providers, iEmployee offers the most cost-effective solutions and requires no IT investment or overhead.



MountainView Software

335 N. 300 W. Suite 104
Kaysville, UT 84037
Steve Schmutz
888/533-1122
Fax: 801/544-3138
E-mail: info@mvsoc.com
Web: www.mvsoc.com

ClaimZone Enterprise Edition is a complete claims management system. All commercial lines are covered, including workers comp, liability, property, auto and specialty lines. ClaimZone Enterprise Edition is completely web-based, designed from the ground up to run over the web — either on your intranet, or from MountainView Software as an ASP. See ad on page 15.

NuView Systems, Inc.

155 West Street, Suite 8
Wilmington, MA 01887
Bill Copeland
800/244-7654
Fax: 978/988-1263
E-mail: info@nuviewinc.com
Web: www.nuviewHR.com

NuViewHR offers web-native tools for every critical HR function, integrating Recruiting, Benefit & Compensation Administration, Training/Succession Planning, Performance Management, Metrics and Self-Service with Workflow. Named "Top 10 HR Products" by Human Resource Executive Magazines; Winner of an HR Technology Excellence Award — HRMS category. ASP and Purchase options are available.



Nuvosoft, Inc.

411 Waverley Oaks Rd., Suite 333
Waltham, MA 02452
Gin O'Leary
877/525-2010
Fax: 718/788-0196
E-mail: Gin_Oleary@nuvosoft.com
Web: www.nuvosoft.com

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Nuvosoft's **Rcomp** is a state-of-the-art, web-based manager self-service application that completely automates the process of Compensation Management.

Nuvosoft's **Rwiz ontheweb** provides GUI-based 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 9.

Organization Metrics Inc.

10 Winchester Road East
Brooklin, ON, Canada L1M 1B3
Monika Schmidt
905/655-8414
Fax: 905/655-8570
E-mail: mschmidt@orgmetrics.com
Web: www.orgmetrics.com

OrgMetrics facilitates the development of people in direct support of your organization's strategic objectives. Recognized internationally for its suite of integrated web-based modules, **OrgMetrics** supports all aspects of strategic HR management functions including: competency modeling, online multi-source assessment, training & development, organizational restructuring, succession planning, performance management, career planning, etc.



PeopleSoft Inc.

4460 Hacienda Drive
Pleasanton, CA 94588-8618
888/773-8277
Web: www.peoplesoft.com/hcm

PeopleSoft Enterprise Human Capital Management is the only solution that delivers the integrated business processes that organizations need to increase efficiency and productivity of their workforce.

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Pilat

496 Route 22 West
Lebanon, NJ 08833
Danielle Gartlan
908/823-9417
Fax: 908/823-9438
E-mail: info@pilat-nai.com
Web: www.pilat-nai.com

Pilat is the recognized global leader for 360° Assessment Competency-based Succession/Career Planning and Performance Management & Development systems. Since 1984, Pilat has specialized in helping organizations automate and integrate their strategic processes for Employee and Leadership Development using rapid application development technology for in-house and ASP solutions.



SonicRecruit

6424 Christie Ave., Suite 300A
Emeryville, CA 94608
Contact: Sales
888/817-9698
Fax: 510/280-1417
E-mail: info@sonicrecruit.com
Web: www.sonicrecruit.com

SonicRecruit is a cost effective alternative to expensive ATS/Talent Management Systems. SonicRecruit's functionality and flexibility compares to premium systems, yet it is easy-to-use and easy-to-become efficient. Call, e-mail or go to our Web site and find out how you can save money and place candidates in jobs faster with SonicRecruit.

SPECTRUM Human Resource Systems Corporation

707 Seventeenth Street, Suite 3800
Denver, CO 80202
Contact: Marketing
303/592-3200
Fax: 303/595-9970
E-mail: info@Spectrumhr.com
Web: www.myivantage.com

Spectrum is a leading provider of web and desktop-based HR software and related services. iVantage and HRVantage, our web-native and desktop-based systems, include robust HR functionality and complete integrated reporting. Founded by HR Professionals, we focus our attention on exceeding the needs of our clients, HR Professionals. See ad on page 3.



WisdomNet, Inc.

600 17th Street, Suite 2030
Denver, CO 80202
Bruce Siegel
303/316-0381
Fax: 303/265-9443
E-mail: bsiegel@wisdomnet.net
Web: www.wisdomnet.net

Revxion, WisdomNet's Talent Management system, enables an organization to optimize Performance Management, Workforce Planning, Succession Planning, Career Development, Learning Management, Recruiting, etc. within a single integrated end-to-end solution.

Revxion is one of the most fully featured solutions on the market and is priced much lower than solutions that provide only a fraction of the capabilities.



Enterprise Time and Attendance Systems
www.workforcesoftware.com

WorkForce Software

36141 Schoolcraft Rd.
Livonia, MI 48150
Kelly Sand
877/493-6723
Fax: 734/542-0635
E-mail: info@workforcesoftware.com
Web: www.workforcesoftware.com

Workforce Software provides a web-based time and attendance system scalable to large employee populations. The system handles accruals, tracks FMLA, maintains employer schedules and supports intricate pay rules. It runs on several platforms including Windows, Linux and Unix. Full implementation services enable us to meet complex requirements without custom programming.

Workscape, Inc.

500 Old Connecticut Path
Framingham, MA 01701
Karen Sherman
877/975-7227
Fax: 508/861-6200
E-mail: info@workscape.com
Web: www.workscape.com

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