



WE  
BELIEVE  
SOFTWARE  
SHOULD  
WORK  
FOR  
PEOPLE.  
NOT THE  
OTHER  
WAY  
AROUND.

**Ultimate**  
SOFTWARE  
*People first.*



WE ARE  
ULTIMATE  
SOFTWARE.  
WE ARE IN  
THE PEOPLE  
BUSINESS.

++

BECAUSE EVERY GREAT BUSINESS STARTS WITH PEOPLE.

BUSINESSES DON'T MAKE THINGS.

PEOPLE MAKE THINGS.

BUSINESSES DON'T ACCOMPLISH THINGS.

PEOPLE ACCOMPLISH THINGS.

A BUSINESS HAS NEVER DREAMT UP AN IDEA, USED ITS IMAGINATION,

OR MADE THE WORLD A BETTER PLACE.

**++ PEOPLE DO.**

ULTIMATE SOFTWARE HELPS BUSINESSES WORK BETTER.

BECAUSE ULTIMATE SOFTWARE WAS BUILT FOR PEOPLE.

WE HAVE CREATED ULTI<sup>PRO</sup>®, A CLOUD-BASED

HR, PAYROLL, AND TALENT MANAGEMENT SOLUTION

THAT SEAMLESSLY BRINGS TOGETHER PEOPLE

WITH THE INFORMATION THEY NEED TO WORK BETTER.

TO ACHIEVE MORE.

TO SOAR WITHOUT LIMITS.

**++ AND THAT IS ALL WE DO.**

# THE ONLY REAL CAPITAL IS HUMAN CAPITAL.

At Ultimate Software, we've built our company on the profound belief that people are the most important ingredient of any business. Focus on recruiting, cultivating, and retaining good people, and you'll get better results. Period.

Customers choose us for our sophisticated people management technology delivered in the cloud. But we know that it's the results—how well we improve the personal work experience for you and your employees—that matter most.

We've built UltiPro to seamlessly unite people with the information they need to work better. UltiPro marries deep functionality with an intuitive, best-in-class user interface to deliver an experience that optimizes performance.

With UltiPro, you get HR, payroll, and talent management in a single solution, giving you the ability to manage every workforce need.

ONE SOLUTION.  
ONE PROVIDER.  
ONE PLACE FOR  
++ ALL THINGS PEOPLE.



++ THAT'S  
THE POWER  
OF ULTI PRO.

++ AT ULTIMATE, WE SEAMLESSLY INTEGRATE PEOPLE AND TECHNOLOGY SO THAT THE HUMAN CAPITAL MANAGEMENT TOOLS YOU NEED DON'T GET IN THE WAY OF THE WORK YOU DO.

DELIVERED IN THE CLOUD, ULTI PRO PROVIDES CUSTOMERS WITH:

- Everything you need to manage your employees, all from one, single provider
- Increased efficiency for HR and payroll staff, managers, supervisors, and employees—less paperwork and no more redundant data entry
- Immediate reporting and analysis capabilities across all areas of human capital management
- Built-in strategic talent management tools that also engage employees in their career growth
- Anytime, anywhere access to sophisticated human capital management tools, including on mobile devices
- None of the drawbacks of traditional on-premise software
- Freedom from upgrade headaches—UltiPro updates are applied automatically so you're always current on payroll taxes, legislative compliance, and cutting-edge functionality
- The highest standards of data protection

A woman with dark hair, wearing a grey sweater and a necklace, is smiling and looking towards the camera. She is positioned in front of a row of server racks in a data center. The background is slightly blurred, showing the vertical lines of the server cabinets. The overall color palette is muted, with greys and dark tones, accented by a bright green vertical bar on the left side of the image.

OUR METHODOLOGY  
FOR CREATING  
CUTTING-EDGE  
PEOPLE  
MANAGEMENT  
CLOUD  
++ TECHNOLOGY:

KEEP IT  
SIMPLE.

# ++ COMPREHENSIVE HUMAN CAPITAL MANAGEMENT THAT'S MADE FOR PEOPLE

With a focus on people in everything we do, we've built UltiPro to make your life easier.

When you partner with Ultimate, you get the advanced, unified technology you need and service experience you deserve.

We devote 100% of our resources to the research, development, and delivery of industry-leading, continuously evolving human capital management (HCM) technology. Our undivided attention has made us experts in the industry—trusted advisors and business partners who can be counted on to deliver sustained excellence in HCM solutions.

## ULTIPRO'S SUPERIOR FUNCTIONALITY:

### HR, BENEFITS, PAYROLL

UltiPro seamlessly connects employees with the information and resources they need to work more effectively. Delivered via a single, consistent experience, UltiPro is your one, accurate system of record for your entire organization

- + Track all HR-related information in one global system of record
- + Manage and control compliance risk, so you can remain focused on your business and your people
- + Set up and administer benefit plans with step by step guidance to help employees make well-informed benefits choices
- + Deliver accurate, on-time pay to your people with UltiPro's powerful and flexible payroll solution

### TALENT ACQUISITION

UltiPro's person-centered technology focuses on the candidate and new hire experiences so you can be cultivating successful, long-term relationships from the very first point of interaction.

- + Engage candidates and new hires with technology they want to use, such as social tools and mobile-friendly platforms
- + Remove barriers and obstacles that candidates and new hires often face when applying for and starting a new job
- + Help prospective and new employees connect to the organization in a way that's personal and impactful



## TALENT MANAGEMENT

UltiPro's talent management solutions can help you engage and develop your people with collaborative, easy-to-use tools, and detailed insight into talent data and metrics. Better support your people and make smarter, strategic decisions regarding your organization's talent objectives with UltiPro.

- + Drive a dynamic performance management process for employees at all levels
- + Proactively identify, develop, and retain high performers
- + Build a talent pipeline for the future and support your people as they defined career aspirations and prepare to step into key roles
- + Provide employees with an engaging learning experience resulting in a better supported and more satisfied workforce

## TIME AND LABOR MANAGEMENT

To help organizations meet their distinct requirements, UltiPro handles it all. From complex time and labor needs to basic online time entry, and even tablet-based time clocks.

- + Streamline employee time tracking and management
- + Provide easy and efficient time capture for employees without disrupting productivity
- + Make time data captured within UltiPro readily available for payroll processing
- + Prevent issues that could negatively impact performance, such as employee coverage gaps, labor law violations, and excess spending

## MOBILE

- + UltiPro's mobile experience provides employees with meaningful information and tools in a way that's most convenient to them.
- + Give employees access to important HR- and talent-related tasks, via their preferred mobile device
- + Remain up to date with real-time visualizations of employees' work, such as progress toward performance goals
- + Enable employees to take action on the go, such as clocking in and out of shifts

## SURVEYS AND ANALYTICS

Drive intelligent actions for your business with the right analysis tools and insight into your people data. Leverage important metrics and reports, in real time, to make smart, well-informed decisions.

- + Understand what employees are saying and how they truly feel about the workplace, with surveys and sentiment analysis
- + Receive real-time actionable insights and analysis for improving employee satisfaction and retention
- + Report on data across HR, payroll, and talent management for a holistic view of your people
- + Leverage UltiPro's predictive analytics to identify engaged employees, high performers, and retention risks

# ++ AT ULTIMATE SOFTWARE, YOU'RE NOT A CUSTOMER – YOU'RE A PARTNER FOR LIFE

Get the most from your HCM technology with the people behind it who care about you and your employees. Ultimate treats each customer as a true partner for life, delivering the most comprehensive set of services—at no extra cost.

Partner with industry and solution experts on a wide range of personalized and proactive services that go beyond traditional support and activation.

## ULTIPRO ACTIVATION AND SUPPORT SERVICES

- + Fixed-fee activation that will have you up and running on UltiPro quickly
- + Direct access to customer service experts, including a dedicated account manager, and phone and online support
- + Access to learning materials, training, and online communities, at no extra cost.

## ULTIPRO MANAGED SERVICES

- + Dedicated experts to manage your administrative operations
- + Increase quality and accuracy by leveraging Ultimate's best practices

## ULTIPRO PRINT SERVICES

- + Fast and accurate printing of year-end forms and checks
- + Secure, on-time delivery and convenient, real-time job tracking

## STRATEGIC AND SOLUTION CONSULTING SERVICES

- + Trusted advice and solution expertise to maximize use of UltiPro
- + Assistance with HCM process optimization, change management, and employee engagement initiatives
- + Support developing and implementing an actionable plan to fully utilize UltiPro's reporting and analytics

# WHY ++ ULTIMATE?

## EXCLUSIVE COMPANY FOCUS ON HCM

100% investment in HCM solutions as well as cutting-edge customer support technologies and practices

## THE MOST WIDELY USED SAAS DELIVERY MODEL

Approximately 33 million records are supported by Ultimate's cloud solution

## ONLY COMPREHENSIVE HCM PROVIDER WITH MORE THAN 25 YEARS OF EXPERIENCE DELIVERING CORE HR, PAYROLL, AND BENEFITS MANAGEMENT

## THE INDUSTRY'S HIGHEST-QUALITY CUSTOMER SUPPORT

APA-certified account manager who acts as your first point of contact for all HR and payroll inquiries

## THE FASTEST ACTIVATION AND ACCELERATED ROI, WITH THE QUICKEST TIMEFRAME TO GO LIVE ON PAYROLL IN THE INDUSTRY

NEVER  
UNDERESTIMATE  
THE POWER  
OF PEOPLE  
TO MAKE  
THE WORLD  
BETTER.

++ BECAUSE IT'S THE ONLY  
THING THAT EVER HAS.



## ++ ONE, UNIFIED SOLUTION

UltiPro delivers a single, consistent experience because it's a unified solution for HR, Payroll, and talent management. UltiPro is your one, accurate system of record with reliable employee data for your entire organization.

## ++ RICH WORKFORCE INSIGHT

With centralized reporting and the ability to analyze all areas of HCM within UltiPro, you gain the insight needed to make strategic, data-driven decision about your people.

## ++ PERSON-CENTRIC DESIGN

Complex HR-related task and processes can be completed with simplicity and ease. UltiPro's "People First" approach to design helps drive productivity and engagement through intuitive, easy-to-use technology and anytime, anywhere access.



# GREAT COMPANIES:

IT TAKES ONE  
TO KNOW ONE.

Ultimate Software has a history of being solely focused on the business of people. We're the only comprehensive HCM provider with more than 25 years of experience delivering core HR, payroll, and benefits management.

Our Customers recognize this. In fact, we have the strongest customer retention rate in the industry-97% year to year. Customers such as Bloomin' Brands, Culligan International, Major League Baseball, Texas Roadhouse, and Yamaha Corporation of America.

# THE LIST GOES ON AND ON.

Our level of focus is evident in everything we do. But don't take our word for it.

Ask any Ultimate Software customer, business partner, or employee if we really put people first. We're proud of what we know you'll hear.

In addition, we have received the top product, service, and technology awards the industry offers.



Ranked on FORTUNE's list of the "100 Best Companies to Work For" every year since 2012.



Ranked #8 on Forbes Magazine's 2016 list of the "Most Innovative Growth Companies." Companies are ranked by their Innovation Premium, their difference between their market capitalization and a new present value of cash flows from current business.



Won the Gold Award from the Brandon Hall Group for the 2016 Best Advance in Online Coaching Tools for UltiPro Leadership Actions.



Named a Silver winner by the Best in Biz Awards for Support Department/Team of the Year, 2016.



Certified by Institute for Green Business Certification, Inc., since 2012.

Technology



Ranked #1 on Fortune's 2016 and 2017 list of the "Best Large Workplaces in Technology."



Named the 2016 Gold Winner for Best Customer Service Department of the Year by Network Product Guide's IT World Awards.



Ranked on the InformationWeek Elite 100 in 2014 and 2015. InformationWeek identifies and honors the top 100 business technology innovators in the U.S.



Earned a "Leader" rating from Nucleus Research in its HCM Technology Value Matrix, 2015.



Ranked as one of the Achievers 50 Most Engaged Workplaces in the United States, an annual list recognizing the top employers displaying leadership and innovation toward engaging their employees, every year since 2012.



Named as the first HR/Payroll SaaS Vendor ISO Certified, ISO/IEC 27001.



Scan this  
code to  
see what  
we stand for.

# Ultimate

SOFTWARE

*People first.*

2000 Ultimate Way  
Weston, FL 33326  
ph. 800.432.1729  
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