

Buyers' Guide | SPECIALTY SOFTWARE

Below are paid listings of specialty software packages for the human resource market. These packages support specific HR functions. The guide is not intended to be a complete directory, but rather an overview of some of the packages available. Information was provided by the suppliers.

NAME & ADDRESS	PRODUCT	PRODUCT DESCRIPTION	SYSTEM REQUIREMENTS	USER INTERFACE	PRICING	SUPPORT									
						ONLINE CHAT	E-MAIL	CALL CENTER	USER GROUP	ON-SITE TRAINING	OFF-SITE TRAINING	COMPUTER-BASED TRAINING	UPGRADES		
Absence Management															
Apex Business Software 11711 N. Meridian St., Suite 760 Carmel, IN 46032 (317) 225-4415 www.IHRSoftware.com	iLeave	iLeave accrues vacation, PTO and sick leave. Exports to Quickbooks, MS Dynamics GP and most payroll services. Supports multiple users with different security levels. Add biometric or RFID time clocks to fully support clocking in/out and timesheet processing. Optional Web interface for employee and manager self-service.	Windows XP or Vista.	Web-browser user interface, Windows user interface	Call (317) 225-4415 for more information		●	●				●	●	●	
CyberShift Inc. 600 Parsippany Rd., Suite 201 Parsippany, NJ 07054 (973) 364-0480 www.cybershift.com	Workforce Management 3G™	CyberShift's enterprise SaaS solutions include time and attendance, scheduling, expense management, self-service functions and analytics which help organizations optimize and manage deployment of employees, reduce costs and improve organizational processes.	N/A	Web-browser user interface	N/A	●	●	●	●	●	●	●	●	●	●
OCI 5613 DTC Parkway, Suite 900 Greenwood Village, CO 80111 (800) 678-6613 www.oci.com	OCI Absence Management System	A Web-based software solution for medium to large employers providing a single, integrated application interface to manage, monitor and analyze all casual employee absence (including FMLA administration and reporting) across the enterprise. It integrates with existing HR management systems to eliminate redundant data entry.	OCI recommends Windows 2000/XP, Pentium 300 MHz processor, 128 MB RAM, 1024x768 display, Internet access, IE 6.0 or higher.	Web-browser user interface	Contact an OCI representative for pricing information		●	●		●					●
Affirmative Action/EOC Records															
Peopleclick Inc. Two Hannover Square, 7th Floor Raleigh, NC 27601 (877) 820-4400 www.peopleclick.com	Peopleclick® Workforce Compliance and Diversity Solutions	Peopleclick provides workforce compliance and diversity solutions to prepare and disseminate affirmative-action plans. Peopleclick simplifies affirmative-action planning and analysis by giving clients the tools and consultants necessary to generate timely, accurate and defensible affirmative-action plans across all establishments—simultaneously.	N/A	Web-browser user interface, Windows user interface	N/A		●	●	●	●	●	●	●	●	●
Background Checking															
Intelius Screening Solutions P.O. Box 1048 Bothell, WA 98041 (877) 974-1500 www.hr.intelius.com	On-Demand Employment Background Screening	Intelius Screening Solutions provides on-demand employment- and drug-screening solutions that are fast, accurate and affordable. We offer skills/behavioral assessments, onboarding and integration with ATSs. We're easy to implement and use!	Java-enabled Web browser.	Web-browser user interface	N/A		●	●						●	
Selectech Powered Co. 50 Washington St., Suite 510 Norwalk, CT 06854 (888) 327-2677 www.selectechpowered.com	Selectech® Workforce Management	Find background screening companies offering pre-integrated applicant tracking, validated pre-hire assessments and on-boarding by searching at www.SelectechPowered.com/resources. Every listed company is certified in Selectech® Workforce Management and complies with FCRA.	Access to the Internet is the only requirement.	Web-browser user interface	Available upon request		●						●		●
Benefits-Administration Systems															
Apex Business Software 11711 N. Meridian St., Suite 760 Carmel, IN 46032 (317) 225-4415 www.IHRSoftware.com	iBenefits	iBenefits tracks benefits, COBRA and tax-deferred retirement plans like 401(k)s, 403(b)s and RRSPs. It mail merges benefit forms, tracks payments and raises reminders. iBenefits reports premiums owed and looks up premiums based on provider, plan, coverage and/or zip code. Supports unlimited users and allows for manager/employee self-service.	Windows XP or Vista.	Web-browser user interface, Windows user interface	Call (317) 225-4415 for more information		●	●					●	●	●
Ascentis 150 120th Ave. NE Bellevue, WA 98005 (800) 229-2713 www.ascentis.com	Ascentis HR & Ascentis Payroll	Ascentis HR automates benefits management, reporting and carrier connectivity. Ascentis Payroll uses real-time processing, ensuring accuracy. Employee self-service offers online access to benefits and supports a paperless open-enrollment process.	Windows Vista, XP or 2000. Ships with MSDE. 300 MHz processor. 200 MB for program files/database. Internet connection.	Web-browser user interface	N/A		●	●		●	●				●
bswift 224 N. Des Plaines Chicago, IL 60661 (312) 261-5750 www.bswift.com	bswift	bswift offers software and services that streamline HR and benefits administration. More than 3,500 employers use bswift to significantly reduce administrative costs, eliminate time-consuming paperwork and enable more strategic HR.	N/A	Web-browser user interface	N/A		●	●	●	●	●	●	●	●	●
Galaxy Technologies Inc. 2990 Triverton Pike Dr. Madison, WI 53711 (800) 814-9096 www.galaxy-inc.com	TimeStar	Since 1988, Galaxy Technologies has provided thousands of organizations of all sizes across the United States with the best value in time-and-attendance, payroll and human resource solutions.	Software-as-a-Service offerings require a Web browser only. Hosted solutions are compatible with Microsoft SQL Server and Windows platforms.	Web-browser user interface, Windows user interface	N/A		●	●	●	●	●	●	●	●	●
SAP 3999 Westchester Pike Newtown Square, PA 19073 (800) 872-1727 www.sap.com	SAP ERP Human Capital Management	SAP ERP Human Capital Management (SAP ERP HCM) is a comprehensive, integrated human resource management solution that delivers unmatched global capability. SAP ERP HCM gives organizations in all industries worldwide the tools needed to manage their most important asset: people.	On Premise and On-Demand (Web 2.0) HCM solutions requiring Internet Explorer 6 and higher.	Web-browser user interface, Windows user interface	Contact SAP for more information	●	●	●	●	●	●	●	●	●	●
SBC Systems Co. 115 Perimeter Center Place, Suite 1150 Atlanta, GA 30346 (770) 399-6321 www.sbcscsystems.com	lifeworks	lifeworks is a single, integrated software package that can manage and administer defined benefit plans as well as health and welfare benefit plans. The platform is designed specifically to meet the complexities of benefits administration.	On-Premise or as Software-as-a-Service	Web-browser user interface	N/A		●		●	●	●				
Ultimate Software 2000 Ultimate Way Weston, FL 33326 (800) 432-1729 www.ultimatesoftware.com	UltiPro	Ultimate Software's UltiPro® delivers comprehensive and strategic HR, payroll and talent management—such as recruitment, onboarding, and performance and learning management. The solution includes business-intelligence reporting and convenient, Web-based self-service.	End-users require Internet access. Contact vendor for on-site server requirements.	Web-browser user interface, Windows user interface	On-demand service model or traditional license software model pricing available		●	●	●	●	●	●	●	●	●
Workscape Inc. 123 Felton St. Marlborough, MA 01753 (888) 605-9620 www.workscape.com	Workscape's Outsourced Benefits Administration	Workscape's Outsourced Benefits Administration solutions help organizations reduce benefits costs and simplify enrollment via Web-based applications and services including: an employee communications group, 24x7 on-shore support center and integrated decision support.	Standard Web Browser (Internet Explorer, Firefox, Safari).	Web-browser user interface	Available upon request		●	●	●	●				●	●
Candidate Screening															
Employment Technologies Corp. 532 S. New York Ave. Winter Park, FL 32779 (888) 332-0646 www.etc-easy.com	EASyView Virtual Interviewing, EASy Simulations®	EASy Simulations combine the best in assessment and simulation technology. Simulations for all phases of the HR process; from virtual interviewing and skill certification, to applicant pre-screening and assessment, to employee training and development.	Microsoft Internet Explorer 6.0 or higher.	Web-browser user interface	Pricing varies with volume		●	●		●	●	●	●	●	●
iCIMS 1301 State Rte. 36, Suite 102 Hazlet, NJ 07730 (800) 889-4422 www.icims.com	iCIMS Talent Platform	Fast, easy and scalable HR and recruiting software for all sized companies. Offering candidate self-service, applicant tracking, sourcing and CRM, candidate screening, robust searching and reporting, and onboarding tools. http://www.icims.com/tour/1122/3155	The iCIMS platform is compatible with Firefox 3.X and Internet Explorer 6.0 and newer.	Web-browser user interface	Depends on size of implementation		●	●	●	●	●	●	●	●	●
LexisNexis Screening Solutions 1000 Alderman Dr. Alpharetta, GA 30005 (800) 590-8535 www.lexisnexis.com/screening	Employment Screening	Make hiring and retention decisions faster and easier with LexisNexis background verification and analytics so that you can mitigate the costs and risks associated with obtaining desired talent and vendors in competitive markets.	A Web-based application compatible with IE version 6.0 and higher. Additionally, system-to-system and XML integration capability exists.	Web-browser user interface	\$175 accreditation fee and then pay per screen		●	●	●	●	●	●	●	●	●

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Candidate Screening															
PreVisor 1805 Old Alabama Rd., Suite 150 Roswell, GA 30076 (800) 367-2509 www.previsor.com	Pre-Employment Assessment and Selection Services	PreVisor's pre-employment assessments and employee-selection solutions help organizations worldwide, including more than 100 of the <i>Fortune</i> 500, by connecting employment decisions to business results. www.previsor.com	Our solutions require Internet Explorer for Internet-enabled delivery.	Web-browser user interface, Windows user interface	Varies with volume	●	●	●	●	●	●	●	●	●	●
SAP 3999 Westchester Pike Newtown Square, PA 19073 (800) 872-1727 www.sap.com	SAP ERP Human Capital Management	SAP ERP Human Capital Management (SAP ERP HCM) is a comprehensive, integrated human resource management solution that delivers unmatched global capability. SAP ERP HCM gives organizations in all industries worldwide the tools needed to manage their most important asset: people.	On-Premise and On-Demand (Web 2.0) HCM solutions requiring Internet Explorer 6 and higher.	Web-browser user interface, Windows user interface	Contact SAP for more info	●	●	●	●	●	●	●	●	●	●
Ultimate Software 2000 Ultimate Way Weston, FL 33326 (800) 432-1729 www.ultimatesoftware.com	UltiPro	Ultimate Software's UltiPro® delivers comprehensive and strategic HR, payroll and talent management—such as recruitment, onboarding, and performance and learning management. The solution includes business intelligence reporting and convenient, Web-based self-service.	End-users require Internet access. Contact vendor for on-site server requirements.	Web-browser user interface, Windows user interface	On-demand service model or traditional license software model pricing available	●	●	●	●	●	●	●	●	●	●
Compensation															
Halogen Software Inc. 495 March Rd., Suite 500 Ottawa, ON K2K 3G1 Canada (866) 566-7778 www.halogensoftware.com	Halogen eCompensation™	Halogen eCompensation™ makes pay-for-performance possible by greatly simplifying the merit-based compensation-adjustment process, including budget allocation and approvals for salary, variable pay, bonus and stock options. Works seamlessly with Halogen eAppraisal™.	Internet Explorer 6/Firefox 1.5/ Java J2SE; Web Application: Microsoft Windows Server/Solaris /Apache /Sun Java System /Tomcat /Java J2SE; Database: Microsoft Windows Server /Microsoft SQL Server/ Oracle.	Web-browser user interface	Pricing varies based on number of employees being appraised in your organization	●	●	●	●	●	●	●	●	●	●
SAP 3999 Westchester Pike Newtown Square, PA 19073 (800) 872-1727 www.sap.com	SAP ERP Human Capital Management	SAP ERP Human Capital Management (SAP ERP HCM) is a comprehensive, integrated human resource management solution that delivers unmatched global capability. SAP ERP HCM gives organizations in all industries worldwide the tools needed to manage their most important asset: people.	On-Premise and On-Demand (Web 2.0) HCM solutions requiring Internet Explorer 6 and higher.	Web-browser user interface, Windows user interface	Contact SAP for more information	●	●	●	●	●	●	●	●	●	●
Workscope Inc. 123 Felton St. Marlborough, MA 01753 (888) 605-9620 www.workscope.com	Workscope Compensation Planner	Workscope Compensation Planner – Focal and Off-Cycle give managers instant access to budget and allocation guidelines, historical award data and decision-making tools. What's more, a full transaction audit trail helps companies demonstrate compliance.	Standard Web Browser (Internet Explorer, Firefox, Safari).	Web-browser user interface	Available upon request	●	●	●	●	●	●	●	●	●	●
Employee Surveys															
iCIMS 1301 State Rte. 36, Suite 102 Hazlet, NJ 07730 (800) 889-4422 www.icims.com	iCIMS Talent Platform	Fast, easy and scalable HR and recruiting software for all sized companies. Offering candidate self-service, applicant tracking, sourcing and CRM, employee surveys, robust searching and reporting, and onboarding tools. http://www.icims.com/tour/1110/3155	The iCIMS platform is compatible with Firefox 3.X and Internet Explorer 6.0 and newer.	Web-browser user interface	Depends on size of implementation.	●	●	●	●	●	●	●	●	●	●
Hiring-Management Systems															
Development Dimensions International 1225 Washington Pike Bridgeville, PA 15017-2838 (800) 933-4463 www.ddiworld.com	Success Profiles: Navigator SM	Success Profiles: Navigator SM is the first software to fully automate job analysis. Navigator provides access to more than 3,000 benchmark-competency models and helps administer, confirm and document all analysis methods.	600 MHz Pentium® processor or higher; Internet Explorer 6.0 or Firefox 2.0, 256 MB RAM or higher.	Web-browser user interface	Pricing varies	●	●	●	●	●	●	●	●	●	●
Development Dimensions International 1225 Washington Pike Bridgeville, PA 15017-2838 (800) 933-4463 www.ddiworld.com	Targeted Selection [®] : Access [§]	Targeted Selection [®] : Access [§] is an automated tool that significantly reduces administrative time spent on interviewing processes—including creating and updating competency profiles, generating and distributing interview guides, monitoring and reinforcing interviewer effectiveness, and documenting records for legal defensibility.	600 MHz Pentium® processor or higher; Internet Explorer 6.0 or Firefox 1.5.	Web-browser user interface	Pricing varies	●	●	●	●	●	●	●	●	●	●
Hodes iQ / Bernard Hodes Group 220 E. 42nd St. New York, NY 10017 (888) 438-9911 www.hodesiq.com	Hodes iQ (Starter, Standard and Enterprise Editions)	Hodes iQ makes talent management work by delivering flexible software solutions for talent acquisition, candidate sourcing, onboarding, career Web sites and recruitment-process improvement. Hodes iQ also integrates seamlessly with best-of-breed solutions in performance management, succession planning, assessments and background checks.	Any modern Web browser.	Web-browser user interface	Pricing varies	●	●	●	●	●	●	●	●	●	●
iCIMS 1301 State Rte. 36, Suite 102 Hazlet, NJ 07730 (800) 889-4422 www.icims.com	iCIMS Talent Platform	Fast, easy and scalable HR and recruiting software for all sized companies. Offering candidate self-service, applicant tracking, sourcing and CRM, job posting, robust searching and reporting, and onboarding tools. http://www.icims.com/tour/1114/3155	The iCIMS platform is compatible with Firefox 3.X and Internet Explorer 6.0 and newer.	Web-browser user interface	Depends on size of implementation	●	●	●	●	●	●	●	●	●	●
Peopleclick Inc. Two Hannover Square, 7th Floor Raleigh, NC 27601 (877) 820-4400 www.peopleclick.com	Peopleclick [®] Recruitment Management System (RMS)	Peopleclick [®] RMS is an enterprisewide recruitment-management system that streamlines the work of recruiters and hiring managers. Delivered as Software-as-a-Service, the solution simplifies, automates and tracks the entire hiring process.	N/A	Web-browser user interface	N/A	●	●	●	●	●	●	●	●	●	●
Peopleclick Inc. Two Hannover Square, 7th Floor Raleigh, NC 27601 (877) 820-4400 www.peopleclick.com	Peopleclick [®] RMS High Volume Solution	The Peopleclick [®] RMS High Volume Solution is designed for hourly positions such as retail, restaurants, call centers, sales teams and manufacturing. The solution reduces time-to-fill and hiring costs while building a Talent Inventory™ that is available to hiring managers once a position is opened.	N/A	Web-browser user interface	N/A	●	●	●	●	●	●	●	●	●	●
SAP 3999 Westchester Pike Newtown Square, PA 19073 (800) 872-1727 www.sap.com	SAP ERP Human Capital Management	SAP ERP Human Capital Management (SAP ERP HCM) is a comprehensive, integrated human resource management solution that delivers unmatched global capability. SAP ERP HCM gives organizations in all industries worldwide the tools needed to manage their most important asset: people.	On-Premise and On-Demand (Web 2.0) HCM solutions requiring Internet Explorer 6 and higher.	Web-browser user interface, Windows user interface	Contact SAP for more information	●	●	●	●	●	●	●	●	●	●
Tracker Corp. 315 Montgomery St., Suite 750 San Francisco, CA 94104 (888) 411-8757 www.trackercorp.com	I-9 & E-Verify Management Software	Tracker Corp. has provided a reliable immigration management system since 1998. The company began the Tracker I-9 project in 2007 and was certified in 2008 as an E-Verify partner.	Internet Explorer 6 and higher.	Web-browser user interface	Call for pricing	●	●	●	●	●	●	●	●	●	●
Ultimate Software 2000 Ultimate Way Weston, FL 33326 (800) 432-1729 www.ultimatesoftware.com	UltiPro	Ultimate Software's UltiPro® delivers comprehensive and strategic HR, payroll and talent management—such as recruitment, onboarding, and performance and learning management. The solution includes business-intelligence reporting and convenient, Web-based self-service.	End-users require Internet access. Contact vendor for on-site server requirements.	Web-browser user interface, Windows user interface	On-demand service model or traditional license software model pricing available	●	●	●	●	●	●	●	●	●	●
Learning-Management Systems															
Halogen Software Inc. 495 March Rd., Suite 500 Ottawa, ON K2K 3G1 Canada (866) 566-7778 www.halogensoftware.com	Halogen eLearning Manager™	Halogen eLearning Manager™ integrates learning and performance management to drive business performance. It's a simple-to-use, best-practices learning-management system that lets you effectively measure the impact of your training investments.	Internet Explorer 6/Firefox 1.5/ Java J2SE; Web Application: Microsoft Windows Server/Solaris /Apache /Sun Java System /Tomcat /Java J2SE; Database: Microsoft Windows Server /Microsoft SQL Server/ Oracle.	Web-browser user interface	Pricing varies based on number of employees being appraised in your organization	●	●	●	●	●	●	●	●	●	●

SPECIALTY SOFTWARE

						SUPPORT							
NAME & ADDRESS	PRODUCT	PRODUCT DESCRIPTION	SYSTEM REQUIREMENTS	USER INTERFACE	PRICING	ONLINE CHAT	E-MAIL	CALL CENTER	USER GROUP	ON-SITE TRAINING	OFF-SITE TRAINING	COMPUTER-BASED TRAINING	UPGRADES
Learning-Management Systems													
SAP 3999 Westchester Pike Newtown Square, PA 19073 (800) 872-1727 www.sap.com	SAP ERP Human Capital Management	SAP ERP Human Capital Management (SAP ERP HCM) is a comprehensive, integrated human resource management solution that delivers unmatched global capability. SAP ERP HCM gives organizations in all industries worldwide the tools needed to manage their most important asset: people.	On-Premise and On-Demand (Web 2.0) HCM solutions requiring Internet Explorer 6 and higher.	Web-browser user interface, Windows user interface	Contact SAP for more information	●	●	●	●	●	●	●	●
SilkRoad technology 102 W. Third St., Suite 250 Winston-Salem, NC 27101 (336) 201-5100 www.silkroad.com	Talent Management Solutions	SilkRoad technology inc. is a leading provider of integrated employee talent-management solutions that include recruiting management, onboarding and life events, employee performance management, learning management and employee intranets.	N/A	Web-browser user interface, Windows user interface	N/A	●	●	●	●	●	●	●	●
Ultimate Software 2000 Ultimate Way Weston, FL 33326 (800) 432-1729 www.ultimatesoftware.com	UltiPro®	Ultimate Software's UltiPro® delivers comprehensive and strategic HR, payroll and talent management—such as recruitment, onboarding, and performance and learning management. The solution includes business intelligence reporting and convenient, Web-based self-service.	End-users require Internet access. Contact vendor for on-site server requirements.	Web-browser user interface, Windows user interface	On-demand service model or traditional license software model pricing available	●	●	●	●	●	●	●	●
Organizational Development and Charting													
SAP 3999 Westchester Pike Newtown Square, PA 19073 (800) 872-1727 www.sap.com	SAP ERP Human Capital Management	SAP ERP Human Capital Management (SAP ERP HCM) is a comprehensive, integrated human resource management solution that delivers unmatched global capability. SAP ERP HCM gives organizations in all industries worldwide the tools needed to manage their most important asset: people.	On-Premise and On-Demand (Web 2.0) HCM solutions requiring Internet Explorer 6 and higher.	Web-browser user interface, Windows user interface	Contact SAP for more information	●	●	●	●	●	●	●	●
Ultimate Software 2000 Ultimate Way Weston, FL 33326 (800) 432-1729 www.ultimatesoftware.com	UltiPro	Ultimate Software's UltiPro® delivers comprehensive and strategic HR, payroll and talent management—such as recruitment, onboarding, and performance and learning management. The solution includes business intelligence reporting and convenient, Web-based self-service.	End-users require Internet access. Contact vendor for on-site server requirements.	Web-browser user interface, Windows user interface	On-demand service model or traditional license software model pricing available	●	●	●	●	●	●	●	●
Payroll Systems													
ADP Inc. 1 ADP Blvd. Roseland, NJ 07068 (800) 225-5237 www.adp.com	Enterprise HR, PayForce, Workforce Now™ (Midsize)	ADP delivers best-in-class workforce solutions, including HR, benefits, payroll, time and attendance, and talent-management applications designed to help clients do more with less, improve their bottom line and mitigate risk.	Intel-based systems (includes stand-alone, LAN, WAN, Web browser).	Web-browser user interface	Available upon request	●	●	●	●	●	●	●	●
Ascentis 150 120th Ave. NE Bellevue, WA 98005 (800) 229-2713 www.ascentis.com	Ascentis HR & Ascentis Payroll	Ascentis HR automates benefits management, reporting and carrier connectivity. Ascentis Payroll uses real-time processing, ensuring accuracy. Employee Self-Service offers online access to benefits and supports a paperless open-enrollment process.	Windows Vista, XP or 2000. Ships with MSDE. 300 MHz processor. 200 MB for program files/database. Internet connection.	Web-browser user interface	N/A	●	●	●	●	●	●	●	●
Galaxy Technologies Inc. 2990 Triverton Pike Dr. Madison, WI 53711 (800) 814-9096 www.galaxy-inc.com	TimeStar	Since 1988, Galaxy Technologies has provided thousands of organizations of all sizes across the United States with the best value in time and attendance, payroll and human resource solutions.	Software-as-a-Service offerings require a Web browser only. Hosted solutions are compatible with Microsoft SQL-Server and Windows platforms.	Web-browser user interface, Windows user interface	N/A	●	●	●	●	●	●	●	●
Kronos Inc. 297 Billerica Rd. Chelmsford, MA 01824 (800) 225-1561 www.kronos.com	Workforce Central	Kronos helps any organization control labor costs, minimize compliance risk and improve workforce productivity. Our time-and-attendance, scheduling, absence management, HR and payroll, hiring and labor-analytics solutions provide complete automation and high-quality information.	Contact vendor for system requirements.	Web-browser user interface	N/A	●	●	●	●	●	●	●	●
NuView Systems 155 W. St., Suite 8 Wilmington, MA 01887 (978) 988-7884 www.nuviewinc.com	NuViewHR	NuView Systems is a leading provider of HRIS and payroll solutions. Our innovative product provides functionality that enables business strategy through advanced HR and payroll technology across the enterprise, on a worldwide basis.	Requirements may vary by delivery option and other factors. Contact NuView IT for more specific estimates.	Web-browser user interface, Windows user interface	Contact NuView Systems for pricing information at info@nuviewinc.com	●	●	●	●	●	●	●	●
Optimum Solutions 210 25th Ave. N., Suite 700 Nashville, TN 37203 (615) 329-2313 www.optimum-solutions.com	Optimum Payroll, HR, Time and Attendance	Optimum Solutions offers payroll, HR, and time-and-attendance software for both .NET/SQL and System I platforms, and utilizes one master employee database.	Windows 2005/2008 Client and SQL Server or IBM System I / DB2.	Windows user interface	\$5,000+	●	●	●	●	●	●	●	●
PDS 470 Norristown Rd., Suite 202 Blue Bell, PA 19422 (610) 238-4600 www.pdssoftware.com	Vista HRMS	Vista HRMS® is a Web-based HRMS/payroll, workflow and self-service solution utilizing the .NET framework on both SQLServer and Oracle databases, either On-Premise or hosted for U.S. and Canadian organizations.	Database, Application and Web Servers; SQL Server 2005 and 2008; Oracle 9 and 10; .NET.	Web-browser user interface	\$75,000 - \$800,000	●	●	●	●	●	●	●	●
SAP 3999 Westchester Pike Newtown Square, PA 19073 (800) 872-1727 www.sap.com	SAP ERP Human Capital Management	SAP ERP Human Capital Management (SAP ERP HCM) is a comprehensive, integrated human resource management solution that delivers unmatched global capability. SAP ERP HCM gives organizations in all industries worldwide the tools needed to manage their most important asset: people.	On-Premise and On-Demand (Web 2.0) HCM solutions requiring Internet Explorer 6 and higher.	Web-browser user interface, Windows user interface	Contact SAP for more information	●	●	●	●	●	●	●	●
Ultimate Software 2000 Ultimate Way Weston, FL 33326 (800) 432-1729 www.ultimatesoftware.com	UltiPro®	Ultimate Software's UltiPro® delivers comprehensive and strategic HR, payroll and talent management—such as recruitment, onboarding, and performance and learning management. The solution includes business-intelligence reporting and convenient, Web-based self-service.	End-users require Internet access. Contact vendor for on-site server requirements.	Web-browser user interface, Windows user interface	On-demand service model or traditional license software model pricing available	●	●	●	●	●	●	●	●
Performance Management													
Corporate Renaissance Group 6 Antares Dr., Phase 1, Suite 200 Ottawa, ON K2E 8A9 (613) 232-4295 www.employee-performance.com	emPerform	emPerform is an easy-to-use, flexible online performance-management solution that allows organizations to automate their employee-appraisal process. emPerform lets companies recreate their current forms, evaluation criteria and processes.	Windows Server; 2000 Pro/2000/2003/XP SQL Server 2005 .NET 2.0 IE 6.x or higher.	Web-browser user interface	Starting at \$15.00 per user	●	●	●	●	●	●	●	●
Halogen Software Inc. 495 March Rd., Suite 500 Ottawa, ON K2K 3G1 Canada (866) 566-7778 www.halogensoftware.com	Halogen eAppraisal™	Halogen eAppraisal™ helps your organization create richly detailed employee-performance appraisals in a fraction of the time. It's a powerful, easy-to-use tool for cultivating a high-performance workforce and aligning goals and priorities.	Internet Explorer 6/Firefox 1.5/ Java J2SE; Web Application: Microsoft Windows Server/Solaris/Apache /Sun Java System/Tomcat/Java J2SE; Database: Microsoft Windows Server/Microsoft SQL Server/ Oracle.	Web-browser user interface	Pricing varies based on number of employees being appraised in your organization	●	●	●	●	●	●	●	●
SAP 3999 Westchester Pike Newtown Square, PA 19073 (800) 872-1727 www.sap.com	SAP ERP Human Capital Management	SAP ERP Human Capital Management (SAP ERP HCM) is a comprehensive, integrated human resource management solution that delivers unmatched global capability. SAP ERP HCM gives organizations in all industries worldwide the tools needed to manage their most important asset: people.	On-Premise and On-Demand (Web 2.0) HCM solutions requiring Internet Explorer 6 and higher.	Web-browser user interface, Windows user interface	Contact SAP for more information	●	●	●	●	●	●	●	●
SilkRoad technology 102 W. Third St., Suite 250 Winston-Salem, NC 27101 (336) 201-5100 www.silkroad.com	Talent Management Solutions	SilkRoad technology inc. is a leading provider of integrated employee talent-management solutions that include recruiting management, onboarding and life events, employee performance management, learning management and employee intranets.	N/A	Web-browser user interface, Windows user interface	N/A	●	●	●	●	●	●	●	●

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						SUPPORT							
NAME & ADDRESS	PRODUCT	PRODUCT DESCRIPTION	SYSTEM REQUIREMENTS	USER INTERFACE	PRICING	ONLINE CHAT	E-MAIL	CALL CENTER	USER GROUP	ON-SITE TRAINING	OFF-SITE TRAINING	COMPUTER-BASED TRAINING	UPGRADES
Performance Management													
Ultimate Software 2000 Ultimate Way Weston, FL 33326 (800) 432-1729 www.ultimatesoftware.com	UltiPro®	Ultimate Software's UltiPro® delivers comprehensive and strategic HR, payroll and talent management—such as recruitment, onboarding, and performance and learning management. The solution includes business-intelligence reporting and convenient, Web-based self-service.	End-users require Internet access. Contact vendor for on-site server requirements.	Web-browser user interface, Windows user interface	On-demand service model or traditional license software model pricing available	●	●	●	●	●	●	●	●
Workscope Inc. 123 Felton St. Marlborough, MA 01753 (888) 605-9620 www.workscope.com	Workscope Performance Manager	Workscope Performance Manager simplifies the entire performance-management process—from goal planning to evaluations. Managers can set and track goals and corporate competencies, measure performance and tie performance to compensation.	Standard Web Browser (Internet Explorer, Firefox, Safari).	Web-browser user interface	Available upon request	●	●	●	●	●	●	●	●
Scheduling													
CyberShift Inc. 600 Parsippany Rd., Suite 201 Parsippany, NJ 07054 (973) 364-0480 www.cybershift.com	Workforce Management 3G™	CyberShift's enterprise SaaS solutions include time-and-attendance, scheduling, expense management, self-service functions and analytics—which help organizations optimize and manage the deployment of employees, reduce costs and improve organizational processes.	N/A	Web-browser user interface	N/A	●	●	●	●	●	●	●	●
Succession Planning													
Corporate Renaissance Group 6 Antares Dr., Phase 1, Suite 200 Ottawa, ON K2E 8A9 Canada (613) 232-4295 www.employee-performance.com	emPerform	The emPerform succession-planning feature and talent matrix combines information from both performance measures and potential measures, providing nine-box views of the talent. emPerform is an all-inclusive talent-management system.	Windows Server: 2000 Pro/2000/2003/XP SQL Server 2005 .NET 2.0 IE 6.x or higher.	Web-browser user interface	Starting at \$15.00 per user	●	●	●	●	●	●	●	●
Halogen Software Inc. 495 March Rd., Suite 500 Ottawa, ON K2K 3G1 Canada (866) 566-7778 www.halogensoftware.com	Halogen eSuccession™	Halogen eSuccession™ makes it simple and affordable to get a best-practices succession-planning program under way at your organization. Implement in practical phases and start seeing results immediately.	Internet Explorer 6/Firefox 1.5/ Java J2SE; Web Application: Microsoft Windows Server/Solaris /Apache /Sun Java System /Tomcat /Java J2SE; Database: Microsoft Windows Server /Microsoft SQL Server/ Oracle.	Web-browser user interface	Pricing varies based on number of employees being appraised in your organization	●	●	●	●	●	●	●	●
SAP 3999 Westchester Pike Newtown Square, PA 19073 (800) 872-1727 www.sap.com	SAP ERP Human Capital Management	SAP ERP Human Capital Management (SAP ERP HCM) is a comprehensive, integrated human resource management solution that delivers unmatched global capability. SAP ERP HCM gives organizations in all industries worldwide the tools needed to manage their most important asset: people.	On-Premise and On-Demand (Web 2.0) HCM solutions requiring Internet Explorer 6 and higher.	Web-browser user interface, Windows user interface	Contact SAP for more information	●	●	●	●	●	●	●	●
Ultimate Software 2000 Ultimate Way Weston, FL 33326 (800) 432-1729 www.ultimatesoftware.com	UltiPro®	Ultimate Software's UltiPro® delivers comprehensive and strategic HR, payroll and talent management—such as recruitment, onboarding, and performance and learning management. The solution includes business-intelligence reporting and convenient, Web-based self-service.	End-users require Internet access. Contact vendor for on-site server requirements.	Web-browser user interface, Windows user interface	On-demand service model or traditional license software model pricing available	●	●	●	●	●	●	●	●
Talent-Management Suites													
Adobe Systems, Inc. 345 Park Ave. San Jose, CA 95110 (408) 536-6000 www.adobe.com/solutions/hr	Adobe LiveCycle ES, Adobe Reader, Flex, AIR, Acrobat, ConnectPro	Adobe solutions simplify and streamline forms-based business processes, as well as reduce costs by providing self-service options to employees. Easily integrated with your existing infrastructure.	System requirements available here: http://www.adobe.com/products/livecycle/systemreqs.html .	Web-browser user interface	\$250-250,000	●	●	●	●	●	●	●	●
ADP Inc. 1 ADP Blvd. Roseland, NJ 07068 (800) 225-5237 www.adp.com	Enterprise HR, PayForce, Workforce Now™ (Midsize)	ADP delivers best-in-class workforce solutions, including HR, benefits, payroll, time-and-attendance, and talent-management applications designed to help clients do more with less, improve their bottom line and mitigate risk.	Intel-based systems (includes stand-alone, LAN, WAN, Web browser).	Web-browser user interface	Available upon request	●	●	●	●	●	●	●	●
Corporate Renaissance Group 6 Antares Dr., Phase 1, Suite 200 Ottawa, ON K2E 8A9 Canada (613) 232-4295 www.employee-performance.com	emPerform	emPerform is an all-inclusive, user-friendly talent-management system. The suite includes appraisals, compensation, 360 reviews, online surveys and succession planning. With several deployment options, emPerform integrates into many HRIS solutions.	Windows Server: 2000 Pro/2000/2003/XP SQL Server 2005 .NET 2.0 IE 6.x or higher.	Web-browser user interface	Starting at \$15.00 per user	●	●	●	●	●	●	●	●
iCIMS 1301 State Rte. 36, Suite 102 Hazlet, NJ 07730 (800) 889-4422 www.icims.com	iCIMS Talent Platform	Fast, easy and scalable HR and recruiting software for all-size companies. Offering candidate self-service, applicant tracking, sourcing and CRM, employee management, robust searching and reporting, and onboarding tools. http://www.icims.com/tour/1101/3155 .	The iCIMS platform is compatible with Firefox 3.X and Internet Explorer 6.0 and newer.	Web-browser user interface	Depends on size of implementation	●	●	●	●	●	●	●	●
SilkRoad technology 102 W. Third St., Suite 250 Winston-Salem, NC 27101 (336) 201-5100 www.silkroad.com	Talent Management Solutions	SilkRoad technology inc. is a leading provider of integrated employee talent-management solutions that include recruiting management, onboarding and life events, employee performance management, learning management and employee intranets.	N/A	Web-browser user interface, Windows user interface	N/A	●	●	●	●	●	●	●	●
Technomedia 1001 De maisonneuve Blvd. W., 5th Floor Montreal, QC H3A 3C8 Canada (514) 287-1561 www.technomedia.com	TM SIGAL®	The Technomedia's TM SIGAL® Web applications provide effective, consistent and optimal management of organizational talent through dynamic and interactive integration of performance, competencies, compensation, careers and training.	End-users' requirements: Operating systems—Linux, Microsoft Windows, Sun Solaris; Browsers—Safari, Internet Explorer, Mozilla, Netscape.	Web-browser user interface	Available in on-demand or traditional license software models, dependent on number of users and functionalities	●	●	●	●	●	●	●	●
Ultimate Software 2000 Ultimate Way Weston, FL 33326 (800) 432-1729 www.ultimatesoftware.com	UltiPro®	Ultimate Software's UltiPro® delivers comprehensive and strategic HR, payroll and talent management—such as recruitment, onboarding, and performance and learning management. The solution includes business-intelligence reporting and convenient, Web-based self-service.	End-users require Internet access. Contact vendor for on-site server requirements.	Web-browser user interface, Windows user interface	On-demand service model or traditional license software model pricing available	●	●	●	●	●	●	●	●
Workscope Inc. 123 Felton St. Marlborough, MA 01753 (888) 605-9620 www.workscope.com	Workscope's integrated Talent Management Suite	Workscope's integrated Talent Management Suite, which includes Compensation Planner, Performance Manager, Succession Planner, SmartSync and GroupManager, all of which feature an intuitive, highly interactive, Web-based interface that delivers exceptionally high user-adoption rates.	Standard Web Browser (Internet Explorer, Firefox, Safari).	Web-browser user interface	Available upon request	●	●	●	●	●	●	●	●
Temporary Staffing													
Peopleclick Inc. Two Hannover Square, 7th Floor Raleigh, NC 27601 (877) 820-4400 www.peopleclick.com	Peopleclick® Vendor Management System (VMS)	Peopleclick® VMS helps companies manage their contingent labor—including temps, contractors, consultants and project-based workers—by connecting all parties involved in the talent-procurement, management and payment processes.	N/A	Web-browser user interface	N/A	●	●	●	●	●	●	●	●
Testing and Assessment													
Development Dimensions International 1225 Washington Pike Bridgeville, PA 15017-2838 (800) 933-4463 www.ddiworld.com	Assessing Talent®	Assessing Talent® is an in-depth, Web-delivered behavioral-assessment program for hiring, promoting and developing leaders. The configurable program consists of on-the-job simulations measuring key areas of leadership and management. The simulations challenge decision-making and planning abilities through role plays.	The program is delivered online and via phone 24/7 at a DDI or client location.	Web-browser user interface	Pricing varies	●	●	●	●	●	●	●	●

SPECIALTY SOFTWARE

						SUPPORT							
NAME & ADDRESS	PRODUCT	PRODUCT DESCRIPTION	SYSTEM REQUIREMENTS	USER INTERFACE	PRICING	ONLINE CHAT	E-MAIL	CALL CENTER	USER GROUP	ON-SITE TRAINING	OFF-SITE TRAINING	COMPUTER-BASED TRAINING	UPGRADES
Testing and Assessment													
Development Dimensions International 1225 Washington Pike Bridgeville, PA 15017-2838 (800) 933-4463 www.ddiworld.com	Employment Tests and Assessments	Need to evaluate hundreds of applicants to quickly find the most qualified? Each year, organizations choose DDI Tests to assess more than 4.5 million applicants because they paint a more complete picture of the skills, motivations, knowledge and experience required for success on the job.	DDI Employment Tests and Assessments can be delivered online as a stand-alone or integrated into your applicant-tracking system.	Web-browser user interface	Pricing varies	●	●	●	●	●	●	●	●
Development Dimensions International 1225 Washington Pike Bridgeville, PA 15017-2838 (800) 933-4463 www.ddiworld.com	Leadership Mirror®	Leadership Mirror® is DDI's flexible, Web-based, multilingual 360-degree feedback system that organizations can use to conduct enterprisewide, multisource assessments involving large populations, small teams or individuals.	800 MHz Pentium® processor or higher; Internet Explorer 6.0 SP2 or higher. Java Script enabled.	Web-browser user interface	Pricing varies	●	●	●	●	●	●	●	●
Employment Technologies Corp. 532 S. New York Ave. Winter Park, FL 32779 (888) 332-0646 www.etc-easy.com	EASYView Virtual Interviewing and Certification, EASY Simulations®	EASY Simulations® combine the best in assessment and simulation technology. Included are simulations for all phases of the HR process—from virtual interviewing and skill certification, to applicant pre-screening and assessment, to employee training and development.	Microsoft Internet Explorer 6.0 or higher.	Web-browser user interface	Pricing varies with volume	●	●	●	●	●	●	●	●
Intelius Screening Solutions P.O. Box 1048 Bothell, WA 98041 (877) 974-1500 www.hr.intelius.com	On-Demand Employment Background Screening	Intelius Screening Solutions provides on-demand employment and drug-screening solutions that are fast, accurate and affordable. We offer skills/behavioral assessments, onboarding and integration with ATSs. We're easy to implement and use!	Java-enabled Web browser.	Web-browser user interface	N/A	●	●	●	●	●	●	●	●
PreVisor 1805 Old Alabama Rd., Suite 150 Roswell, GA 30076 (800) 367-2509 www.previsor.com	Pre-Employment Assessment and Selection Services	PreVisor's pre-employment assessments and employee-selection solutions help organizations worldwide, including more than 100 of the <i>Fortune</i> 500, by connecting employment decisions to business results.	Our solutions require Microsoft Internet Explorer for Internet-enabled delivery.	Web-browser user interface, Windows user interface	Varies with volume	●	●	●	●	●	●	●	●
Time and Attendance													
ADP Inc. 1 ADP Blvd. Roseland, NJ 07068 (800) 225-5237 www.adp.com	Enterprise HR, PayForce, Workforce Now™ (Midsize)	ADP delivers best-in-class workforce solutions, including HR, benefits, payroll, time-and-attendance, and talent management applications designed to help clients do more with less, improve their bottom line and mitigate risk.	Intel-based systems (includes stand-alone, LAN, WAN, Web browser).	Web-browser user interface	Available upon request	●	●	●	●	●	●	●	●
Apex Business Software 11711 N. Meridian St., Suite 760 Carmel, IN 46032 (317) 225-4415 www.iHRSoftware.com	iLeave	iLeave accrues vacation, PTO and sick leave. Exports to Quickbooks, MS Dynamics GP and most payroll services. Supports multiple users with different security levels. Add biometric or RFID time clocks to fully support clocking in/out and timesheet processing. Optional Web interface can be added for employee and manager self-service.	Windows XP or Vista.	Web-browser user interface, Windows user interface	Call (317) 225-4415 for more information	●	●	●	●	●	●	●	●
CyberShift Inc. 600 Parsippany Rd., Suite 201 Parsippany, NJ 07054 (973) 364-0480 www.cybershift.com	Workforce Management 3G™	CyberShift's enterprise SaaS solutions include time-and-attendance, scheduling, expense-management, self-service functions and analytics, which help organizations optimize and manage their deployment of employees, reduce costs and improve organizational processes.	N/A	Web-browser user interface	N/A	●	●	●	●	●	●	●	●
Galaxy Technologies Inc. 2990 Triverton Pike Dr. Madison, WI 53711 (800) 814-9096 www.galaxy-inc.com	TimeStar	Since 1988, Galaxy Technologies has provided thousands of organizations of all sizes across the United States with the best value in time-and-attendance, payroll and human resource solutions.	Software-as-a-Service offerings require a Web browser only. Hosted solutions are compatible with Microsoft SQL-Server and Windows platforms.	Web-browser user interface, Windows user interface	N/A	●	●	●	●	●	●	●	●
Kronos Inc. 297 Billerica Rd. Chelmsford, MA 01824 (800) 225-1561 www.kronos.com	Workforce Central	Kronos helps any organization control labor costs, minimize compliance risk and improve workforce productivity. Our time-and-attendance, scheduling, absence-management, HR and payroll, hiring and labor analytics solutions provide complete automation and high-quality information.	Contact vendor for system requirements.	Web-browser user interface	N/A	●	●	●	●	●	●	●	●
Legiant 108 Wild Basin Rd. Austin, TX 78746 (877) 760-8463 www.legiant.com/hre	Legiant Timecard	Legiant provides your complete time-accounting solution for workforce management. Legiant Timecard has the ability to handle exempt, salaried and hourly employees in one Web-based system, with precise payroll integration.	You may host the system on your own servers or use our Software-as-a-Service.	Web-browser user interface	Optimized for companies with over 100 employees	●	●	●	●	●	●	●	●
Ultimate Software 2000 Ultimate Way Weston, FL 33326 (800) 432-1729 www.ultimatesoftware.com	UltiPro®	Ultimate Software's UltiPro® delivers comprehensive and strategic HR, payroll and talent management—such as recruitment, onboarding, and performance and learning management. The solution includes business-intelligence reporting and convenient, Web-based self-service.	End-users require Internet access. Contact vendor for on-site server requirements.	Web-browser user interface, Windows user interface	On-demand service model or traditional license software model pricing available	●	●	●	●	●	●	●	●
Training and Development													
Allen Interactions 1120 Centre Pointe Drive, Suite 800 Mendota Heights, MN 55120 (651) 203-3700 www.alleninteractions.com	Custom e-Learning, Design, Development and Strategic Consulting	Allen Interactions has an unrivaled track record in delivering dynamic enterprise custom e-learning solutions that execute business change, drive and improve performance, accelerate speed to profit and improve effectiveness.	N/A	Web-browser user interface	Call (800) 799-6280 for pricing	●	●	●	●	●	●	●	●
Development Dimensions International 1225 Washington Pike Bridgeville, PA 15017-2838 (800) 933-4463 www.ddiworld.com	IM: EX® Web-based Leadership Training	DDI's online versions of the award-winning Interaction Management®: Exceptional Leaders ... Extraordinary Results® courses accelerate the development of business-critical leadership skills. Learners address real workplace issues, receive immediate feedback and use tools designed for on-the-job application.	Windows 2000 or XP, Adobe Reader 6.0 or higher, Adobe Flash Player 8 or higher, Internet Explorer 6.0 SP2 or higher.	Web-browser user interface	Pricing varies	●	●	●	●	●	●	●	●
Development Dimensions International 1225 Washington Pike Bridgeville, PA 15017-2838 (800) 933-4463 www.ddiworld.com	OPAL®: Online Performance And Learning	OPAL® is DDI's innovative online competency-development and day-to-day job-performance system. OPAL® provides individuals with just-in-time coaching and expert guidance on handling work situations.	800 MHz Pentium® processor or higher; Internet Explorer 6.0 SP2 or higher, Java Script enabled.	Web-browser user interface	Pricing varies	●	●	●	●	●	●	●	●
Technomedia 1001 De maisonneuve Blvd. W., 5th Floor Montreal, QC, H3A 3C8 Canada (514) 287-1561 www.technomedia.com	TM SIGAL®	The Technomedia's TM SIGAL® Web applications provide effective, consistent and optimal management of organizational talent through dynamic and interactive integration of performance, competencies, compensation, careers and training.	End-users' requirements: Operating Systems: Linux, Microsoft Windows, Sun Solaris Browsers: Safari, Internet Explorer, Mozilla, Netscape.	Web-browser user interface	Available in on-demand or traditional license software models, dependent on the number of users and functionalities	●	●	●	●	●	●	●	●
Workforce Analytics													
CyberShift Inc. 600 Parsippany Rd., Suite 201 Parsippany, NJ 07054 (973) 364-0480 www.cybershift.com	Workforce Management 3G™	CyberShift's enterprise SaaS solutions include time-and-attendance, scheduling, expense-management, self-service functions and analytics—which help organizations optimize and manage deployment of employees, reduce costs and improve organizational processes.	N/A	Web-browser user interface	N/A	●	●	●	●	●	●	●	●
Peopleclick Inc. Two Hannover Square, 7th Floor Raleigh, NC 27601 (877) 820-4400 www.peopleclick.com	Peopleclick® Business Intelligence Platform	The Peopleclick® Business Intelligence Platform is the industry's only solution providing comprehensive reporting and analytics across all types of labor—including salaried, hourly and contingent.	N/A	Web-browser user interface	N/A	●	●	●	●	●	●	●	●

SPECIALTY SOFTWARE

						SUPPORT							
NAME & ADDRESS	PRODUCT	PRODUCT DESCRIPTION	SYSTEM REQUIREMENTS	USER INTERFACE	PRICING	ONLINE CHAT	E-MAIL	CALL CENTER	USER GROUP	ON-SITE TRAINING	OFF-SITE TRAINING	COMPUTER-BASED TRAINING	UPGRADES
Workforce Analytics													
SAP 3999 Westchester Pike Newtown Square, PA 19073 (800) 872-1727 www.sap.com	SAP ERP Human Capital Management	SAP ERP Human Capital Management (SAP ERP HCM) is a comprehensive, integrated human resource management solution that delivers unmatched global capability. SAP ERP HCM gives organizations in all industries worldwide the tools needed to manage their most important asset: people.	On-Premise and On-Demand (Web 2.0) HCM solutions requiring Internet Explorer 6 and higher.	Web-browser user interface, Windows user interface	Contact SAP for more information	●	●	●	●	●	●	●	●
Ultimate Software 2000 Ultimate Way Weston, FL 33326 (800) 432-1729 www.ultimatesoftware.com	UltiPro®	Ultimate Software's UltiPro® delivers comprehensive and strategic HR, payroll and talent management—such as recruitment, onboarding, and performance and learning management. The solution includes business-intelligence reporting and convenient, Web-based self-service.	End-users require Internet access. Contact vendor for on-site server requirements.	Web-browser user interface, Windows user interface	On-demand service model or traditional license software model pricing available		●	●	●	●	●	●	●
Other													
Adobe Systems Inc. 345 Park Ave. San Jose, CA 95110 (408) 536-6000 www.adobe.com/solutions/hr	Adobe LiveCycle ES, Adobe Reader, Flex, AIR, Acrobat, ConnectPro	Human Capital Applications—Adobe solutions simplify and streamline forms-based business processes, as well as reduce costs by providing self-service options to employees. Easily integrated with your existing infrastructure.	System requirements available here: http://www.adobe.com/products/livecycle/systemreqs.html .	Web-browser user interface	\$250-\$250,000	●	●	●	●	●	●	●	●
Apex Business Software 11711 N. Meridian St., Suite 760 Carmel, IN 46032 (317) 225-4415 www.iHRSoftware.com	iFMLA	FMLA and CFRA—iFMLA accrues FMLA, CFRA, WFMLA and MA Maternity. iFMLA tracks leave for workers' comp, short-term disability and long-term disability. iFMLA supports unlimited users and can import/export to most payroll software.	Windows XP or Vista	Web-browser user interface, Windows user interface	Call (317) 225-4415 for more information		●	●			●	●	●
Peopleclick Inc. Two Hannover Square, 7th Floor Raleigh, NC 27601 (877) 820-4400 www.peopleclick.com	Peopleclick Contact Management™	Contact Management—Peopleclick Contact Management™ is a revolutionary solution designed specifically for HR professionals. Contact Management helps organizations systematically cultivate relationships with contacts, building a talent pool and ultimately converting those contacts into potential candidates.	N/A	Web-browser user interface	N/A		●	●	●	●	●	●	●
Peopleclick Inc. Two Hannover Square, 7th Floor Raleigh, NC 27601 (877) 820-4400 www.peopleclick.com	Peopleclick® Interview Scheduling	Interview Scheduling—Peopleclick® Interview Scheduling provides a self-service solution for candidates to schedule and accept interview invitations online. This allows for expedited coordination between the recruiter and candidate during the interview phase of the hiring process.	N/A	Web-browser user interface	N/A		●	●	●	●	●	●	●
Peopleclick Inc. Two Hannover Square, 7th Floor Raleigh, NC 27601 (877) 820-4400 www.peopleclick.com	Peopleclick® Onboarding	Onboarding—Peopleclick® Onboarding integrates seamlessly into a client's existing Peopleclick® RMS workflow to automate the necessary processes of forms and task management, extending the corporate culture to the new employee before his or her first day.	N/A	Web-browser user interface	N/A		●	●	●	●	●	●	●
SilkRoad technology 102 W. Third St., Suite 250 Winston-Salem, NC 27101 (336) 201-5100 www.silkroad.com	Talent Management Solutions	Onboarding and Life Events—SilkRoad technology inc. is a leading provider of integrated employee talent-management solutions that include recruiting management, onboarding and life events, employee performance management, learning management and employee intranets.	N/A	Web-browser user interface, Windows user interface	N/A	●	●	●		●	●	●	●
Tracker Corp. 315 Montgomery St., Suite 750 San Francisco, CA 94104 (888) 411-8757 www.trackercorp.com	I-9 & E-Verify Management Software	I-9 & E-Verify Management Software—Tracker Corp. has provided a reliable immigration-management system since 1998. The company began the Tracker I-9 project in 2007 and was certified in 2008 as an E-Verify partner.	Internet Explorer 6 and higher.	Web-browser user interface	Call for pricing		●	●		●	●	●	●