

# Buyers' Guide | SPECIALTY SOFTWARE

Below are paid listings of software packages for various disciplines in the human resource market, including systems that perform specific HR functionalities. 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		
<b>Absence Management</b>															
Apex Business Software PO Box 630371 Littleton, CO 80163 (317) 225-4415 www.hrsoftware.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. Optionally add web interface for employee and manager self-service. Call (317) 225-4415.	Windows XP or Vista.	Web-browser user interface	Call (317) 225-4415 for more information		●	●				●	●	●	
CyberShift Inc. 600 Parsippany Rd. Parsippany, NJ 07054 (973) 364-0480 www.cybershift.com	Workforce Management 3G™, CyberShift Expense™	CyberShift's enterprise SaaS solutions provide multi-national capabilities for employee scheduling, time and attendance, contingent-labor management, absence management, expense management and mobile-workforce solutions, which help and optimize the deployment of employees and reduce costs.	N/A	Web-browser user interface	N/A	●	●	●	●	●	●	●	●	●	●
OCI 5613 DTC Pkwy., Suite 900 Greenwood Village, CO 80111 (800) 678-6613 www.oci.com	LeaveXpert	OCI's LeaveXpert™ is the essential solution for leave management. LeaveXpert™ integrates various types of HR, claims and leave data into a single web-based application to streamline workflows, improve legal compliance and yield a high return on investment in your HR department.	N/A	Web-browser user interface	N/A		●	●		●	●			●	
SPECTRUM Human Resource Systems Corp. 707 17th St., Suite 3800 Denver, CO 80202 (800) 477-3287 www.spectrumhr.com	iVantage	iVantage can manage all employee processes from recruitment to retirement. In addition to core HR functions, iVantage offers benefits administration, absence plans, talent management, international features and more. iVantage: Not your typical HRIS.	N/A	Web-browser user interface	Call for pricing		●	●	●	●	●	●	●	●	●
Workday 6230 Stoneridge Mall Rd. Pleasanton, CA 94588 (925) 951-9000 www.workday.com	Workday	Enterprise business services - human resource management, financial management and payroll - delivered on a Software-as-a-Service model.	N/A	Web-browser user interface	N/A		●		●	●	●	●	●	●	●
<b>Affirmative Action/EOC Records</b>															
Peopleclick Authoria Two Hannover Square, 7th Floor Raleigh, NC 27601 (877) 820-4400 www.peopleclickauthoria.com	Workforce Compliance and Diversity Solutions	Peopleclick Authoria Workforce Compliance and Diversity Solutions offer the gold standard in affirmative action and diversity planning and OFCCP-audit-consulting services. Our solutions simplify planning and analysis by giving you the tools and consultants to generate 100 percent technically-compliant plans.	N/A	Web-browser user interface, Windows user interface	N/A		●	●	●	●	●	●	●	●	●
<b>Background Checking</b>															
Accurate Background Inc. 6 Orchard, Suite 200 Lake Forest, CA 92630 (888) 784-3949 www.accuratebackground.com	Enterprise Background Screening Solution	Accurate Background provides background screening, drug testing and I-9 solutions through innovative technology. Committed to integrity, accuracy and timely results, we assist organizations worldwide in making safer hiring decisions.	Internet access is the only requirement.	Web-browser user interface	Contact an Accurate Background representative for pricing		●	●					●	●	
<b>Benefits-Administration Systems</b>															
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 5,000 companies tap bswift's Software-as-a-Service technology and business process outsourcing solutions to reduce administrative costs and increase efficiency.	Internet Explorer 6.0 and up; Mozilla Firefox 2.0.0.4 and up; Safari 4.0.1 and up.	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, On-Demand (Web 2.0) and On-Device HCM solutions requiring Internet Explorer 6 and higher.	Web-browser user interface	N/A	●	●	●	●	●	●	●	●	●	●
SBC Systems Company Inc. 115 Perimeter Center Place, Suite 1150 Atlanta, GA 30346 (800) 962-6479 www.sbcsystems.com	Lifeworks	Lifeworks is a fully integrated software platform that manages defined benefit and health and welfare benefits plans, as well as billing and receiveables.	For back office: Internet Explorer 6.0 SP2+. IE 7.x+ recommended. For self-service: Internet Explorer 6.0 SP2+. IE 7.x+ recommended. Firefox 1.x+.	Web-browser user interface	N/A	●	●	●	●	●	●	●	●	●	●
SPECTRUM Human Resource Systems Corporation 707 17th St., Suite 3800 Denver, CO 80202 (800) 477-3287 www.spectrumhr.com	iVantage	iVantage can manage all employee processes from recruitment to retirement. In addition to core HR functions, iVantage offers benefits administration, absence plans, talent management, international features and more. iVantage: Not your typical HRIS.	N/A	Web-browser user interface	Call for pricing		●	●	●	●	●	●	●	●	●
Workscape Inc. 123 Felton St. Marlborough, MA 01753 (888) 605-9620 www.workscape.com	Workscape's Outsourced Benefits Administration solution	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		●	●	●	●	●	●	●	●	●
Workday 6230 Stoneridge Mall Rd. Pleasanton, CA 94588 (925) 951-9000 www.workday.com	Workday	Enterprise business services - human resource management, financial management and payroll - delivered on a Software-as-a-Service model.	N/A	Web-browser user interface	N/A		●		●	●	●	●	●	●	●
<b>Candidate Screening</b>															
Accurate Background Inc. 6 Orchard, Suite 200 Lake Forest, CA 92630 (888) 784-3949 www.accuratebackground.com	Enterprise Background Screening Solution	Accurate Background provides background-screening, drug-testing, and I-9 solutions through innovative technology. Committed to integrity, accuracy and timely results, we assist organizations worldwide in making safer hiring decisions.	Internet access if the only requirement.	Web-browser user interface	Contact an Accurate Background representative for pricing		●	●					●	●	
iCIMS 1301 State Route 36, Suite 102 Hazlet, NJ 07730 (800) 889-4422 www.icims.com	iCIMS Talent Platform	Fast, easy and scalable candidate and employee-management software for companies of all sizes. Offering workforce planning, sourcing and CRM, applicant tracking, candidate self-service portals, candidate screening, onboarding tools and robust searching and reporting. http://www.icims.com/demo	The iCIMS platform is compatible with Firefox 3.X and Internet Explorer 7.0 and newer.	Web-browser user interface	Depends on size of implementation		●	●	●	●	●	●	●	●	●
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 Fortune 500, by connecting employment decisions to business results.	Our solutions require Microsoft Internet Explorer for internet-enabled delivery.	Web-browser user interface	Varies with volume	●	●	●		●	●	●	●	●	●
<b>Compensation and Enterprise-Incentive Management</b>															
Halogen Software Inc. 495 March Rd., Suite 500 Ottawa, Ontario, 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		●	●	●	●	●	●	●	●	●

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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
<b>Compensation and Enterprise-Incentive Management</b>													
Peopleclick Authoria Two Hannover Square, 7th Floor Raleigh, NC 27601 (877) 820-4400 www.peopleclickauthoria.com	Compensation Management	Compensation Management provides managers the tools to attract, retain and motivate employees to achieve business results while rewarding them for strong performance. The solution allows organizations the ability to allocate salary and incentive to retain top performers and ensure their compensation is competitive.	N/A	Web-browser user interface	N/A		•	•	•	•	•	•	•
Prompt> Inc. Three Jenny Lane Alburch, VT 05440 (866) 651-8710 www.promptinc.com	PromptPayPlanner®	PromptPayPlanner Rewards Planning and Administration software integrates your unique compensation and performance objectives with all levels of management. Merit, lump sum, promotions, adjustments, bonus, incentive, stock options and more!	Windows 2000 up to Windows 7. SQL connectivity.	Web-browser user interface, Windows user interface	Varies based on number of employees and users, call for a quote		•	•	•	•	•	•	•
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, On-Demand (Web 2.0) and On-Device HCM solutions requiring Internet Explorer 6 and higher.	Web-browser user interface	N/A	•	•	•	•	•	•	•	•
Workscape Inc. 123 Felton St. Marborough, MA 01753 (888) 605-9620 www.workscape.com	Workscape Compensation Planner	Workscape Compensation Planner and Manager Self-Service 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		•	•	•	•	•	•	•
<b>Compliance Systems</b>													
LawLogix Group Inc. 2828 N. Central Ave., Suite 1125 Phoenix, AZ 85004 (877) 725-4355 www.lawlogix.com; www.electronic9.com	Guardian Electronic I-9 and E-Verify Compliance Software	With the Guardian system, organizations can automate and simplify virtually every step of the I-9 and E-Verify process with a paperless and error-proof approach. No other system can match Guardian's feature set or proven track record of helping organizations meet their federal and state I-9 and E-Verify compliance goals.	Standard web browser (Internet Explorer, Safari, Firefox, etc.).	Web-browser user interface	Contact LawLogix for additional information	•	•	•	•	•	•	•	•
<b>Employee Surveys</b>													
iCIMS 1301 State Route 36, Suite 102 Hazlet, NJ 07730 (800) 889-4422 www.icims.com	iCIMS Talent Platform	Fast, easy and scalable candidate and employee-management software for companies of all sizes. Offering workforce planning, sourcing and CRM, applicant tracking, candidate self-service portals, candidate screening, onboarding tools and robust searching and reporting. <a href="http://www.icims.com/demo">http://www.icims.com/demo</a>	The iCIMS platform is compatible with Firefox 3.X and Internet Explorer 7.0 and newer.	Web-browser user interface	Depends on size of implementation		•	•	•	•	•	•	•
<b>Hiring-Management Systems</b>													
Development Dimensions International 1225 Washington Pike Bridgeville, PA 15017 (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	•	•	•	•	•	•	•	•
Development Dimensions International 1225 Washington Pike Bridgeville, PA 15017 (800) 933-4463 www.ddiworld.com	Success Profiles: Navigator <sup>SM</sup>	Success Profiles: Navigator <sup>SM</sup> 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	•	•	•	•	•	•	•	•
iCIMS 1301 State Route 36, Suite 102 Hazlet, NJ 07730 (800) 889-4422 www.icims.com	iCIMS Talent Platform	Fast, easy and scalable candidate and employee-management software for companies of all sizes. Offering workforce planning, sourcing and CRM, applicant tracking, candidate self-service portals, candidate screening, onboarding tools and robust searching and reporting. <a href="http://www.icims.com/demo">http://www.icims.com/demo</a>	The iCIMS platform is compatible with Firefox 3.X and Internet Explorer 7.0 and newer.	Web-browser user interface	Depends on size of implementation		•	•	•	•	•	•	•
Talent Technology Corp. 300 - 10991 Shellbridge Way Richmond, BC, V6X 3C6 (604) 278-4414 www.talenttech.com	HireDesk	The award-winning HireDesk® software provides an end-to-end applicant-tracking solution for small and mid-sized staffing companies and corporate HR departments, reducing recruiting costs and filling jobs quickly.	N/A	Web-browser user interface	Available upon request		•	•	•	•	•	•	•
Talent Technology Corporation Suite 300 - 10991 Shellbridge Way Richmond, BC, Canada V6X 3C6 (866)747-3375 www.talenttech.com	Resume Mirror Extraction Enterprise	Industry-leading resume parsing and extraction. Automatically capture, extract and deliver accurate information from resumes to your candidate database - used by hundreds of corporations, job boards, recruiting firms and HR software vendors.	Seamless integration to Oracle, PeopleSoft, SAP & Lawson ERPs, or any custom HR solution.	Web-browser user interface	Please call for pricing		•	•	•	•	•	•	•
Peopleclick Authoria Two Hannover Square, 7th Floor Raleigh, NC 27601 (877) 820-4400 www.peopleclickauthoria.com	High Volume Solution	The Peopleclick Authoria High Volume Solution is designed for hourly positions such as retail, restaurants, call centers 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		•	•	•	•	•	•	•
Peopleclick Authoria Two Hannover Square, 7th Floor Raleigh, NC 27601 (877) 820-4400 www.peopleclickauthoria.com	Recruitment Management	Peopleclick Authoria RMS is an enterprise-wide 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		•	•	•	•	•	•	•
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, On-Demand (Web 2.0) and On-Device HCM solutions requiring Internet Explorer 6 and higher.	Web-browser user interface	N/A	•	•	•	•	•	•	•	•
Workday 6230 Stoneridge Mall Rd. Pleasanton, CA 94588 (925) 951-9000 www.workday.com	Workday	Enterprise business services - human resource management, financial management and payroll - delivered on a Software-as-a-Service model.	N/A	Web-browser user interface	N/A		•	•	•	•	•	•	•
<b>Learning-Management Systems</b>													
Halogen Software Inc. 495 March Rd., Suite 500 Ottawa, Ontario, 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		•	•	•	•	•	•	•
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, On-Demand (Web 2.0) and On-Device HCM solutions requiring Internet Explorer 6 and higher.	Web-browser user interface	N/A	•	•	•	•	•	•	•	•

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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
<b>Organizational Development and Charting</b>													
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, On-Demand (Web 2.0) and On-Device HCM solutions requiring Internet Explorer 6 and higher.	Web-browser user interface	N/A	●	●	●	●	●	●	●	●
<b>Payroll Systems</b>													
ADP Inc. 1 ADP Blvd. Roseland, NJ 07068 (800) 225-5237 www.adp.com	Enterprise HR, PayForce, Workforce Now™ (Midsized)	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., N.E., Suite 400 Bellevue, WA 98005 (800) 229-2713 www.ascentis.com	Ascentis Payroll & Time	Ascentis Payroll offers real-time, online processing that can cut processing time by 30 percent. Ascentis Time is a Web-based time and labor-management tool that will help you control labor costs and manage scheduling.	N/A	Web-browser user interface, Windows user interface	Depends on number of employees	●	●			●	●		
Kronos Inc. 297 Billerica Rd. Chelmsford, MA 01824 (800) 225-1561 www.kronos.com	Workforce Central	Kronos helps organizations 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	Contact Kronos	●	●	●	●	●	●	●	●
NuView Systems Inc. 200 Brickstone Square, Suite 3030 Andover, MA 01810 (978) 296-6600 www.nuviewinc.com	NuViewHR®	NuViewHR® helps global organizations enable business strategy through advanced HR technology. Our suite includes HR and Benefits administration, compensation, recruiting, training, performance, succession, self-service and payroll. Advanced workflows, report writer, configuration toolset and more!	Uses industry standard Microsoft server and Microsoft SQL server technology to deliver world-class HR and payroll applications.	Web-browser user interface, Windows user interface	\$100,000-plus	●	●	●	●	●	●	●	●
Optimum Solutions 210 25th Ave. N., Suite 700 Nashville, TN, 37027 (615) 329-2313 www.optimum-solutions.com	Optimum Payroll, HR, and Time & Attendance	Optimum Payroll, HR, and time and attendance software share one master-file employee database and are available for Microsoft .NET/SQL and IBM System i platforms.	Microsoft Windows OS for client and Microsoft SQL Server or IBM System i with OS400/DB2.	N/A	Based on number of employees	●	●	●	●	●	●	●	●
Patersons HR and Payroll Solutions Inc. 3128 Highwoods Blvd., Suite 160 Raleigh, NC 27604 (919) 459-3080 www.patersons.net	Logon2	Patersons online international, Software-as-a-Service payroll solution, covers 160 countries with its multilingual, multicurrency suite. Using one system and one global contract, the highly flexible multi-user solution ensures global visibility and compliance.	Operating systems include: Windows XP, Windows Vista, Linux, and Unix.	Web-browser user interface	Price dependant on headcount and number of countries	●	●			●	●	●	●
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; SQLServer 2005 & 2008; Oracle 9 & 10; .NET.	Web-browser user interface	\$100,000 - \$1,000,000	●	●	●	●	●	●	●	●
SAP 3999 Westchester Pike Newtown Square, PA 19073 (800) 872-1727 www.sap.com	SAP ERP Human Capital Management (HCM)	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, On-Demand (Web 2.0) and On-Device HCM solutions requiring Internet Explorer 6 and higher.	Web-browser user interface	N/A	●	●	●	●	●	●	●	●
Workday 6230 Stoneridge Mall Rd. Pleasanton, CA 94588 (925) 951-9000 www.workday.com	Workday	Enterprise business services - human resource management, financial management and payroll - delivered on a Software-as-a-Service model.	N/A	Web-browser user interface	N/A	●		●	●	●	●	●	●
<b>Pension/401(k) Administration</b>													
SBC Systems Company Inc. 115 Perimeter Center Place, Suite 1150 Atlanta, GA 30346 (800) 962-6479 www.sbcscsystems.com	Lifeworks	Lifeworks is a fully integrated software platform that manages defined-benefit and health-and-welfare benefits plans, as well as billing and receiveables.	For back office: Internet Explorer 6.0 SP2+. IE 7.x+ recommended. For self-service: Internet Explorer 6.0 SP2+. IE 7.x+ recommended. Firefox 1.x+.	Web-browser user interface	N/A	●	●	●	●	●	●	●	●
<b>Performance Management</b>													
Halogen Software Inc. 495 March Rd., Suite 500 Ottawa, Ontario, 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 (HCM)	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, On-Demand (Web 2.0) and On-Device HCM solutions requiring Internet Explorer 6 and higher.	Web-browser user interface	N/A	●	●	●	●	●	●	●	●
SPECTRUM Human Resource Systems Corp. 707 17th St., Suite 3800 Denver, CO 80202 (800) 477-3287 www.spectrumhr.com	iVantage	iVantage can manage all employee processes from recruitment to retirement. In addition to core HR functions, iVantage offers benefits administration, absence plans, talent management, international features and more. iVantage: Not your typical HRIS.	N/A	Web-browser user interface	Call for pricing	●	●	●	●	●	●	●	●
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	●	●	●	●	●	●	●	●
<b>Scheduling</b>													
CyberShift Inc. 600 Parsippany Rd. Parsippany, NJ 07054 (973) 364-0480 www.cybershift.com	Workforce Management 3G™, CyberShift Expense™	CyberShift enterprise SaaS solutions provide multinational capabilities for employee-scheduling, time-and-attendance, contingent labor management, absence-management, expense-management and mobile-workforce solutions optimizing the deployment of employees and reducing costs.	N/A	Web-browser user interface	N/A	●	●	●	●	●	●	●	●
<b>Succession Planning</b>													
Halogen Software Inc. 495 March Rd., Suite 500 Ottawa, Ontario, 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	●	●	●	●	●	●	●	●

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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
<b>Succession Planning</b>													
Peopleclick Authoria Two Hannover Square, 7th Floor Raleigh, NC 27601 (877) 820-4400 www.peopleclickauthoria.com	Succession Planning	The Development and Succession solution gives managers and HR professionals the ability to identify current leaders while building a leadership pipeline. By easily accessing the bench strength behind critical roles, managers can build and maintain talent pools and succession slates to quickly fill those roles with high-potential, top performers.	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 (HCM)	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, On-Demand (Web 2.0) and On-Device HCM solutions requiring Internet Explorer 6 and higher.	Web-browser user interface	N/A	●	●	●	●	●	●	●	●
Taleo 4140 Dublin Blvd., Suite 400 Dublin, CA 94568 (800) 836-3669 www.taleo.com	Taleo Succession	Leading organizations worldwide use Taleo on-demand talent-management solutions to attract, develop, motivate and retain their workforces using talent intelligence for improved business performance.	Standard web browser.	Web-browser user interface	Contact Taleo for more information	●	●	●	●	●	●	●	●
<b>Talent-Management Suites</b>													
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			●	●	●	●	●	●
Bond International Software 2051 Killebrew Dr., Suite 520 Bloomington, MN 55425 (800) 762-4185 www.bondtalent-us.com	Bond Talent	Bond Talent is a global web-based application designed to manage the multilingual recruitment lifecycle for any size corporation and significantly reduce cost-per-hire in a human-capital supply-chain environment.	SaaS solution leveraging lower cloud computing costs with any browser.	Web-browser user interface	Aggressive pricing based upon number of employees in your organization	●	●	●	●	●	●	●	●
iCIMS 1301 State Route 36, Suite 102 Hazlet, NJ 07730 (800) 889-4422 www.icims.com	iCIMS Talent Platform	Fast, easy and scalable candidate and employee-management software for companies of all sizes. Offering workforce planning, sourcing and CRM, applicant tracking, candidate self-service portals, candidate screening, onboarding tools and robust searching and reporting. <a href="http://www.icims.com/demo">http://www.icims.com/demo</a>	The iCIMS platform is compatible with Firefox 3.X and Internet Explorer 7.0 and newer.	Web-browser user interface	Depends on size of implementation		●	●	●	●	●	●	●
Lawson 380 Saint Peter St. Saint Paul, MN 55102 (651) 767-7000 www.lawson.com	Lawson Talent Management	Lawson Talent Management supports decision-making to help maximize the value of your workforce, align your talent to business strategy, all while engaging employees and enhancing their overall contribution to the organization.	Lawson supports multiple hardware/OS/database combinations.	Web-browser user interface, Windows user interface	Available upon request.		●	●	●	●	●	●	●
NuView Systems Inc. 200 Brickstone Square, Suite 3030 Andover, MA 01810 (978) 296-6600 www.nuviewinc.com	NuViewHR®	NuViewHR® helps global organizations enable business strategy through advanced HR technology. Our suite includes HR and Benefits administration, compensation, recruiting, training, performance, succession, self-service and payroll. Advanced workflows, report writer, configuration toolset and more!	Uses industry standard Microsoft server and Microsoft SQL Server Technology to deliver world-class HR and payroll applications.	Web-browser user interface, Windows user interface	\$100,000-plus		●	●	●	●	●	●	●
Peopleclick Authoria Two Hannover Square, 7th Floor Raleigh, NC 27601 (877) 820-4400 www.peopleclickauthoria.com	Performance Management	The Performance Management solution helps organizations effectively manage, engage and evaluate their employees on a year-round basis, while building the foundation for succession planning and career development. Using this solution, managers easily identify top performers, fill critical positions and record key employee accomplishments as they happen.	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, On-Demand (Web 2.0) and On-Device HCM solutions requiring Internet Explorer 6 and higher.	Web-browser user interface	N/A	●	●	●	●	●	●	●	●
SilkRoad technology inc. 250 W. 3rd 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, performance management, learning management, employee intranets and core HR.	N/A	Web-browser user interface	N/A	●	●	●	●	●	●	●	●
SPECTRUM Human Resource Systems Corp. 707 17th St., Suite 3800 Denver, CO 80202 (800) 477-3287 www.spectrumhr.com	iVantage	iVantage can manage all employee processes from recruitment to retirement. In addition to core HR functions, iVantage offers benefits administration, absence plans, talent management, international features and more. iVantage: Not your typical HRIS.	N/A	Web-browser user interface	Call for pricing		●	●	●	●	●	●	●
Taleo 4140 Dublin Blvd., Suite 400 Dublin, CA 94568 (800) 836-3669 www.taleo.com	Taleo Talent Management	Leading organizations worldwide use Taleo on demand talent-management solutions to attract, develop, motivate and retain their workforces using talent intelligence for improved business performance.	Standard web browser.	Web-browser user interface	Contact Taleo for more information	●	●	●	●	●	●	●	●
Workday 6230 Stoneridge Mall Rd. Pleasanton, CA 94588 (925) 951-9000 www.workday.com	Workday	Enterprise business services - human resource management, financial management and payroll - delivered on a Software-as-a-Service model.	N/A	Web-browser user interface	N/A		●	●	●	●	●	●	●
Workscape Inc. 123 Felton St. Marlborough, MA 01753 (888) 605-9620 www.workscape.com	Workscape'sTotal Rewards Solution	Workscape provides human resource departments with technology and services to efficiently manage the three key processes that drive total rewards (employee performance, compensation and benefits) and enable companies to elevate individual, manager and financial performance	Standard web Browser (Internet Explorer, Firefox, Safari).	Web-browser user interface	Available upon request		●	●	●	●	●	●	●
<b>Temporary Staffing</b>													
Peopleclick Authoria Two Hannover Square, 7th Floor Raleigh, NC 27601 (877) 820-4400 www.peopleclickauthoria.com	Vendor Management System	Peopleclick Authoria VMS helps organizations effectively manage their contingent labor. By focusing on improvements in operational efficiencies, cost controls and compliance, the solution enables companies to successfully deliver impactful results and leverage the temporary workforce as a strategic component of their overall human capital management strategy.	N/A	Web-browser user interface	N/A		●	●	●	●	●	●	●
<b>Testing and Assessment</b>													
Development Dimensions International 1225 Washington Pike Bridgeville, PA 15017 (800) 933-4463 www.ddiworld.com	Leadership Mirror®	Leadership Mirror® is DDI's flexible, web-based, multi-lingual 360° feedback system that organizations can use to conduct enterprise wide, multisource assessments. It connects directly to DDI's performance-support system, OPAL, for development action planning.	800 MHz Pentium® processor or higher; Internet Explorer 6.0 SP2 or higher. Java Script enabled.	Web-browser user interface	Pricing varies	●	●	●	●	●	●	●	●
Development Dimensions International 1225 Washington Pike Bridgeville, PA 15017 (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	●	●	●	●	●	●	●	●

# 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
<b>Testing and Assessment</b>													
Development Dimensions International 1225 Washington Pike Bridgeville, PA 15017 (800) 933-4463 www.ddiworld.com	Manager Ready <sup>SM</sup>	Manager Ready <sup>SM</sup> is a breakthrough frontline leader assessment tool providing the quality insight of an assessment center at one-fourth the cost. Use it to identify, diagnose and develop more capable managers.	IE 6+, Silverlight 3+, 1024 x 768 or higher screen resolution, high-speed Internet connection and Adobe PDF Reader 7+.	Web-browser user interface	Pricing varies	●	●	●	●	●	●	●	●
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 helps 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	Varies with volume	●	●	●	●	●	●	●	●
<b>Time and Attendance</b>													
ADP, Inc. 1 ADP Blvd. Roseland, NJ 07068 (800) 225-5237 www.adp.com	Enterprise HR, PayForce, Workforce Now <sup>TM</sup> (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 PO Box 630371 Littleton, CO 80163 (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. Optionally add web interface for employee and manager self-service.	Windows XP or Vista.	Web-browser user interface	Call (317) 225-4415 for more information		●	●			●	●	●
Ascentis 150 120th Ave., N.E., Suite 400 Bellevue, WA 98005 (800) 229-2713 www.ascentis.com	Ascentis Payroll & Time	Ascentis Payroll offers real-time, online processing that can cut processing time by 30 percent. Ascentis Time is a web-based time and labor-management tool that will help you control labor costs and manage scheduling.	N/A	Web-browser user interface, Windows user interface	Depends on number of employees		●	●		●	●		
CyberShift Inc. 600 Parsippany Rd. Parsippany, NJ 07054 (973) 364-0480 www.cybershift.com	Workforce Management 3G <sup>TM</sup> , CyberShift Expense <sup>TM</sup>	CyberShift enterprise SaaS solutions provide multinational capabilities for employee scheduling, time-and-attendance, contingent-labor management, absence management, expense management and mobile workforce solutions optimizing the deployment of employees and reducing costs.	N/A	Web-browser user interface	N/A	●	●	●	●	●	●	●	●
Kronos Inc. 297 Billerica Rd. Chelmsford, MA 01824 (800) 225-1561 www.kronos.com	Workforce Central	Kronos helps organizations 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	Contact Kronos		●	●	●	●	●	●	●
Legiant 108 Wild Basin Rd. Austin, TX 78746 (877) 760-8463 www.legiant.com	Legiant Timecard	Legiant is a leader in providing innovative time-and-attendance solutions that help organizations maximize the profitability and productivity of their workforces.	Software-as-a-Service or Microsoft Windows server and Microsoft SQL server.	Web-browser user interface, Windows user interface	N/A		●	●	●	●	●	●	●
Optimum Solutions 210 25th Ave. N., Suite 700 Nashville, TN, 37027 (615) 329-2313 www.optimum-solutions.com	Optimum Payroll, HR and Time & Attendance	Optimum payroll, HR, and time-and-attendance software share one masterfile employee database and are available for Microsoft .NET/SQL and IBM System i platforms.	Microsoft Windows OS for Client and Microsoft SQL Server or IBM System i with OS400/DB2.	N/A	Based on number of employees		●	●	●	●	●	●	●
WorkForce Software 38705 Seven Mile Rd., Suite 300 Livonia, MI 48152 (877) 493-6723 www.workforcesoftware.com	EmpCenter Workforce Management	EmpCenter is a leading workforce-management solution that mitigates complex labor policies and processes; ensures compliance with business rules, union agreements, and state and federal regulations; and enables strategic HR.	Supported web browser, supported database, supported web server and supported application server platform, along SMTP-enabled mail server.	Web-browser user interface	EmpCenter pricing depends on numerous variables: number of employees/users, configuration, extensions, services, licensed or hosted		●	●		●	●	●	●
<b>Training and Development</b>													
Allen Interactions 1120 Centre Pointe Dr., Suite 800 Mendota Heights, MN 55120 (651) 203-3700 www.alleninteractions.com	Custom 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					●	●	●	
SPECTRUM Human Resource Systems Corp. 707 17th St., Suite 3800 Denver, CO 80202 (800) 477-3287 www.spectrumhr.com	iVantage	iVantage can manage all employee processes from recruitment to retirement. In addition to core HR functions, iVantage offers benefits administration, absence plans, talent management, international features and more. iVantage: Not your typical HRIS.	N/A	Web-browser user interface	Call for pricing		●	●	●	●	●	●	●
<b>Workforce Analytics</b>													
CyberShift Inc. 600 Parsippany Rd. Parsippany, NJ 07054 (973) 364-0480 www.cybershift.com	Workforce Management 3G <sup>TM</sup> , CyberShift Expense <sup>TM</sup>	CyberShift enterprise SaaS solutions provide multinational capabilities for employee-scheduling, time-and-attendance, contingent-labor-management, absence-management, expense management and mobile-workforce solutions, optimizing the deployment of employees and reducing costs.	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 (HCM)	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, On-Demand (Web 2.0) and On-Device HCM solutions requiring Internet Explorer 6 and higher.	Web-browser user interface	N/A	●	●	●	●	●	●	●	●
Taleo 4140 Dublin Blvd., Suite 400 Dublin, CA 94568 (800) 836-3669 www.taleo.com	Taleo Analytics	Leading organizations worldwide use Taleo on-demand talent-management solutions to attract, develop, motivate and retain their workforces using talent intelligence for improved business performance.	Standard web browser.	Web-browser user interface	Contact Taleo for more information	●	●	●	●	●	●	●	●
Workday 6230 Stoneridge Mall Rd. Pleasanton, CA 94588 (925) 951-9000 www.workday.com	Workday	Enterprise business services - human resource management, financial management and payroll - delivered on a Software-as-a-Service model.	N/A	Web-browser user interface	N/A		●		●	●	●	●	●
<b>Workforce Management</b>													
WorkForce Software 38705 Seven Mile Rd., Suite 300 Livonia, MI 48152 (877) 493-6723 www.workforcesoftware.com	EmpCenter Workforce Management	EmpCenter is a leading workforce-management solution that mitigates complex labor policies and processes; ensures compliance with business rules, union agreements, and state and federal regulations; and enables strategic HR.	Supported web browser, supported database, supported web server and supported application server platform, along SMTP-enabled mail server.	Web-browser user interface	EmpCenter pricing depends on numerous variables: number of employees/users, configuration, extensions, services, licensed or hosted		●	●		●	●	●	●

# SPECIALTY SOFTWARE

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
<b>Other</b>													
Apex Business Software PO Box 630371 Littleton, CO 80163 (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. Call (317) 225-4415 for more info.	Windows XP or Vista.	Web-browser user interface	Call (317) 225-4415 for more information	●	●				●	●	●
CyberShift Inc. 600 Parsippany Rd. Parsippany, NJ 07054 (973) 364-0480 www.cybershift.com	Workforce Management 3G™, CyberShift Expense™	Expense Management - CyberShift enterprise SaaS solutions provide multinational capabilities for employee scheduling, time-and-attendance, contingent labor management, absence management, expense management and mobile-workforce solutions, which help optimize the deployment of employees and reduce costs.	N/A	Web-browser user interface	N/A	●	●	●	●	●	●	●	●
Knowledge Infusion 7760 France Ave., S. Suite 1100 Minneapolis, MN, 55435 (866) 821-2244 www.knowledgeinfusion.com	HR Consulting Services	HR Consulting - Knowledge Infusion, a world-class HR consulting organization, provides traditional and on-demand advisory and consulting services to help clients transform people, process and technology.	N/A	N/A	N/A								
Peopleclick Authoria Two Hannover Square, 7th Floor Raleigh, NC 27601 (877) 820-4400 www.peopleclickauthoria.com	Contact Management	Contact Management - Contact Management is a revolutionary solution designed specifically for the HR industry to enable organizations to build a talent pool of contacts and convert them into potential candidates. It facilitates proactive, personal communication and supports image-awareness campaigns to build brand recognition with potential candidates.	N/A	Web-browser user interface	N/A	●	●	●	●	●	●	●	●
Plateau Systems 4401 Wilson Blvd., Suite 400 Arlington, VA 22203 (703) 678-0000 www.plateau.com	Talent Management Suite	Talent-Management System - Plateau is a leading provider of SaaS solutions for developing, managing, rewarding and optimizing organizational talent to increase workforce productivity and maximize operating performance.	This is SaaS-based solution and requires an Internet browser (IE 6 or above, Firefox 3.5 or above, or Safari 4).	Web-browser user interface	N/A	●	●	●	●	●	●	●	●
SPECTRUM Human Resource Systems Corp. 707 St., Suite 3800 Denver, CO 80202 (800) 477-3287 www.spectrumhr.com	iVantage	Complete HRIS - iVantage can manage all employee processes from recruitment to retirement. In addition to core HR functions, iVantage offers benefits administration, absence plans, talent management, international features and more. iVantage: Not your typical HRIS.	N/A	Web-browser user interface	Call for pricing		●	●	●	●	●	●	●
Taleo 4140 Dublin Blvd., Suite 400 Dublin, CA 94568 (800) 836-3669 www.taleo.com	Taleo Compensation	Compensation - Leading organizations worldwide use Taleo on-demand talent-management solutions to attract, develop, motivate and retain their workforces using talent intelligence for improved business performance.	Standard web browser.	Web-browser user interface	Contact Taleo for more information	●	●	●	●	●	●	●	●