

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

Ultimate
SOFTWARE
People first.



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

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BECAUSE EVERY GREAT BUSINESS STARTS WITH PEOPLE.

BUSINESSES DON'T MAKE THINGS.

PEOPLE MAKE THINGS.

BUSINESSES DON'T ACCOMPLISH THINGS. PEOPLE ACCOMPLISH THINGS.

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

WORLD A BETTER PLACE.

++ PEOPLE DO.

ULTIMATE SOFTWARE HELPS BUSINESSES WORK BETTER.

BECAUSE ULTIMATE SOFTWARE WAS BUILT FOR PEOPLE.

WE HAVE CREATED ULTI^{PRO}®, A CLOUD-BASED

HR, PAYROLL, AND TALENT MANAGEMENT SOLUTION THAT SEAMLESSLY

BRINGS TOGETHER PEOPLE WITH THE INFORMATION THEY NEED TO WORK BETTER.

TO ACHIEVE MORE.

TO SOAR WITHOUT LIMITS.

++ AND THAT IS ALL WE DO.

THE ONLY REAL CAPITAL IS HUMAN CAPITAL.

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

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

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

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

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



++ THAT'S
THE POWER
OF ULTIPRO.

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

DELIVERED IN THE CLOUD, ULTIPRO PROVIDES CUSTOMERS WITH:

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

A black and white photograph of a woman with dark hair, smiling, positioned in front of a row of server racks. The image is overlaid with a green vertical bar on the left side. The text is in a green, sans-serif font.

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

KEEP IT
SIMPLE.

++

COMPREHENSIVE HUMAN CAPITAL MANAGEMENT THAT'S MADE FOR PEOPLE

With a focus on people in everything we do, we've built UltiPro to make your life easier. When you partner with Ultimate, you get the advanced, unified technology you need and service experience you deserve.

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

HR, BENEFITS, PAYROLL

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

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

HR SERVICE DELIVERY

UltiPro's HR Service Delivery solutions enable your HR team to be more impactful, with the ability to help employees anytime, anywhere—automate manual processes, respond to employee requests, and actively manage employee documents, all within one, unified platform.

- + Automatically create, store, access, share, delete, and secure employee documents at any time in one, central location
- + Help employees get the information and assistance they need, via a personalized knowledgebase or by submitting requests that are automatically routed to the appropriate person
- + Identify opportunities to optimize your HR Service Delivery

TALENT ACQUISITION

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

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

TALENT MANAGEMENT

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

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

TIME AND SCHEDULING

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

- + Ensure coverage of business operations with fast, convenient scheduling options
- + Provide easy and efficient time capture for employees without disrupting productivity
- + Prevent issues that could negatively impact performance, such as employee coverage gaps, labor law violations, and excess spending

MOBILE

The UltiPro mobile app provides employees with a range of helpful tools—available at their fingertips, at any time.

- + Access important HR- and time-related tasks, via preferred mobile devices
- + View a graphical breakdown of paycheck earnings and deductions
- + Take action on the go, including clocking in and out, connecting with coworkers, and more

WORKFORCE INTELLIGENCE

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

- + Understand what employees are saying and how they truly feel about the workplace, with surveys and sentiment analysis powered by Xander®, UltiPro's advanced AI technology
- + Report on data across HR, payroll, and talent management for a holistic view of your people
- + Leverage UltiPro's predictive analytics to identify engaged employees, high performers, and retention risks

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

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

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

LAUNCH OF ULTIPro AND SUPPORT SERVICES

- + Get up and running quickly with a personalized launch tool
- + Gain direct access to customer service experts, including a dedicated account manager, and phone and online support
- + Enjoy access to learning materials, training, and online communities, at no extra cost

ULTIPro MANAGED SERVICES

- + Partner with dedicated experts who manage your administrative operations
- + Increase quality and accuracy by leveraging Ultimate's best practices

ULTIPro PRINT SERVICES

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

STRATEGIC AND SOLUTION CONSULTING SERVICES

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

WHY ++ ULTIMATE?

EXCLUSIVE FOCUS ON HCM

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

THE MOST WIDELY USED SAAS DELIVERY MODEL

Approximately 48 million records are supported by Ultimate's cloud solution

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

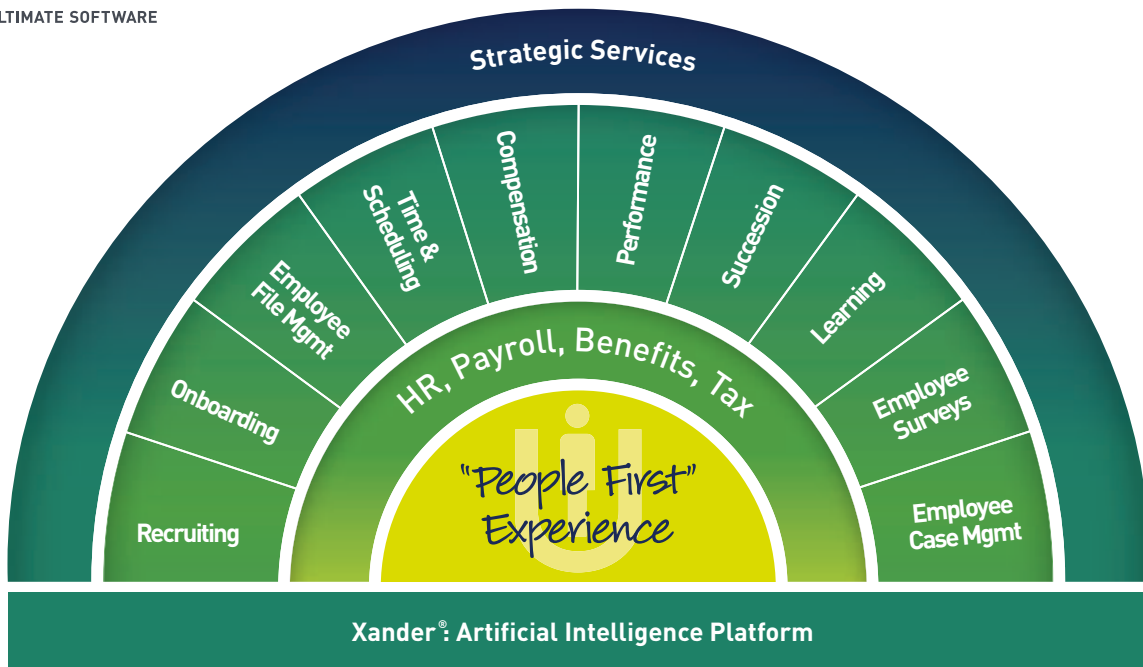
THE INDUSTRY'S HIGHEST-QUALITY CUSTOMER SUPPORT

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

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

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

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



++ ONE, UNIFIED SOLUTION

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

++ RICH WORKFORCE INSIGHT

With the ability to report on all areas of HCM within UltiPro, as well as analyze employee sentiment using advanced AI, you gain the insight needed to make strategic, data-driven decisions about your people.

++ PERSON- CENTRIC DESIGN

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



GREAT COMPANIES:

IT TAKES ONE
TO KNOW ONE.

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

Our customers recognize this. In fact, we have the strongest customer retention rate in the industry—96% year to year. Customers such as Bloomin' Brands, Culligan International, Texas Roadhouse, and Yamaha Corporation of America.

THE LIST GOES ON AND ON.

Our level of focus is evident in everything we do. But don't take our word for it. Ask any Ultimate Software customer, business partner, or employee if we really put our people first. We're proud of what we know you'll hear.

In addition, we have received top culture, product, and service awards across industries.



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



Listed as one of the 2018 Top Companies for Women Technologists by AnitaB.org.



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



Xander named one of Human Resource Executive's Top HR Products of 2018.



Named the #1 Customer Service Department of the Year by Customer Sales and Service World Awards in 2018.



Earned the Brandon Hall Excellence in Technology Gold Award for Best Advance in Assessment and Survey Technology in 2018.



Named a Leader in the 2018. Nucleus Research HCM Technology Value Matrix.



Earned the Brandon Hall Excellence in Technology Silver Award for Best Advance in HR Predictive Analytics Technology in 2018.



Ranked as one of Achievers 50 Most Engaged Workplaces in the United States every year since 2012.



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



Ultimate

SOFTWARE

People first.

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UltimateHCM



UltimateSoftware



Ultimate-Software