

FOR IMMEDIATE RELEASE

Leading Pasta Manufacturer Experiences Business Benefits with Ultimate Software's Intersourcing

Weston, FL, March 30, 2005--Ultimate Software (Nasdaq: ULTI), a leading provider of Web-based payroll and workforce management solutions, announced today that American Italian Pasta Company, the largest producer and marketer of dry pasta in North America, is experiencing strategic business benefits and efficiencies since implementing UltiPro.

American Italian Pasta supplies branded pasta to marketers and distributors such as Mueller's, Golden Grain, Mrs. Grass, Ronco, Luxury, R & F, Global A1, Pennsylvania Dutch, and Anthony's. Before selecting UltiPro, the pasta manufacturer was using a payroll service bureau but found that the outsourcer couldn't provide the integrated functionality and technology that American Italian Pasta needed to remain lean and efficient. Since going live on UltiPro in January 2000, the company has experienced benefits from:

- UltiPro's business intelligence reporting
- The solution's self-service functionality for employees and managers
- Ultimate Software's hosted service model, Intersourcing

Many manufacturers are faced with the need to quickly adapt to changing market demands. When American Italian Pasta found itself in that situation, it leveraged UltiPro's business intelligence reporting to glean information that helped the company better understand its manpower and related cost implications in order to control those expenses.

"We have three United States manufacturing facilities in addition to sales staff in 24 states. We use UltiPro for everything from payroll processing, general ledger interface, and benefits to management information that enhances decision making," said Valerie Finney, director of human resources for American Italian Pasta.

By modifying business processes and production to align with industry changes, American Italian Pasta has been successful in sustaining a business that owns 40% of industry market share. The company adopted UltiPro's self-service for managers and employees as another way to transform its practices and improve efficiencies. Using the UltiPro portal, employees in American Italian Pasta's Kansas City headquarters, for example, can log in to UltiPro for data like benefit deductions and year-to-date payroll information that used to require phone calls or e-mails to employee management staff. Managers can use UltiPro to view performance appraisal due dates, compensation history, and home contact information for their staff. Because of these efficiencies, the human resource and payroll staff has maintained its workload, although its department headcount has dropped by 20%.

“By moving from paper processes to electronic processes, we’ve been able to automate many manual tasks, helping us do more with less,” said Karen Sanders, HRIS/payroll manager for American Italian Pasta. “I used to work with a large enterprise resource planning software solution for a previous employer, and I think that UltiPro can do everything that it could do. I’m very impressed. UltiPro has excellent functionality and is a state-of-the-art solution.”

American Italian Pasta is taking advantage of UltiPro’s technology by using Internet technologies available through Intersourcing. Ultimate Software handles all of the IT responsibilities associated with UltiPro, like upgrades and backups, for its Intersourcing customers. Users can access UltiPro via a Web browser, so the solution is available anywhere and at anytime. With UltiPro hosted through Intersourcing, organizations receive the best of both in-house and outsourced HRMS/payroll advantages, including complete access to critical employee data, a Web portal for managers and employees, business intelligence tools for executive decision-making, and comprehensive HRMS/payroll functionality.

“Intersourcing has been marvelous,” said Sanders. “We have had no downtime or system issues, and I have been able to devote my time to other projects, such as headcount analysis and departmental budgeting.”

“To make strategic changes, companies need real-time workforce data at their fingertips. American Italian Pasta is demonstrating agility in using that information for bottom-line business improvements,” said Greg Swick, senior vice president of sales for Ultimate Software.

About Ultimate Software

Ultimate Software, a leading provider of Web-based payroll and workforce management solutions, markets award-winning UltiPro as licensed software, as a hosted application through Intersourcing, and as a co-branded offering to Business Service Providers (BSPs) under the “Powered by UltiPro” brand. The Company employs approximately 450 professionals who are united in their commitment to developing trendsetting solutions and delivering quality service. Ultimate Software customers represent diverse industries and include such organizations as Benihana Restaurants, The Container Store, Elizabeth Arden, The Florida Marlins Baseball Team, The New York Yankees Baseball Team, Omni Hotels, Ruth’s Chris Steak House, SkyWest Airlines, and Trammell Crow Residential. More information on Ultimate Software’s products and services can be found at www.ultimatesoftware.com.

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