FOR IMMEDIATE RELEASE

Thompson Health Leverages UltiPro's Position Management, Recruitment and Staffing, and Education/Training Functionality

Weston, FL, May 25, 2004--Ultimate Software (Nasdaq: ULTI), a leading provider of Web-based payroll and workforce management solutions, announced today that Thompson Health is improving administrative efficiencies using UltiPro Workforce Management.

Employing more than 1,300 associates, Thompson Health is an integrated healthcare delivery system providing comprehensive coverage in the Finger Lakes region and is a recipient of the New York State Governor's Award for Excellence. Thompson Health implemented UltiPro in May 2001 to help manage its workforce, specifically by position rather than by job. For instance, a hospital may require 30 positions to be filled for one type of job, such as that of a registered nurse. Thompson Health establishes staffing budgets by position each year, and UltiPro's position management feature assists in managing the staffing levels according to these budgets.

"For healthcare organizations, our product is people, and salary expense is 52% of our total expenses. To manage normal turnover, deal with staffing shortages, and react to fluctuating staffing requirements, we need to have our arms around our human resource investment at all times," said Tina Rauscher, payroll supervisor and HRIS administrator for Thompson Health. "With the ability to track and generate reports on positions, organizations like ours can manage their workforces at peak efficiency."

Another way Thompson Health is maximizing its productivity is by using UltiPro's recruitment and staffing tools to streamline recruiting efforts. Once vacant positions and candidate information are entered in UltiPro, recruiters can electronically match applicants to open positions based on the job for which the applicants have applied. When the company decides to hire an associate, Thompson Health can automatically move that person's personal information into UltiPro as a "new hire" with a click of a button, without extra data entry. The solution even assists in generating thank-you letters to candidates who have applied for positions.

UltiPro users, like Thompson Health, can build reports on the recruitment process to get answers to key questions such as, "How long does it take us on average to fill a vacancy?", "What are our current open positions?", and "What is our best recruiting source?" Thompson Health uses this functionality to track more than 3,000 applicants and hire 300 to 400 associates each year.

"UltiPro helps us manage the hiring process from start to finish," said Rauscher. "Overall, UltiPro makes it easy for us to handle turnover in an efficient manner."

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UltiPro also has assisted Thompson Health in tracking associates' required licensing and training, such as CPR certification. The workforce management solution includes an automated process for scheduling courses, enrolling associates, and then posting a completed course to an individual associate's record. By keeping this information in UltiPro, Rauscher and her department can help managers comply with training requirements so that the organization knows its associates are appropriately credentialed.

"Ultimate Software has more than 85 customers in the health services industry, and we are very pleased to offer Thompson Health and our other healthcare customers the specialized functionality they need to efficiently manage their workforce," 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 430 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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