

Client: Ultimate Software Inc. (HRIS Software Provider)
Project: **Special Report:** “5 reasons why so many firms are switching to SaaS to manage employee data, processes and strategic decisions”
Audience: HR vice president and director level: medium to enterprise-sized firms
Objective: Convey security, convenience and cost advantages of SaaS versus in-house systems and 3rd party service bureaus.

2-page excerpt shown below: taken from original 10-page report. Full version upon request



SaaS is a method of delivering comprehensive business application functionality, usually through secure internet browser, to multiple user companies. The applications are hosted and operated by a remote host vendor (either independently or through a third party.)

There are many different SaaS systems in use today that companies rely upon to drive mission-critical functions, including customer ordering, accounting and finance, supply chain management and the focus of this report...HR systems...including employee data, payroll processing and organizational planning.

With SaaS subscription service, you access the same full functionality as if there was an in-house system physically at your offices, but without any need for bulky servers, costly hardware, complicated installations, maintenance, or IT support. Because everything is mostly browser-based, users tend to find SaaS applications very flexible and responsive to how and where they work best.

Elevated layers of security embedded in the physical hardware, offsite hosting centers and software assure an extremely high degree of confidentiality and protection, making SaaS delivery a complementary fit for sensitive human resource usage. Depending upon the vendor you select, security quality and protection can greatly exceed that of typical in-house systems.

For smaller-to-medium sized companies on tighter budgets, SaaS opens up opportunities to access the same leading-edge technology and software, deep reporting tools and security protections Fortune 100 firms employ to drive higher ROI...at a more affordable monthly subscription.

For larger firms, SaaS delivers world-class technology and security with complete worry-free support. Managers can maximize their work speed, productivity and results, without tying up any capital, overtaxing IT teams or struggling to keep pace with rapid technology curves.

A best-in-class SaaS delivery system can manage your complete employee life cycle from recruitment to retirement; includes a wide range of HR, payroll and benefits functions. Top-rated applications are extensively tested for performance stability and reliability and are backed by 24/7 IT support.

The following page includes key functionalities the Ultimate Software SaaS delivery system *Intersourcing* offers; just to serve as a helpful example.

SaaS capabilities do vary by provider, so use the page as an overall guide when comparing vendor features.

Continued...

“This was a significant step up for us from a payroll service bureau with a very affordable pricing structure.”

Diana Deluna,
HR and Payroll Director,
American Consolidated
(400 employees)

Return on Investment

With shareholders and management demanding greater ROI accountability at every level, most HR leaders are actively seeking ways to maximize resources to meet competitive market conditions. Intersourcing has conclusively shown strong ROI rewards by helping boost a company's productivity and reduce both hard and soft costs.

Return on Investment Rewards with Intersourcing

"Our reduction in costs exceeds \$200k year...."

"Everyone is functioning more productively and strategically."

Kathy Milligan
Vice President of Human Resources
General Investment Development

"We are anticipating a savings of \$400,000 over a 5-year period. UltiPro's predictable per-employee, per-month pricing has erased the sticker shock we had at month's end with our previous provider."

Sonny Ramdeo
Director of Payroll and Workforce Systems
Promise Healthcare

<p>Frees up capital and cash flow Every dollar a company saves on non-productive system costs can be funneled back into core competencies to drive greater profit. With minimal up-front costs, no licensing fees, no in-house equipment, and many more productivity and efficiency tools than service bureaus offer, savings can be significant in relatively short time.</p>	<p>Matches monthly service bureau affordability, but with higher productivity and efficiency More hands-on control; 24/7 flexibility; wider functionality; deeper, customized reporting intelligence; and better security protection all lead to tangible dollar savings.</p>
<p>Leverages Fortune1000 business intelligence advantages without steep costs Intersourcing levels the playing field for smaller-to-medium sized firms benefiting from many of the same powerful tools and controls the larger corporations use to manage and maximize their workforce potential, without the staggering IT investments these bigger firms have made.</p>	<p>Enables flexibility without huge upfront costs UltiPro through Intersourcing can be as robust or as streamlined as desired, depending upon a company's size, processes and expected growth. The integration of all HRMS/HCM initiatives, resulting in deeper functionality, is another benefit of Intersourcing.</p>
<p>Prevents high costs of obsolescence With technology lifecycles now measured in months, not years, Intersourcing shields against the significant financial costs of upgrading outdated technology or software.</p>	<p>Reduces training time and turnover costs Intersourcing eliminates costly training of new hires or existing teams whenever the software changes. With IT worker-replacement costs at roughly 1.5 to 2 times the annual salary, plus double-digit placement fees, sign-on bonuses for in-demand skills, relocation costs, and higher-than-average annual increases, in-house system costs mount rapidly.</p>
<p>Drives sharper decision making The real-time speed and in-depth analytics assure faster, more confident decisions on staffing, budgeting, and funding, all of which directly impact a company's bottom line.</p>	<p>Frees up office space Without cumbersome system hardware and servers, companies gain more usable workspace for employees.</p>
<p>Frees up talent and time Rather than losing hundreds, even thousands of employee hours installing, managing and troubleshooting systems, Intersourcing users can focus more on greater company efficiencies and profits.</p>	<p>Enhances work autonomy, results, and satisfaction While a service bureau can only process specific payroll and benefits functions, Intersourcing capabilities can actually elevate a team's total productivity far beyond the specific tasks themselves.</p>
<p>Increases productive time Intersourcing frees up entire work days by reducing or eliminating time-intensive tasks like manual printing and distribution of direct deposit information. HR professionals save hours of time answering employees' telephone and email queries about payroll and benefits information. With Intersourcing, all employees access their up-to-date information online.</p>	<p>Empowers Employees Equipped with best-in-class operating systems, software, reporting tools and processes, employees not only reduce their job frustrations and increase their capabilities, but also boost their confidence and self-reliance. That in turn increases job satisfaction, innovative thinking and professional growth – potential benefits to the bottom line.</p>
<p>Eliminates cost of internal disaster recovery On-premise disaster recovery systems are very expensive to maintain. With Intersourcing, Ultimate Software provides and maintains a first-class disaster recovery system, relieving businesses of this cost.</p>	<p>Delivers top-notch security with no added cost Most companies would find it cost-prohibitive to match the functionality of Intersourcing's security system.</p>