

Post-Recording Correction:

In the recording (at 2:44), slide 9 lists the Employee Summary page as a fully configurable page, but it is not configurable. The Private Info page is fully configurable. Refer to the corrected slide on page 9 of this PDF for an accurate list of fully configurable pages.



To listen to a recording of this webcast, [click here](#).

Ultimate

SOFTWARE

People first.



UltiPro 2016 Fall Release Human Resources and Talent

Version: 12.1.2

Presenter: Christopher Pacini
Susan Grier

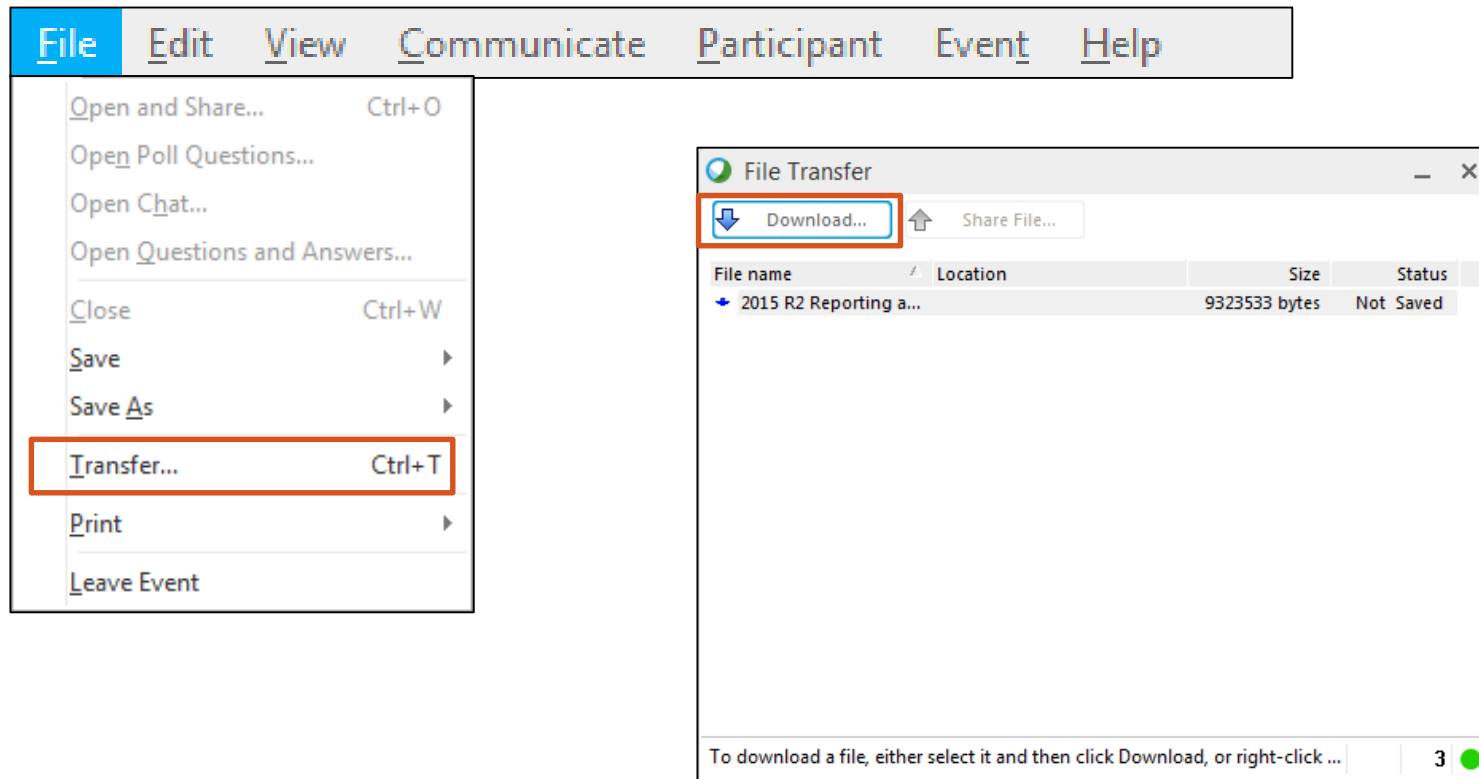
Phone: 877.605.6482

Passcode: 1069682

Commonly-Asked Questions

Question: How do I download the presentation slides file?

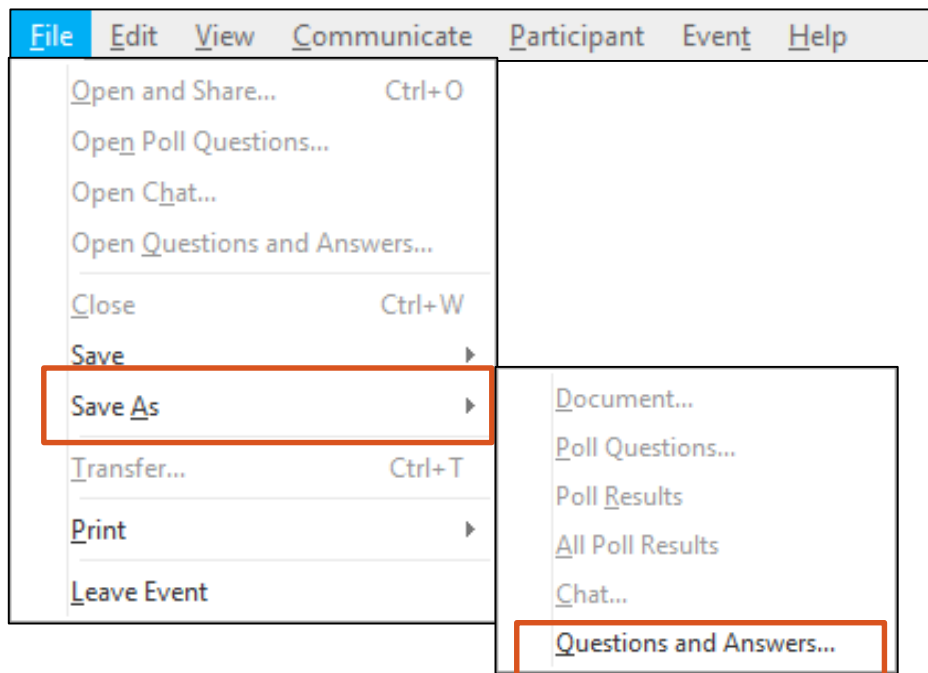
Answer: From your WebEx session, select File > Transfer. From the File Transfer window, select the file and then select Download. Enter the site in which to save the file and select Save.



Commonly-Asked Questions

Question: How do I obtain the questions and answers asked during this session?

Answer: From the WebEx session, select File > Save As > Questions and Answers. Enter the site in which to save the questions and answers and select Save.



Access Audio

Broadcast Audio Stream

(computer speakers)



Note: Audio stream includes “listen only” mode. If audio stream is not working, call the webcast toll free number.

Phone

- Webcast Toll Free Number:
1-877-605-6482
- Webcast Passcode:
1069682



Note: Phone lines have been muted for this call. You have been placed in a “listen only” mode for presentation purposes.

Ask Questions

1. Select Q&A at the top of your screen.
2. Enter your question in the text box next to the Send button.
3. Select All Panelists from the Ask drop-down list, and select Send.

Note: Panelists will attempt to answer all questions during the webcast. Presentation slides and recording will be published.



Agenda

- Human Resources
- Talent

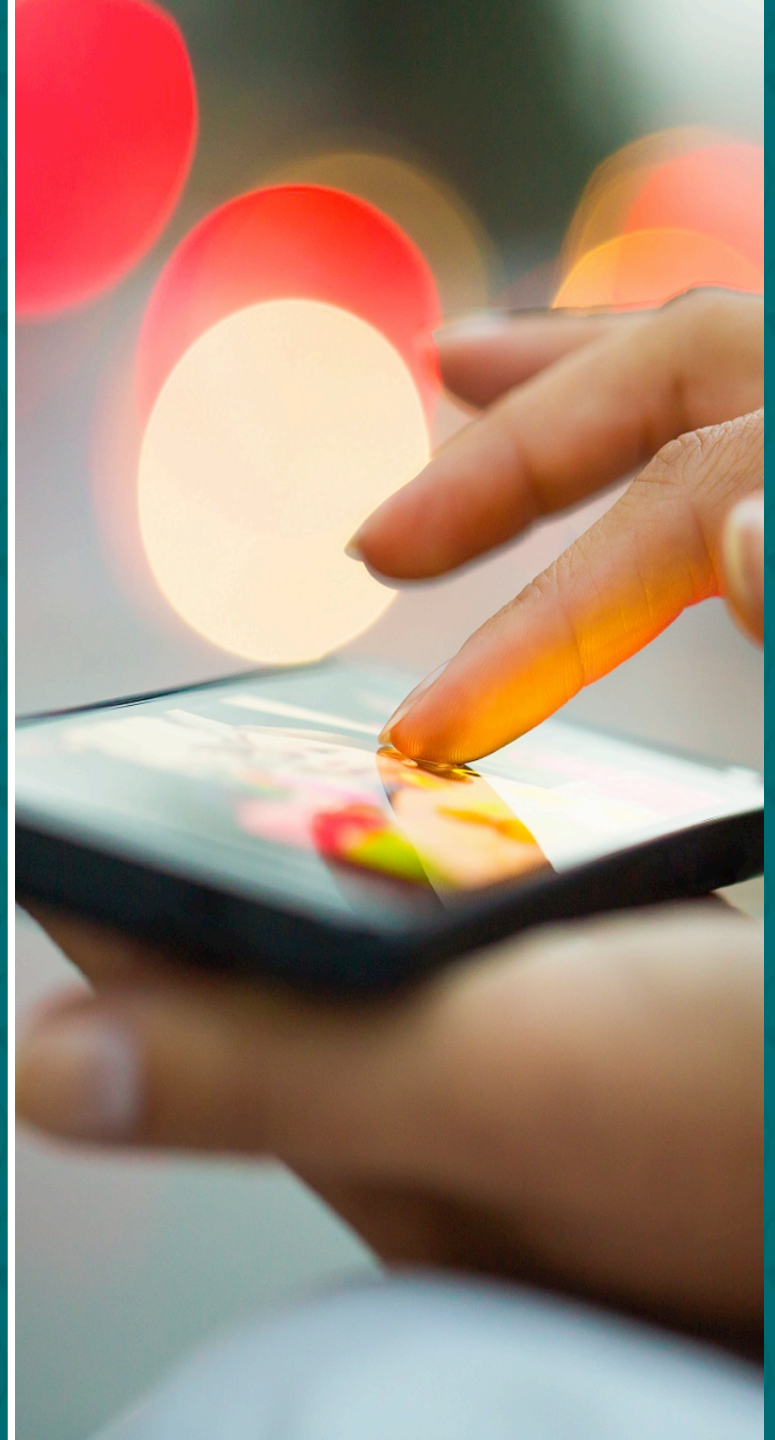
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Human Resources



Human Resources

- Configurable Employee Pages
- Viewable Employment Documents in UltiPro
- Enhanced Organization Chart
- Accessible Predictive Analytics
- Add a Beneficiary

Configurable Employee Pages

Fully Configurable Employee Pages

- **Dates Page in New Hire Work Event**
Menu > My Team > My Employees > Things I Can Do > Add Employee (Hire/Rehire)
- **Status/Key Dates Page**
Menu > My Team > My Employees > select employee > Personal
- **Compensation Summary Page**
Menu > My Team > My Employees > select employee > Jobs > Compensation
- **Secondary Jobs**
Menu > My Team > My Employees > select employee > Jobs > Organization
- **Private Info Page**
Menu > My Team > My Employees > select employee > Personal > Private Info

Note: The Platform Configuration feature must be turned ON to configure pages in UltiPro.

Configurable Employee Pages

Types of Changes

- Configure page layout (add new sections, remove existing sections)
- Add fields
- Change field labels
- Apply policies
 - Show or Hide fields on the page
 - Apply field-level security
 - Apply validations

Add Fields to Global Employee Page

Add Address and Nationality Fields

Menu > System Configuration > Platform Configuration

- Employee Nationality2 and Nationality3
- Address Line3 and Line4

Add/Change Global Employee
UEL Italy

UltiPro

Employee Information

Company: UEL Italy

Operating country: Italy

National ID: [input field]

Employee Information

Prefix: [input field]

First name: [input field]

Address

Country: [input field]

Address: [input field]

Address 2: [input field]

Line3: [input field]

Line4: [input field]

City: [input field]

Navigation: back, next, save, cancel, print

Left Menu: Employee Information, Job/Compensation, Summary, Nationality 2 and Nationality 3, Address Lines 3 and Lines 4

Feature Benefits

- Enables quick changes to UltiPro pages
- Saves time and money
- Minimizes need for custom programs
- Supports streamlining your business processes
- Extends the UltiPro solution to provide a more comprehensive solution to suit your business needs

Learning Resources

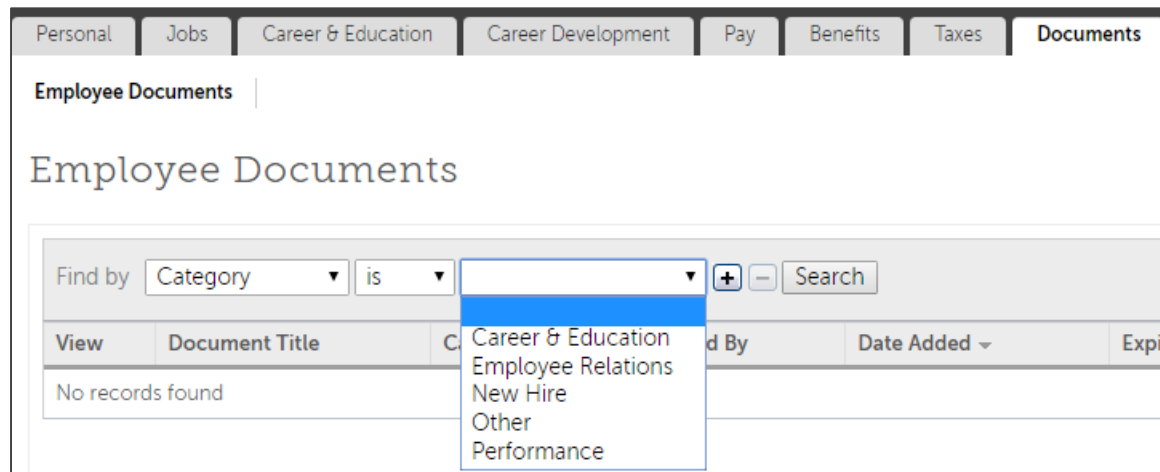
Title	Description	Resource Type	New or Update
Platform Configurability Resources	Provides a set of resources, including recorded webcasts, job aids, and a guide, which cover how to add and manage new fields.	All types	Update

Viewable Employment Documents in UltiPro

Employment Documents Uploaded using Onboarding

Menu > My Team > My Employees > select employee > Documents > Employee Documents

- Forms I-9
- Tax Forms
- Policy Documents
- Resumes

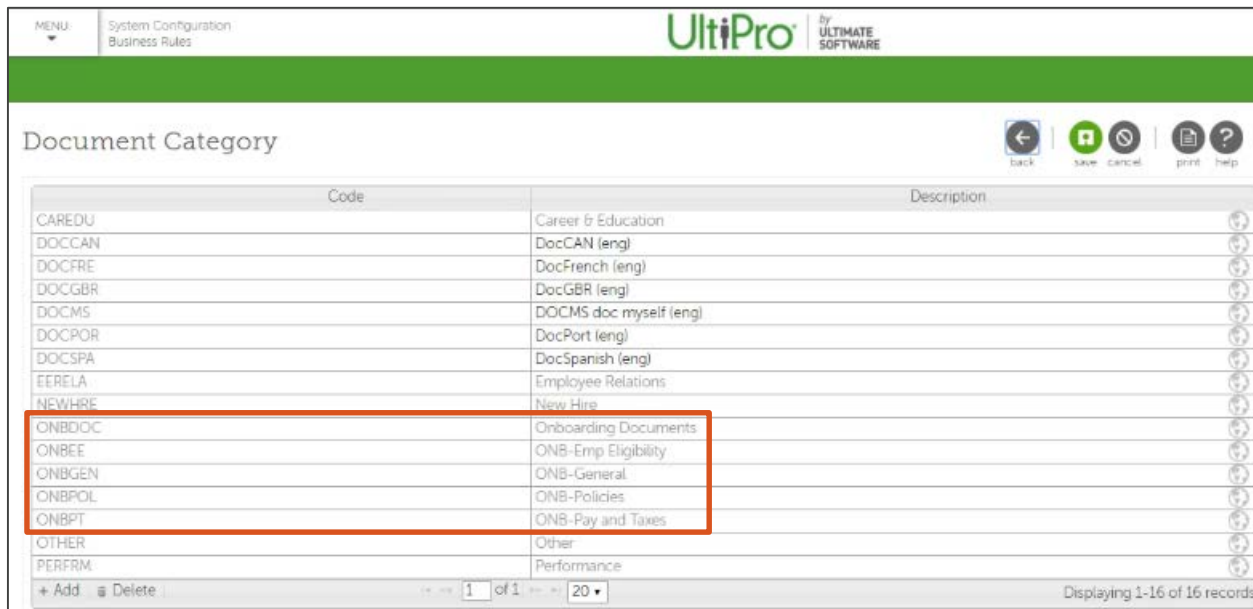


The screenshot shows the 'Employee Documents' page in UltiPro. At the top, there are tabs for 'Personal', 'Jobs', 'Career & Education', 'Career Development', 'Pay', 'Benefits', 'Taxes', and 'Documents'. Below the tabs, the page title is 'Employee Documents'. A search bar is visible with the text 'Find by' followed by a dropdown menu set to 'Category', the word 'is', another dropdown menu, and a 'Search' button. A dropdown menu is open, showing the following options: 'Career & Education', 'Employee Relations', 'New Hire', 'Other', and 'Performance'. Below the search bar, there is a table with columns for 'View', 'Document Title', 'Created By', 'Date Added', and 'Expires'. The table currently displays 'No records found'.

Note: To view documents on the employee documents page that were uploaded with the Onboarding solution, web access rights must be enabled for applicable roles.

Viewable Employment Documents in UltiPro

- The Document Category Business Rule
 - Includes the list of Onboarding Document Types



The screenshot shows the 'Document Category' page in the UltiPro system. The page header includes 'System Configuration Business Rules' and the UltiPro logo. The main content is a table with two columns: 'Code' and 'Description'. The table lists various document categories, with 'ONBDOC' (Onboarding Documents) highlighted by a red box. The table also includes a 'Delete' button and a pagination control showing '1 of 1' records.

Code	Description
CAREDU	Career & Education
DOCCAN	DocCAN (eng)
DOCFRE	DocFrench (eng)
DOCGBR	DocGBR (eng)
DOCMS	DOCMS doc myself (eng)
DOCPOR	DocPort (eng)
DOCSPA	DocSpanish (eng)
EERELE	Employee Relations
NEWHIRE	New Hire
ONBDOC	Onboarding Documents
ONBEE	ONB-Emp Eligibility
ONBGEN	ONB-General
ONBPOL	ONB-Policies
ONBPT	ONB-Pay and Taxes
OTHER	Other
PERFRM	Performance

Enhanced Organization Chart

Configure the Organization Chart Settings

Menu > System Configuration > System Settings > Organization Chart Settings > Edit

- Customize the Person and Detail Cards
- View Employees in Multiple Component Companies
- Change Job, Organization, and Supervisor
- Full Screen View

Area	CollapseAll	ExpandAll	Add	View	Edit
System Configuration			<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
System Settings				<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Predictive Analytics				<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Exports				<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Payroll Settings				<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Organization Chart Settings				<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

Preview window for Detail Card

Detail Card ON

Indirect Report Count ON

Name Format
First Name, Last Name

Job description
Company
Work phone
Location
Work extension
Home phone

Select tab to customize each card

Preview window for Person Card

First Name, Last Name
Job description
Location

Details
Company: Company name
Department: Department
Work phone: Phone Number
Work extension: Extension
E-mail: E-mail address
Manager: Manager
Region: Region
Division: Division
Establishmnt: Establishmnt



Enhanced Organization Chart

Customize the Person Card

- Display Photo, Gray Thumbnail, or No Image
- Direct and Indirect Report Count



Number of Direct/Indirect Reports

Enhanced Organization Chart

Configure Person Card Fields

Menu > System Configuration > System Settings > Organization Chart Settings > Edit > Person Card

Person Card

• Employee Photo

- Hide (no image)
- Show (gray thumbnail)
- Show (photo image)

• Name

- 3 formats

Name Format

- First Name, Last Name
- First Name, Last Name
- Last Name, First Name
- First Name, M. Last Name

• Direct Report Count

- On, by default

• Indirect Report Count

- On, by default
- Turn On or Off

Indirect Report Count ON

• Person Card Fields

MENU System Configuration System Settings UtiPro by ULTIMATE SOFTWARE

Employee Display Color Logo Reporting Auditing Compensation Settings PTO Benefit Plans Year-End PPACA Report

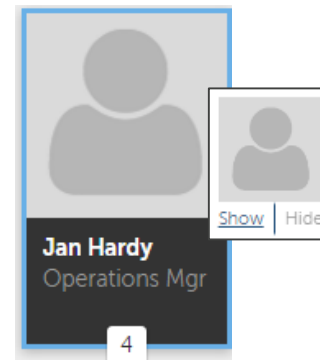
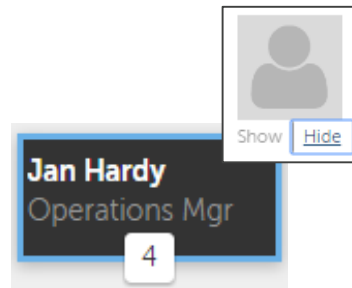
Employee Settings

National ID (SSN/SIN)
Company: UEL Corporate
 Suppress National ID (SSN/SIN) ?

Web User Status
 Active upon new hire
 Suspended upon termination
 Assign terminated default role upon termination

Employee Directory Level
 Display employees from all component companies
 Display employees from within the same component company

Employee Photos
 Enable employee photo upload and display



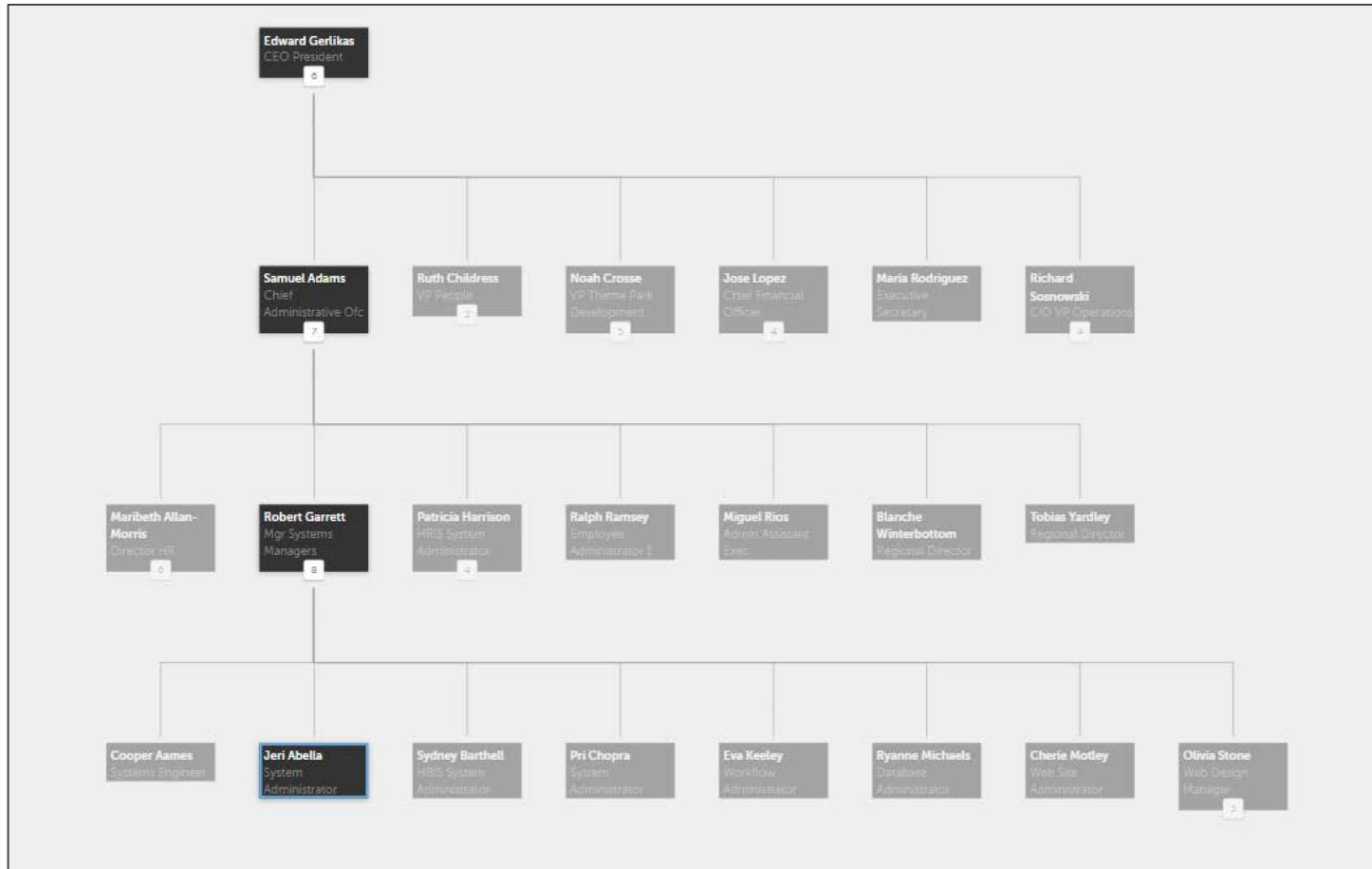
Direct/Indirect Report Count



Enhanced Organization Chart

View Organization Chart without Photos

Menu > Myself > My Company > Organization Chart Settings > Edit > Person Card

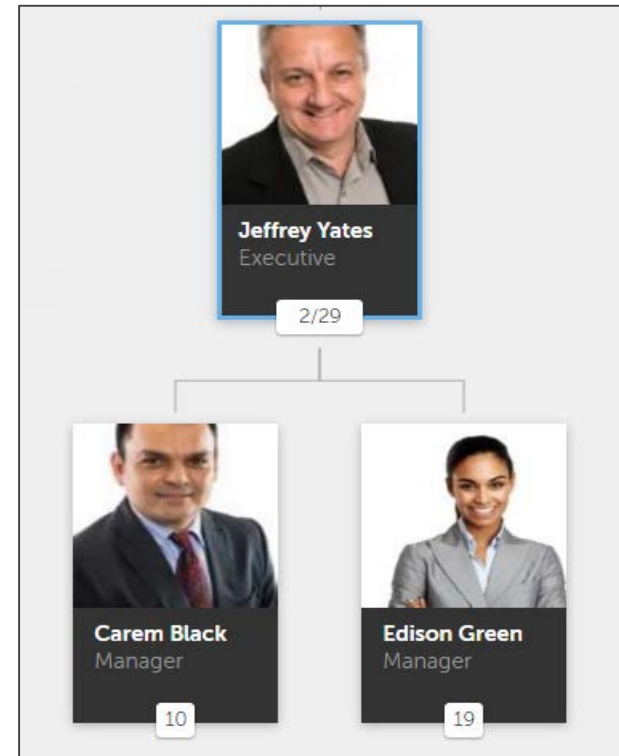


Enhanced Organization Chart

View of Indirect Report Count in Organization Chart

Detail Card ? ON

Indirect Report Count ? ON

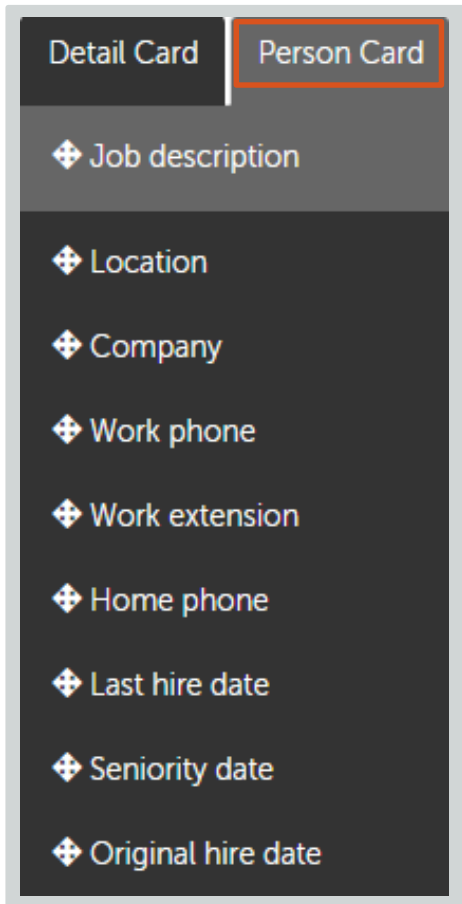


Enhanced Organization Chart

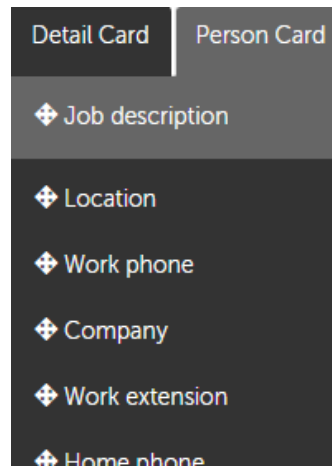
Set the Display Order of Person Card Fields

Menu > System Configuration > System Settings > Organization Chart Settings > Edit > Person Card

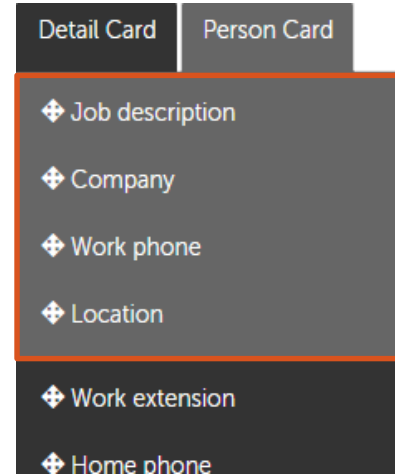
Person Card Tab



Before

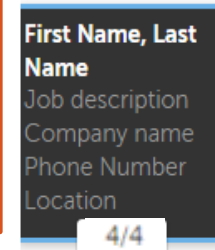


After



Select icon and drag to move fields Up or Down into gray area

Fields in gray area display on customized Person Card



Preview window updates to reflect changes

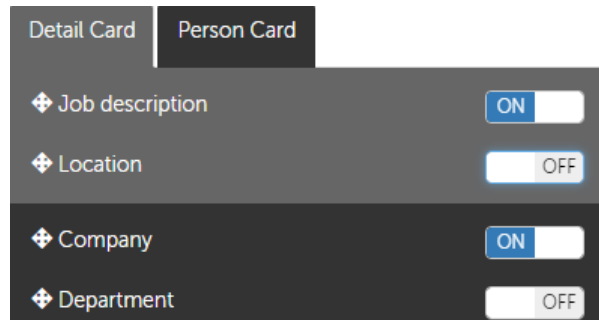
Enhanced Organization Chart

Customize the Detail Card

- Enable Detail Card

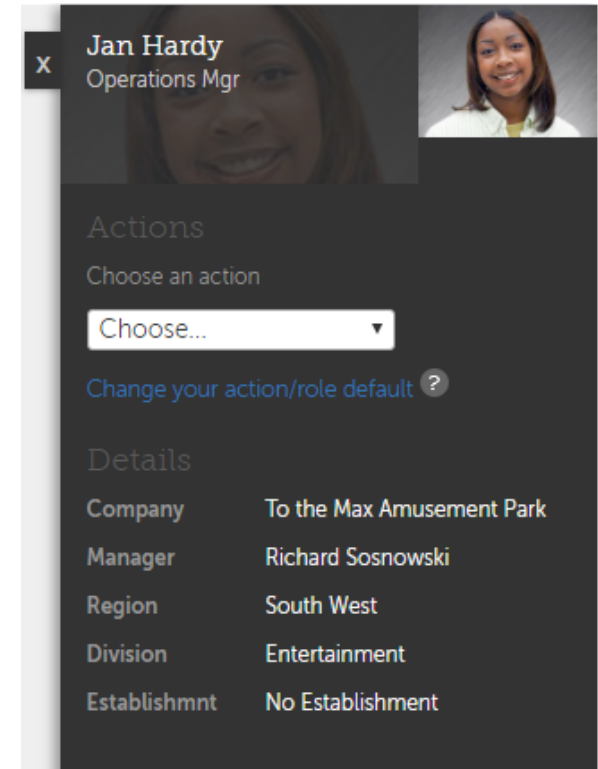


- Enable Fields for Display



- Set the Display Order of Fields

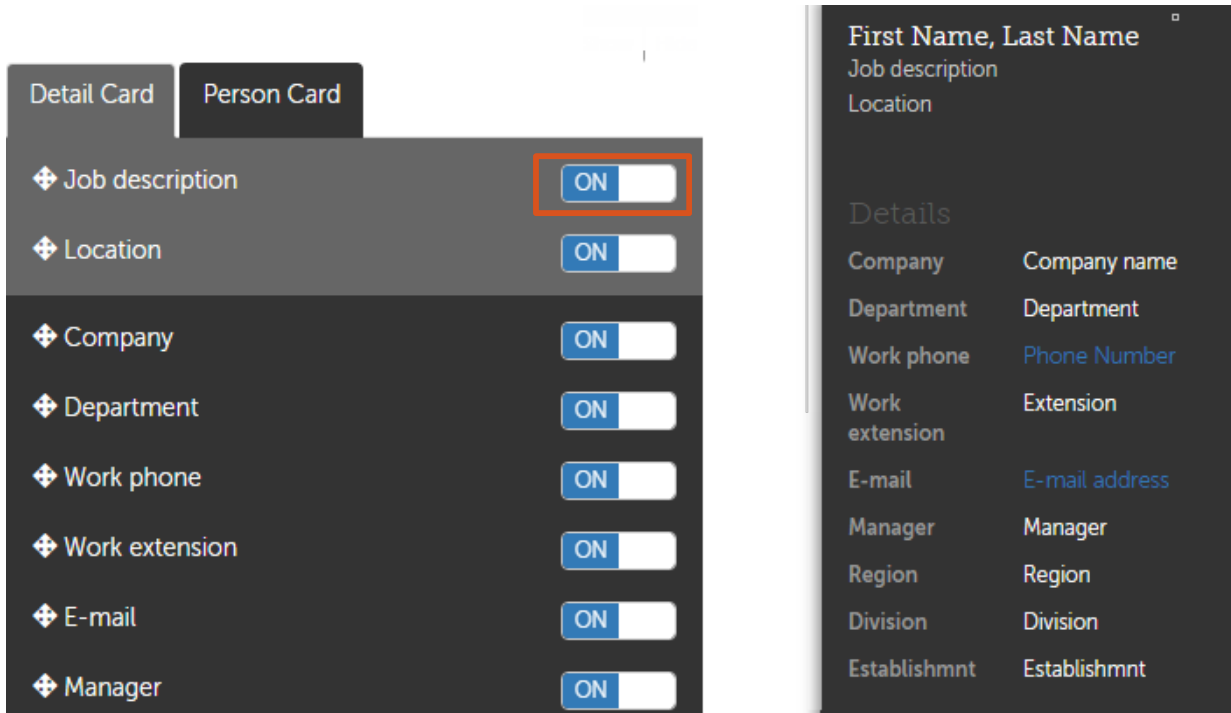
Detail Card



Enhanced Organization Chart

Enable Detail Card Fields and Set the Display Order

Menu > System Configuration > System Settings > Organization Chart Settings > Edit > Detail Card



The image shows a configuration interface for the 'Detail Card' in an organization chart. It features two tabs: 'Detail Card' (selected) and 'Person Card'. Below the tabs is a list of fields, each with a diamond-shaped icon and a toggle switch. The 'Job description' field's toggle is highlighted with a red box. To the left of the list, two orange arrows point up and down, indicating that the fields can be reordered. To the right, a preview window shows the resulting card layout with the selected fields displayed in a list format.

Field Name	Toggle Status
Job description	ON
Location	ON
Company	ON
Department	ON
Work phone	ON
Work extension	ON
E-mail	ON
Manager	ON

Preview window content:

- First Name, Last Name
- Job description
- Location
- Details
- Company: Company name
- Department: Department
- Work phone: Phone Number
- Work extension: Extension
- E-mail: E-mail address
- Manager: Manager
- Region: Region
- Division: Division
- Establishmnt: Establishmnt

Select icon and drag to move fields Up or Down

Slide buttons On or Off

Preview window updates to reflect changes

Enhanced Organization Chart

View Organization Chart with Photos and Detail Card

Menu > Myself > My Company > Organization Chart Settings > Edit > Person Card

Detail Card ↓

The screenshot shows an organization chart with three person cards. Richard Sosnowski (CIO VP) is at the top, connected to Jan Hardy (Operations Mgr) and Celene Sans (Shipping Clerk). A detail card is open for Jan Hardy, showing her photo, name, title, and location. The card also has an 'Actions' section with a dropdown menu and a 'Details' section with various fields.

Select the Person Card to display the Detail Card

Details	
Company	To the Max Amusement Park
Manager	Richard Sosnowski
Region	South West
Division	Entertainment
Establishmnt	No Establishment
Department	Operations

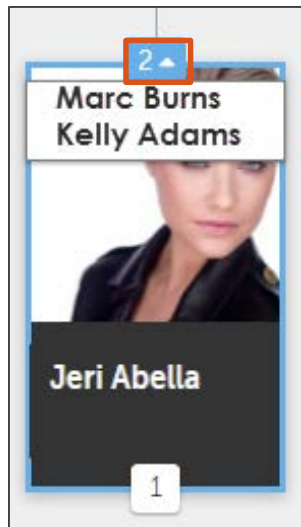
Enhanced Organization Chart

View Employees in Multiple Component Companies

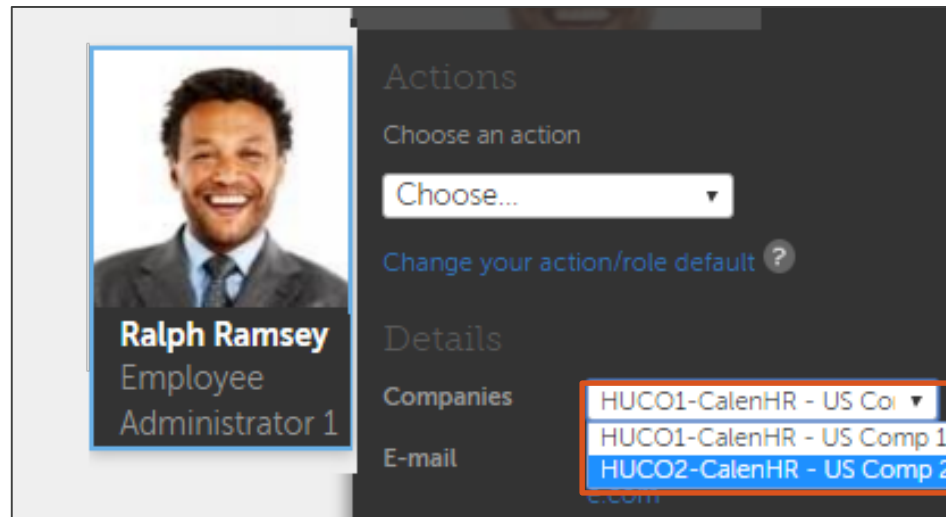
Menu > Myself > My Company > Organization Chart > select employee

- Select a different supervisor name from the Person Card menu for multi-hire employees; or
- Select a component company from the Detail Card's Companies menu

Person Card



Detail Card



Enhanced Organization Chart

Job, Organization, and Supervisor Changes

- Make changes directly in the organization chart
 - Changes based on role security and qualifiers
 - Supports multiple roles and menu access
- Work event launches from the Org Chart's Detail card
- Changes applied to employee record in real-time
- Uses workflow, if enabled

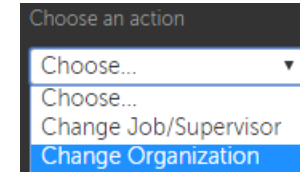
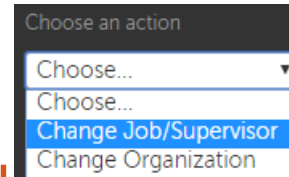


Enhanced Organization Chart

Choose an Action from the Menu

- Change Job/Supervisor
- Change Organization

Choose an action menu



A screenshot of the organization chart interface. It shows two employee cards: Richard Sosnowski (CIO VP) and Jan Hardy (Operations Mgr). A menu is open for Jan Hardy, showing the following actions: 'Choose...', 'Choose...', 'Change Job/Supervisor', and 'Change Organization'. The 'Change Organization' option is highlighted. Below the menu, details for Jan Hardy are listed: Company: To the Max Amusement Park, Manager: Richard Sosnowski, Region: South West, Division: Entertainment, Establishment: No Establishment, Department: Operations.

Two screenshots of the 'Change Job' and 'Change Organization' forms. The 'Change Job' form shows fields for Effective date, Reason, Supervisor, Location, Project, Home company, Time clock, Region, Division, Establishment, Department, National union, and Local union. The 'Change Organization' form shows fields for Effective date, Reason, Supervisor, Location, Project, Home company, Time clock, Region, Division, Establishment, Department, National union, and Local union. Both forms have 'save' and 'cancel' buttons.

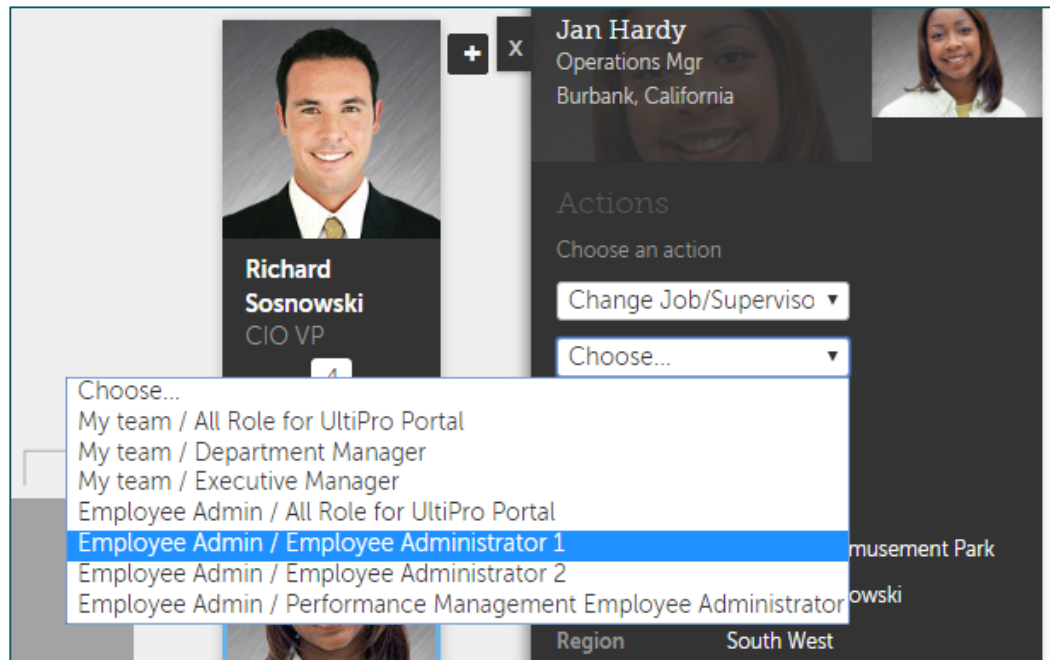
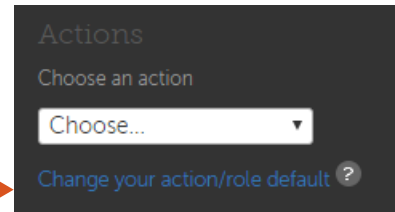


Enhanced Organization Chart

Choose an Action /Role Default from Menu

- Select a role to perform the action

Select blue link to change your action/role default →



Enhanced Organization Chart

Change Organization Work Event

MENU Myself My Company **UltiPro** by ULTIMATE SOFTWARE Jeri Abella | Company | To Do | Share Ideas | Help | Log Out

Company Info Electronic Forms Employee Directory **Organization Chart** UltimateSoftware.com Find...

Organization Change Organization

save reset cancel help

download

Effective	MM/DD/YYYY
Reason	
Supervisor	Richard M Sosnowski
Location	BURBNK - Burbank, California
Project	
Home company	To the Max Amusement Park
Time clock	
Region	SW - South West
Division	ENT - Entertainment
Establishmnt	NONE - No Establishment
Department	OPER - Operations
National union	
Local union	

Organization

Home Childress 2 People

Amusement Park
snowski

Enhanced Organization Chart

New Full Screen View Icon

The screenshot displays an organization chart interface. At the top left, the title "Organization Chart" is visible. A search bar is located at the top right. On the left side, there is a vertical toolbar with icons for home, full-screen view (highlighted with a red box), add, and minus. The main area shows a hierarchy starting with Cameron Bateman, Chief Executive (5 reports). His direct reports are Laura Gonzalez (Director of Associates, 9 reports), Raquel Knox (HR Admin, 4 reports), Iris Lake (Marketing Manager, 2 reports), Walker Steiner (Operations Director, 4 reports), and Julia Waltz (Purchasing). Below Raquel Knox, there are four more employees: Re Appleton (Accounting Associate), Edith Phillips (HR & Benefits), Darla Runyon (Payroll Admin), and Sarah Stuckley (Legal). On the right side, a details panel for Raquel Knox is open, showing her profile picture and a list of actions and details.

Organization Chart Hierarchy:

- Cameron Bateman** (Chief Executive, 5 reports)
 - Laura Gonzalez** (Director of Associates, 9 reports)
 - Raquel Knox** (HR Admin, 4 reports)
 - Re Appleton** (Accounting Associate)
 - Edith Phillips** (HR & Benefits)
 - Darla Runyon** (Payroll Admin)
 - Sarah Stuckley** (Legal)
 - Iris Lake** (Marketing Manager, 2 reports)
 - Walker Steiner** (Operations Director, 4 reports)
 - Julia Waltz** (Purchasing)

Details for Raquel Knox:

- Company:** USA UX Company 1
- E-mail:** Knox@company.com
- Manager:** Cameron Bateman
- Region:** Region1 US
- Branch:** Branch1 US
- Division:** Division1 US
- Department:** Dept1 US



Feature Benefits

- Provides ability to easily visualize and locate supervisors, direct, and indirect reports
- Provides configurable format to support business needs
- Provides managers with a quick way to make job, supervisor, and organization changes

Learning Resources

Title	Description	Resource Type	New or Update
Configure and Review the Organization Chart	Provides step-by-step instruction on how to configure and review the organization chart.	Guide	Updated

Accessible Predictive Analytics

Predictive Analytics on the Employee Summary page

Menu > My Team > My Employees > find employee > Employee Summary

The screenshot displays the Employee Summary page for Maribeth Allan-Morris. The page is divided into several sections:

- Header:** Includes a profile picture of Maribeth Allan-Morris, her name, title (Director HR), phone number (323) 935-4444, and email address (Mallanmorris@uelcorp.com). There are also icons for print and help.
- Personal Information:** A section containing fields for Name, Preferred, Employee number, Time clock, and Address.
- Job:** A section containing fields for Job, Status, As of, Supervisor, Pay group, Employee type, and Full/Part time.
- Predictive Analytics:** A section containing fields for Retention Score and High Performer Probability.

The Predictive Analytics section is highlighted with a red box. It shows the following data:

Metric	Value
Retention Score	99.5% as of 08/01/2016
High Performer Probability	14% since 03/01/2016

Accessible Predictive Analytics

Enable Predictive Analytics

Menu > System Configuration > System Settings > Predictive Analytics

The screenshot shows a web application menu with a dark green sidebar on the left and a main content area. The sidebar contains icons for Home, Inbox, Learning Center, Customer Success Portal, and Go To Assist. The main content area is divided into sections: MYSELF, MY TEAM, ADMINISTRATION, SYSTEM CONFIGURATION (highlighted with an orange border), and a partially visible section to the right. Under SYSTEM CONFIGURATION, there are sub-sections: System Settings (with Predictive Analytics highlighted), Security, Federated SSO, Taxes, Company Setup, Talent Management Setup, Time Entry Setup, Payroll Setup, and Deduction Goal Update. The 'Predictive Analytics' item is also highlighted with an orange border.

MENU	MYSELF	MY TEAM	ADMINISTRATION	SYSTEM CONFIGURATION	
Home	Content Management Gadgets		System Settings Employee Display Color Logo Reporting Auditing Compensation Settings PTO Benefit Plans Year-End PPACA Reporting Settings	Security Security Dashboard User Administration Role Administration IP Filtering Web Services Service Account Administration Security Settings Multi-Factor Authentication Security Notifications	Federated SSO SSO Users Setup Direct Login
Inbox	Platform Configuration Platform Configuration Classes Data Services Pages Labels Rules		Page Links Exports Payroll Settings Organization Chart Settings	Workflow Administration Workflow Summary Requests Out of Office Workflow Notifications Business Processes	Application Connections SSO Partner Company Setup Celergo Yammer Learning Management Systems
Learning Center			Business Rules	Employee Timesheet Setup Integration Status Integration Configuration	Taxes Employee Withholding Forms (W-4) PA Tax Collection Districts Smart Tax Search
Customer Success Portal					Company Setup
Go To Assist					Talent Management Setup Talent Management
					Time Entry Setup Time Entry Templates
					Payroll Setup Payroll Models
					Deduction Goal Update

Accessible Predictive Analytics

Enable Predictive Analytics

Menu > System Configuration > System Settings > Predictive Analytics

Predictive Analytics

Choose information to display on the Employee Summary page. If you have Ultipro Talent Management, these will also display on the Talent Card, the employee Talent Factors page, and the Employee Compare page (if Succession Plans are enabled).

- Retention Score
- High Performer

Configure settings to calculate predictive analytics for reporting on employee retention scores (Predictive Retention Score Report) and high performers (High Performer Employee Listing).

Retention Score ON

Indicates the likelihood an employee will stay with the company in the next 12 months based on an algorithm consisting of demographics, benefits, job history, compensation, previous employment, and education data. A low retention score indicates a low probability the employee will stay; a high retention score indicates a high probability the employee will stay.

Display a warning when an employee's score is less than or equal to % ?

High Performer ON

Identifies individuals who have consistently been in the top 8-15% of all performers for at least two years (based purely on relative compensation history) or the probability of individuals becoming high performers. These algorithms are entirely quantitative and independent of any performance review ratings. High scores indicate a high probability the individual will become a high performer.

Feature Benefits

- Provides insight to help you identify, engage, and retain top talent and potential high performers in your organization
- Enables reporting on key talent data using Business Intelligence reporting

Add a Beneficiary

- Open Enrollment and Life Event Plans
 - To elect plan, must first add a beneficiary to employee record

About This Life Event	EEViewDesc GTL - Eng
Verify Beneficiary And Dependent Information	
Dental	Select a Plan
EEViewDesc GTL - Eng	Use the options below to choose or decline a plan.
Long Term Disability	Type message for GTL that contains a hyperlink: http://www.metlife.com/ (Eng)
Confirm Your Elections Or Changes	<input type="checkbox"/> I decline EEViewDesc GTL - Eng plans.
	In order to elect this plan, you must first add a beneficiary to your employee record
	<input type="radio"/> Ben Amt Calc rule is an expression(BAEXP)
	Benefit Amount
	Calculation rate <input type="text" value="0.0000"/>

Learning Resources

Title	Description	Resource Type	New or Update
Use Predictive Analytics to Assess and Retain Top Talent	Provides step-by-step instructions on how to enable and interpret Predictive Analytics.	QuickTips (PDF)	Update
Business Intelligence Reporting with Predictive Analytics	Provides step-by-step instructions for running reports on predictive measures such as Employee Engagement, High Performer Probability, and Retention Score. Also includes information on how to evaluate results and take preventive action.	QuickTips (PDF)	Update

Learning Resources

■ Subscribe to Newswires

– Stay up-to-date with latest UltiPro changes using the Communications Preference Center

– Subscribe Steps

1. From the Customer Success Portal Home page, select Communications Preference Center in the Stay Connected section.
2. Check the applicable boxes and select Update My Preferences.

The image shows two overlapping screenshots from the UltiPro system. The background screenshot is the 'Customer Communication Preferences' page, and the foreground screenshot is a 'NEWSWIRE' announcement.

Customer Communication Preferences

Please send me information about my UltiPro solutions:

- Compensation Management
- Onboarding
- Recruiting
- Salary Planning and Budgeting
- UltiPro Core HR/Payroll

I'd also like to receive information about:

- Learning opportunities and other educational resources
- Connections customer conference updates

NEWSWIRE

The 2016 Spring Release (v12.1.1) is coming soon. See what's being delivered so you can prepare for the new and enhanced UltiPro® features.

[Review the Spring Release Highlights today!](#) This easy-to-read, high-level overview helps you learn about new features and enhancements to the specific areas of UltiPro most relevant to you and your organization. You can also download the full summary.

To access the 2016 Spring Release Highlights, go to the Customer Success Portal:

- Home page under Announcements
- Library under Ultimate Software and UltiPro > UltiPro Releases > UltiPro 2016 Spring Release (V12.1.1) – Release Notes and Supporting Information

Agenda

- Performance Management
- Career Development
- Talent Management

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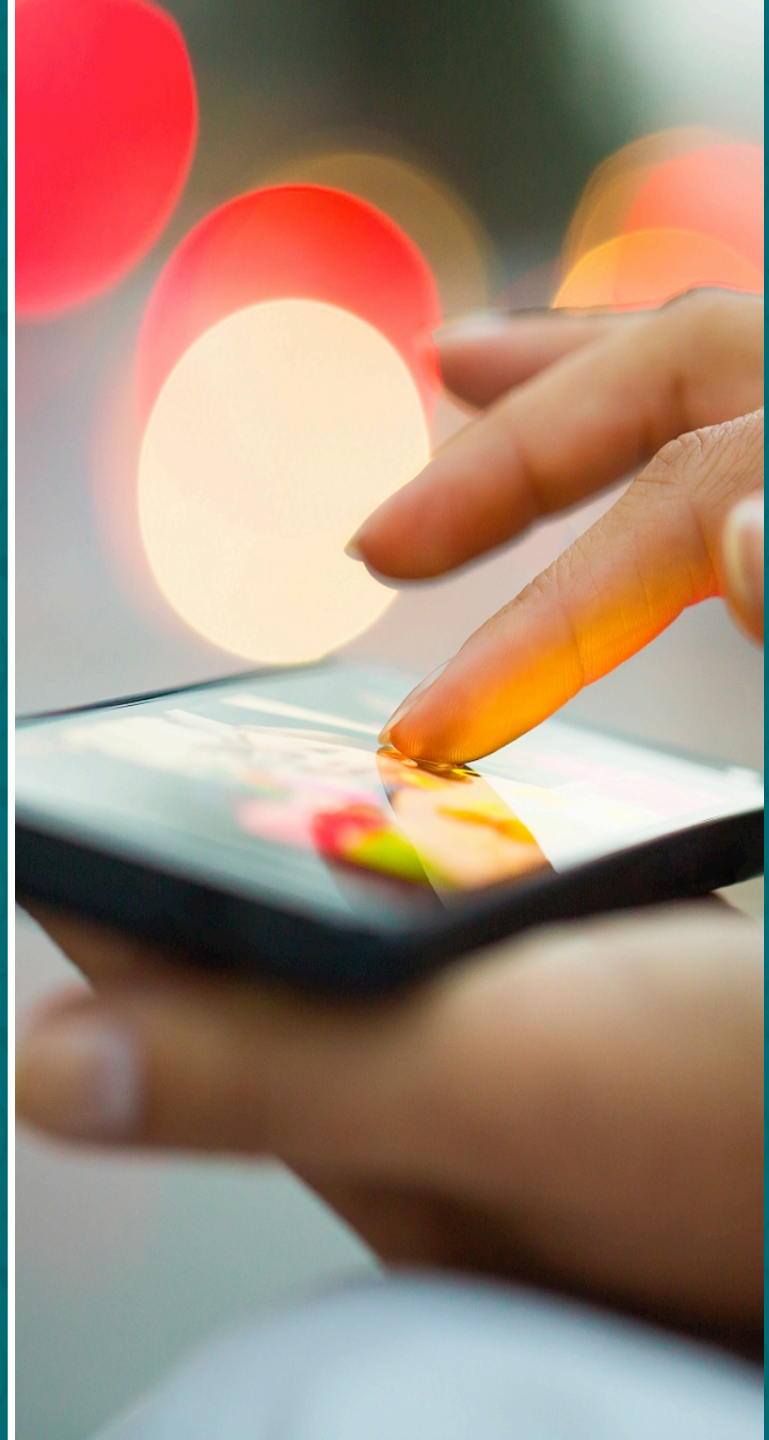
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Performance Management



Performance Management

- Goal Planning and Collaboration
 - Goal Setting
 - Goal Collaboration
 - Submit a Goal Plan
 - Talent Dashboard
 - Send Back to Employee, Approve Goals or Goal Plan
 - Goal Plan Administration
 - Goal Assignment Information and Export
 - Distribute Reviews with Goal Plans

Feature Benefits

- Provides a simple way for employees and managers to collaborate in the goal setting process with a single view into all employee goals using goal plans
- Connects the goal setting process to a specific Review Period
- Reduces the amount of time spent approving each goal separately for every employee
- Enables managers to modify goals and send back to the employee for review
- Provides e-mail notifications and reminders in the process
- Enables export of goal planning process information
- Simplifies attachment of goals and selection of employees for review distribution



Learning Resources

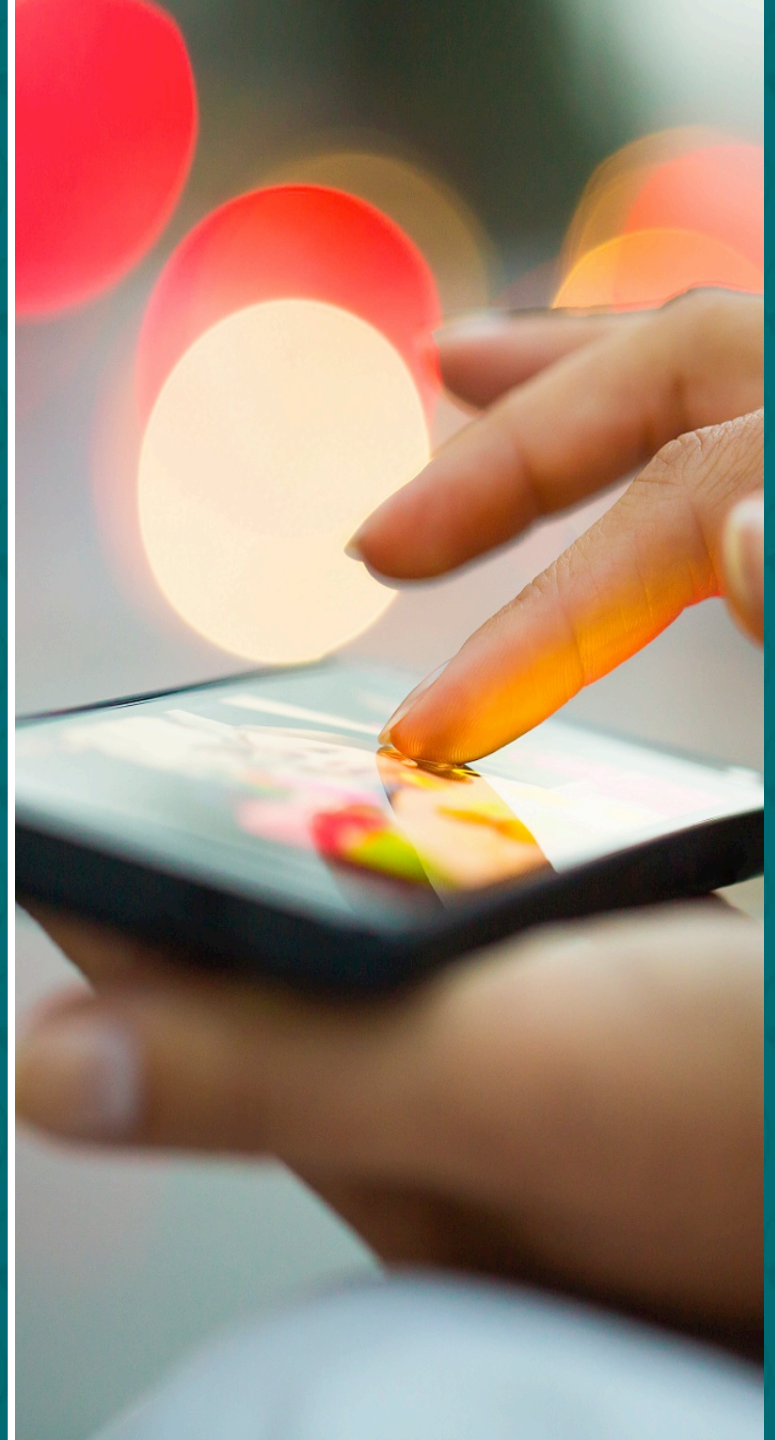
Title	Description	Resource Type	New or Update
Create and Administer Goal Plans	Provides step-by-step instructions on how to create review periods, create goal plans, assign goal plans, export goal assignment information, and distribute goal plans on a performance review.	QuickTips (PDF)	New
Collaborate on Goal Plans for Managers	Provides step-by-step instructions on how to collaborate with your employees during the goal setting period. Includes how to add goals, comment, submit, send back, and approve goal plans.	QuickTips (PDF)	New
Collaborate on Goal Plans for Employees	Provides step-by-step instructions on how to collaborate with your manager during the goal setting period. Includes how to add, comment, and submit a goal plan.	QuickTips (PDF)	New
Configure the Goal Plan Feature	Provides step-by-step instructions on how to configure business rules and role-based security for the Goal Planning feature.	QuickTips (PDF)	New
Configure the Performance Management Feature	Provides step-by-step instructions on how to configure all aspects of Performance Management, including the new Goal Planning feature.	QuickTips (PDF)	Update



Upcoming Webcasts

- Session 1: Goal Planning and Collaboration
 - Date: Wednesday, November 2nd
 - Time: 3:00 pm EST
 - <https://ultimate.webex.com/ultimate/onstage/g.php?MTID=e63b46a1ae7b7a78e4441c3ac5e70b95e>
- Session 2: Goal Planning and Collaboration
 - Date: Thursday, November 3rd
 - Time: 2:00 pm EST
 - <https://ultimate.webex.com/ultimate/onstage/g.php?MTID=e3513e8eb725bdc8ebf276216c65337eb>

Career Development



Career Development

- Learning Management Systems
 - Renamed Page
 - Updated Settings Page

Learning Management Systems

Learning Management Systems Summary

Menu > System Configuration > Application Connections > Learning Management Systems

Before

CERTPOINTVLS Settings

add print help

Find by Code starts with Search

Company Name	Integration Status	User Sync Status	Hierarchy Level	CERTPOINT URL
No records found				

Now

Learning Management Systems

add print help

To configure integration for Learning Management Systems, select Add. To view/modify the settings for a company that is already configured, select the company name link.

Find by Company name is Search

Company Name	Provider	Integration Status	User Sync Status
No records found			

Learning Management Systems

Learning Management Integration Settings

Menu > System Configuration > Application Connections > Learning Management Systems > Add

Add/Change Learning Management Systems Settings save cancel print help

Provider Details

Select a Learning Management System to integrate with.
TTN Learning

TTN Learning courses appear once the integration is enabled. This integration is available only to TTN customers.
Note: To enable the integration from the TTN side, your designated API Key must be communicated to your TTN representative.

Configuration Details

Company	Available	Selected
	UEL Mexico UEL Corporate UEL Italy Peake Healthcare Systems To the Max Amusement Park Maxines Restaurant Another World Electronics	

Integration Status OFF

Client Domain

Add/Change Learning Management Systems Settings save cancel print help

Provider Details

Select a Learning Management System to integrate with.
Infor Learning

Infor Learning courses appear once the integration is enabled. This integration is available only to Infor customers.
Note: To enable the integration from the Infor side, your designated API Key must be communicated to your Infor representative.

Configuration Details

Company

Integration Status OFF

API Key 3XEUW ?

User Sync Settings

Complete the Infor Learning fields to synchronize employee information.

User Sync Status OFF

Infor URL ?

User Name ?

Password ?

Hierarchy Level ?

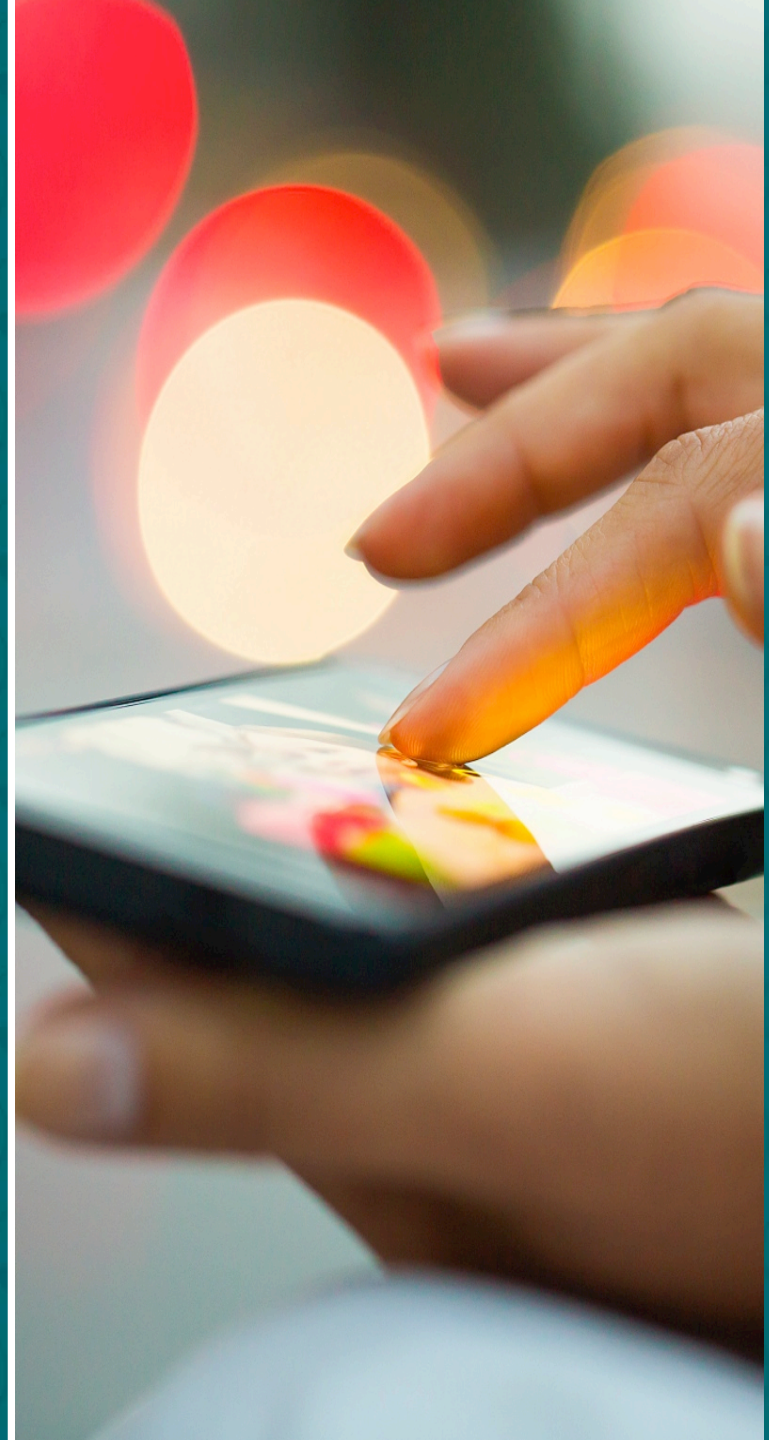
Feature Benefits

- Provides a simple way to configure settings to integrate Learning Management System with UltiPro
- Provides one location where Learning Management System integration information is maintained

Learning Resources

Title	Description	Resource Type	New or Update
Configure Infor Learning Management System Settings in UltiPro	Provides information on how to configure UltiPro Career Development to integrate with Infor.	QuickTips (PDF)	Update
Configure TTN Élan Learning Management System Settings in UltiPro	Provides information on how to configure UltiPro Career Development to integrate with TTN Élan.	QuickTips (PDF)	Update

Talent Management



Talent Management

- Leadership Actions
 - Rich Text Format


Leadership Actions

Rich-Text Format Description

Menu > System Configuration > Business Rules > search > Leadership Actions > Add

Add/Change Leadership Action

save cancel | print help >

Title • Provide opportunities to eng 

Description

B *I* U ~~S~~ [List Icons] [Link Icon] [Unlink Icon] [Minus Icon]

Formats ▾ Font Sizes ▾ [Cut] [Copy] [Paste] [Link] [Unlink] [Minus]

Provide opportunities to engage in candid conversations. Encourage employee to be open about their experiences, opportunities, and goals within the organization. It is recommended this an informal conversation and if at all possible in a casual setting away from the office. Make it a fun experience for the employee.

Some ideas include:

- A local coffee shop
- A favorite ice cream spot
- A candy shop

Status • Active ▾

Category • Meaningful Work ▾

Leadership Actions

Rich-Text Format Description

Menu > My Team > Talent Management > Talent Dashboard > My Leadership Actions > To Do > select action > select Question Mark icon

The screenshot displays the 'My Leadership Actions' page for Maribeth Allan-Morris. The page is divided into two main sections: 'Browse Action Categories' and 'To Do'. The 'Browse Action Categories' section lists various categories such as '1 year tenure', '3 month tenure', '5 year tenure', '6 months tenure', 'Achievement', 'Autonomy & Freedom', 'Collaboration', and 'Difficult Conversations'. The 'To Do' section contains an 'Add an Action' form with a search dropdown, a due date field, and an 'Add' button. Below the form, a list of actions is shown, with the first item, 'Provide Opportunities for Candid Conversations', highlighted in yellow and enclosed in a red box. This item has a question mark icon, an edit icon, and a delete icon. Below the list is a section for 'COMPLETED ACTIONS'.

My Leadership Actions

back | print | help

Maribeth Allan-Morris

Leadership Actions inspire you to plan activities that will help engage your direct reports.

Browse Action Categories

- ▶ 1 year tenure
- ▶ 3 month tenure
- ▶ 5 year tenure
- ▶ 6 months tenure
- ▶ Achievement
- ▶ Autonomy & Freedom
- ▶ Collaboration
- ▼ Difficult Conversations
 - + add Do not wait for the issue to "work itself out", rather face the challenge
 - + add Know the outcome your team needs coming out of the conversation
 - + add Prepare thoroughly for the conversation and understand all sides of the problem
 - + add Provide Opportunities for Candid Conversations
 - + add Schedule time to discuss issues face-to-face

To Do

Add an Action

Click to Search Actions

Due date MM/DD/YYYY

Add

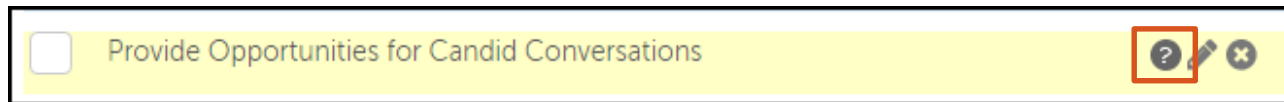
Provide Opportunities for Candid Conversations

COMPLETED ACTIONS

Leadership Actions

Rich-Text Format Description

Menu > My Team > Talent Management > Talent Dashboard > My Leadership Actions > To Do > select action > select Question Mark icon



Provide opportunities to engage in candid conversations

Provide opportunities to engage in candid conversations. Encourage employee to be open about their experiences, opportunities, and goals within the organization. It is recommended this an informal conversation and if at all possible in a casual setting away from the office. Make it a fun experience for the employee.

Some ideas include:

- A local coffee shop
- A favorite ice cream spot
- A candy shop

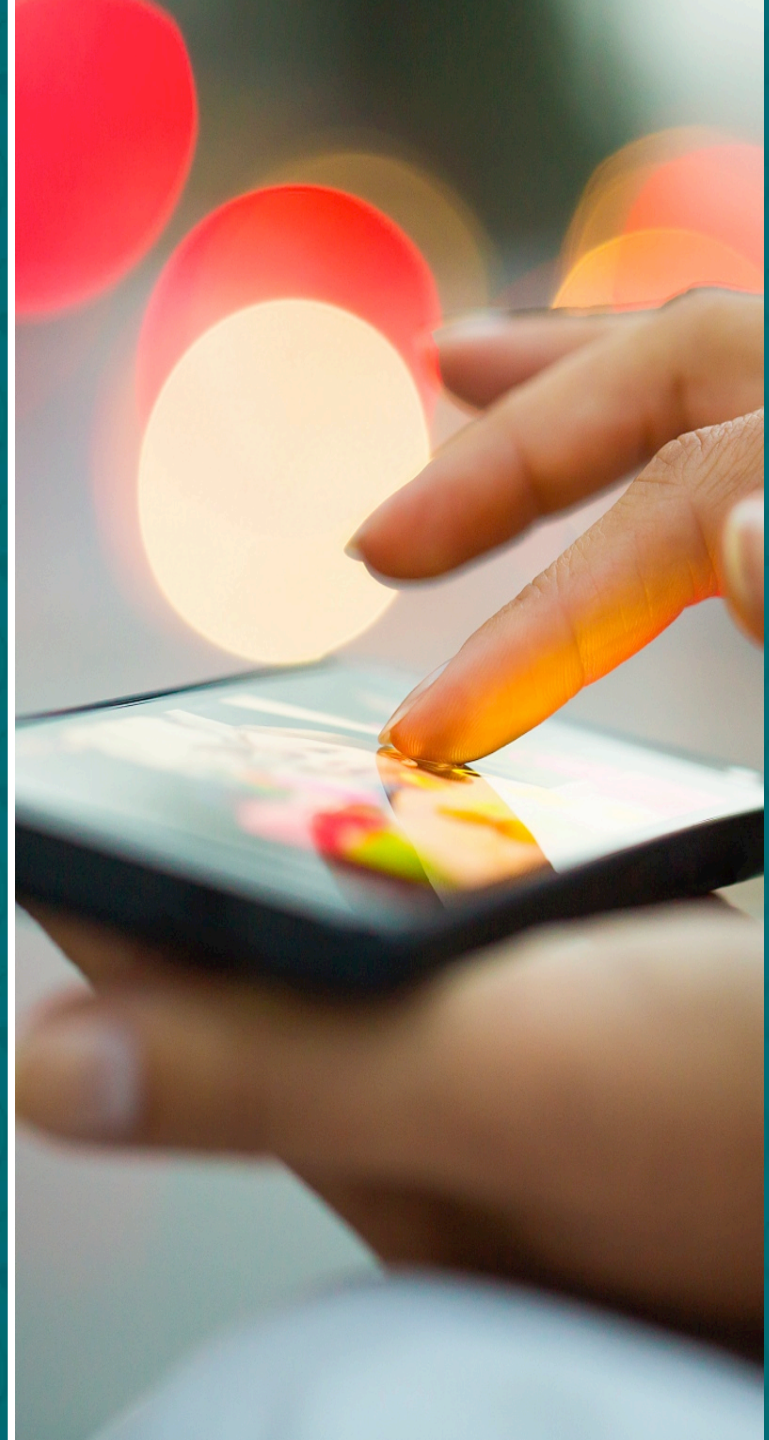
Feature Benefits

- Promotes creativity in displaying descriptions with different format types
- Provides the ability to include external content, links, or videos

Learning Resources

Title	Description	Resource Type	New or Update
Use Predictive Analytics to Assess and Retain Top Talent	Provides step-by-step instructions on how to enable and interpret Predictive Analytics.	QuickTips (PDF)	Update
Business Intelligence Reporting with Predictive Analytics	Provides step-by-step instructions for running reports on predictive measures such as Employee Engagement, High Performer Probability, and Retention Score. Also includes information on how to evaluate results and take preventive action.	QuickTips (PDF)	Update
Enable Leadership Actions	Provides step-by-step instructions on how to enable the Leadership Actions feature.	QuickTips (PDF)	Update
Manage Leadership Actions	Provides step-by-step instructions on how to manage the Leadership Actions feature.	QuickTips (PDF)	Update

Compensation Management



Compensation Management

- New Review Method Section: Anniversary Review
- Enhanced Review Ratings
- Enhanced Merit Guidelines and Rules
- Enhanced Proration Rule
- Enhanced One-Time Payouts
- New Status Column
- New Anniversary Type Date Column
- Submission, Approval, and Posting
 - New Submit, Approve, and Post Payouts Buttons
 - New Budget Spent Column
 - Past Due Label
 - Number of Employees Submitted
 - Order of Employees in Worksheet

Compensation Management

- Monitor Status and Progress of Salary Plan
- Edit Employees and Update Budgets
- Notification Badge
- E-Mail Notifications and Business Intelligence Alerts
- Future Dating for Anniversary Reviews

New Review Method Section

Review Method Section: Anniversary Review

Menu > Administration > Salary Plans > Add > Salary Plan Overview

Salary Plan Overview

Plan Year •

Name •

Description

Plan Currency ? • 🔍 ✕

Review Method

Select the way in which reviews will be implemented.

Focal Review
A Focal Review uses a common date for reviewing employees.

Review Period ? From • 📅 To • 📅

Due Date ? 📅

Anniversary Review
An Anniversary Review will create unique one-year review periods for each employee based on the selected Anniversary Type.

New Review Method Section

Review Method Section: Anniversary Review

Menu > Administration > Salary Plans > Add > Salary Plan Overview

Anniversary Review
An Anniversary Review will create unique one-year review periods for each employee based on the selected Anniversary Type.

Anniversary Type

Budget Period

Anniversary Review
An Anniversary Review will create unique one-year review periods for each employee based on the selected Anniversary Type.

Anniversary Type

Budget Period

Enhanced Review Ratings

Review Ratings

Menu > Administration > Salary Planning > Salary Plans > Add > Salary Plan Overview

Review Ratings

Choose to include review ratings in the worksheet that may help the Reviewer when allocating.

Review Ratings

Include a Review Rating

Use the last Salary Review Rating

- Make Ratings editable in the salary allocation worksheet
- Post worksheet rating as last salary review rating
- Automatically update the next salary review date to one year from the selected anniversary type date

Review Type to be posted •

Enhanced Merit Guidelines and Rules

Merit Guideline and Rules

Menu > Administration > Salary Planning > Salary Plans > Add > Merit Guideline and Rules

Merit Guidelines, if selected, will provide managers the information needed to determine the merit-based allocations for employees.

Apply Merit Guidelines to this plan

NEWHIR - New Hire ▼

Rating Scale & Rules

Select the rule for each rating and the resulting message that will display at the top of the worksheet.

Allow with Warning Message will allow managers to go outside the guidelines.

Stop with Error Message will stop anybody (except an Administrator) from going outside the guidelines. If you anticipate needing to go outside the guidelines, then you should not use the Stop Rule.

NEWHIR - New Hire ▼		
Level	Merit Matrix Rating	Rule & Message
3	Exceeds Expectations	Allow with Warning Message ▼ ⓘ
2	Met Expectations	Allow with Warning Message ▼ ⓘ
1	Below Expectations	Stop with Error Message ▼ ⓘ

Enhanced Proration Rule

Proration Rule

Menu > Administration > Salary Planning > Salary Plans > Add > Proration Rule

Proration Rule

← back | → next | □ save | ⊘ cancel | 📄 print | ? help

A Proration Rule, if selected, will prorate employee allocations based on each employee's unique next salary review date and the number of days/months since the last employment date(s) or salary increase date, as defined in the rule.

Proration Rule

- No Proration Rule
- 12 Month Proration Rule
- New Hire Annual Merit

Enhanced One-Time Payouts

Earnings Codes for One-Time Payouts

Menu > Administration > Salary Plans > Add > Add/Change Compensation Pool

Add/Change Compensation Pool

save cancel

Pool Name

Description

i Select an earning code for a One-time Payout. Modify the selected earning code as needed during the posting process.

Payout Method **One-time Payout**

Reason **Select One**

Earning code

Pool Amount

- Select an Earning Code
- 1099M - 1099 Misc Wages
- ADV - Advances - Wage
- BONP - Production Bonu
- BONUS - Bonus
- CAR - Car Allowance
- CARUP - Car Payment Upd
- COEF - Coeficient OT
- COM - Commission
- DEP - Dependent Care
- EOMB - Employee of the
- FOR - Foreign Employee
- FSADP - FSA Dependent C
- FSAHP - FSA Health Care
- GTLUP - Group Term Life
- HLTH - Health Care Acc

ewers to exceed the budget for this pool

omponent associated with a Compensation

entive

omponent, not associated with a

centive

New Status Column

New Status Column

Menu > Administration > Salary Plans > Add > Worksheet Column Display

Worksheet Column Display

Columns Displayed

Select columns to display by default on this salary plan's worksheets.

Reference Columns

- Employee Name
- Next Salary Review Date
- Status
- Job Title
- Supervisor
- Company
- Work Location
- Review rating

Salary

- Annual Salary
- Hourly Rate
- Salary Grade
- Min Salary
- Mid Salary
- Max Salary
- Compa-Ratio
- New Compa-Ratio

Column Order

Change the display order of the Reference and Salary Columns selected. The other fields from the sections above have preset order and cannot be changed.

Status




▲

▼

New Status Column

New Status Column

Menu > Administration > Salary Plans > Add > Worksheet Column Display

+ Show Details Approved 1 of 3 employees Budget \$ 25,996 Spent \$ 7,724 Remaining \$ 18,272					
Actions Approve					
<input type="checkbox"/>	Name	Next Salary Review	Status	Supervisor	Job Title
Pending: (2)					
<input type="checkbox"/>	 Dale, Caron A.	09/20/2016 Past Due	Pending Review	Stone, Olivia E.	Web Content Manag...
<input type="checkbox"/>	 Pineda, Krystal M.	11/27/2016	Pending Review	Stone, Olivia E.	Web Site Administrat...
Done: (1)					
<input type="checkbox"/>	 Owens, Charlotte V.	08/01/2016	Pending Approval	Stone, Olivia E.	Web Site Administrat...

New Status Column

- Employee status displays in Status column when selected in the Worksheet Column Display
- Statuses include:
 - Draft: displays when worksheet is not distributed yet
 - Pending Review: displays when reviewer has not submitted salary review approval yet
 - Pending Approval: displays when at least one approval is pending
 - Approved: displays when all in the approval path have approved employee salary
 - Processing: displays when administrator selects employees of interest and selects Post Payouts, but payouts are not posted yet
 - Posted: displays when employee payouts have been processed
 - Failed: displays when at least one compensation pool has not processed successfully

New Anniversary Type Date Column

New Anniversary Type Date Column

Menu > Administration > Salary Plans > Add > Worksheet Column Display

Worksheet Column Display

Columns Displayed

Select columns to display by default on this salary plan's worksheets.

Reference Columns

- Employee Name
- Next Salary Review Date
- Status
- Job Title
- Supervisor
- Company
- Work Location
- Review rating

Salary

- Annual Salary
- Hourly Rate
- Salary Grade
- Min Salary
- Mid Salary
- Max Salary
- Compa-Ratio
- New Compa-Ratio

Merit Guidelines




- Percent
- Amount

Merit Increase

- Percent
- Amount
- Prorated Amount

Totals

- New Annual Salary

<input type="checkbox"/>	Name	Next Salary Review
Pending: (3)		
<input type="checkbox"/>	 Dale, Caron A.	09/20/2016 Past Due
<input type="checkbox"/>	 Owens, Charlotte V.	09/23/2016 Past Due
<input type="checkbox"/>	 Pineda, Krystal M.	09/25/2016

Submission, Approval, and Posting

New Submit, Approve, and Post Payouts Buttons

Menu > Administration > Salary Planning > Salary Plan Name





The image displays three overlapping screenshots of a software interface, each showing a different action button highlighted with an orange border. The interface is a table with a header row containing a checkbox and a 'Name' column. Below the header, there is a section labeled 'To Do: (1)' which contains one row with a checked checkbox and the name 'Stone, Olivia E.'.

- The leftmost screenshot shows the 'Submit' button highlighted in the 'Actions' column.
- The middle screenshot shows the 'Approve' button highlighted in the 'Actions' column.
- The rightmost screenshot shows the 'Post Payouts' button highlighted in the 'Actions' column.

Submission, Approval, and Posting

New Budget Spent Column

Menu > Administration > Salary Plans > Salary Plan Name

Budget Summary					
	merit		Bonus		Total
					
Budget	4.00 %	\$ 2,894	10.00 %	\$ 23,602	\$ 26,496
Spent 		\$ 2,410		\$ 17,882	\$ 20,292
Remaining		\$ 484		\$ 5,720	\$ 6,204

Note: All amounts are in \$ US Dollar.

Submission, Approval, and Posting

New Budget Spent Column

Menu > Administration > Salary Plans > Salary Plan Name

<input type="checkbox"/>	Name	Next Salary Review	Salary Rating	Merit Guideline		merit			Budget Spent
				Percent	Amount	Percent	Amount	Prorated Amount	
Done: (3)									
<input type="checkbox"/>	Owens, Charlotte V.	08/01/2016	Met Expectations	4.00% - 4.50%	\$3,196 - \$3,596	4.00%	\$3,196		\$1,332 ?
<input type="checkbox"/>	Dale, Caron A.	09/20/2016	Met Expectations	4.00% - 4.50%	\$3,245 - \$3,651	3.00%	\$2,434		\$609 ?
<input type="checkbox"/>	Pineda, Krystal M.	09/21/2016	Met Expectations	4.00% - 4.50%	\$3,000 - \$3,375	3.00%	\$2,250	\$1,875 ?	\$469 ?


This employee will receive 41.67% of the amount for the current budget period, based on Next Review Date.

This employee will receive 25.00% of the prorated amount for the current budget period, based on Next Review Date.

Submission, Approval, and Posting

Past Due Label

Menu > Administration > Salary Plans


Actions <input type="button" value="Submit"/>			
<input checked="" type="checkbox"/>	Name	Next Salary Review ▾	Salary Range
To Do: (1)			
<input checked="" type="checkbox"/>	 Stone, Olivia E.	04/08/2016 Past Due	Min. \$125,000.00 Mid. \$362,500.00 Max. \$600,000.00

Submission, Approval, and Posting

Number of Employees Submitted

Menu > Administration > Salary Plans > Salary Plan Name

[Hide Details](#)

Salary Plan	Sys Mgmt - 2016
Budget Period	01/01/2016 - 12/31/2016
Review Method 	Anniversary Review
Status	In Progress
Employees Submitted	1 of 3
Final Approver	Adams, Samuel T.

Submission, Approval, and Posting

■ Order of Employees in Worksheet

Menu > Administration > Salary Plans > Salary Plan Name

To Do: (1)

<input checked="" type="checkbox"/>	Owens, Charlotte V.	08/01/2016 Past Due
-------------------------------------	---------------------	-------------------------------

Pending: (2)

<input type="checkbox"/>	Dale, Caron A.	09/20/2016 Past Due
<input type="checkbox"/>	Pineda, Krystal M.	11/27/2016

Done: (1)

<input type="checkbox"/>	Owens, Charlotte V.	08/01/2016
--------------------------	---------------------	------------

Monitor Status and Progress of Salary Plan

Monitor Status and Progress of Salary Plan

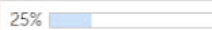
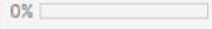

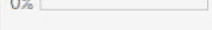


Menu > Administration > Salary Plans

Salary Plans

Create and edit Salary Plans and monitor their progress.

Find by starts with

Actions

<input type="checkbox"/>	Plan Year	Salary Plan Name	Review Method	Status	Currency	Budget Vs. Spent			Reviewers	Plan Progress
						Budget	Spent	Remaining		
<input type="checkbox"/>	2016	Sys Mgmt Garrett's team	Anniversary Review	In Progress	US Dollar (\$)	\$42,896	\$15,600	\$27,296	2	25% 
<input type="checkbox"/>	2015	Systems Management Services This plan includes the system management ...more	Focal Review	Draft	US Dollar (\$)	\$11,720	\$0	\$11,720	1	0% 
<input type="checkbox"/>	2015	Retail Services Entertainment This plan includes the on-site entertainment ...more	Focal Review	Draft	US Dollar (\$)	\$40,788	\$0	\$40,788	1	0% 
<input type="checkbox"/>	2015	Retail Services Hospitality This plan includes retail services on-site ...more	Focal Review	Draft	US Dollar (\$)	\$18,733	\$0	\$18,733	2	0% 
<input type="checkbox"/>	2015	Web Design Services This plan includes the web design department ...more	Focal Review	Draft	US Dollar (\$)	\$58,204	\$0	\$58,204	2	0% 
<input type="checkbox"/>	2014	Retail Services Plan This plan includes the retail services related ...more	Focal Review	Closed	US Dollar (\$)	\$41,377	\$36,003	\$5,374	4	100% 

Edit Employees and Update Budgets

Edit Employees and Update Budgets

Menu > Administration > Salary Plans > Salary Plan Name

Sys Mgmt

← back |
 ↗ view plan |
 📊 update budgets |
 ✅ close plan |
 👉 help

Salary Plan: Sys Mgmt

Plan Year: 2016

Budget Period: 01/01/2016 - 12/31/2016

Review Method: Anniversary Review

Plan Due Date:

Status: Posted

Budget: \$43,396

Worksheets: 2

Employees: 4 [Edit](#)

Budget Summary

	merit	Bonus	Total
Budget	4.00 % \$ 6,794	10.00 % \$ 36,602	\$ 43,396
Spent	\$ 6,309	\$ 29,582	\$ 35,891
Remaining	\$ 485	\$ 7,020	\$ 7,505

Note: All amounts are in \$ US Dollar.

Worksheet Reviewer	Job Title	Status	Approvers	Budget vs. Spent			Employees
				Budget	Spent	Remaining	
Garrett, Robert O.	Mgr Systems Managers	Posted	1 Approver	\$16,900	\$15,600	\$1,300	1 Employees
Stone, Olivia E.	Web Design Manager	Posted	2 Approvers	\$26,496	\$20,292	\$6,204	3 Employees

Notification Badge

Notification Badge

Menu > Administration > Salary Plans

Worksheet Reviewer	Job Title	Stat
Garrett, Robert O. 1	Mgr Systems Managers	In P
Stone, Olivia E.	Web Design Manager	In P

E-Mail Notifications

■ E-Mail Notifications

- Notification is sent to reviewers when an anniversary review salary plan is distributed
- Notification sent to next in approval path with list of employee names submitted when:
 - A reviewer submits one or more employees
 - An approver approves one or more employees

Salary Plan Notification : Employee(s) pending approval

Inbox x

SPBReed, Mike D <sqladmin@ultimateso> 10:34 AM (6 hours ago) ☆

to me

The following employee(s) for the salary plan '2levels' have been submitted for your approval.

SPBWarren, Candace D.

The details are accessible via [Inbox > Requests](#) OR [My Team > Salary Planning](#).

This e-mail message and any attachments to it are intended only for the named recipients and may contain legally privileged and/or confidential information. If you are not one of the intended recipients, do not duplicate or forward this e-mail message.

UltiPro Notifications: Pending Worksheet Review

Inbox x Trash x

Admin, Carter <sqladmin@ultimatesoftware> 1:32 PM (3 hours ago) ☆

to me

A worksheet for the salary plan "2 level b" is now available for you to complete (review). You can access the salary plan worksheet from [My Team, Compensation Management](#) or from the [Requests, Inbox](#) and then select the "Edit" link.

This e-mail message and any attachments to it are intended only for the named recipients and may contain legally privileged and/or confidential information. If you are not one of the intended recipients, do not duplicate or forward this e-mail message.

E-Mail Notifications

- Business Intelligence Alerts
 - Notification is sent to reviewer for upcoming reviews

Note: Refer to the *Create New Alerts using Event Studio QuickTips* to configure Business Intelligence Alerts.

Future Dating for Anniversary Reviews

Future Dating Feature

System Configuration > System Settings > Display

The screenshot shows the 'Display Settings' configuration page. The navigation bar includes tabs for Content Management, Platform Configuration, Page Links, System Settings (selected), Security, Business Rules, and Workflow Administration. The sub-navigation bar includes Employee, Display (selected), Reporting, Auditing, Compensation Settings, PTO Benefit Plans, Year-End, PPACA Reporting Settings, and Exports. The main content area is titled 'Display Settings' and includes icons for edit, print, and help. The page is divided into several sections:

- AR#**: USG
- Drop Down Lists**:
 - Use standard drop down list
 - Use "Find by" when items in list equals or exceeds
 - Use "Find by" on all employee pay detail areas
- View Pay Statement**:
 - On pay date
 - days before pay date
- Supervisor Finder**:
 - Choose from within the same component company
 - Choose from all component companies
- Content Management**:
 - Allow users to modify gadget placement OFF
- Future Date**:
 - Use future dating ON
- Home Page**:
 - Show both the Classic and Smart Dashboard
 - Show the Smart Dashboard only
 - Show the Classic Dashboard only

Feature Benefits

- New Review Method Section: Anniversary Review
 - Enables more flexibility by configuring reviews based on unique anniversary date, not just a common date
- New Status Column
 - Provides easier process for administrators, approvers, and reviewers to identify the current approval stage of an employee
- Budget Spent Column
 - Identifies the budget spent on each employee from the start of the employee's anniversary review date to the end of the budget year
- Provides ability to process at an employee level versus only worksheet level

Learning Resources

■ Subscribe to Newswires

– Stay up-to-date with latest UltiPro changes using the Communications Preference Center

– Subscribe Steps

1. From the Customer Success Portal Home page, select Communications Preference Center in the Stay Connected section.
2. Check the applicable boxes and select Update My Preferences.

The image shows two overlapping screenshots from the UltiPro Customer Success Portal. The background screenshot is the 'Customer Communication Preferences' page, and the foreground screenshot is a 'NEWSWIRE' announcement.

Ultimate SOFTWARE

Customer Communication Preferences

Please send me information about my UltiPro solutions:

- Compensation Management
- Onboarding
- Recruiting
- Salary Planning and Budgeting
- UltiPro Core HR/Payroll

I'd also like to receive information about:

- Learning opportunities and other educational resources
- Connections customer conference updates

UltiPro®

NEWSWIRE

The 2016 Spring Release (v12.1.1) is coming soon. See what's being delivered so you can prepare for the new and enhanced UltiPro® features.

[Review the Spring Release Highlights today!](#) This easy-to-read, high-level overview helps you learn about new features and enhancements to the specific areas of UltiPro most relevant to you and your organization. You can also download the full summary.

To access the 2016 Spring Release Highlights, go to the Customer Success Portal:

- Home page under Announcements
- Library under Ultimate Software and UltiPro > UltiPro Releases > UltiPro 2016 Spring Release (V12.1.1) – Release Notes and Supporting Information



Connections Hands-On Learning Sessions



Connections 2017 takes place from **March 21-24, 2017** at the **Bellagio** in **Las Vegas**. The conference will include an amazing roster of speakers, breakout sessions, entertainers, and UltiPro® training.

Get the most out of Connections 2017 by attending UltiPro Hands-on Learning Sessions in one of our 4 special-interest topic areas.

Session Details:

- 12 courses are available in the following topic areas:
 - Payroll
 - Reporting & Analysis
 - System Configuration
 - Compensation Management
- 2.5 hours to 3 hours in length
- Sessions offered each day on Tuesday, Wednesday, and Thursday

Registering for Hands-On Learning Sessions



1. Register Now for Connections 2017

- Go to ultimatesoftware.com > Events > Connections Conference
OR ultimatesoftware.com/connections

2. Specific course topics announced in November

3. Course schedules shared in January 2017

4. Session registration will be available in February 2017 to reserve a seat in your favorite session topic.

5. See you there!

A black and white photograph of a woman with glasses smiling, overlaid with a teal gradient. The background shows a classroom with a chalkboard and other people.

Thanks ...

... for participating in today's webcast!

Commonly-Asked Questions

Question: How do I download the presentation slides file?

Answer: From your WebEx session, select File > Transfer. From the File Transfer window, select the file and then select Download. Enter the site in which to save the file and select Save.

