




OUR TRADITIONS

PRACTICES THAT DEFINE US

Ultimate
SOFTWARE



“I’ve been with Ultimate Software for more than 25 years, and it’s always been about the people. It’s a tradition of family.”

— **Debbie**, National Trade Show Manager

PICTURED ON COVER AND THIS PAGE: KELLIE, AGENCY OPERATIONS REPRESENTATIVE, WITH MESSY HANDS ON ULTISERVICE DAY

PRACTICES THAT DEFINE US

INCLUSION, GENEROSITY, HARD WORK, AND CELEBRATION — ALL ARE CORNERSTONES OF ULTIMATE SOFTWARE’S CULTURE. CARING IS THE COMMON THREAD — PEOPLE GIVING THEIR TIME, TALENTS, AND HEARTS. **ALMOST MAGICALLY,** THE GOODWILL TRANSLATES INTO MORE COLLABORATION IN OUR WORK, MORE JOYFUL CELEBRATIONS OF SUCCESSES, MORE INTENSE BONDING ON OUR TEAM OUTINGS, AND A **SENSE OF PRIDE IN WHO WE ARE.**



THE ULTIMATE MIX

Working at Ultimate today means collaborating with 2,800 of your closest family members that don't look like, think like, work like, or live like you. And that's just the way we like it. We listen to every perspective. We learn from each other's experience. **We grow great together.**

HONORING OUR DIVERSITY

Our diversity is a powerful force for innovative thought, working together in collaboration, and communicating with our customer organizations from around the globe. "The Ultimate Mix" message is fittingly the central spread in our 25th anniversary booklet since it is the core of our identity.

CEO SCOTT LISTENING TO ULTIPEEPS

True listening often happens best in smaller groups, and our CEO, Scott Scherr, makes a habit of not just attending large department meetings, but also listening to our people in countless smaller-group meetings throughout every year. He stops to talk with UltiPeeps when he walks the halls, and he invites all new hires to visit him in his office. All of our leaders do the same.

OUR SR. DIRECTOR OF MANAGED SERVICES FOLLOWING SCOTT'S EXAMPLE AS OUR OTHER LEADERS DO TOO



CEO SCOTT SURPRISING ULTIPEEPS WHO WERE WORKING IN A "LUNCH BOOTH"

CEO SCOTT SITTING IN ON TROY'S TEAM MEETING



RECOGNIZING GREAT PERFORMERS



Jonell Westerman
January 2016 CS Winner
#BigKahuna#ATL

VIRTUAL WORKER, JONELL, WINNING OUR BIG KAHUNA AWARD



Aldo Martinez
December 2015
#KingPin#Calif

ALDO RECOGNIZED AS OUR KINGPIN IN CALIFORNIA

Ultimate Software's leaders have recognized and thanked employees for their contributions since the company's inception. We have too many awards, gifts, reward trips, and celebratory events to name them all. Beyond lavish team trips and our MVP award that includes a Rolex watch and two airline tickets to anywhere in the world, we have other frequent fun awards on all levels of the business.



STANLEY EXCITED TO WIN ULTIEXCELLENCE AWARD IN OUR ATLANTA OFFICE



ACCESSIBLE LEADERS SETTING THE TONE



CTO ADAM APPRECIATING SPUR-OF-THE-MOMENT
CHATTER WITH FELLOW ULTIPEEP



CPO VIV, OUR STAR HUGGER

Our top-line executives
are casual, genuine,
and warm...every day...
with everyone.

WELCOMING AND “ULTIMIZING” NEW HIRES



NEW HIRES MAKING HEART SIGNS AT HEADQUARTERS ORIENTATION MEETING

The most unusual tradition of our Welcoming program is flying all new employees to a 2-day orientation at our headquarters in Florida, with presentations from our executives, fun meals, a tour, and a visit with Scott in his office. Before their first day at Ultimate, they receive a virtual welcome through our cloud Onboarding solution, with a popular “Unlock Your Potential” section. On their first day, our remote offices have assigned “UltiFriends” to greet and guide them. Mentors come later.





CHARITABLE GIVING: A PREVALENT TRADITION

Ultimate gives employees two fully paid workdays for contributing to charities of their choice.

21-YEAR TRADITION OF GIVING TO KIDS



Our people celebrate year-end holidays by donating toys, clothes, gift cards, and tons of love to hundreds of children of all faiths through the Kids In Distress program. In 2015, we gave personalized gifts to 594 children.

8 YEARS WITH HABITAT FOR HUMANITY...AND NOW AN ENTIRE HOME

Ultimate Software employees have been partnering with Habitat for Humanity for 8 years. 2016 is the first year that Ultimate has financially sponsored the building of an entire home from start to finish, with UltiPeeps performing the labor under Habitat for Humanity's direction. The house is the new permanent home for a family of five, who have been living in an apartment where the three children shared one bed and the parents slept on the sofas.



SMALLER TEAM THAT TOOK A DAY TO DONATE TIME TO THE ULTIHOME



PUTTING IN WINDOWS WITH GREAT PRECISION



4+ YEARS OF DONATING TIME TO A LOCAL DISABILITIES NON-PROFIT

Increasingly larger numbers of Ultimate Software employees donate time to painting, landscaping, and befriending the folks at ARC Broward, a not-for-profit organization that provides services to children and adults with disabilities. In 2016, besides sponsoring special one-off celebratory events, UltiPeeps painted rooms and furniture in the facility and held a Carnival as a finale for the young children attending day camp there.



PLANTING IXORA



PREPPING TABLES FOR PAINT

TRANSFORMING LIVES OF LOW-INCOME HOMEOWNERS



ALPHARETTA EMPLOYEES PAINTING A HOUSE'S EXTERIOR

UltiPeeps have rebuilt 12 homes in the last two years by partnering with Rebuilding Together in four cities — Ft. Lauderdale, Atlanta, Alpharetta, and Santa Ana.



BEFORE PICTURE OF GEORGIA HOME ABOVE



HAPPY TO BE DONATING TIME TO HELPING PEOPLE



SANTA ANA EMPLOYEES PAINTING A HOME'S EXTERIOR

CELEBRATING LIFE AND OUR SUCCESSES



HALLOWEEN, OUR BIGGEST CELEBRATION

Every year, Halloween is a day of camaraderie and fun at Ultimate Software. We have workspace-decorating contests, team and individual costume competitions, pumpkin-carving contests, gooey treats to eat, and a costume parade that includes our UltiPeeps' children.



OUR ALPHARETTA OFFICE GOING THE SPOOKY ROUTE



ULTILOGO PUMPKIN, ONE OF MANY IN THE CARVING CONTEST



CUBE DECORATING TAKEN TO THE MAX



SO MANY GOOD THINGS TO EAT



OUR STATISTICS GURU PASSING OUT CANDY ON HALLOWEEN

LEADERS JOINING IN HALLOWEEN FUN

CTO ADAM HAVING HIS CLOWN FACE APPLIED



COO AND CEO DISCUSSING BUSINESS BEFORE THE PARADE



WESTON EXECUTIVE TEAM READY FOR PARADE

Our executives dress up, pass out candy to children attending, and judge the costume contests. They are always approachable, casual, and warm with UltiPeeps, but on Halloween they go one step further.



ATLANTA DIRECTORS HEADING TO THEIR HALLOWEEN PARADE

CREATIVE TEAM VISIONS

On Halloween, teams have fun going all out to come up with the most original costumes, and many augment their costumes with skits designed to provoke laughter. There are prizes for the best, and it's a big honor to win.



POSING BEFORE STRUTTING THEIR STUFF



WAITING TO PERFORM AT THE PARADE

INDIVIDUALS COMPETING FOR BEST COSTUMES



THE ULTICLOUD



Halloween is the time when imaginations run wild and fantasies of all kinds walk the parade line for all to enjoy.

DOPPELGÄNGER



SIAMESE DANCER



CHILDREN JOIN IN THE FUN

Ultimate Software's leaders recognize and support the importance of children in our people's lives. Ultimate has included children in Halloween festivities, Bring Your Child to Work Day, and the teams' reward trips over the years.



I'D RATHER DRINK JUICE THAN WALK IN A PARADE



CPO VIV ENCOURAGING CHILDREN TO WALK IN THE PARADE LINE



THINKING ABOUT WALKING IN THE PARADE



LIKE MY FACE PAINT?



SMALL WAYS WE HAVE FUN

SUPERHERO T-SHIRT DAY



UltiPeeps look for small ways to have fun on a routine basis. We know our leaders respect the value of humor to lighten the load of a hard day's work, and it creates a sense of camaraderie.



TWIN-SHIRT DAY



PRANKING A LEADER BY COVERING HIS OFFICE IN FOIL



GOTTA CELEBRATE BIRTHDAYS



SPELLING IMPORTANT WORDS LIKE "ULTIPEEPS" IN SOUP

CEO'S TRADITION: VISUAL SYMBOLS OF SHARED GOALS

CEO Scott Scherr gives employees silver dollars as visual symbols of our shared long-term revenue goals, inspiring a unity of purpose. Recent objectives were to reach \$400 million in 2013 and \$600 million in 2015. We achieved both. Our new goal is to reach \$1 billion in 2018. On our 25th anniversary as a company, Scott sent a coin holder to every employee at home along with a commemorative booklet, shirt, and hat.





Ultimate
SOFTWARE
People first.