




OUR PEOPLE'S STORIES

WHY WE LOVE ULTIMATE

Ultimate
SOFTWARE



“When you come to Ultimate Software and you ask the employees to raise their hand if they LOVE THEIR JOB, support the CEO, and support what Ultimate does in the way it treats the customers and employees, you will be overwhelmed with the amount of passion poured out.”

— Nicole, Sales Enablement Coordinator

WHY WE LOVE ULTIMATE SOFTWARE

OUR PEOPLE, AKA ULTIPEEPS, GIVE MANY REASONS FOR LOVING ULTIMATE SOFTWARE AND CLAIMING IT IS THE BEST PLACE TO WORK. **TOO MANY TO LIST. SO, WE SELECTED A FEW QUOTES TO SHARE AS A SAMPLING OF THE COUNTLESS STORIES OF GRATITUDE OUR LEADERS RECEIVE.**



FREEDOM TO SEIZE A SPECIAL MOMENT OF FUN

UltiPeeps like to balance out their workdays by grabbing moments of fun whenever they can. A mantra we hear as often as “We are family” in our offices is: “We work hard, AND we play hard.” This group romp in the fountain at our Santa Ana, California, office shows how comfortable UltiPeeps are with one another. Two people sent us this same picture as an illustration of what makes Ultimate a great place to work. Santa Ana UltiPeeps are also known for NERF-gun battles, putting contests on artificial turf, and visits from the in-house ice cream cart with free treats.

PERSONAL BALANCE ENCOURAGED

After a bad fall while horseback riding, Nicole avoided horses for years, even though she had been raised around horses all her life.

Then she had an opportunity to work with a trainer of rescued horses. Ultimate Software's respect for work-life balance and wellness gave Nicole the flexibility to spend time healing her fears and developing a loving bond with Jorge, a horse who had been caged with fight dogs.

“Having the time to groom and work with Jorge in the mornings before heading to the office has given me a new joy in life. I’m very thankful that Ultimate is so respectful of our personal needs outside of work. They even give me \$300 a year for my daughter to go to camp or take private lessons we choose. Of course, we used the money one year for her to take riding lessons.”

— Nicole, Office Administrator

TOTAL COMPENSATION PACKAGE AND EXTRAORDINARY EXPERIENCES

Working for Ultimate Software has given Luis, who took this picture, and his brother Julio (aka Andy), who is also an UltiPeep, the wherewithal to experience the exotic and unusual. Here, they are in the Exumas of the Bahamas, at an island with friendly pigs who love to swim and cavort with vacationers. The brothers have also dived with sharks together...and yet possibly their most extraordinary experience is working at the same company together.

“Ultimate is one of those rare companies willing to consider family members for open positions. What seems even more rare to me is that so many of my fellow UltiPeeps see it as a once-in-a-lifetime opportunity and want their loved ones to be hired, too!”

— Luis, Information Services



LEADERS AS SERVANTS

Ultimate Software's leaders ascribe to Robert K. Greenleaf's philosophy of Servant Leadership. Some servant-leaders make breakfast for their team members. Other leaders wash employee cars or they have small meetings to hear employee ideas and grievances. Every day, the goal is to serve team members and enrich their lives.

"We are all able to enjoy the very blessed lives we have because Ultimate has brought together those who at one time were strangers and made them family. There is nothing better than helping your team family and sharing a good, old-fashioned breakfast to show you appreciate them."

— Tyrone, Customer Success Leader

EXCEPTIONS FOR SPECIAL CIRCUMSTANCES



“Ultimate Software made an exception for me under our Adoption Leave Policy. Ultimate’s policy stated that your adopted child has to be under a year old, but when you are adopting from China, very rarely are the children that young. Chief People Officer Viv made an exception for me so that I could be on leave for my adoption, and later had the policy changed to be more flexible for everyone.”

“Adoption is an amazing experience and this time around I was able to be on leave with pay! I did not have that benefit with our first daughter at my previous employer. Ultimate puts their people first. Period.”

— Donna, Support Solutions



DONNA WITH HER HUSBAND, DAVID, AND DAUGHTERS, ROBYN AND CHARLOTTE

COWORKERS MAKING NEW HIRE FEEL LIKE THE “LUCKIEST GAL”

Donna was a new hire, struggling to provide for eight grandchildren whose parents were involved in a “messy” divorce. During new-hire training, an Ultimate Software trainer heard about Donna’s challenges. Immediately, the trainer gave her money from her own pocket and then went further by initiating a fundraising campaign to help.

Donna used donated funds to complete payments on legal fees for filing a permanent custody petition and to purchase backpacks, clothing, and towels for the children.

“Thinking about the dozen interviews I’d had to determine my next career move, I remembered asking an Ultimate interviewer, ‘What excites you about going to work every day?’ She said, ‘The people...We are a family.’ At the time, I never could have known how absolutely true that answer was. Today, I sit here completely overwhelmed by the love, support, and generosity of my new UltiFamily.”

— Donna, Business Analyst



FAMILY ALWAYS FIRST

Amanda and Tariq met at Ultimate Software, and together became the first foster parents of Sariah when she was five months old. Now with Sariah three years old, they have legal custody of her and are in the process of official adoption.

“One time, Sariah had a bad fever, and her school called for me to pick her up. I was freaking out because I had just started working in IS Development, and as the newbie, I didn’t want to take time off. It turned out that I was stressing for no reason. My manager had no issues with my leaving work early to care for my sick baby. Ultimate’s ‘People First’ culture is clearly ‘Family First,’ and I am forever thankful for it!”

— Amanda, Quality Assurance Manager



SARIAH THRILLED TO THINK SHE'LL BE AN ULTIPEEP SOMEDAY



AT ULTIMATE'S HALLOWEEN CELEBRATION, SARIAH AS GRANDMA, TARIQ AS THE BIG BAD WOLF, AND AMANDA AS LITTLE RED RIDING HOOD

INVESTING IN PEOPLE, EVEN LONG-DISTANCE TRAVEL FOR GROUPS

"One of the great things about Ultimate Software is that we invest in growing our people. We sent a large group of people from Florida to QCon in San Francisco last year, and we were by far the largest group attending from one company. For Ultimate, the key question is the conference's value to our people, not the expense."

— Mark, Software Engineering

QCon, one of the most highly respected software conferences in the world, is a practitioner-driven conference designed for technical team leads, architects, engineering directors, and project managers who influence innovation at their places of employment. QCon is just one example of the many conferences Ultimate pays for UltiPeeps to attend.



PERPETUAL HONEYMOON PHASE

"Over the last four months I was asked about my new job many times, and I always gushed about Ultimate Software — the Company, Culture, People, Benefits, and on and on — and then I finished with... 'but I suppose I am still in the honeymoon phase.'"

"What I realized, after speaking to so many people at both the New Hire Orientation meeting and the Global Delivery meeting in August, was that even those people who have been here 5, 10, 15, and 20+ years are still in the 'honeymoon phase' and, in fact, it's not a phase but the way of life here at US."

— Karen, Project Manager

HIRING AND WELCOMING PEOPLE WHO MAKE A DIFFERENCE

“The general consensus after you are hired at Ultimate Software is one of disbelief. Yes, everyone is really that nice and beyond helpful.”

“Ultimate doesn’t hire someone to fill a void, they hire someone that can make a difference. Ultimate hires caring, creative, engaging, positive, and intelligent people. In every department that I have touched here, it is exactly the same. Everyone wants to help, and the experience they bring is valuable. Scott and Viv are kind people who hire like-minded individuals. That alone has made all the difference.”

— Jill, Sales Coordinator



NEW HIRES FLOWN TO FLORIDA FOR 2-DAY ORIENTATION





ULTICARING, BEFORE FIRST DAY OF WORK... AND AFTER

“My wife and I found out she was pregnant with our first child in June, and shortly after, she was diagnosed with hyperemesis, and was in and out of the Emergency Room and Urgent Care, and receiving in-home care from a registered nurse. In July, I heard my company was being sold.”

“When I explained my situation to an Ultimate Software recruiter, he was not put off. In fact, he found a way to move my start date up from 9/1 to 8/31 to ensure I would have full coverage starting on September 1. On my first day of work, the benefits team helped me enroll and activated my benefits ASAP, in case my wife required care. Two days later, my wife was admitted to the hospital for five days. Thanks to the US team, my wife was fully covered and received the care she needed. Even though I had been at the company such a short time, I had people checking on my wife every day to make sure she was okay. It was astonishing! It is truly a blessing to be part of the UltiFamily.”

— Jason, Business Analyst



DIVERSITY — RESPECTED AND REVERED

After joining Ultimate Software, besides finding challenging and exciting work, Luis found a culture of inclusion, respect, and honor more impressive than any he had seen before. Luis was so happy at Ultimate that he encouraged his partner, Anthony, to apply for a job here as well. Anthony did, he was hired, and now, as Luis puts it, ***“Luis and Anthony are both very happy!”***

Later, Luis encouraged a close friend from school to apply, and she, too, found a home at Ultimate.

“I was so happy with everything at Ultimate that I wanted the same great experience for my partner, Anthony. Ultimate’s sense of fairness and respect for individuality are just too good not to share! I’m thankful every day that I’ve found this great company.”

— Luis, Global HR



LUIS AND HIS LIFE PARTNER, ANTHONY, IN FRONT OF OUR LOGO FOUNTAIN



CAMARADERIE SECOND TO NONE...EVEN ACROSS THOUSANDS OF MILES

Helping more than 3,000 Ultimate Software customers to close out their Year-Ends is a stressful time for our Customer Success team because of all the complex compliance details involved in payroll taxes nationwide. And our Customer Success people work in different offices across the United States, making camaraderie potentially more difficult.



“To lighten the stress and build a sense of unity in the face of our challenges, like the players of the National Hockey League during the playoffs, we have a beard-growing competition throughout all of December and January. We share before and after pictures with one another, and then during the first week of February, we celebrate the best beards in each location with prizes and party food. We have a lot of fun with this!”

— Craig, Customer Success

21 YEARS AT ULTIMATE AND STILL AWED BY CEO SCOTT SCHERR

“My favorite Italian proverb is ‘piano, piano si va lontano,’ which means ‘slow and steady wins the race,’ and that’s how Scott Scherr has led us on an AMAZING journey.”

“Scott’s humility and positive attitude allowed him to persevere on his lifetime goal to take ‘US’ to the BIG LEAGUES. I have been part of that journey for the last 21 years and have enjoyed every moment of it.”

“Thank you will never be enough. There aren’t enough words to truly express my gratitude for all Scott does for US. It is an honor to have him as our leader, and his company is beyond amazing...because we are the... Uti-teammates.”

— Mirtha, Payroll Department





Ultimate

SOFTWARE

People first.