

News from Humanic Design

Winter 2006

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Management team completes acquisition of JAMIS / Humanic from affiliates of The Gores Group

In August, 2006 Gores Group announced that JAMIS Software Corporation (including Humanic Design) has been sold to a management team of existing JAMIS / Humanic executives. The team is comprised of Jeffrey Noolas, who remains as President, and Naomi May, who will serve as Vice President of Product Development and Support.

JAMIS is a leading provider of job cost/job billing and labor management solutions for government contractors.

Humanic Design, a division of JAMIS Software is a provider of flexible and efficient HR, Payroll and Time and Attendance Solutions for cost conscious businesses.

Our new management team is excited about guiding JAMIS and Humanic to their next phase of growth. Our customer base is great, our products have deep and proven functionality and we expect the market for our applications to remain strong. We are well positioned for growth with our product development roadmap.

Humanic Client Update Meetings a Success

This summer, Humanic conducted two Client Update Meetings in New York, NY and San Diego, CA. The agenda included company updates, product updates, product roadmap discussions, and client best practices networking. The update meetings were well received and well attended.

We unveiled our newest Humanic products including our flagship HRMS Version 10 Solution with an exciting new look and feel. We also demonstrated our brand new, fully integrated time and attendance solution.

A highlight at each meeting was the breakout product roadmap sessions, which allowed our attendees to give us valuable feedback in planning for the future.

Check Out Our New and Improved HRMS Version 10 Solution

On October 1, 2006 Humanic officially announced the general availability of the Version 10 Humanic Design HRMS solution. As a customer in good standing the upgrade is now available to you free of charge. If you would like to schedule an upgrade, please contact Muniba Signoretto at 201-825-8887 or email msignoretto@humanic.com. Note: The latest release is a pure 3-tier solution and can no longer run in a 2-tier configuration.

Special Promotion Professional Services:

Humanic is offering a limited time offer of **25% off** all professional services engagements. Would you like help with:

- System training and education
- System configuration
- Report writing including moving to Discoverer
- Implementing self service modules
- Custom code to add additional functionality to the product

Contact Matthew McKew at (978) 386-7514 today

Our standard rates will be discounted 25% for any engagement booked through 3/31/2007.

We invite you to sign up for the following webinars to preview all of our new products:

Product	Dates & Times:
Humanic HRMS Version 10	Jan 18 th , 2007 Feb 21 st , 2007 (both at 1pm eastern time zone)
Humanic Payroll Version 10	Jan 18 th , 2007 Feb 21 st , 2007 (both at 2pm eastern time zone)
Humanic Time and Attendance Version 10	Jan 18 th , 2007 Feb 21 st , 2007 (both at 3pm eastern time zone)

Contact Dan Rusert at 858-300-5572 or via email at drusert@humanic.com

Humanic's Integrated Payroll Solution

Our version 10 product includes a fully integrated and robust Payroll module for companies that want to take control of their payroll processes in-house as opposed to using a service provider such as ADP or Ceridian, etc.

Our Payroll Solution will give you more control over all of your processes making your finance organization more responsive and agile. Our design is flexible, and allows you to outsource selected services as you wish -- such as tax filing, garnishment processing, W2 printing, employee screening, etc.

Contact Steve Brander at 603-362-8999 or via email at sbrander@humanic.com



Opportunities for Cost Sharing / Co-development Partners to Facilitate Rapid Feature Development

Humanic is looking for clients to help us introduce the following new functionality:

- Improve Self Service New Hire / Onboarding Process
- Improve Recruiting / Applicant Tracking Capability
- Improve Employee Performance Management Capability
- Improve Capability to Configure Humanic by adding User Defined Fields

As a co-development partner you will have a major impact on the product development. You will be working with Humanic product designers on a solution that will make a big impact on your business. You will also be asked to assist in the funding of the product development and in user acceptance testing of the application features. Any features put into Humanic as a result of a co-development effort will become full supported product standards.

Contact Matthew McKew at 978-386-7514 or via email at mmckew@humanic.com

Compliance: EEO Reporting Changes

The U.S. Equal Employment Opportunity Commission has changed the requirements for the Employer Information Report (EEO-1) for the 2007 reporting. Attached are more detailed instructions on how to ensure your Humanic reporting is up to date with the new regulations. For more information please use this link. <http://www.eeoc.gov/eeo1/qanda.html>

EEO-1 Revisions for 2007

In response to the changes being made in how you file the EEO-1 Report, Humanic Design is making the following recommendations. For our ASP clients you will notice additions and changes to the Race/Ethnicity Table and EEO-1 Categories Table. You will also notice the addition of two reports, EEO-1 Company 2007 and EEO-1 Location 2007. Before running these reports it will be necessary for you to update any employee records that need to reflect one of the new race codes of 'Two or more races' or 'Native Hawaiian or Other Pacific Islander.' You will also need to update the job codes that currently have an EEO-1 category of '1 – Officials and Managers' to the one of the new codes, '1.1 – Executive/Senior Level Officials and Managers' or '1.2 – First/Mid Level Officials and Managers.'

If you are a client running the Humanic HRMS application in-house we recommend that you take the following steps:

1. Update your Race Table, add the following codes and descriptions:

<u>Code</u>	<u>Description</u>
T	2 or More
N	Nat Haw

2. Update your EEO-1 table, add the following codes and descriptions:

<u>Code</u>	<u>Description</u>
1.1	Ex/Sr Lvl Off & Mgrs
1.2	1 st /Mid Lvl Off & Mg

3. Update your EEO-1 table, change the following descriptions:

<u>Code</u>	<u>Description</u>
5	Admin Support Workers
8	Laborers and Helpers

4. Update your Job Code Table; change any job with an EEO-1 code of 1 to either 1.1 or 1.2.
5. Update employee race codes; change any employee that should reflect either a code of 'T – 2 or More' or 'N – Native American.'
6. Create new EEO-1 Reports
 - a. Make a copy of your current EEO-1 Report by Company by saving it as EEO-1 Report by Company 2007
 - b. To the EEO-1 Report by Company 2007 add four calculated fields for the new categories of Male/Two or More Races, Female/Two or More Races, Male/Native Hawaiian or Other Pacific Islander and Female/Native Hawaiian or Other Pacific Islander
 - c. Add total fields for the four new calculated fields.
 - d. Rearrange the columns of the report for the new format of the EEO-1 Report.
 - e. If necessary you can repeat the above process for the EEO-1 by Location Report or you can save the new EEO-1 Report by Company 2007 as EEO-1 Report by Location 2007 and change the page break from Company to Location.

Should you require assistance with this process please contact Support at 201.825.8887 ext. 772 or support@humanic.com

