

Letter from the CEO

Dear Colleagues,

The First Quarter of 2010 has seen resurgence in stock markets in the United States, as well as across the globe and the fear of a double dip recession is starting to fade. Clients are changing their human capital strategy to focus on managing recruiting, which is expected to pickup, following an uptick in consumer demand. With unemployment numbers still high, there remains a glut of workers currently looking for jobs and employers still have a large pool of applicants to draw from.

At NuView, we have been proactively working on initiatives that will address the needs of our clients when they require it. NuView version 4.14 Service Pack 2, which was just released, has a much improved Candidate Self-Service and Recruiting module, helping clients manage their employer brand with automatic communications to applicants and providing greater efficiency for hiring managers in making selections from a large pool of applicants.

Looking ahead, the next release of NuViewHR will have a service bureau feature for the Payroll module. We also continue to focus on Internationalization and this next release will have many new features that will make implementing NuViewHR on a global scale simpler.

In September, our Annual User Conference will be held in Las Vegas, where we expect to expand product training, present case studies and enlist your active participation for future product direction. We will share with you how we have grown in the past year and highlight the processes and systems we have put in place to better serve you. Many staff members will be in attendance, and we want to hear how we have done and get your feedback on our plans. Attending the User Conference has proved to be valuable in connecting with other clients, learning best practices, and engaging with NuView to ensure your future plans are understood. I encourage you to attend and I look forward to meeting with all of you in Las Vegas.

Shafiq

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2010 TRADSHOWS & EVENTS

SAVE THE DATE! NuView Network 2010

NuView is excited to announce it's 2010 User Conference - NuView Network 2010



Dates: **Tuesday, Sept. 21 - Workshop Day**
 Wednesday, Sept. 22 - Workshop Day & Kickoff Dinner
 Thursday, Sept. 23 - Conference Day
 Friday, Sept. 24 - Conference Day

Location: **Site negotiation in progress**

Watch your email for more information!



2010 Tradeshow Schedule - Stop by and say Hello!

IHRIM

May 3-4, 2010
Rio Hotel & Casino
Las Vegas, NV
Booth #405
<http://www.ihrim.org/>

SHRM

June 27-29, 2010
San Diego Convention Center
San Diego, CA
Booth #2041 & 2043
<http://www.shrm.org/Conferences/annual/>

WorldatWork

May 16-18, 2010
Gaylord Texan Hotel and Convention Center
Dallas/Fort Worth, TX
Booth #207
<http://www.worldatwork.org/waw/texas2010>

HR Technology Expo

September 29-30, 2010
McCormick Place
Chicago, IL
Booth #408
<http://www.hrtechconference.com/>

American Payroll Association

May 26-28, 2010
Gaylord National Resort and Convention Center
National Harbor, MD
Booth #725
<http://www.americanpayroll.org/congress/>

WHAT'S NEW WITH NUVIEW!

New Client Announcements

NuView is pleased to welcome these new clients to our growing customer base; representing both global and domestic clients in Education, Services, Healthcare, and High-tech industries.

- IntelliDyne, LLC
<http://www.nuviewinc.com/PDF/IntelliDyne%20Announcement%20final.pdf>
- The University of California Education Abroad Program
<http://www.nuviewinc.com/PDF/UCEAOP%20Announcement.pdf>
- Aggreko
<http://www.nuviewinc.com/PDF/Aggreko%20announcement.pdf>
- The CBE Group
<http://www.nuviewinc.com/PDF/CBE%20Announcement.pdf>
- Grand Lake Health System
<http://www.nuviewinc.com/PDF/Grand%20Lake%20Health%20Announcement.pdf>
- Trumpet Behavioral Health
<http://www.nuviewinc.com/PDF/TrumpetBehavioralAnnouncement.pdf>
- Rubicon
<http://www.nuviewinc.com/PDF/Rubicon%20Announcement.pdf>
- TTI, Inc.
<http://www.nuviewinc.com/PDF/TTI%20Announcement.pdf>

NuView Systems Announces Successful 2009

NuView is pleased to announce it has recorded increases in sales and new clients for 2009, with sales bookings increasing 32 percent over 2008 and 27 new clients having been added. NuView continues to grow globally, now with more than 340 accounts.

NuView won numerous deals over Oracle, SAP and Workday, including ACLU and Hard Rock Hotel & Casino. New clients also include the North American operations of one of the world's leading brewers, and a global leader in the rental of power generation equipment, which was present at the Vancouver Olympics.

Along with the addition of new clients, NuView also received highly-esteemed awards and nominations in 2009. NuView was named to the Inc. 5000 list of fastest growing companies, the Global Software 500 list, and was a CODiE Award finalist.

To view the full press release visit: <http://www.nuviewinc.com/PDF/2009Success.pdf>

WHAT'S NEW WITH NUVIEW!

New London Office

NuView continues to grow globally!

We are pleased to share with you the addition of our London sales office.

NuView Systems, Inc.
Garrick House
26-27 Southampton Street
Covent Garden
London WC2E 7RS
+44 20 7717 8496
www.nuviewinc.com



Service Pack 2 Preview

Here are some highlights of new features that will be included in Service Pack 2:

Candidate Self-Service Multiple Job and Application Templates - Whether it's different countries, different languages, or different target audiences, recruiting managers will be able to create specific layouts for each job posting, including relevant display info, pre-screening questions, and data entry elements.

OFCCP Compliance - New functionality to track applicant data for U.S. OFCCP (Office of Federal Contract Compliance Programs) compliance. This will include the ability to record applicant test scores, prepare searches for applicants, and classifying applicant by government defined types.

Salary Surveys - NuView clients will be able to compare Salary Surveys data, from external independent surveys, with the salaries of their employees when making decisions about compensation.

New Grievance Tracking Functionality - Grievances can be submitted via Self-Service or initiated by Human Resources. HR can track the progress of a grievance from beginning to final resolution.

Performance Management Auto-Populating Comments - To increase efficiency and consistency for managers, HR can pre-define comments associated with ratings. When completing reviews, a comment will auto-populate based on the rating a manager selects. The manager can then remove, edit, or add to the comment as applicable.

View our latest press release detailing this new release:
<http://www.nuviewinc.com/pdf/servicepack2announcement.pdf>

NUVIEW IN THE NEWS!

Podcast with HRMarketer.com

NuView Systems' CEO, Shafiq Lokhandwala, recognized as a thought leader in the HR space, was recently interviewed by HRMarketer.com.



Listen to Shafiq's perspective on trends in talent management, recommendations for companies seeking an HR system, mobile HR capabilities, social media integration and more!

Listen to the podcast here: <http://www.nuviewinc.com/hrpodcast.html>

The HR Technology Happy Hour WebMingle

On Thursday, May 6, 2010, Shafiq spoke with HRchitect's Matt Lafata as the featured guest on HRchitect's HR Technology Happy Hour WebMingle, a live web radio show.



To listen to the show recording, go to:

<http://www.blogtalkradio.com/mattlafata/2010/05/06/shafiq-lokhandwala-ceo-nuview>

CONNECT WITH NUVIEW!

Social media has continued to grow in popularity in 2010. With YouTube having 91 million visitors last month and the number of blogs increasing daily, you can't ignore the increasing utility of social media. NuView has expanded its marketing efforts into more social media sites and we have created thought-provoking articles and posts on the following sites to keep the industry and clients informed about what's going on at NuView.

We look forward to your comments!

NUVIEW HAS A NEW BLOG!

Stay up-to-date on what's going on at NuView by following our blog. Read relevant industry articles, interviews with NuView's CEO, press releases and more.

Visit NuView's blog: <http://nuviewblog.nuviewinc.com/>



NUVIEW ON YOUTUBE

View all of NuView's recent videos in one spot. Watch product videos, training sessions, and interviews.

Visit YouTube channel: <http://www.youtube.com/nuviewsystems>



NUVIEWHR LEGAL LINE

With NuViewHR Legal Line, clients can avoid potentially costly lawsuits. Beginning with V4.12, NuView clients can access this value added service.

QUESTION OF THE MONTH -

We have a new employee who has been with us for 6 weeks and isn't working out (can't grasp the work, can't keep up with the workload, etc). We have documented the problems and discussed with the employee. We are planning to terminate the employee. We have new employees sign an acknowledgement that they are employees at will and either the employee or the company can terminate the relationship at will, with or without cause, at any time. Do you recommend employers have a probationary period policy (for instance 3 months?) included in the personnel policies manual as well?

Read the answer here: http://www.hrhelpline.com/nuviewinc/marketing/default.asp?page=HREXPRESS_QOM

HR ALERT:

COBRA premium subsidy program expanded under Temporary Extension Act of 2010.

Read more here: http://www.hrhelpline.com/nuviewinc/marketing/default.asp?page=HREXPRESS_HRALERT

For more information on NuViewHR Legal Line visit: http://www.nuviewinc.com/legal_line.html

*New clients automatically have access to Legal Line in the first year.



New Massachusetts Privacy Law

New privacy laws came in to effect March 1, 2010 in Massachusetts, in order to protect residents from the loss of personal identifiable information (PII) and identity theft.

Under the updated law, every business in the state with personal information about residents must develop a written comprehensive information security program that is appropriate to the size, scope, business type, its resources, the quantity of data stored, and the need for security and confidentiality. Types of information include social security and drivers license numbers, as well as credit cards and similar financial information.

All computer system security must meet the following standards:

- Secure user authentication protocols.
- Secure access control measures.
- Encrypt all records and files containing PII that will travel across public networks or be transmitted wirelessly.
- Monitor systems for unauthorized use or access to PII.
- Encrypt all PII stored on laptops or other portable devices.
- Have up-to-date firewall protection for files containing PII.
- Have up-to-date versions of system security software.
- Educate and train employees on the proper use of the computer security system and importance of information security.

Through our recent 4.14 release, NuView has taken the appropriate steps to safeguard client data to comply with this new regulation, including additional encryption of data fields.

To review the complete law visit: <http://www.mass.gov/Eoca/docs/idtheft/201CMR1700reg.pdf>

Preparing for a Resume Tsunami

By Shafiq Lokhandwala, CEO of NuView Systems

Recruiting new employees to work in an organization may sound like an easy task, especially with so many people out of work, but it isn't! Finding a candidate who has the right skill set and fits the mold of your organization, both dynamically and intellectually, can be a challenge and every company knows how important it is to have the right fit. Compounding that search is the mountain of resumes, a virtual "resume tsunami", of qualified (and unqualified) applicants.



The recession has impacted us all – but the economy is getting better. In fact, many businesses – both large and small – have resumed hiring again. **Non-farm payrolls rose by 114,000 and the U.S. economy added 162,000 jobs in March 2010 according to the Bureau of Labor Statistics.** Industries leading the charge include Healthcare and Biotech/ Pharmaceuticals, which have a captured market in aging baby boomers. As these and other businesses start growing again, increased job openings are available and recruitment begins in earnest.

If a business doesn't have tools to filter the incoming applicants, they are going to find themselves shortchanged, drowning in an endless volume of resumes. Quality candidates will get overlooked in the resume tide, or get snatched up by competitors equipped with tools to quickly find, interview and hire the people they need. Businesses need a plan of action for how they are going to tackle this process, quickly and effectively.

Recruitment management solutions can prevent businesses from becoming overwhelmed by the influx of resumes by transforming an applicant's resume sent via email, or submitted via the web site, into applicant data.

These same recruitment management tools can also play an important role in turning the challenges of the resume tsunami into an opportunity. Organizations that manage the process appropriately – acknowledging all inquiries, communicating clearly with potential candidates – can create positive impressions of a company's brand. Organizations can use this rise in activity to build a candidate database and a favorable impression of the company – even with candidates not selected for a position – helping future hiring efforts to be more productive, particularly when organizations are faced with fewer applications and a more competitive marketplace.

To read the full article and learn more about the keys to success and what to do after the storm:
<http://www.nuviewinc.com/PDF/Resumetsnuami.pdf>

Want to learn more about NuView's newest module? Contact your regional sales manager or send an email to info@nuviewinc.com, subject: Recruit Info.

Payroll Service Bureau: What and Why

By Dave Spring—Development Manager at NuView Systems

By now, we all know that development is hard at work creating a fully integrated payroll module. We have heard that it will be a “service bureau” product. Some of us may be wondering, “what is a payroll service bureau and why do companies use them?”

A **payroll service bureau** is an accounting business whose main focus is the preparation of payroll for other businesses. Such firms are run by payroll professionals.



A typical payroll processing company will refer to itself as a service bureau rather than a CPA or accounting firm to distinguish its payroll services from the general tax and accounting services that are generally not offered by a payroll service bureau.

Companies engage the services of such a company for many reasons. First there is the increasingly popular practice of “outsourcing”. Companies equate fewer payroll tasks with less staff and reduced expenses. The staff required for a company to generate payroll through a service bureau is often considered to require less payroll expertise and thus is less costly than the staff to produce payroll in house.

Second are the reduced upfront costs. Payroll service bureaus typically charge on a per employee or a per transaction basis. There is no large investment in a software license as with an in-house solution.

Lastly the proper generation of payroll can be complicated. There are many rules and regulations concerning the computation of payroll taxes. Failure to comply with these rules and regulations can result in fines and penalties.

Companies will often use a service bureau to ensure that the generation of their payroll abides by the rules and regulations.

In these days of cost consciousness, many companies are looking to keep expenses to a minimum. Regardless of size, this means outsourcing the generation of payroll. NuView has the products to meet these requirements.

For more information on NuView’s payroll options visit: <http://www.nuviewinc.com/payroll.html>



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STATS THAT SHAPE OUR HR & PAYROLL WORLD

60%

Percent of 904 workers in North America recently answered “yes, I intend to leave” when asked, “do you plan to pursue new job opportunities as the economy improves in 2010?”

Maybe, so I’m networking

No, I intend to stay

Not likely, but I’ve updated my resume



21%

13%

6%

Right Management, Philadelphia

50%

Percent of 1,800 American workers say they regularly bring their work home with them.



Prof. Scott Schieman, University of Toronto

21%

Percent of 333 hiring managers say they plan to increase hiring at their organization in 2010. That’s up from 3 percent last year.



Towers Watson, Stamford, Conn.

44%

Percent of 493 adult office workers said it’s been more than a year since they have updated their resumes.



Robert Half International, Menlo Park, Calif.