

Letter from the CEO

I always enjoy introducing an edition of the NuView Insider because it gives me a chance to highlight exciting new developments at NuView, let you know how we are doing and where we are heading and address how we continue to support you, and our partnership, in an ever changing HR & Payroll world.

I am pleased to report that the frenetic growth of the last few years has been gracefully managed by the NuView team. The consolidation of Cort Directions, the payroll company we acquired in 2007, with NuView into a single vibrant company, is now complete. Our larger company benefits from additional resources, an excellent payroll product and a culture that is driven by meeting client deliverables, developing superior product and driving efficiencies in our service delivery.

NuViewHR version 4.14 has just been released. NuView's products depend on client feedback to help us develop a superior product that continues to meet your needs. The exciting new capabilities in this release, including mobile approvals, graphic dashboards and organizational entities, were driven from your suggestions in focus groups, at the user conference and in project meetings. A summary of the new features is provided later in this newsletter.

In late September, we had a great User Conference, where our employees and clients had a chance to interact and learn from each other. It was wonderful to see NuViewHR and Cort Payroll making a positive impact for the employees of our client organizations and we took away information to make the processes, products and deliverables better.

We have done well as a company in the current economic environment and continue to grow. With your support, we are well positioned to take on the challenge of growing and prospering again with the growing economy.

As always, we remain ready to understand, listen and act quickly on the issues that confront you and we remain committed to satisfying you.

Best wishes for a happy and healthy Holiday season!

Shafiq

Inside this issue:

- 2009 User Conference 2
- What's New with NuView 3-5
- NuView in the News 6
- Social Media & NuView 7
- NuView Partners 8
- NuViewHR Legal Line 9
- Client Focus Groups 9
- HR Industry News 10 -12
- Payroll News 13 -15
- Stats that shape our environment 16

Special points of interest:

- NuView's new Corporate Office
- NuViewHR V4.14 – Highlights!
- Enhancements to Payroll Product
- NuView's Recent Partners

2009 USER CONFERENCE

Revolutionary HR & Payroll

NuView's 2009 User Conference, "Revolutionary HR & Payroll," held September 22nd-24th was a tremendous success. The highlight of the conference was a dynamic keynote address by Tim Sinclair, Chief Human Capital Officer of Booz and Company, one of NuView's global clients.

The conference provided NuView Systems' users with an energetic, open platform that included intensive training workshops, session tracks for new and advanced users, client panels, lively roundtable discussions, new product previews, technology sessions and much more. The NuView team talked about exciting new product developments, highlighted new features in the next release and global capabilities. Attendees were able to network together and expand their knowledge.

The entire NuView Systems team was on-board to assist attendees, as well as network.



Scott White (SWFLWMD) accepts client award



Duck Boat & Clambake Excursion

Discussions ranged from issues related to the evolving global workplace, meeting complex payroll needs, "going green", corporate social responsibility and challenges and opportunities in building a strong global workforce in today's economy.

Tim Sinclair's keynote was the hit of the conference, focusing on the challenge of leading a global human capital function and the critical elements that underpin success.

"We were thrilled with the fantastic turn-out and with the knowledge sharing and networking that took place. We wanted to offer HR and Payroll professionals a flexible arena to discuss any issues they chose, have the opportunity to learn more and explore our many capabilities.

Tim Sinclair gave a spectacular keynote address to attendees," said Shafiq Lokhandwala, CEO of NuView Systems. "We have greatly expanded our global reach in the past year and our global capabilities were a highlight."

NuView's client roster has grown dramatically in the past three years and the 2009 conference was very much a leadership seminar on critical Human Resource issues facing global industries. NuView has provided global HR solutions to its customers since 1999, supporting multiple languages and currencies. Few traditional HRMS providers can match the flexibility, depth of product or global capabilities that NuView's product suite offers, which now includes international payroll capabilities. (See partner section)

Awards Presented to:

HR Client of the Year : **Southwest Florida Water Management District**

Payroll Client of the Year: **Locke Supply Co.**

Winner of the iPod Touch: **Sue Kinzie – National Wine & Spirits**



Catherine Worsham, Sonja Davis & Peggy Rynne enjoyed networking during dinner

For access to all conference presentations, please contact info@nuviewinc.com for a password.

WHAT'S NEW WITH NUVIEW!

New Global Headquarters

NuView has moved its corporate office to 200 Brickstone Square in Andover, MA as of September 1, 2009 in order to accommodate a rapid growth in staff, leadership and clients. The new office has 80 percent more space to better service NuView's deep and growing global client base.

Over the past three years, NuView Systems has positioned itself as a global leader in Human Resources technology. NuView's CEO, Shafiq Lokhandwala, is often called upon by leading sources including Business Week, Inc. Magazine, Fast Company, Wall Street Journal Television, CNN and Fox News for his industry opinions and expertise, most recently on the economy/job losses and the use of social media for HR/Hiring purposes.



"We really worked hard to find the ideal office space to accommodate our growth and are pleased to offer our employees a state-of-the-art facility that will help them better balance their work/life initiatives. We are growing fast, but staffing strategically, and aligning our infrastructure to better scale for future growth and a global client base, and we plan to continue our successful path," Shafiq Lokhandwala.

Clients are encouraged to schedule additional training and visit us!

To see more pictures of our new office visit: <http://www.nuviewinc.com/office.html>

Growth Capital Funding

This past April, NuView received growth capital funding for the first time from **Petra Capital Partners**. NuView will allocate the funds to expand operations, hire additional staff and gear up for capturing a larger share of the HR/Payroll market, expected to hit \$11 billion in 2009. Madison Park Group LLC served as the exclusive advisor for the transaction.

NuView is ideally positioned for growth with its fully integrated suite of HR and Payroll tools, which utilize a single database and platform, and can be deployed globally.

"We are thrilled to be partnering with Petra Capital Partners, a world class venture firm with a long, successful history. This is particularly important in that most venture funding has stopped in this economy, but our product suite and advanced Enterprise 2.0 technology platform is actually more in demand now," said Shafiq Lokhandwala, CEO of NuView Systems. "Currently, there is a need for flexible human resources/payroll tools as companies look to re-build and reorganize staff and resources, re-deploy existing talent to fill

gaps created by reductions, automate processes and streamline operations, build a global team, push policies globally, retain key talent, and address a whole host of other staffing issues," Lokhandwala continued.

NuView recorded its second straight year of record-breaking growth in 2008, hiring 17 new employees to support its growing base of 300+ global clients, serving all vertical industries.

WHAT'S NEW WITH NUVIEW!

NuViewHR V4.14 - Highlights!

The new release includes new features suggested by customers from focus group sessions, addresses new Massachusetts privacy legislation, reflects trends in the marketplace and leverages advanced (web and cell phone) technology to further streamline HR and Payroll management, optimize staffing, and address the strategic needs of global organizations.

Highlights of NuViewHR version 4.13 include:

Mobile Authorizations

- Managers can quickly authorize HR requests using a mobile device, including
- Blackberry, iPhone and any Windows mobile 6.0 device.

Time & Attendance – bullet-proof Accruals

- Accrual time calculations use a new Java Engine for increased performance. Additional configuration points include rounding rules, non-standard work weeks and step change assignments for greater definition flexibility.

Benefits module – extended COBRA processing

- Now includes FSA and DCFSA information. Allows for inclusion of administrative fee.
- Also includes Economic Recovery Act support for subsidized COBRA payments.

Human Resources module – additional flexibility

- New entity designations can be assigned at the employment assignment level for reporting hierarchies. Filtering by country is enabled. Document upload and association at the employee level (individual employee documents page). Also, questions can be assigned to a Type, for use as pre-screening, interview and exit interview questions.

Training Administration module – prerequisite course check

Recruiting Management/CSS modules -- improved applicant experience

- Applicants can retrieve forgotten passwords under the Candidate Self-Service (CSS) portal, and email/forward job postings to others. Expanded functionality to upload resumes and enter specific employee name for employee referrals. Enhanced filtering for segmenting individual recruiter requisitions.

Performance Management module – additional information/viewing

- Displays organizational goals and previous reviews during each review phase. New performance templates target specific groups or levels within the organization. Managers see the employee's self-rating while completing the employee review

Metrics -- Dashboard controls within self-service portal

- Controls associated with specific metrics. Assignment of these based on security role.
- New Flash controls for use with dashboard objects.

WHAT'S NEW WITH NuVIEW!

Security – Supports new MA Privacy Law 201 CMR 17.00/other security changes

- Additional security changes to support the MA Privacy Law 201 CMR 17.00 for organizations with employees who work in Massachusetts, in advance of the March 2010 effective date. Changes to object model for easier language translation and aliasing for international use.

System/Reporting -- Scheduled data queries and email results

- Using Task Scheduler functionality, queries\NuViewHR reports can be scheduled and automatically emailed to internal and external recipients.

In addition:

SQL Server 2008 is now supported

Crystal Reports 2008 is now supported

NuView's Recent Awards

With revenue growth of 335% over the past three years, NuView has built a strong client roster and a strong public presence. Our CEO has been invited to participate in numerous interviews and news articles to both educate the market and define our leadership. Read further to see where NuView has been highlighted recently. We look forward to continued growth, while supporting our most important asset, our clients.



NUVIEW RANKS #901 ON THE INC. 5000 LIST.

An exclusive ranking of the nation's fastest-growing private companies. The list represents the most comprehensive look at the most important segment of the economy America's Independent minded entrepreneurs. 335% growth over 3 years.



CODIE FINALIST FOR BEST HUMAN RESOURCE SOLUTION

The CODiE Awards hold the distinction of being the Industry's only peer-reviewed awards program, which provides member companies with a unique opportunity to earn praise from their competitors and industry leaders.



GLOBAL SOFTWARE 500 LIST- #419

Worlds Largest Software and Services Companies. NuView ranked #474 in 2008.

We are thrilled to be named to such a prestigious list, among such great companies. Our phenomenal growth shows that our investment in product and staff has helped push us to become a global HRIS and Payroll leader, enabling business strategy through HR technology. We look forward to continued growth and moving up in the rankings." Shafiq Lokhandwala on Inc. 5000 ranking

NUVIEW IN THE NEWS!

Appeared on New England Cable Network

"It doesn't matter whether a company is hiring or firing. The Human Resources office is a busy place and awash in forms and files. NuViewHR is there to organize and manage the workforce, while providing strategic tools to help organizations position themselves for success."



Watch Interview here:

http://www.nuviewinc.com/nuview_images/NUV555-001.wmv

Quoted in USA Today

Entrepreneurs gathered at the Inc. 5000 conference in Washington, D.C., for three days of networking and seminars.



It's a ripe time to start a new business or take over a troubled one

Read full Article here:

<http://www.nuviewinc.com/PDF/USAtoday.shafiq.pdf>

NuView's Appearance on

THE WALL STREET JOURNAL.

Winner and Losers in the Layoff Storm

Shafiq comments on the Industry and businesses that are best suited to weather the economic downturn.

Watch interview here:

<http://online.wsj.com/video/winners-and-losers-in-the-layoffs-storm/2F2BC227-B785-46FF-8990-BADD8E594D17.html>

Quoted in BizActions

Using Social Networking Sites in Hiring?



More and more employees and management people are using social networking sites in their personal lives. And they're also starting to use social networking sites in work-connected ways...including in their job searches and their hiring process.

So, the question arises: When you and your company are ready to begin hiring again, should you use social networking sites to attract job applicants and to check out job applicants?

NuView believes companies should be cautious in using social media. Find out why.

Read full article here:

<http://www.nuviewinc.com/PDF/Recession%20is%20ending%20whats%20next%20for%20hiring2009.pdf>

SOCIAL MEDIA & NUVIEW

Social media has become extremely popular this year. With Facebook having 54.5 million visitors a month and Linked In with 7.7 million monthly visitors, the phenomenon is here to stay. NuView has expanded its marketing efforts into social media and we have created the following sites to keep the industry and clients informed about our products.



Join NuView On LinkedIn

http://www.linkedin.com/groups?about=&gid=1823720&goback=%2Egdr_1250086425617_1%2Eanb_1823720_*2



facebook

Become a Fan of NuView Systems on Facebook

<http://www.facebook.com/pages/Andover-MA/NuView-Systems/122581194110?ref=search&sid=67100015.2004083938..1>

Follow NuView on Twitter for recent news in a convenient format

<http://twitter.com/NuViewSystems>

Join the NuViewHR & Payroll Yahoo User Group to share your experiences and ideas.

<http://finance.groups.yahoo.com/group/NuViewHRandPayroll/join>

Client Case Studies

Our active partnerships with clients lead to successful projects. Read how these NuView clients have optimized NuViewHR & Payroll to streamline process, improve HR & Payroll services and implement HR best practices on a global basis.



Applied Research Associates, Inc.

Finding a complete International HR Solution

Industry: Professional Services/Consulting

Employees: 1,250

<http://www.nuviewinc.com/PDF/ARA%20Case%20study.final.pdf>



New England Research Institutes

Using NuView's Technology to serve employees better

Industry: Healthcare/Bio-tech

Employees: 150

<http://www.nuviewinc.com/PDF/Neri%20science%20case%20study.pdf>

NUVIEW'S MOST RECENT PARTNERS

NuView's partners add significant value when paired with our solution, addressing international payroll, time collection and other needs of our growing client base. Together, we provide a total solution that leverages today's technology and provides a great return on your investment. Read how our recent partners can help your organization operate more efficiently and effectively.

To learn more, contact your regional sales manager or email us at info@nuviewinc.com.



Celergo

Provides outsourced international payroll services in all major countries in North America, Europe, and Asia. They are uniquely able to manage payrolls in more challenging countries such as those in Latin America, the Middle East and Africa as well.



Pay-Pro

International payroll processing that focuses on the UK, Jersey, Guernsey, the Isle of Man, Ireland, South Africa, Swaziland, Lesotho, Botswana, Zimbabwe, Namibia, Nigeria, Egypt, Ghana, and Malaysia. Highly configurable macros translate payroll rules and requirements into automated processes.



Datamatics Management Services

Complete Time & Attendance/Scheduling solution, with clocks and other time collection options to close the loop on HR, Payroll and time collection.



TaxBreak

Service that specializes in identifying tax credits and government incentives that over 90% of businesses overlook - paying big dividends.

To learn more about all our partners, please visit: http://www.nuviewinc.com/alliances_partners.html

NuViewHR Product Videos

HR is a dynamic, ever-changing environment, filled with daily challenges in recruiting, compensation & benefits, performance and reporting/metrics. View these 2-3 minute animated videos to see real HR scenarios brought to life and addressed with NuViewHR.

Mobile <http://www.nuviewinc.com/VideoSource/index.html>

Metrics <http://www.nuviewinc.com/VideoSource/indexMetrics.html>

Compensation <http://www.nuviewinc.com/VideoSource/indexCompensationManagement.html>

Performance <http://www.nuviewinc.com/VideoSource/indexPerformanceManagement.html>

CSS/Recruiting <http://www.nuviewinc.com/VideoSource/indexCSSRecruiting.html>

Product Overview <http://www.nuviewinc.com/VideoSource/indexProductSuite.html>

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

**CASE OF THE MONTH – The High Price of misclassifying employees
Read Here:**

http://www.hrhelpline.com/nuviewinc/marketing/default.asp?page=HREXPRESS_COM

QUESTION OF THE MONTH -

As a private company, are we permitted to terminate employees that refuse to sign policies if we make this part of our handbook? What about refusal to sign disciplinary warnings? We have a place for an employee rebuttal but still have employees that refuse to sign.



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

HR ALERT:

Federal Minimum Wage Increase and USCIS Issues Guidance on Employment Eligibility Verification Form

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.

With open enrollment upon us, read what other companies might be planning for 2010.

By: Stephen Miller
SHRM

Open Enrollment: Six Benefit Trends for 2010

Many U.S. workers can expect higher costs for their employer-sponsored health care benefits when they receive their fall open enrollment benefit packages for 2010. But in addition, employees might find that their 2010 employee benefit packages include financial rewards for promoting healthy lifestyles, full coverage for preventive services, closer scrutiny of dependent and spousal coverage, and greater use of consumer-directed health plans (CDHPs).

“Faced with an uncertain economy and rising health care costs that show few signs of slowing, many employers have made changes to their health benefit plans for 2010,” says Tom Billet, a senior consultant with HR consultancy Watson Wyatt. “While next year’s benefits will reflect these higher costs, workers can also expect employers to continue their commitment to encourage employees to lead healthy lifestyles.”

Billet identified six trends that employees can expect to see in their benefit packages during open enrollment:

- 1 - HIGHER OUT-OF-POCKET COSTS** - More than four in 10 employers in a recent Watson Wyatt survey said they will raise deductibles, co-payments and out-of-pocket maximums because of the economic crisis. Some employers might raise doctor visit co-payments by \$5. Others might no longer provide 100 percent coverage for in-network services, opting instead to introduce some level of co-insurance to encourage workers to be more aware of the cost of services. Deductibles for individual and family coverage are expected to increase by \$50 to \$100 or more among some employers.
- 2 - GREATER USE OF INCENTIVES TO STAY HEALTHY** - Employers are continuing their push to improve the health of employees and their families. In addition to continuing the focus on wellness communication, employers are offering workers (and, in some cases, spouses) more incentives like gift cards, cash and discounted premiums for undergoing a health risk assessment or participating in smoking cessation, weight management or fitness programs. They are giving workers access to on-site health coaching as well as using health service providers to deliver web-based and telephonic coaching.
- 3 - CONSUMER-DIRECTED HEALTH PLANS** - More employers will offer CDHPs, as they are increasingly viewed as an effective way to control rising costs. Those employers adopting new plans are generally adding a high-deductible plan, often with a health savings account. Most employers adding these plans will offer them as an option to workers rather than replacing their traditional health plans.
- 4 - CONSOLIDATION OF HEALTH PLAN OFFERINGS** - Some employers plan to reduce the number of health plan options they offer to workers. As more employers consolidate and change their health plans and networks for 2010, some employees might have to change physicians or pay higher out-of-network costs.
- 5 - PRESCRIPTION DRUG BENEFITS** - Some workers will see changes to their prescription drug benefits in 2010. As part of an overall movement to CDHPs, a number of employers are introducing a CDHP prescription drug benefit option that typically offers workers 100 percent coverage on a list of preventive medications. Other companies are introducing value-based designs that include zero co-pays on certain prescription drug therapies that are known to help lower health costs and reduce hospitalizations.
- 6 - CLOSER EYE ON SPOUSAL AND DEPENDENT COVERAGE** - Employers are increasingly revisiting spousal and dependent coverage in their efforts to control costs. Some employers are requiring spouses to complete health risk assessments, while others are charging higher premiums for working spouses who have access to other health care coverage. More employers are expected to audit their workers to eliminate dependents who are not eligible for coverage.

Full article: <http://www.shrm.org/hrdisciplines/benefits/Articles/Pages/SixBenefitTrends.aspx>

Contact Professional Services to learn how NuView can help you with your open enrollment processes.



Making Tough (but Smart) Decisions in an Economic Downturn

NuView wants to help you leverage NuViewHR to make better decisions, should you be faced with the task of downsizing. By leveraging a wide source of information within our software, you'll be in a better position to make strategic workforce decisions on a tight timeline.

Downsizing is risky from many perspectives - losing top talent, increased risk of lawsuits - and it's more than just looking at salary levels and across the board cuts.

NuView can provide you with expert resources that can turn your existing data into actionable items, with an immediate ROI.

Businesses today are facing challenging times. As an HR professional, you see the effect of this every day. Organizations are being required to make strategic decisions regarding staffing levels, often resulting in the need for extensive and thorough planning, but rarely given the time to do this.

As a NuView customer, you have access to all of the critical information necessary to make these decisions faster and easier. Whether you are looking to upgrade the talent on your team, or are tasked to adjust staffing levels, we are here to help.

RESPOND, DON'T REACT

The best approach that human resources departments can take is to respond, but not react. In years prior, reduction in force was done by eliminating staff by very basic elements – head count, salary level and years of service. With NuViewHR, you are able to evaluate the data from many perspectives, resulting in better decisions today.

PLAN AHEAD

The critical component of responding in a strategically sound manner is to plan ahead. The four essential elements of this are:

- Plan your approach before it's needed
- Know where and how the data you need can be obtained
- Create an end-to-end plan that can be executed as needed
- Target a strategic versus tactical approach.

NuViewHR provides critical employee data that will assist with the many questions that need to be addressed when evaluating an employee from a more holistic perspective. Employees are not equal. Some high paid employees may be your best performers. Others may have skills that will be needed in the not-to-distant future. Others have shown motivation in obtaining training, upgrading their skill sets and proving to be valuable staff members capable of assuming management roles. In other words, you need to look beyond straight line salary in the decision making process.

(Continued)

Making Tough (but Smart) Decisions in an Economic Downturn (Continued)

FUTURE STAFFING PLAN

One element often lost in Reduction in Force actions is the next step -- having a staffing plan firmly in place. The economy will eventually recover and many times, companies will then need to respond quickly to fill positions equally as fast as they had to let them go. Reviewing the criteria needed for a particular position is essential.

BEST PRACTICE SUGGESTIONS

Regrettably, many companies have to make some difficult decisions, and it's imperative for future brand building and awareness that the reduction is handled with honesty and integrity, using some best practices.

- Provide outplacement services and consulting if possible
- Look at severance and paying for healthcare for an extended amount of time to lessen the financial impact on employees
- Schedule follow up calls and outreach activities to those employees that are impacted;
- Ensure impacted employees are notified whenever new positions open that may be a good fit
- Use workflows and triggers to provide information on COBRA, outplacement, networking opportunities

For more information on this topic, read our Whitepaper here:

<http://www.nuviewinc.com/pdf/reductioninforcenuview.pdf>

Reminders for a Successful Year-End

Year-end is upon us!

Here are some tried-and-true tips to help ease your year-end processing.

DECEMBER

- Remind any workers who have had life changes such as marriage, divorce, or a change in number of dependents to make the appropriate changes to their withholding via Form W-4.
- Remind employees that those who wish to continue claiming exemption from withholding must submit a new W-4 by February 15, 2009, and those who wish to continue receiving Advance earned Income Credit payments must submit a new W-5 by December 31, 2008.
- Collect benefit and payroll adjustment information and post to employees' payroll, including relocation, educational assistance, group-term life insurance, third-party sick pay, company cars, manual checks, and void checks.
- Order enough W-2 forms for all the employees who have worked for you this year, as well as some excess to allow for any mistakes. Better yet, consider preparing, printing, and filing your W-2s online at www.socialsecurity.gov/bsa.
- Verify your employees' names and Social Security Numbers (SSNs) at <http://www.ssa.gov/employer/ssnv.htm>.



DECEMBER- JANUARY

- Obtain new forms, withholding tables, and publications. Review the new Social Security wage base (\$106,800), deferred compensation limits, mileage rates, and state unemployment wage bases.
- Notify employees of applicable changes and any steps they must take.

JANUARY 1

- Reset all year-to-date balances to zero.
- Reset all wage bases, rates, and limits according to your research.
- Discontinue payments of Advance Earned Income Credit to any employee who has not given you a 2009 Form W-5.

JANUARY

- Reconcile W-2 totals against the four Forms 941 for 2008.
- Run a report to verify W-2 information before printing the forms. Make sure you have a SSN for each employee. Review employees with wages higher than the Social Security wage base (\$102,000 for 2008), benefits that must be reported in box 10 or 12, or statuses that must be checked in box 13.
- Buy postage for mailing Forms W-2.
- If your company offers any pre-tax deductions, prepare a notice for employees that explains the calculations of the numbers in boxes 1, 3, and 5.

Reminders for a Successful Year-End... continued

BY FEBRUARY 1 (SINCE JANUARY 31 IS A SUNDAY)

- Deliver or mail Forms W-2, *Wage and Tax Statement*, to all 2008 employees.
- File Form 941 (943 for agricultural employers), *Employer's Quarterly Federal Tax Return*.
- File Form 940, *Employer's Annual Federal Unemployment (FUTA) Tax Return*.
- For each of Forms 941, 943, and 940, if all taxes have been deposited when due, the deadline is extended until February 10.

FEBRUARY 16

- For any employee who claimed exemption from withholding last year, but has not submitted a 2009 W-4, begin withholding based on a marital status of "single" and zero withholding allowances.

BY MARCH 1 (SINCE FEBRUARY 28 IS A SUNDAY)

- File Forms W-2 (Copy A) with the Social Security Administration. If you file electronically, you have an extra month (until March 31) to file.



NuView Systems, Inc.
200 Brickstone Sq –Suite 303
Andover, MA 01810
Ph: 978-296-6600
Fax: 978-475-1771

STATS THAT SHAPE OUR ENVIRONMENT

54%

Percent of HR executives who consider employee engagement the biggest challenge that companies face after a job cut announcement. The next biggest challenge, selected by 23 percent, is easing anxiety over the possibility of additional lay-offs. Only 15 percent of HR executives said they consider the primary challenge to be ensuring that the quality and quantity of output remains consistent despite having fewer employees.

Challenger, Gray & Christmas Inc.

Sticking Around

In a survey of 2,667 HR Professionals, about one of five report that, over the previous six months, employees approaching retirement age have asked them to postpone their retirement.

Careerbuilder.com, Chicago

49%

Percent of companies that apply their global HR Strategies to all of their operating regions– not just their primary location. Of the companies in North America, Latin America, Asia-Pacific and Europe surveyed, 30% describe their HR organization design as global compared to 15% of the companies that describe it as global.



Hewitt Associates

2.8

Number of hours a day the average employee worries about personal job concerns such as layoffs.



Lynn Taylor, Consulting

Incentive Increases

A new study of 372 U.S. companies shows an average increase during the past year of \$125 for incentives given to employees to keep them healthy.

Health2Resources, Washington

