

Letter from the CEO

Dear Colleagues,

2010 is quickly coming to a close and U.S. businesses remain focused on the upcoming election, healthcare reform and the economy at large. Stabilization was key, rather than growing their organizations. 2010 has been a year "on hold" for many organizations, but I am heartened by the positive and hopeful tones in meetings we had at our NuView Network User Conference and content I heard at the recent HR Technology show.

For all of us, 2011 promises to be a year of getting "back to business", investing in key talent and hiring the talent to grow our organizations. Projects and initiatives that had been put on hold, because of concern with the anemic economy, are now being reviewed as strategic value for growth and gaining new markets.

Against this backdrop, this past year has been a busy one for NuView on many fronts.

We started 2010 with a new Payroll Service Bureau offering, which is going very well and will continue to expand in capability and volume in the new year.

We hosted what I consider to be our best user conference ever – **NuView Network 2010**. I say this not because of the total attendance number (which was our largest group yet), but for the upbeat spirit, and most importantly, the collaboration and engagement that I saw between clients, and between clients and NuView staff. Said one attendee, "We were able to be heard at the conference." We welcome continued dialogue with each and every client to help us improve as a company and to help evolve our products to meet your needs.

The Technical Group breakfast attracted numerous users, who freely exchanged information and recommendations. NuView Network attendees also enjoyed our Global Panel, Healthcare Reform Panel and the NuView Executive Panel. Clients **Hill International** and **Applied Research Associates** (ARA) provided excellent case studies on their rollout experiences. Payroll partner **Payroll Tax People** provided a timely legislative update and client **Haynes & Boone** taught one of our many payroll sessions. Several Payroll clients spent a day at the APA Fall Forum, which was running concurrently with our conference and attended sessions on leadership, vision and dashboard/metrics.

I invite you to provide us with content ideas for next year's conference, which is vital to making this a valuable experience for all attendees. You can send ideas to info@nuviewinc.com.

Our global client base has been expanding rapidly, causing us to quickly add development and QA resources to respond to current and anticipated needs. In August, NuView opened a company owned office in Hyderabad, India. Our new India office will allow us to meet the demands of this new growth and provide existing clients with the level of service they have come to expect. Behind the scenes, we moved to a new CRM platform (NetSuite), to provide better call tracking, implementations and project management. We've also integrated to a single call-in number for all incoming support calls for client convenience, eliminating separate lines for HR and U.S. Payroll support.

On the development front, we are on track to release our fourth service pack this year, in a continuing effort to provide clients with new functionality, new privacy rules and new legislative mandates. These new releases have also added depth to our International capabilities, as well as to our Recruiting, Performance and Compensation Management modules. For the U.S. Payroll product, we have provided an update for compliance, taxes and functional changes.

We look forward to growing our client base, working on exciting development initiatives and sharing success stories with our clients in 2011. We feel fortunate to work with such a diverse group of passionate clients, who value our passion and our mission -- helping HR departments be strategically relevant within their respective organizations.

Best wishes for a successful fourth quarter. I look forward to deepening our partnership in the New Year and that we continue to meet your expectations and HR and Payroll needs.

Shafiq

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- Product Enhancements
- Educational Webinars
- Payroll User Group Voting Results

EVENTS

NuView Network 2010



NuView Network 2010 held September 21-24th was a tremendous success. The conference highlighted globalization, healthcare reform, technological change and product developments.

NuView Network was held in Las Vegas, drawing attendees from over 40 companies, reflecting our broad range of client industries and covering its global HR and U.S. Payroll product lines.

"I'm confident that all of the NuView clients and other conference participants would agree that NuView Network 2010 was a great success, spotlighting national and global issues and HR/Payroll developments that promise to have a tremendous impact on business in 2011 and beyond," said Shafiq Lokhandwala, CEO of NuView. "This year's agenda included client panels, and subject matter professionals in the fields of global HR, U.S. Payroll and U.S. Healthcare, providing a unique opportunity for discussions that will help guide both NuView and its clients in the exciting times ahead."

In his keynote address, Tom Armstrong, CIO of Aggreko, addressed issues that companies in developed nations must consider as they look to compete in the new global economy. Armstrong, the top information technology executive for a global power and temperature control solutions supplier, pointed to the dramatic pace of technological change and the immense challenges posed by countries with vast people resources, particularly countries such as China and India. He encouraged attendees to focus on balancing Agility and Efficiency in order to be globally competitive.

Effecting both U.S. HR & U.S. Payroll clients alike, another panel spotlighted healthcare reform, presenting perspectives from the benefits/brokers, legal/compliance, healthcare and HR/Payroll vendor sides. This executive panel, "Healthcare Reform – The Impact on Your Business," focused on compliance timelines and interpretations of the new Health Reform Act signed in March 2010 and how the impending changes will impact businesses. The panelists also addressed actions and planning that organizations need to consider as they prepare for healthcare reform, inclusive of timelines and milestones.

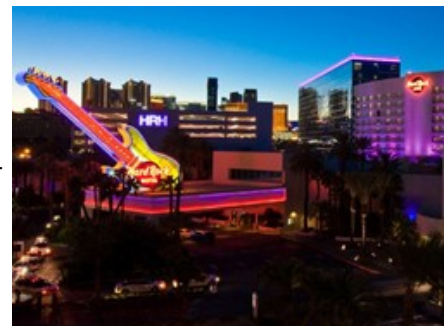
New to the conference was a panel featuring NuView Executives, who provided insight on company direction, the development cycle and market strategy to best practices, global rollouts and change management challenges, along with product strategy for its U.S. Payroll suite.

Other presenters and conference participants included NuView partners Datamatics, a provider of time and attendance systems; Celergo, a provider of outsourced international *payroll* services; Payroll Tax People, who provided a legislative update to U.S. Payroll clients; and client Haynes & Boone, who led a timely session on balancing your payroll from start to finish.

Awards Presented at the Conference:

HR Client of the Year – Hill International for achieving significant results with NuViewHR, including reduced onboarding time, savings on SOX compliance audit costs and the global rollout of the system.

Payroll Client of the Year – Hazelden for their partnership and successful roll-out of NuView's new Payroll Service Bureau offering earlier this year.



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Social Media

Connect with NuView Systems online to stay up-to-date with announcements, press and events!



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www.linkedin.com/companies/nuview-systems



www.youtube.com/NuViewSystems

Support Services Update

- Are you using NuView's new online Customer Portal?
- Did you know you can submit new cases or questions 24 hours a day, 7 days a week?
- Did you know that you can follow progress of your inquiries in real-time through our Customer Portal?
- Did you also know that you can simply reply to automated emails to attach files, documents, images, updates and comments to your support cases?

The NuView Customer Portal is growing and changing to meet your support services needs – log in today!

Do you have your URL and login information?

Contact NuView Support services at 800-244-7654 (option 2) for assistance.
You may also email us at support@NuViewInc.com

WHAT'S NEW WITH NUVIEW!

Global Payroll Partner

NuView partner Celergo provides outsourced international payroll services to global corporations. No matter where your employees are located – in Europe, Africa, Asia or throughout the Americas – Celergo brings ease and efficiency to your global payroll operations. With Celergo, you benefit from:



- One provider and one integrated system
- One language
- One time zone in each of three regions
- One consolidated bill in one currency
- Personalized service from one point of contact

Celergo currently delivers international payroll in more than 90 countries. Payroll compliance in each country is ensured through Celergo's network of expert in country partners (ICPs).

- √ International payroll for local employees, expatriate employees, or both
- √ Local experts in each country ensure compliance on a local level
- √ Distributes funds to employees, tax authorities and social programs in multiple countries, using the appropriate currencies
- √ Manages local holiday schedules (including bank holidays)
- √ Delivers multiple local payrolls
- √ Tracks different payroll cycles and calendars
- √ Celergo is SAS70 Type II certified

Celergo provides consolidated international payroll calculation, compliance and distribution services to clients through an efficient, integrated and cost effective process.

Today, Celergo supports clients' local and expatriate payrolls in a variety of sectors, including; financial services, oil and gas, staffing, technology, education, real estate, manufacturing, consumer goods, and many others.

Client sizes range from small companies with a global presence to major corporations improving their internal processes. Whether you have one international employee or several thousand, Celergo can help you increase your visibility, control, and compliance of your global payroll process.

For more information on Celergo visit, <http://www.nuviewinc.com/PDF/celergo.pdf>
Contact: info@nuviewinc.com

WHAT'S NEW WITH NUVIEW!

Recent Client Success Story



Hill International

The Challenge: Global HR Management
Number of Employees: 2600
Number of Locations: 90
Modules Licensed: HR & Benefits, ESS, MSS, Candidate Self-Service (CSS), Recruiting Management, Training Administration, Performance Management, Succession Management Compensation Management

At Hill International, a professional services firm focused on the construction industry, people are their product – the company's mission is to help clients deliver their projects on time, within budget, and with the highest quality possible.

With over 2,600 professionals in 90 offices worldwide, Hill has the resources – and the experience and expertise – to meet this challenge, but to do so an HRIS system was critical.

NuView Systems has provided Hill International's employees, managers and executives with an HRIS platform that has helped the company enhance its infrastructure and to scale in size and effectiveness.

With its worldwide employee base, Hill International needed an advanced HRIS platform that not only addressed all aspects of HR -- managing advanced workflow processes, performing performance reviews, coordinating the approval process -- but also support its operations around the world.

With NuViewHR's help, Hill International has been able to cut down on-boarding time of new employees from 10 days to between 1 or 2 days, allowing billable resources to become available much earlier than in the past.

SOX remediation tasks on employee records went from an average of 48 open tasks, to 28 open tasks and then zero open tasks.

Hill has saved as much as 10% on reduced compliance and audit fees from remediation around employee related processes.

View the full case study: <http://www.nuviewinc.com/PDF/Hill%20International%20Case%20Study.pdf>

Hill and NuView will co-present on Hill's global rollout at the upcoming Garden State SHRM Conference on November 2nd. For more information, <http://www.gscshrmconference.org/>

WHAT'S NEW WITH NUVIEW!

Recent Client Success Story



The Challenge: Finding the Right HR Software Vendor
Number of Employees: 500
Number of Locations: 3
Modules Licensed: HR & Benefits, ESS, MSS, Candidate Self-Service (CSS), Recruiting Management

Marks Paneth & Shron is an accounting firm committed to client success, whose priority is to help them make smart decisions at every turn. As a growing firm – now one of the largest in the New York region – they focus on giving clients access to the best and most experienced professionals in the industry.

Marks Paneth selected NuView Systems for its user friendliness, ability to provide a payroll interface to ADP, superior staff, and affordability.

A web-native product, *NuViewHR eliminated any IT concerns.* since it supported multiple web browsers and the system could be accessed remotely from anywhere to accommodate employees working from home, from on the road or while working in other MPS offices.

The HR Department has realized significant time reductions through its ability to report monthly time off summaries, the elimination of paper forms for Open Enrollment and duplicate entry because of the Payroll interface provided by NuView.

Manager responses have been overwhelmingly positive. They can view staff vacation hours remaining, view a department calendar, review employee history, see employees up for evaluation, view salary history and staff budgets, among other functions.

View the full case study: <http://www.nuviewinc.com/PDF/mp%20case%20study.pdf>

NEW PRODUCT ENHANCEMENTS!

NuViewHR 4.14 Service Pack 3 Highlights

Here are some highlights of new features that are included in Service Pack 3:

International Regulator:

With the addition of the International Regulator, HR is provided with the tools needed to meet country specific localization needs. See section below for more information on the International Regulator.

Compensation Module:

The Compensation Management User Interface has been enhanced to allow users to decide whether to view the compensation recommendations in a grid/spreadsheet format, grouped by employees or grouped by organizational structure. Users can go back and forth between these formats so that the data is presented and totaled in the way that is most effective and informative for them. In addition, HR and managers can now perform compensation planning in local currencies, the corporate base currency, or both, simultaneously, instantly seeing exchange rate conversions as values are entered into the application.

Pay Steps:

For organizations with structured pay steps for employee salaries, new functionality has been added for managing of pay steps. When you assign an employee in a pay steps-governed job to a particular pay step, the employee will automatically receive the correct salary. The pay steps functionality also allows for exceptions, whereby the HR Administrator can override the pay step functionality for an individual employee as a special case.

Hire Act:

Two new tax benefits are now available to employers who hired workers previously unemployed or only working part time. These provisions are part of the Hiring Incentives to Restore Employment (HIRE) Act enacted into U.S. law recently, functionality has been added to the application for tracking qualified employees, enabling employers to be better positioned to take advantage of this tax incentive.

Compliance:

Updates have been made to the VETS 100A PDF report functionality and the EEO-1 PDF Report functionality in accordance with compliance requirements.

More About the International Regulator

As companies expand globally, HR must take certain steps to respect the local culture, laws, regulations, and practices of each individual country that is a part of the organization. There are some concepts that are universal and have been proven as leading practices throughout the world. However there are some concepts that are unique to a particular country, for example, collecting certain personal data about employees. The work of the international regulator allows for these unique differences by allowing objects throughout the application to be localized. For example, if a country, such as France, does not collect "Ethnicity/Race", the data entry element is not present.

HR Impact: The Human Resource Administrator may now easily manage employee data relative to the perspective of individual employees and local customs and regulations.

Employee Impact: Employee data is now more manageable with respect to complying with local customs and regulations.

Save Undo Add Copy Delete Tools Help

Regulator

Edit data and press **Save** to keep it.

Regulator: FRN

Regulator Name: France

Image:

Replace Image:

Display Image?:

Inactive?:

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 -

If an employee advises her supervisor/manager that she has been diagnosed with a medical condition (MS), but has not provided any documentation or advised that she is unable to perform her job, is there anything that HR must do? The supervisor did advise her that she may want to see HR if she has any questions, however, she has not done so. Also, she does not have any personal/vacation time remaining for the year and this condition.

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



HR ALERT:

CHANGES TO THE NATIONAL LABOR RELATIONS ACT: Executive Order 13496 Requires Federal Contractors and Subcontractors to Notify Employees of Their Rights Under the National Labor Relations Act.

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.

Learn more about Issues affecting HR & Payroll Professionals like you

Thank you to all who attended the Wage and Hour Liability: A Ticking Time Bomb webinar on October 21st. The educational webinar was very successful and received great feedback.



In case you missed it, you can view the slides from Wage and Hour Liability: A Ticking Time Bomb webinar here: <http://www.nuviewinc.com/pdf/wagehour.pdf>

We want to offer clients valuable information about issues and topics that concern HR & Payroll Professionals and are looking to you for feedback on topics. Are you interested in...

- Healthcare Reform
- Social Media in HR
- Safe Harbor Certification
- Global HR
- Retirement
- Workforce Diversity/Generation Gap
- The Green Organization
- Compensation Practices
- Suggest your own

Submit your preferences or other suggestions to hlewko@nuviewinc.com, subject: Webinar Topics.

HR INDUSTRY NEWS

NuView Accelerates Global HR System Rollouts Sees Businesses Expanding in Overseas Markets

Spotting a significant shift among U.S. businesses, [NuView Systems Inc.](#) believes that as organizations expand into foreign markets to drive profitability and revenue growth, it expects the move to global HR systems to accelerate in order to put global “HR systems of record” in place to better manage their global workforces.

“NuView has a long history of providing HR and Payroll systems for U.S. companies with international operations.

In recent months, we’ve seen an upswing of interest in this technology and we expect this trend to continue to rise as businesses look to capitalize on opportunities overseas,” said Shafiq Lokhandwala, CEO of NuView.

“But while international markets may offer opportunities for business growth, it is imperative that these organizations address issues like foreign currency management, localization of HR information, foreign language support, international salary structures and country-specific rules on data privacy.”

NuView is gaining global recognition for its ability to address the needs of multi-national organizations, incorporating a customer’s global workforce under a single HR platform. Operating under a single platform makes it easy to report globally, eliminating the need for separate HR systems within each country. NuViewHR®, is available in a variety of languages out-of-the-box, including English, Simplified Chinese, French, Spanish and German, and can be easily translated to any language needed. Key to the NuViewHR system is that all system components – not just the Self-Service portals – are available to users in the local language.

Globalization of business and the adoption of HR systems that extend across international boundaries and cultures were a central focus of NuView’s User Conference in September. The conference featured a keynote from global customer Aggreko, a panel discussion with some of NuView’s global customers to discuss global rollout planning, change management and data privacy and other scheduled sessions centered on global HR management.

NuView also identified “safe harbor” as another globalization-related trend expected to drive adoption of advanced HR systems in 2010 and 2011, as businesses work to meet safe harbor requirements while doing business in other countries.

Other 2010/2011 emerging business trends that NuView foresees:

- Health care renewals and the impending national health care reform
- The “resume tsunami” challenging businesses seeking new hires as the economy improves
- The impact of social networks on talent recruitment and workforce management
- Investment in HR systems to support the growth of businesses emerging from the economic downturn

“System flexibility will be key as each of these areas takes shape and matures, and each will impact HR strategy. NuViewHR is ideally positioned to help organizations track, analyze and implement all of these emerging trends facing organizations” according to NuView’s CEO, Shafiq Lokhandwala.

Newly Signed Bills Significantly Change Massachusetts Employment Laws

Massachusetts Governor Deval Patrick recently signed into law bills that significantly amend a number of laws important to Massachusetts employers and those with employees in Massachusetts. In particular, the bills contain provisions that change how employers maintain personnel files and what questions employers can ask about criminal backgrounds on employment applications.

An Act Relative to Economic Development Reorganization, Chapter 240 of the Acts of 2010, contains a provision that significantly amends the Massachusetts Personnel Records statute, Mass. General Laws ch. 149 § 52C. **The amendment requires employers to notify an employee within ten days of placing negative information in the employee's personnel record.**

Another significant change, effective November 4, 2010, states that **employers may no longer request criminal background information on the initial employment application.** Two exceptions include (1) federal or state law or regulation states that the application will be disqualified for the position based on conviction of a criminal offense or (2) federal or state law or regulation imposes an obligation on the employer not to employ individuals who have been convicted of criminal offenses.

For additional information and resources: <http://www.mclane.com/services/practice-areas/employment.php>



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STATS THAT SHAPE OUR HR & PAYROLL WORLD

27%

Percent of 1,400 chief financial officers who said that, focusing more on maintaining employee moral was the greatest lesson learned from the recession. Other lessons learned include:

- 22%** Avoiding multiple rounds of cost-cutting
- 22%** Retaining enough staff to maintain productivity
- 15%** Implement more detailed succession plans
- 11%** No lessons learned



Robert Half International, Menlo Park, Calif.

39%

Percent of 2,075 American workers who feel the economic situation has caused them to appreciate their jobs more. That's a significant dip from the 55 percent of workers who felt that way a year ago.

Adecco Group North America, Melville, NY

44%

Percent of the 293 Fidelity defined-contribution-plan sponsors that reported they have eliminated or reduced their employee contributions last year, but now indicate they have either already reinstated the match or plan to do so over the next 12 months.

Fidelity Investments, Boston, Mass.

5.9

The current number of job seekers for each job opening in the United States. This number is down from the 6.4 reported in December 2009.



U.S. Bureau of Labor Statistics, Washington D.C.

