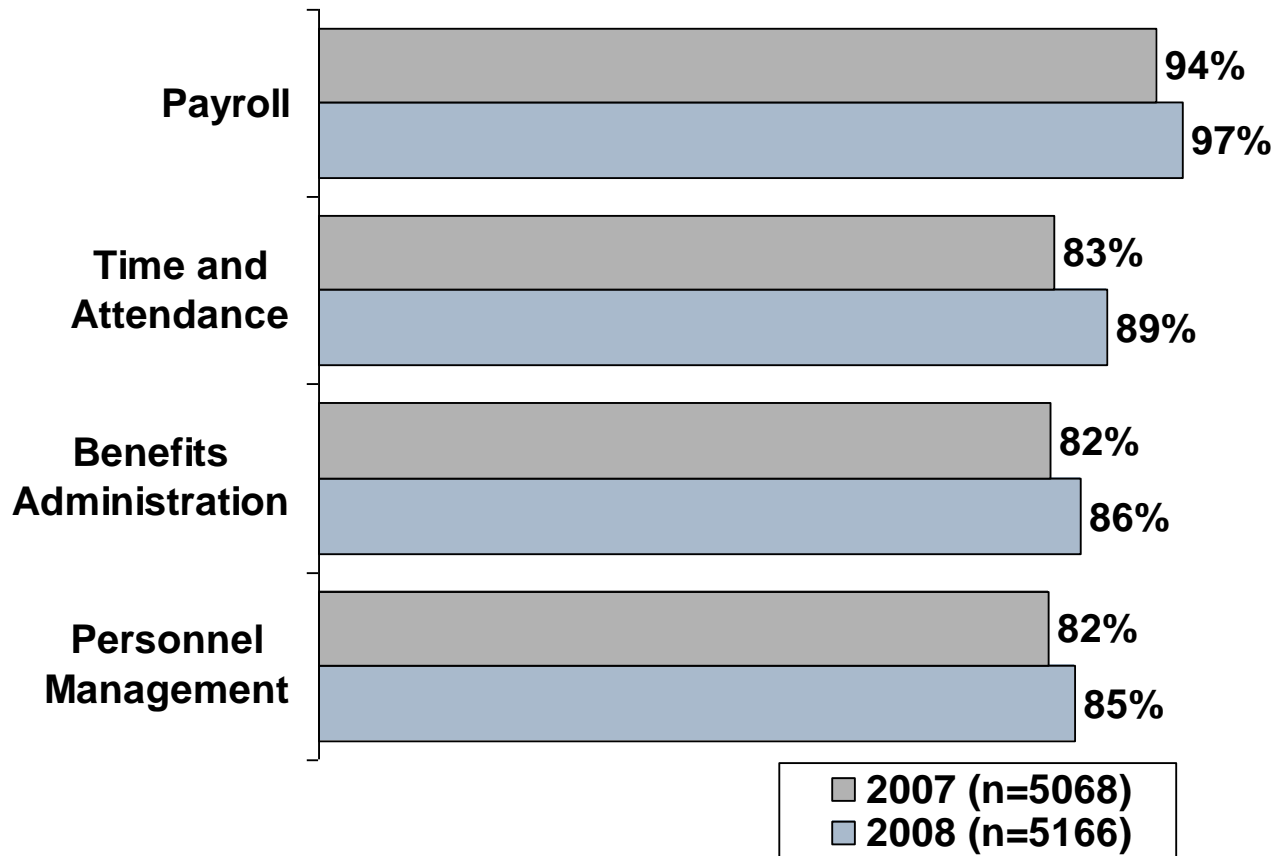


MARKET OVERVIEW

Hospital Human Resource Applications 2008 Year End Report

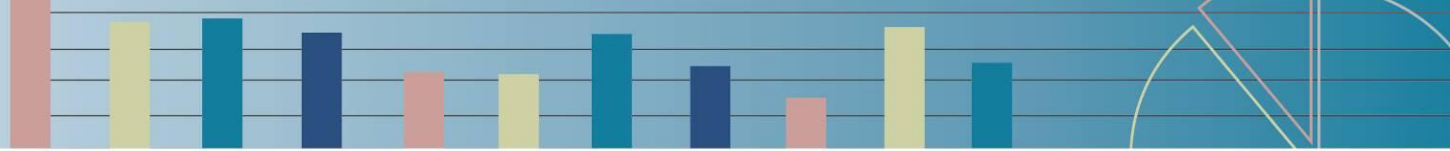
Human Resources Applications

Summary of Installation (2007/2008)*



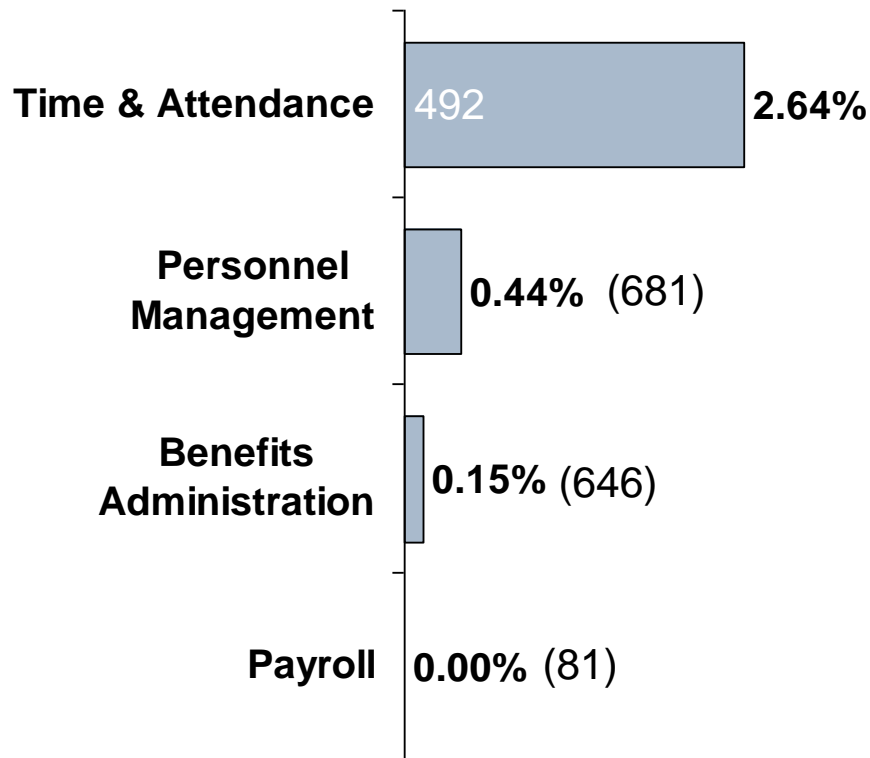
The rate of installation or planned installation has increased across the four human resource applications. Payroll is the only human resources application that has a market penetration of more than 90 percent.

* Reflects hospitals based only in the US



Human Resources Applications

Summary of Plans (in “Not Automated” Hospitals)



Hospitals are most likely to report having plans to purchase time & attendance software in the future for the first time. Among the 81 hospitals that have indicated that they do not have payroll installed or contracted to install, none are planning to purchase a payroll system.

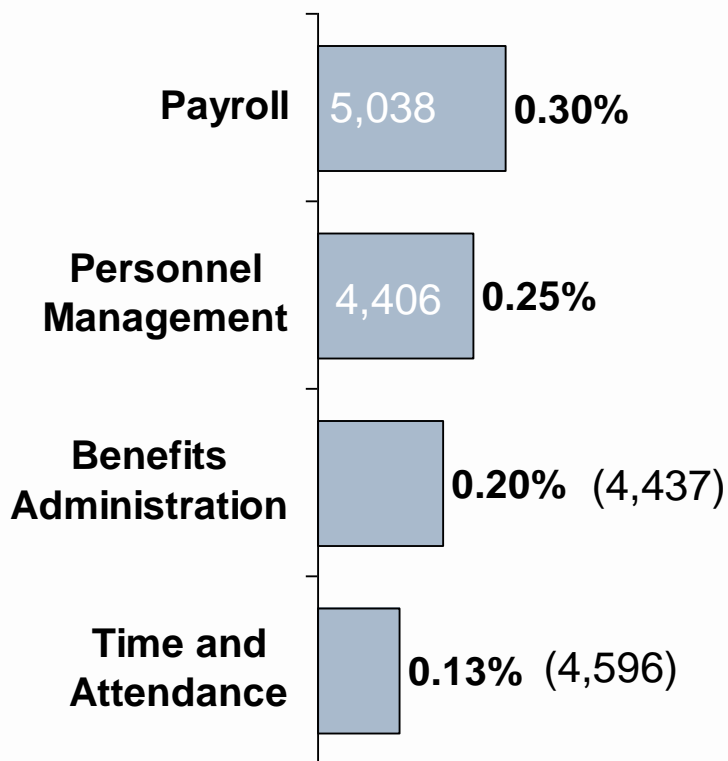
Number in white and parentheses represents number of not automated hospitals

■ Percent of "Not Automated" Hospitals Planning to Purchase Software



Human Resources Applications

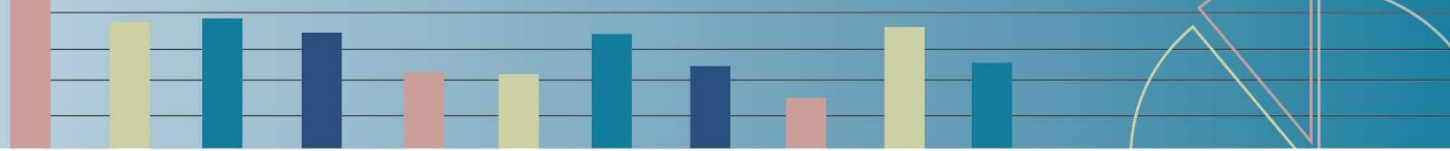
Summary of Plans (Replacing Current Software)



Very few hospitals that use human resource applications report plans to replace their current solution in the near future. Of the four human resources applications, payroll is the most likely to be replaced, followed by personnel management.

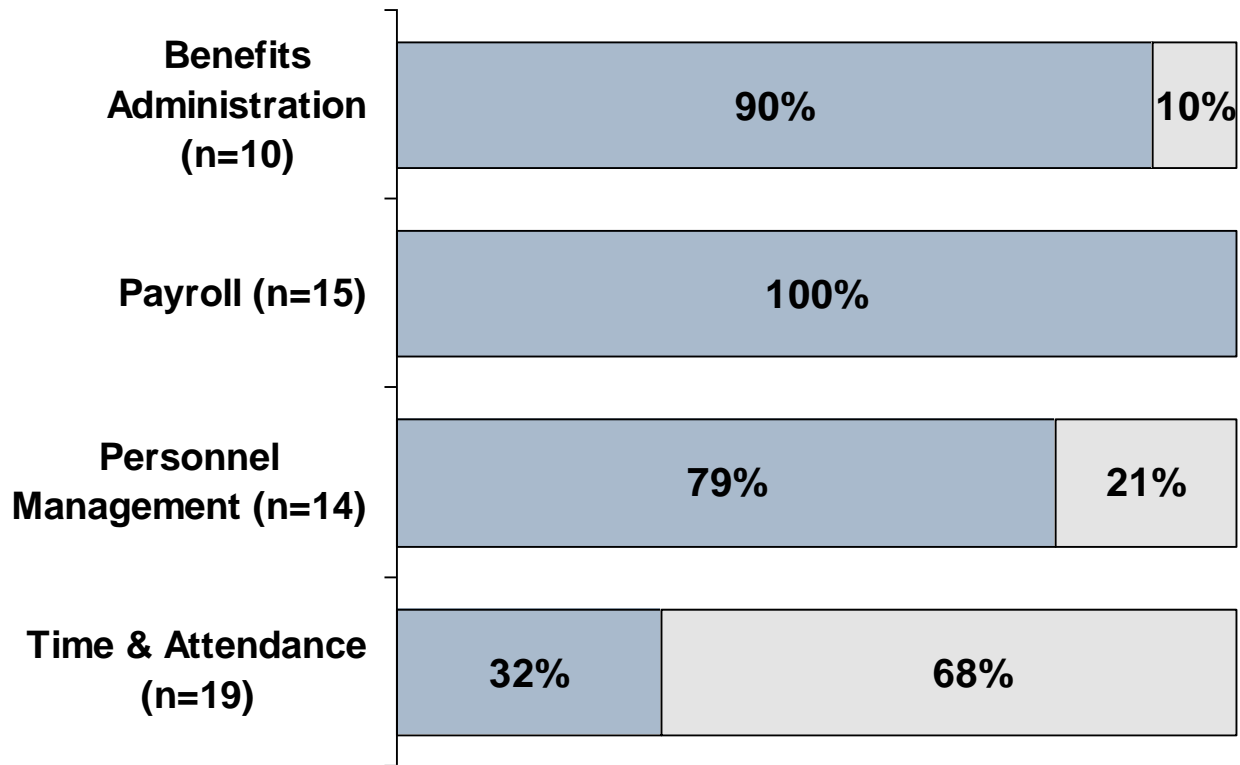
Number in white and parentheses represents number of automated hospitals

■ Percent of Hospitals with Installed or Contracted Systems Planning to Purchase Software



Human Resources Applications

Summary of Plans



All future purchases of payroll software will be to replace current solutions. The majority of benefits administration and personnel management are also replacement purchases. The majority of time and attendance future purchases will be first time purchases.

■ Percent of Hospitals with Installed Software - Replacing
 □ Percent of Hospitals Planning to Purchase Software for the First Time



Summary of Installation

- 5,121 hospitals have installed or contracted to install an application in at least one of the following areas: payroll, personnel management, benefits administration and time & attendance.
 - 5,066 of these 5,121 hospitals (99 percent) have all four applications.
 - Of the 5,066 hospitals that have all four human resource applications, 1,508 hospitals (30 percent) use the same software vendor.
 - 20 additional hospitals have three of the four human resources applications.



Benefits Administration

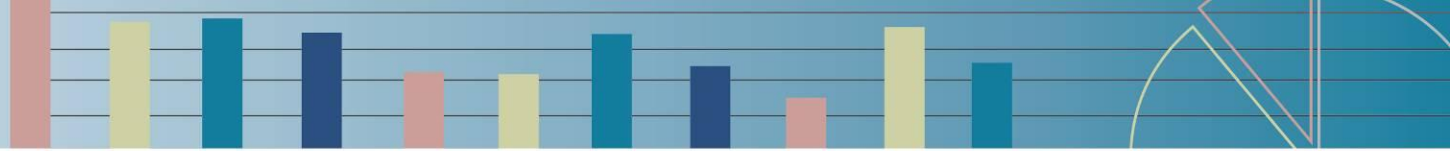
Top Ten Installed and Contracted Systems

Vendor	# of Installations	% of Market*
LAWSON SOFTWARE	995	22.54%
MEDITECH	667	15.11%
ORACLE CORP./PEOPLESOFT	603	13.66%
CPSI	275	6.23%
SELF-DEVELOPED	265	6.00%
HEALTHLAND	189	4.28%
MCKESSON PROVIDER TECHNOLOGIES	176	3.99%
HEALTHCARE MANAGEMENT SYSTEMS, INC.	171	3.87%
SIEMENS MEDICAL SOLUTIONS	132	2.99%
SAP HEALTHCARE	120	2.72%

52 Vendors share the remaining 18.62% of the market.

* The total percentage may exceed 100 percent due to rounding or some organization may have more than one vendor installed.

N = 4415



Payroll

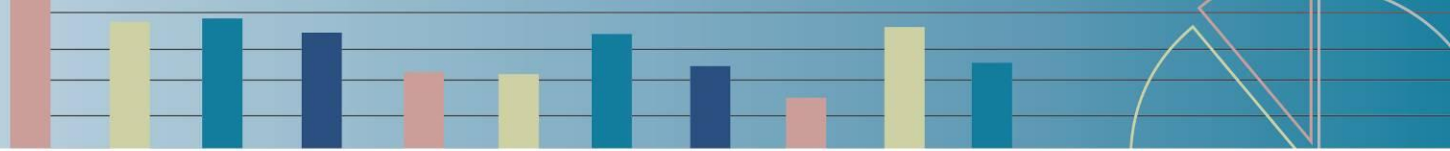
Top Ten Installed and Contracted Systems

Vendor	# of Installations	% of Market*
LAWSON SOFTWARE	984	19.63%
MEDITECH	734	14.64%
ORACLE CORP./PEOPLESOFT	603	12.03%
CPSI	383	7.64%
HEALTHLAND	310	6.19%
SELF-DEVELOPED	252	5.03%
MCKESSON PROVIDER TECHNOLOGIES	223	4.45%
HEALTHCARE MANAGEMENT SYSTEMS, INC.	207	4.13%
AUTOMATIC DATA PROCESSING, INC.	190	3.79%
SIEMENS MEDICAL SOLUTIONS	167	3.33%

59 Vendors share the remaining 19.17% of the market.

* The total percentage may exceed 100 percent due to rounding or some organization may have more than one vendor installed.

N = 5012



Personnel Management

Top Ten Installed and Contracted Systems

Vendor	# of Installations	% of Market
LAWSON SOFTWARE	993	22.61%
MEDITECH	658	14.99%
ORACEL CORP./PEOPLESOFT	506	14.23%
SELF-DEVELOPED	263	5.99%
CPSI	258	5.88%
MCKESSON PROVIDER TECHNOLOGIES	195	4.44%
HEALTHCARE MANAGEMENT SYSTEMS, INC.	176	4.01%
HEALTHLAND	169	3.85%
SIEMENS MEDICAL SOLUTIONS	129	2.94%
AUTOMATIC DATA PROCESSING, INC.	125	2.85%

50 Vendors share the remaining 18.22% of the market.

N = 4391



Time & Attendance

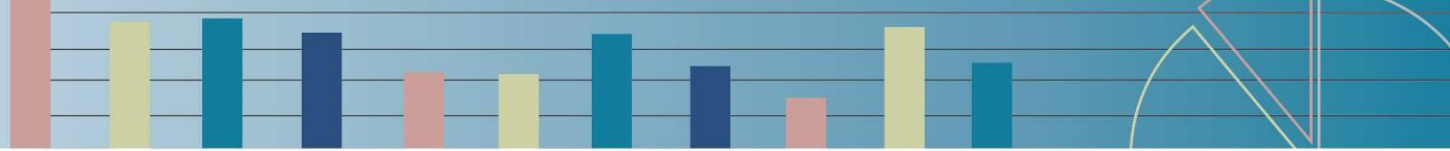
Top Ten Installed and Contracted Systems

Vendor	# of Installations	% of Market*
KRONOS, INC.	2765	60.70%
API SOFTWARE, INC.	468	10.28%
CPSI	286	6.28%
AUTOMATIC DATA PROCESSING, INC.	182	4.00%
ORACLE CORP./PEOPLESOFT	110	2.42%
HEALTHCARE MANAGEMENT SYSTEMS, INC.	93	2.04%
HEALTHLAND	89	1.96%
SELF-DEVELOPED	80	1.76%
MEDITECH	73	1.60%
CERIDIAN	43	0.94%

65 Vendors share the remaining 8.13% of the market.

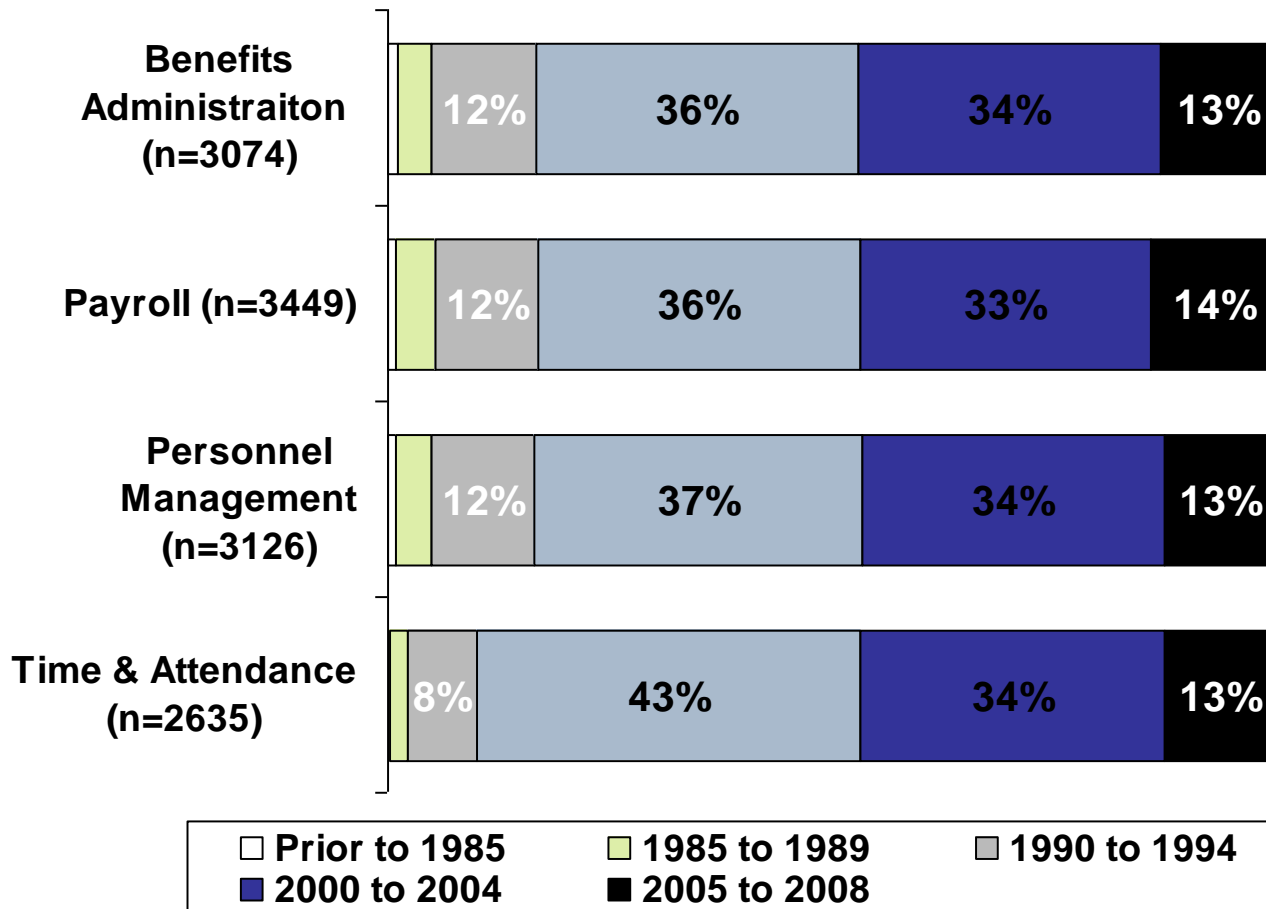
* The total percentage may exceed 100 percent due to rounding or some organization may have more than one vendor installed.

N = 4552



Human Resources Applications

Temporal Summary of Installation



The majority of human resources application purchases occurred between 1995 and 2004.



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