

FOR IMMEDIATE RELEASE

84 Lumber Selects Ultimate Software's UltiPro

*—8,000-Employee Company Selects UltiPro for Web Self-Service, HR Functionality,
and Reporting Tools—*

Weston, FL, January 18, 2005--Ultimate Software (Nasdaq: ULTI), a leading provider of Web-based payroll and workforce management solutions, announced today that 84 Lumber, the nation's largest privately held supplier of building materials in the United States, has selected Ultimate Software's UltiPro Workforce Management.

With 8,000 employees in 500 locations in 38 states, 84 Lumber had been using an in-house system for payroll that didn't offer the complete employee management package that the company wanted to support its plans for growth. With a goal to add approximately 50 stores in 2005, 84 Lumber began looking for an integrated solution that would help it empower employees, improve efficiencies, and generate real-time workforce reports. The company chose UltiPro in December 2004.

"Our number one driver to make the change was our desire to provide excellent service to our associates," said Brian Kelly, vice president of human resources for 84 Lumber. "We want them to have convenient and fast access to accurate information. We believe UltiPro and its Web self-service will help us accomplish this objective and elevate the services we deliver to associates."

In addition to Web access, 84 Lumber wanted to automate its human resource processes so it could become more efficient while sustaining high-quality service to its workforce. The company hopes to use UltiPro's reporting functionality to build HR reports that identify 84 Lumber's high performers for accelerated career growth.

"As we grow, we need to be more efficient in the way we organize and use our associate information. As an example, we frequently move people from position to position or store to store, for career development and because we strongly believe in promoting from within. We hope to use UltiPro's reporting to help us quickly locate candidates who would be a good fit for open positions, so we can be proactive in promoting them," said Kelly.

"UltiPro's flexible setup and scalability make the solution great for companies like 84 Lumber that are in growth mode," said Greg Swick, senior vice president of sales for Ultimate Software. "We're looking forward to working closely with the 84 Lumber team to help them derive the business efficiencies and strategic benefits they're seeking. Always our goal is to exceed expectations and build long-term relationships."

About Ultimate Software

Ultimate Software, a leading provider of Web-based payroll and workforce management solutions, markets award-winning UltiPro as licensed software, as a hosted application through Intersourcing, and as

a co-branded offering to Business Service Providers (BSPs) under the “Powered by UltiPro” brand. The Company employs approximately 450 professionals who are united in their commitment to developing trendsetting solutions and delivering quality service. Ultimate Software customers represent diverse industries and include such organizations as Benihana Restaurants, The Container Store, Elizabeth Arden, The Florida Marlins Baseball Team, The New York Yankees Baseball Team, Omni Hotels, Ruth’s Chris Steak House, SkyWest Airlines, and Trammell Crow Residential. More information on Ultimate Software’s products and services can be found at www.ultimatesoftware.com.

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