

2009 HUMAN RESOURCES VENDOR SURVEY

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190 Total Participating Organizations

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PARTICIPANT DEMOGRAPHICS

Industry Classification

Manufacturing, Durables (Metals, Fabricated metals, etc.)	34.0%
Manufacturing, Non-Durables (Textiles, Food products, Chemicals, etc.)	13.0%
Services - Finance, Insurance & Real Estate	12.0%
Wholesale and Retail Trade/Services	6.0%
Services - Non-profit, Educational & Social	18.0%
Other, please specify	18.0%

Employment Size

1 to 10	3.0%
11 to 50	22.0%
51 to 100	30.0%
101 to 200	21.0%
201 to 400	18.0%
Over 400	7.0%

HRIS

HRIS System:

	# Orgs	%
Yes	96	51%
No	94	49%

Vendor who created your software application for HRIS:

Vendor Name	Software Package	Count
ADP	Benefit Expert	1
	Enterprise	4
	HR/Benefits Solution	3
	HR/Perspective	4
	HR/Profile	4
	PayExpert	7
	PayForce	1
Ascentis	HR Office	1
Best Software	ABRA Suite	7
Ceridian	e Source	4
Employease		3
Epic HR		1
Evolution		1
G Neil	Gradience	1
Great Plains		1
Harris	Municipal Software	1
Infinium Software		1
IOI - Interlogic Outsourcing Inc.		1
Microsoft Dynamics GP		1
NuView		1
Optimum Solutions	AS/400	1
Oracle		1
Paychex		4
Paylocity		7
PeopleSoft		7
People-Track		2
Sage		4
SAP		4
Spectrum	HR-Vanrage	1
	i-Vantage	3
Sungard SCT		1
UltiPro	Ultimate	4
In-house system		5

Length of time using this specific HRIS:

	# Orgs	%
Less than 1 year	10	11%
1 to 3 years	32	34%
4 to 6 years	17	18%
More than 6 years	36	38%

APPLICANT TRACKING SYSTEM

Applicant Tracking System

	<i># Orgs</i>	<i>%</i>
Yes	47	25%
No	142	75%

Vendor who created your software application for Applicant Tracking System:

Vendor Name	Software Package	<i>Count</i>
Absolute Hire		1
ADP		4
Ascentis		1
Berkshire Associates		1
Ceridian		1
iApplicants		1
iCIMS		1
IOI - Interlogic Outsourcing Inc.		1
Keller Software		1
Kenexa		1
Optimum Solutions	AS/400	1
Paylocity		1
Pereless		2
PeopleAdmin		1
RecruitNEXT		1
SAP		1
Silkroad Technology	Open Hire	1
Spectrum	i-Vantage	1
Taleo		2
UltiPro		1
In-house system		16

Length of time using this specific Applicant Tracking System:

	<i># Orgs</i>	<i>%</i>
Less than 1 year	8	18%
1 to 3 years	18	41%
4 to 6 years	8	18%
More than 6 years	10	23%

PAYROLL

Payroll processing is:

	<i># Orgs</i>	<i>%</i>
Done in-house	54	29%
Outsourced	134	71%

< OUTSOURCED PAYROLL >

Name of vendor processing payroll:

	<i>Count</i>
ADP	66
Ceridian	11
Chittendon Bank	1
Costin Hammel & Leake LLC	1
E-Chex	2
Fidelity	3
Honkamp Krueger & Co., P.C.	1
Howard Simon & Associates	1
IOI- Interlogic Outsourcing Inc.	1
Levin & Levy LLP	1
Market Dimensions	1
Paychex	7
Paycom	3
Payday USA	1
Paylocity	19
Payroll Evolution	1
Payroll Processors	1
PEO	1
Precision Payroll	1
ProData	3
Quick Books	1

Length of time using this specific vendor:

	<i># Orgs</i>	<i>%</i>
Less than 1 year	13	10%
1 to 3 years	22	17%
4 to 6 years	38	29%
More than 6 years	59	45%

< IN-HOUSE PAYROLL >**Name of vendor and software application:**

Vendor Name	Application	Count
4gov		1
ABRA	ABRA Suite	6
ADP	Pay Expert	7
	PC Payroll for Windows	3
Ceridian		4
Deltek		1
EDEN Financial Management Solution		1
Harris/Municipal Software		1
Infinium Software	Infor Global solutions	1
IOI- Interlogic Outsourcing Inc.		1
Microsoft	Great Plains	1
MSI (Municipal Software Inc)		1
Munis		1
Paychex		1
Paylocity		4
PeopleSoft		4
QuickBooks	Payroll	3
SAP		2
Sungard SCT		1
Ultipro	Ultimate Software	2
In-house customized program		6

Length of time using this payroll application:

	# Orgs	%
Less than 1 year	3	6%
1 to 3 years	13	25%
4 to 6 years	12	23%
More than 6 years	24	46%

MEDICAL INSURANCE

Medical insurance is:

	<i># Orgs</i>	<i>%</i>
Fully insured	119	65%
Self-insured	47	26%
Partially Self-Insured	17	9%

Medical insurance provider or third-party administrator:

	<i># Orgs</i>
Aetna	7
Allied Benefit Systems, Inc.	4
Benefit Administrative Systems	1
Blue Cross Blue Shield (outside of Illinois)	7
Blue Cross Blue Shield of Illinois	123
CIGNA	3
CoreSource	1
Great West	3
Humana	6
Nippon	2
PersonalCare	1
PHCS	4
UMR	1
Unicare	2
United Healthcare	14

Length of time using this specific provider:

	<i># Orgs</i>	<i>%</i>
Less than 1 year	19	10%
1 to 3 years	44	24%
4 to 6 years	38	21%
More than 6 years	81	45%

HEALTH BENEFITS INSURANCE BROKER

Use a Broker:

	# Orgs	%
Yes	155	84%
No	29	16%

Insurance Broker for health benefits:

	# Orgs
Alper Services	2
Aon	4
Assurance Agency, Inc.	5
Bach Benefit Group	1
Barry Spitzer & Associates	1
Benefitdecisions	2
Better Business Planning	1
Brown & Associates	1
BWD Group	1
CBIZ	2
Comprehensive Insurance Advisors	1
Corporate Benefit Consultants	2
COSMOS Services	1
DS&P Insurance Services	1
Employee Benefits by Design	13
Euclid Insurance	4
Forest Financial Group	1
Gallagher Benefit Services	8
GCG Financial	5
Group Benefit Specialists	1
Hewitt	1
Hilb Rogal & Hobbs (HRH)	1
Horton Group	12
HUB International	2
Insurance Resource Consultants	1
InvisionBenefit	1
JR Katz	1
K & M Insurance Agency	1
Kaercher Campbell & Associates	1
KRW Insurance	1
Langan, Haegar, Vincent & Born	1
Laurus Strategies	1
Lincoln Financial	1
Linden Group	3
Lockton Companies	1
Machon & Machon	1
Meeker-Magner Company	1
Mercer	6
Mesirow Financial	7
Mid-American Group	1
Millbrook Benefits and Insurance Services	1
Northwestern Mutual	2
ProSource Financial	1
Risk Strategies Company	1
Robertson Ryan & Associates	1
Schwartz Brothers Insurance	1
Stuart-Keator-Kessberger-Lederer, Inc.	1

Insurance Broker (continued)

	# Orgs
The Arista Group	1
The Nutter Group	1
The Plexus Groupe	4
Tilden & Associates	1
TMA Benefit Services	1
Total Benefits Consultants, Inc.	1
Towers Perrin	1
USI	1
Vista National	6
Wells Fargo	1
Williams Manny	2
Willis	2
WJK & Sons	1

Length of time using this specific provider:

	# Orgs	%
Less than 1 year	13	9%
1 to 3 years	41	27%
4 to 6 years	24	16%
More than 6 years	74	49%

HEALTH SCREENINGS

Health Screenings offered:

	<i># Orgs</i>	<i>%</i>
Yes	71	39%
No	113	61%

Health Screenings are paid for by:

	<i>Count</i>	<i>%</i>
Employer	45	66%
Employee	3	4%
Insurance Company	8	12%
Shared or Other	12	18%

Health Screenings are provided by:

	<i># Orgs</i>
Advocate Healthcare	1
Alexian Brothers	4
Blue Cross Blue Shield	6
Carewise Health	3
Centegra	1
Chicago Health Consultants	6
Concentra	1
Excel Occupational Health Clinic	1
Health Maintenance Institute	1
HooperHolmes	1
Interactive Health Solutions (IHS)	21
Mayo Clinic	1
MetroSouth Medical Center	1
Northwest Community Hospital	2
Professional Health Services, Inc.	1
Rockford Health System	1
Sherman Family Healthcare	1
St. James Hospital	1
Wellness Inc.	10

Length of time using this specific provider:

	<i># Orgs</i>	<i>%</i>
Less than 1 year	13	19%
1 to 3 years	36	54%
4 to 6 years	9	13%
More than 6 years	9	13%

HEALTH SCREENINGS (continued)**Flu Shots are offered:**

	<i># Orgs</i>	<i>%</i>
Yes	116	63%
No	68	37%

Flu shots are paid by:

	<i>Count</i>	<i>%</i>
Employer	72	67%
Employee	17	16%
Insurance Company	4	4%
Shared or Other	14	13%

Flue shots are provided by:

	<i># Orgs</i>
Advocate Occupational Health	6
Alexian Brothers	9
Allow Employee to Choose	5
Centegra	3
Central DuPage Business Health	4
Chicago Health	3
Concentra	7
Consulting Services On Site, Inc.	1
Dominick's Grocery Store	1
Edward Corporate Health	1
Excel Occupational Health Clinic	1
FluEase, Inc.	4
Health Maintenance Institute	2
In house Nurse	1
ISR Consulting	2
MacNeal Hospital	2
Maxim Healthcare Systems	1
MidWest Health Works	1
Morris Hospital	1
Northbrook Occupational Medical Center	2
Northwest Community Hospital	6
Orland Township Helath Services	1
Passport Health	1
Physicians Immediate Care	2
Provena Occupational Health	2
Respiratory Health Association	1
Resurrection Health Care	4
Sherman Family Healthcare	1
St. James Hospital	2
SUPERVALU Pharmacies	1
Tyler Medical Services	6
Visiting Nurse Association (VNA)	3
Vista Corporate Health	1
Walgreens	6
Wellness Inc.	6

Length of time using this specific provider:

	<i># Orgs</i>	<i>%</i>
Less than 1 year	16	15%
1 to 3 years	37	34%
4 to 6 years	28	25%
More than 6 years	29	26%

DENTAL INSURANCE

Dental insurance offered:

	<i># Orgs</i>	<i>%</i>
Yes	174	95%
No	10	5%

Dental Coverage is paid by:

	<i>Count</i>	<i>%</i>
Employer	17	10%
Employee	34	20%
Both	123	71%

Name of dental insurance provider is:

	<i># Orgs</i>
Aetna	8
Allied Benefits	1
Ameritas	3
Assurant	2
Benefit Administration Systems	1
Blue Cross Blue Shield	13
Christian Brothers Services	1
CIGNA	4
CompBenefits	1
Delta Dental	31
Fort Deaborn	1
Guardian/First Commonwealth	27
Humana Dental	9
Lincoln Financial	3
MetLife	31
PHCS	1
Principal Financial Group	13
Prudential	1
Self-Insured	14
Sun Life	1
Unicare	3
United Concordia	2
United Healthcare	2

Length of time using this specific provider:

	<i># Orgs</i>	<i>%</i>
Less than 1 year	25	14%
1 to 3 years	52	30%
4 to 6 years	30	17%
More than 6 years	66	38%

VISION INSURANCE

Vision Coverage is paid by:

	<i>Count</i>	%
Employer	11	15%
Employee	28	38%
Both	34	47%

Vision insurance is:

	# Orgs	%
Included with medical insurance	46	25%
Separate plan	74	40%
Not offered	64	35%

Name of vision insurance provider is:

	# Orgs
Avesis	1
CompBenefits	1
Davis	3
EyeMed	10
Humana	1
Principal Financial	2
Spectera	3
Superior Vision	1
UniCare	1
Vision Service Plan (VSP)	47

Length of time using this specific provider:

	# Orgs	%
Less than 1 year	10	14%
1 to 3 years	26	35%
4 to 6 years	19	26%
More than 6 years	19	26%

WORKERS' COMPENSATION INSURANCE

Workers' compensation insurance provider/administrator:

	<i># Orgs</i>
Accident Fund	2
AIG	6
AM Trust Group	1
AmCOMP (Employers Insurance)	4
Amerisure Insurance	1
Capitol Indemnity Corp	1
CCMSI	3
Chubb	1
Cincinnati Insurance	1
Companion Property & Casualty Group	1
ESIS	2
Farmers Insurance	1
Fireman's Fund	2
GAB Robbins	1
Gallagher Bassett Services	9
General Casualty	3
Grange Insurance	1
Hartford	37
Illinois Public Risk Fund	1
Indiana Insurance	7
Intergovernmental Risk Management Agency	2
Liberty Mutual	12
Michigan Commercial Insurance Mutual	1
Mitsui Sumitomo	2
Park District Risk Management Association	3
Selective Insurance Group	1
Sentry	1
Society Insurance	1
Sompo Japan Insurance	1
Star Insurance	1
Synergy Insurance	1
The Hanover Insurance Group	1
Travelers	27
United Heartland	2
Westfield Insurance Company	1
Workers' Compensation Trust of Illinois	8
Zurich	7

Length of time using this specific provider:

	<i># Orgs</i>	<i>%</i>
Less than 1 year	22	12%
1 to 3 years	50	28%
4 to 6 years	41	23%
More than 6 years	66	37%

SHORT-TERM DISABILITY (STD) INSURANCE

STD administration is done:

	# Orgs	%
In-house	57	41%
Outsourced	83	59%

STD insurance is:

	# Orgs	%
Fully insured	73	40%
Self-insured	67	37%
Not offered	43	23%

STD insurance provider is:

	# Orgs
Aetna	5
Allied Benefits	1
Assurant	1
CIGNA	1
Fort Dearborn	1
Hartford	5
IMRF	2
Liberty Mutual	1
Lincoln Financial	6
MetLife	10
Mutual of Omaha	10
Northwestern Mutual	1
Principal Financial Group	7
Professional Benefit Administrators	1
Prudential	1
Reliance Standard Insurance	1
Sun Life	3
The Standard	2
Trustmark Insurance Company	1
UnumProvident	14

Length of time using this specific provider:

	# Orgs	%
Less than 1 year	14	17%
1 to 3 years	30	36%
4 to 6 years	13	16%
More than 6 years	26	31%

LONG-TERM DISABILITY (LTD) INSURANCE

LTD insurance is:

	# Orgs	%
Fully-insured	137	75%
Self-insured	15	8%
Not offered	31	17%

LTD insurance is paid for by:

	# Orgs	%
Employee	21	14%
Employer	99	66%
Both	31	21%

Name of LTD insurance provider is:

	# Orgs
Aetna	2
Assurant	4
CIGNA	4
Fort Dearborn	3
Guardian	8
Hartford	10
IMRF	4
Kansas City Life	1
Liberty Mutual	1
Lincoln Financial	19
MetLife	11
Mutual of Omaha	12
Northwestern Mutual	1
OneAmerica	1
Principal Financial Group	12
Prudential	7
Reliance Standard	4
Standard Insurance	2
Sun Life	11
Trustmark Insurance Company	1
United Healthcare	1
UnumProvident	29

Length of time using this specific provider:

	# Orgs	%
Less than 1 year	21	14%
1 to 3 years	59	39%
4 to 6 years	27	18%
More than 6 years	44	29%

LIFE INSURANCE

Life Insurance offered to employees:

	# Orgs	%
Yes, organization-provided basic coverage	60	33%
Yes, organization-provided basic coverage plus supplemental options available	112	61%
Yes, employee-paid supplemental coverage only	5	3%
Not provided	4	2%
Other	2	1%

Name of Life Insurance provider is:

	# Orgs
Aetna	4
Assurant	5
Blue Cross Blue Shield	1
CIGNA	5
Fort Dearborn	16
Great West Life	2
Guardian Life Insurance Company	12
Harleysville Life	1
Hartford	10
Humana	1
Kansas City Life	1
Lincoln Financial	27
MetLife	15
Mutual of Omaha	14
OneAmerica	1
Principial Financial Group	10
Prudential Life Insurance	8
Reliance Standard Insurance	4
ReliaStar	1
Sun Life	12
The Standard	3
Trustmark Insurance Company	1
UniCare	3
United Health Care Insurance Company	2
UnumProvident	14

Length of time using this specific provider:

	# Orgs	%
Less than 1 year	29	16%
1 to 3 years	74	42%
4 to 6 years	28	16%
More than 6 years	46	26%

QUALIFIED RETIREMENT PROGRAMS

Qualified retirement plan is administered:

	# Orgs	%
In-house (self-administered)	20	11%
Outsourced	141	77%
Do not have a plan	22	12%

Name of qualified retirement provider is:

	# Orgs
ADP Retirement Services	1
AIG	1
American Funds	5
American United Life Insurance	1
BISYS	1
Charles Schwab	1
Correll	1
Diversified Investment Advisors	3
Fifth Third Bank	3
First American Bank	2
Great West	3
Hartford	2
ICMA	1
IMRF	9
ING	7
IRMA	1
John Hancock	6
Lincoln Financial Group	2
M&I Trust	3
Mass Mutual	2
Mercer	2
Merrill Lynch	4
Metlife	1
Milliman, Inc.	1
Mutual of America	1
Nationwide	2
New York Life	1
OneAmerica	1
Pension Performance Inc.	2
Pentegra Retirement Services	1
Principal Financial Group	13
Prudential	4
Reed Ramsey	1
Securian Retirement Services	5
The Newport Group	1
The Pension Specialists	1
The Standard	1
The Vanguard Group	4
TIAA CREF	3
TransAmerica	2
Trust Company of Illinois	1
Wachovia	1

Qualified retirement (continued)

	# Orgs
Union Bank of California	
Wachovia	
Wells Fargo	

Length of time using this specific provider:

	# Orgs	%
Less than 1 year	7	5%
1 to 3 years	29	21%
4 to 6 years	30	22%
More than 6 years	73	53%

QUALIFIED RETIREMENT PROGRAMS (continued)

Third party used to assist with selection and monitoring of the plans investments and plan record keeper:

	# Orgs	%
Broker	30	21%
Investment consultant - non-fiduciary	24	17%
Investment consultant - fiduciary	26	19%
Do not use	57	41%
Do not use but considering	3	2%

Selection and monitoring of plan investments and recordkeeping vendor:

	# Orgs
401K Advisors	1
Ameriprise Financial	1
Asset Management Group	1
Assurance Agency	1
AXA Advisors	1
Bank of America	1
Benefit Planning Consultants	1
Benefit Services Group Inc.	2
Blue Prarie Group	3
Capital Strategies Investment Group	1
Cole Financial Group	1
DiMeo Schneider and Associates	3
Edward Jones	1
Euclid Insurance	1
Executive Financial Group	1
Fidelity Investments	2
Findley Davies	1
Great West	1
HPL&S Inc.	1
ING	1
JP Morgan Chase	1
Lincoln Financial	1
Madden Funds Management	1
Mercer	1
Merrill Lynch	5
Mesirow Financial	2
Nadler Financial Group	1
Northwestern Mutual Financial Network	1
Plan Sponsor Advisors, LLC.	1
Principal Financial Group	5
Professional Wealth Management	1
Raymond James Financial Services	3
Robert W Baird & Company	1
Rothschild Consulting Services	1
Schwartz Financial Concepts	1
Smith Barney	1
Steve Wendt & Associates	1
The Retirement Advantage, Inc.	1
The Standard	1
Trust Company of Illinois	1
UBS	2
Wells Fargo	1

Length of time using this specific provider:

	# Orgs	%
Less than 1 year	7	9%
1 to 3 years	21	27%
4 to 6 years	19	24%
More than 6 years	31	40%

EMPLOYEE ASSISTANCE PROGRAM (EAP)

EAP offered:

	<i># Orgs</i>	<i>%</i>
Yes	115	63%
No	67	37%

Name of provider:

	<i># Orgs</i>
Advantage EAP	1
APS - American Psychological Services	2
Besinger, Dupont & Associates	3
Blue Cross Blue Shield	4
Ceridian LifeWorks	7
CIGNA	4
ComPsych	16
Employee Resource System	1
eni	1
Guardian	4
Horizon	4
Lincoln Financial	2
Magellan Behavioral Health Services	4
MetLife	1
Metropolitan Family Services	4
MHN	1
Mutual of Omaha	2
Perspectives	9
Principal Financial Group	1
ProvenaHealth	1
StayWell Health Management	1
The Wellness Corporation	1
Tri City Family Services	2
United HealthCare	4
UnumProvident	10
Workplace Solutions	21

Length of Time using this specific provider:

	<i># Orgs</i>	<i>%</i>
Less than 1 year	16	14%
1 to 3 years	38	33%
4 to 6 years	22	19%
More than 6 years	38	33%

FLEXIBLE SAVINGS ACCOUNT/SECTION 125

FSA/Section 125 offered:

	# Orgs	%
Yes	136	75%
No	46	25%

Administered:

	# Orgs	%
Staff in-house	18	13%
Broker	6	4%
Outsourced to third party	112	82%

Name of administrator:

	# Orgs
ADP	12
Aetna	2
AFLAC	1
Allied Benefit Systems	7
Alternative Risk Management	1
American Administrative Group	1
Ameriflex	2
AON	1
Benefit Administrative Systems	1
Benefit Advantage	1
Benefit Coordinators Corporation	1
Ceridian Benefits-Flex Serv	5
COBRASource	5
CoreSource	2
Creative Benefits Inc.	1
Documentation Administration Corporation	1
Eflex	4
Employee Benefits Corporation	2
Employer Solutions Group	1
Empyrean	2
Group Administrators	1
Guardian	1
HealthSmart	2
Igoe Administrative Services	1
Infinisource	1
Meritain	1
Mid-American Group	1
Northwest Benefit Consultants	1
PayFlex	7
Paylocity	1
Powell and Associates	1
ProcessWorks	1
Professional Benefit Administrators	2
Sheakley	1
SHPS	1
Superior State Administrators	1
The Management Association of Illinois/TEA (The	8
Total Administrative Services Corporation	3
United Healthcare	2
Wageworks	7
Williams-Manny	1

Length of time using this specific administrator:

	# Orgs	%
Less than 1 year	15	13%
1 to 3 years	45	39%
4 to 6 years	26	23%
More than 6 years	29	25%

REFERENCE CHECKING

Outside provider used:

	# Orgs	%
Yes	69	38.0%
No	113	62.0%

Name of vendor:

	# Orgs
AAIM	1
Abso	1
Acxiom	1
ADP	8
Applicant Insight	2
Aurico Reports	13
Background Resources	3
BackTrack	2
Barada Associates	2
CBCInnovis	1
Choicepoint	2
CLS Background Investigations	1
Employment Screening Services	1
Gerald Gold & Associates	1
Glenbrook Enterprises	1
Hire Right	5
HR Plus	2
Identi-Check	1
Illinois State Police	1
Impact Investigations, Inc.	1
InfoMart	1
InfoTrack	2
Justifax	1
Kroll	1
Lexis Nexis	1
LGL Internal Management	1
McGough & Associates	2
Sterling	3
Verifications, Inc.	1
Verified Credentials, Inc.	1

Length of time using this specific vendor:

	# Orgs	%
Less than 1 year	8	12%
1 to 3 years	25	37%
4 to 6 years	13	19%
More than 6 years	21	31%

RECRUITING

Do you utilize recruitment services to fill positions?

	# Orgs	%
Yes	66	36%
No	109	60%
Other	7	4%

Regular Full-Time and Part-Time Employees

Name of Vendor:

	# Orgs
A N D Staffing Solutions, Inc.	1
Accord Enterprises	1
Accountemps	16
Aerotek	26
Career Sources Unlimited	1
Corporate Resources	3
Creative Financial Staffing	1
Express Personnel Services	7
Flexible Staffing	1
FurstStaffing	2
Futurestep	1
Garelli Wong	4
General Employment	1
Joseph Bucolo Associates	1
Kappa Search, Inc.	1
Kelly Services	6
Manpower, Inc.	9
Matthews Employment	1
MRI	12
Northshore Staffing Group	1
Paige Personnel	12
Pearson Partners International	1
Randstad	1
RecruitMilitary	3
Robert Half International	16
SRI	19
Staffing Network	1
Staffing Now, Inc.	6
Superior Technical Resources	1
Systems Research	6
The BECO Group	1
The LaSalle Network	1
The Management Association of Illinois	1
Think Energy	1

Length of time using this specific vendor:

	# Orgs	%
Less than 1 year	3	5%
1 to 3 years	16	24%
4 to 6 years	14	21%
More than 6 years	33	50%

RECRUITING (continued)

Temporary Employees

Name of Vendor:

	<i># Orgs</i>
A N D Staffing Solutions, Inc.	2
Ablest	1
Accountemps	21
Advanced Resources	1
Aerotek	23
Banner Personnel	1
Complete Staff	1
Corporate Resources	4
Davis Staffing	2
Elite Staffing	2
Express Personnel Services	8
Fellows Staffing	1
Flexible Staffing, Inc.	1
Flexicorps	1
FurstStaffing	1
Hipp Temporary	1
Inspire Staffing	1
Integrity Trade Services	1
Kelly Services	10
Labor Temps	1
Lucus Group	1
Manpower, Inc.	15
Mark/Ryan Associates	1
Matthews Employment	1
Metro Staff	1
Northshore Staffing Group	1
OfficeTeam	9
Paige Personnel	10
Randstad	4
Select Remedy	2
Select Staffing	5
Spherion	2
Staff Force	2
Staff Source, Inc.	1
Staffing Network	1
Staffing Now, Inc.	7
Sterling Engineering	1
Stivers Staffing Services	1
The BECO Group	1
The LaSalle Network	1
Venturi Staffing Partners	1

Length of time using this specific vendor:

	<i># Orgs</i>	<i>%</i>
Less than 1 year	6	10%
1 to 3 years	12	19%
4 to 6 years	10	16%
More than 6 years	35	56%

RECRUITING (continued)

International

Name of Vendor:

	<i># Orgs</i>
Management Recruiters International (MRI)	1

Length of time using this specific vendor:

	<i># Orgs</i>	<i>%</i>
Less than 1 year	4	57%
1 to 3 years	1	14%
4 to 6 years	1	14%
More than 6 years	1	14%

Internet

Name of Vendor:

	<i># Orgs</i>
America's Job Exchange	15
APCO Worldwide	1
ASAE & The Center for Association Leadership	1
AssociationJobs.org	9
CareerBuilder	121
Careers in Food	2
ChicagoJobs	18
College/University Websites	45
ComputerJobs	1
Craig's List	50
Dice.com	20
Experience.com	1
Hot Jobs	23
idealist.org	1
Illinois Park and Recreation Association	2
Illinois Skills Match	42
Industry-Specific Websites	28
JobFox	1
Jobing.com	1
Ladders	1
LatPro	1
Library-Specific Websites	13
LinkedIn	4
Monster	90
North Suburban Library System (NSLS)	2
npo.net	14
SalesLadder	1
The Blue Line	1

Length of time using this specific vendor:

	<i># Orgs</i>	<i>%</i>
Less than 1 year	6	4%
1 to 3 years	33	20%
4 to 6 years	50	30%
More than 6 years	77	46%

PRE-EMPLOYMENT TESTING

Drug Screening/Physicals

Pre-employment screening conducted:

	# Orgs	%
Yes	116	64%
No	66	36%

Name of vendor:

	# Orgs
Advocate Condell Medical Center	1
Advocate Occupational Health Center	9
Alexian Brothers Occupational Health	15
Aurico Reports	3
Centegra	2
Central DuPage Business Health	3
Chicagoland Drug Testing	1
Concentra	10
Dreyer Medical Clinic	1
Edward Corporate Health	1
Excel Occupational Health Clinic	1
Intellius	1
LabCorp	1
Lake Forest Hospital	1
Loyola	1
McNeal Hospital	2
MercyWorks	3
Midwest Healthworks	2
Northbrook Occupational Medicine Center	1
Northwest Community Hospital	8
Physicians Immediate Care	3
Provena Health	5
Quest Diagnostics	16
Resurrection Health Care	2
Sherman Family Healthcare	1
Southwest Industrial Care	1
St James Hospital	3
Tyler Medical Services	6
Vista Corporate Health Service	1
Will County Medical Associates	1

Length of time using this specific vendor:

	# Orgs	%
Less than 1 year	3	3%
1 to 3 years	24	22%
4 to 6 years	32	29%
More than 6 years	52	47%

PRE-EMPLOYMENT TESTING (continued)

Job Skills

Pre-employment assessments conducted:

	<i># Orgs</i>	<i>%</i>
Yes		
No		

Name of vendor:

	<i># Orgs</i>
Biddle Consulting Group	1
Caliper	1
Consentra	1
Development Dimensions International (DDI)	1
DISC Assessment	1
In-house assessment	36
Kenexa Prove It	1
Personnel Decisions International	1
PI Worldwide	1
PreVisor	1
Profiles International	2
Total Testing, Inc.	1
Wonderlic, Inc.	6
ZeroRiskHR	2

Length of time using this specific vendor:

	<i># Orgs</i>	<i>%</i>
Less than 1 year	5	9%
1 to 3 years	10	19%
4 to 6 years	8	15%
More than 6 years	31	57%

COBRA

Outside Provider Used:

	# Orgs	%
Yes	115	63.0%
No	67	37.0%

Name of vendor:

	# Orgs
ADP	8
Aetna	1
Allied Benefit Systems	7
AmeriFlex	1
Auxiant	1
Benefit Administrative Services	4
Benefit Advantage	1
Blue Cross Blue Shield	6
Ceridian	6
CIGNA	2
CobraServ	9
COBRAsource, Inc.	17
CONEXIS	3
CoreSource	2
Discovery Benefits	1
Documentation Administration Corporation	1
Employee Benefits Management Corporation	1
Empyrean	2
Flexible Benefit Service Corporation	2
Great West	2
Group Administrators	2
HR Simplified	1
Igoe Administrative Services	1
Infinisource	11
Meritain	1
Mid-American Group	1
NGS American	1
Payflex Systems USA	1
Professional Benefit Administrators (PBA)	3
SHPS	1
TASC	1
Total Broker Benefits	2
United Healthcare	4
WageWorks	1

Length of time using this specific vendor:

	# Orgs	%
Less than 1 year	20	18%
1 to 3 years	39	35%
4 to 6 years	24	21%
More than 6 years	29	26%

TIME AND ATTENDANCE SYSTEM

Outside provider used:

	# Orgs	%
Yes	107	59%
No	75	41%

Name of vendor:

	# Orgs
Adonix	1
ADP	25
Amano	1
Attendance Enterprise	5
B4 Time Attendance Solutions	1
Ceridian	4
CSI Web@Work	1
Epicor	1
Information Controls, Inc.	2
In-house program	13
Kronos	19
Market Dimensions Inc.	1
Metropolitan Software	1
Midwest Time Systems	2
NetTime	1
Paychex	2
Paycom	1
Paycor	1
Paylocity	5
ProSystem fx	1
Qquest	2
SAP	1
Smart Clock	1
SoftTIME	1
Staff Files	1
Time Clock Plus	1
Time Pro	5
UltiPro	1
Vermont Systems	1

Length of time using this specific vendor:

	# Orgs	%
Less than 1 year	12	11%
1 to 3 years	34	32%
4 to 6 years	27	25%
More than 6 years	34	32%

TIME AND ATTENDANCE SYSTEM (continued)

Software used to track FMLA?

	# Orgs	%
Yes	21	12%
Outsourced to third party	5	3%
Don't use software or third party administrator	141	77%
Not required to offer FMLA	15	8%

Name of vendor:

	# Orgs
Excel Spreadsheet	7
In-house system	5
ABRA	1
ADP	1
AS400	1
Compshych - FMLASource	2
iVantage	2
Metropolitan Software	1
Paylocity	1
PeopleSoft	1
UltiPro	1
UnumProvident	1

Length of time using this specific vendor:

	# Orgs	%
Less than 1 year	1	4%
1 to 3 years	16	64%
4 to 6 years	4	16%
More than 6 years	4	16%

UNEMPLOYMENT COMPENSATION

Outside provider used:

	# Orgs	%
Yes	65	36%
No	117	64%

Name of vendor:

	# Orgs
ADP	9
Barnett Associates	3
Cambridge	3
Illinois Public Risk Fund	1
LIMRiCC	7
NSN Employer Service, Inc.	6
Paychex	1
Personnel Planners	4
TALX	21
UC Advantage	1
Unemployment Consultants	5

Length of time using this specific vendor:

	# Orgs	%
Less than 1 year	1	2%
1 to 3 years	8	13%
4 to 6 years	14	23%
More than 6 years	39	63%

UNIFORM SERVICES

Outside provider used:

	# Orgs	%
Yes	53	29%
No	129	71%

Name of vendor:

	# Orgs
Aramark	12
Arrow Uniforms	2
Breen's Uniform Rental	1
Cintas	20
G&K	3
Roscoe	4
Sharprint	1
UniFirst Corporation	5

Length of time using this specific vendor:

	# Orgs	%
Less than 1 year	6	12%
1 to 3 years	12	24%
4 to 6 years	7	14%
More than 6 years	26	51%

SECURITY

Outside provider used:

	# Orgs	%
Yes	16	9%
No	166	91%

Name of vendor:

	# Orgs
A&R Security Services	1
Allied Barton Security Officer Services	2
ASI Security	1
Glenbrook Security Services	1
Metro Security	1
Off duty/retired police officers	2
Per Mar Security Services	1
Securitas	2

Length of time using this specific vendor:

	# Orgs	%
Less than 1 year	1	6%
1 to 3 years	0	0%
4 to 6 years	6	38%
More than 6 years	9	56%

SAFETY AND ENVIRONMENTAL ASSISTANCE

Outside provider used:

	# Orgs	%
Yes	21	12%
No	161	88%

Name of vendor:

	# Orgs
Admiral Environmental Services	1
Alper Services	1
CB Richard Ellis	1
CCMSI	1
Chubb	1
ITT Hartford	2
Liberty Mutual	1
Murdock Goldenberg Schneider & Groh LPA	1
Pekron Consulting	1
SafeMetrics, LLC	1
US Compliance	2
Workers' Compensation Trust of Illinois	3

Length of time using this specific vendor:

	# Orgs	%
Less than 1 year	2	10%
1 to 3 years	6	29%
4 to 6 years	3	14%
More than 6 years	10	48%

LABOR & EMPLOYMENT LAW ASSISTANCE

Outside provider used:

	# Orgs	%
Yes	148	81%
No, we have inside counsel	34	19%

Name of vendor:

	# Orgs
Andrews Koehler & Passarelli	1
Barack Ferrazzano Kirschbaum & Nagelberg	1
Barnes & Thornburg	1
Baum Sigman Auerbach & Neuman	1
Chapman & Cutler	1
Chuhak & Tecson	1
Constangy, Brooks and Smith	1
DLA Piper	1
Dykema	1
Foley & Lardner	1
Franczek Radelet & Rose	1
Garfield and Merel	1
Godfrey & Kahn	1
Hinshaw & Culbertson	3
Hoepfner Wagner & Evans	1
Huck Bouma	1
Jackson Lewis	2
K&L Gates	1
Katten Muchin Rosenman	1
Klein, Thorpe & Jenkins	1
Laner Muchin Domborw Becker & Tominberg	6
Little Mendelson	2
Locke Lord Bissell & Liddell	2
Masuda Funai Eiffert & Mitchell	2
Mayer Brown Rowe & Maw	1
McDermott, Will & Emery	1
McGuire Woods	1
Meltzer, Purtil & Stelle	1
Michael Best & Friedrich	2
Neal Gerber & Eisenberg	2
Nisen & Elliott	1
Pedersen & Houpt	1
Reed Smith	1
Robbins Salomon & Patt	1
Sangerman & Gilfillan	1
Scariano Himes & Petrarca	1
Seyfarth Shaw	10
Sidley Austin	1
Sonnenschein Nath & Rosenthal	1
The Management Association of Illinois	57
Ungaretti & Harris	1
Vedder, Price, Kaufman & Kammholz	6
Wessels & Pautsch	7

Length of time using this specific vendor:

	# Orgs	%
Less than 1 year	6	4%
1 to 3 years	34	24%
4 to 6 years	29	20%
More than 6 years	74	52%

LABOR & EMPLOYMENT LAW ASSISTANCE (continued)

Immigration

Name of vendor:

	# Orgs
Andrews Koehler & Passarelli	1
Baker & McKenzie	1
Barnes & Thornburg	1
Davidson & Schiller	1
Fragomen, Del Rey, Bernsen & Loewy	5
Hinshaw & Culbertson	2
In-house counsel	3
Kempster, Keller & Lenz-Calvo	1
Klein, Thorpe & Jenkins	1
Kuck Casablanca & Odom	1
Laner Muchin Domborw Becker & Tominberg	4
Locke Lord Bissell & Liddell	1
Masuda Funai Eiffert & Mitchell	9
McDermott, Will & Emery	1
Michael Best & Friedrich	3
Murthy Law Firm	1
Myers Thompson	1
Quarles & Brady	1
Seyfarth Shaw	6
Sidley Austin	1
The Management Association of Illinois	24
The Scott Immigration Law Firm	3
Vedder, Price, Kaufman & Kammholz	6
Wessels & Pautsch	1
Zuklie Partners	1
Don't use immigration attorneys	69

Length of time using this specific vendor:

	# Orgs	%
Less than 1 year	9	10%
1 to 3 years	12	13%
4 to 6 years	18	20%
More than 6 years	52	57%

AFFIRMATIVE ACTION PROGRAM DEVELOPMENT

Does your organization have an affirmative action program?

	# Orgs	%
Yes, because we are a government contractor/subcontractor	54	30%
Yes, because we do one voluntarily	23	13%
No	104	57%

Name of vendor:

	# Orgs
None, we do it in-house	27
Berkshire Associates	7
HudsonMann	1
Kuck Casablanca & Odom	1
Kulman Firm	1
Littler Mendelson	2
MRA	1
Outsolve	1
PeopleClick	3
The Management Association of Illinois	25
Thomas Houston Associates	1

Length of time using this specific vendor:

	# Orgs	%
Less than 1 year	5	8%
1 to 3 years	11	19%
4 to 6 years	10	17%
More than 6 years	33	56%

COMPENSATION ASSISTANCE

Outside provider used:

	# Orgs	%
Yes	39	22%
No	142	78%

Name of vendor:

	# Orgs
ERI	1
Hay Group	1
Hewitt	1
Lake Associates	1
Mercer	1
MRA	1
PMPA	1
RSM McGladrey	1
Salary.com	1
Sullivan Cotter & Associates	1
The Management Association of Illinois	27
Watson Wyatt Worldwide	1

Length of time using this specific vendor:

	# Orgs	%
Less than 1 year	1	3%
1 to 3 years	12	31%
4 to 6 years	8	21%
More than 6 years	18	46%

HR NETWORKING GROUPS

Groups:

	# Orgs
Chicago Metropolitan HR Cultural Group	1
Chicagoland HR Transition Group	1
Chicagoland Non-Profit HR Directors Group	1
HRMAC	2
Industry Liaison Group	1
IPRA HR Networking Group	1
LinkedIn	2
MRA	2
SHRM	9
The Management Association of Illinois	6
Whine & Dine	1

PARTICIPANT LIST

ABS Associates, Inc.	Eclipse, Inc.	Madden Communications Inc.	RJ Van Drunen & Sons, Inc
Acme Screw Company	Elkay Manufacturing Company	Magid GLove & Safety LLC	Rogan Corporation
ACOFFP	Equipto Electronics	Magnetrol International	Rovanco Piping Systems, Inc.
Active Electrical Supply Co.	Extenet Systems	Mapes LBH	S & S Hinge Co.
Active Electrical Supply Co.	First Community Financial Partners	Marketing Innovators	Saint-Gobain Abrasives
Advance Lifts, Inc.	First National Bank of Rochelle	Marvel Group, Inc.	SATO Labeling Solutions America, Inc
AirLiance Materials, LLC	FLEXCO	Matteson Public Library	Schaumburg Park District
Alsip-Merrionette Park Public Library	Flexible Benefit Service Corporation	Mazak Optonics Corporation	Schulze & Burch Biscuit Co.
American Academy of Pediatrics	FONA International	Mech-Tronics	SCREEN USA
American Chartered Bank	Forest Park Public Library	Member Insurance Agency, Inc.	SeaquistPerfect Dispensing
American Enterprise Bank	Fountaindale Public Library District	Meyercord Revenue Company	Selden Fox, Ltd.
American Library Association	FP International	Microplastics, Inc.	Serfilco, Ltd.
American Veterinary Medical Association	Fremont Public Library District	MidCo Inc.	SET Environmental Inc
Applied Systems, Inc.	Fringe Funding, Inc.	Mitutoyo America Corp.	Signature Specialty Sales & Marketing
Arlington Heights Park District	Gas Technology Institute	Modern Process Equipment Inc.	Silbrico Corporation
Associated Material Handling Industries	GCA	Molex Incorporated	Smalley Steel Ring Company
AtHome America, Inc.	Gold Eagle Company	Morgan Bronze Products	Sponge Cushion, Inc.
Austin Bank of Chicago	Graymills Corporation	Mudlark Papers Inc.	Stoddard Silencers, Inc.
Azteca Foods, Inc.	H. S. Crocker Co., Inc.	Napeville Park District	Sunstar Americas, Inc.
Benefit Administrative Systems, Ltd.	Haemonetics Software Solutions	National Safety Council	Superior Manufacturing Group
Benevolent & Protective Order of Elks	Hansen Technologies Corporation	National Tube Supply	Tallgrass Restoration, LLC
BISCO, INC.	Hawthorne Credit Union	Nazareth Academy	The Chicago Community Trust
Bison Gear & Engineering Corp.	Herrmann Ultrasonics Inc.	NEC Display Solutions of America, Inc.	The Dickson Company
Bolingbrook Park District	Hinsdale Public Library	NIPSTA	The Morton Arboretum
Bosch Rexroth Corporation	Holcomb State Bank	North Shore Senior Center	The Salvaton Army
Bulk Molding Compounds, Inc.	Home State Bank, N.A.	North Suburban Library System	Thomas Engineering Inc.
Butterfield Country Club	Hoselton Environmental Group	Northwest Central Dispatch System	Tinley Park Public Library
Center for Research Libraries	Hot Mama's Foods	Oak Trust Credit Union	Tovar Snow Professionals
Champion Logistics Group	Hudson Precision Products Co.	Oil-Dri Corporation of America	Tracz & Associates
Chicago Communications, LLC	IFS North America Inc	Onsrud Cutter	Transparent Container Co., Inc.
Chicago International Trucks	Illinois Tool Works Inc.	OSG Tap & Die, Inc.	Turtle Wax, Inc.
Chicago Metallic Corporation	In The Swim	Oxford Bank & Trust	Union Special LLC
Chicago Youth Centers	Indeck Power Equipment Company	Paratech Inc.	United City of Yorkville
Chicago-Allis Manufacturing Corp.	International Components Corp	Parkway Bank & Trust Company	United Global Logistics, Inc.
Clarke Mosquito Control Products	ITT R&CW	Paylocity	United Trust Bank
Collision Revision, Inc.	ITW Buildex	PersonalizationMall.com	University HealthSystem Consortium
Community & Economic Development Assoc.	ITW Global Appliance Group	Peters & Associates, Inc.	Vapor Bus International
Compact Industries, Inc.	ITW Ramset	Poly-clip Corporation	Vibro/Dynamics Corporation
Coral Chemical Company	ITW Red Head	Primex Family of Companies	Warrenville Public Library District
Crafts Technology	JULIE, Inc	Progeny Dental	Waubensee Community College
Cummins-Allison Corporation	La Grange Public Library	PROMET STEEL, INC.	Weber Marking Systems, Inc.
Cyl-Tec, Inc	Lakeview Pantry	Radionic Industries, Inc.	Wheels, Inc.
Deerfield Public Library	LEARN Charter School	Replogle Globes Inc.	Workplace Solutions, LLC
Deublin Company	Lisle Library District	Resicom Custom Painting & Maintenance	WS Hampshire
Dopaco, Inc.	Little Lady Foods	RH Wine Co	ZF Lemforder Chicago, LLC
Douglas Press, Inc.	Lovejoy, Inc.	Richardson Electronics Ltd	
Duraclean International	MacLean-Fogg Company	Richco, Inc.	