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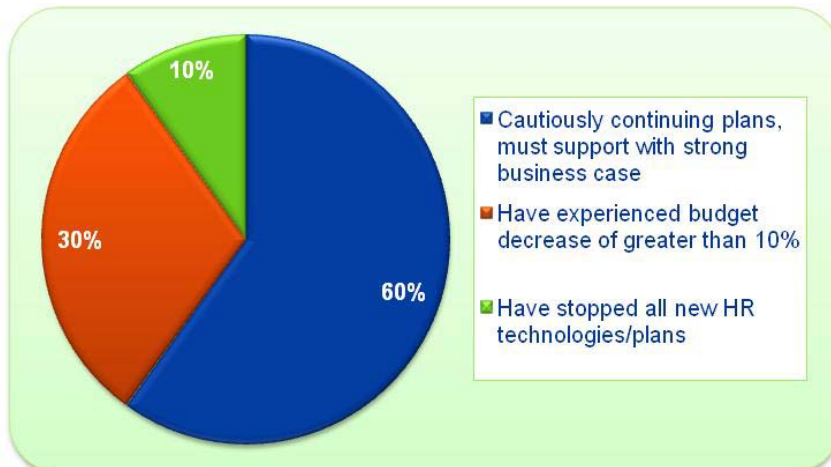
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CedarCrestone HR Systems Survey Respondents Continue Plans to Expand On-Premise HCM Solutions

ALPHARETTA, GEORGIA, July 9, 2009 – This year, the *CedarCrestone 2009–2010 HR Systems Survey* received a record-breaking 1,104 respondents. The survey was conducted between May and June 22, 2009, with the typical respondent being a director or manager at the intersection of Human Resources and Information Technologies in organizations with 500 or more employees. Unlike past years when results are not released until at the annual HR Technology Conference, CedarCrestone will release important results in the months leading up to the conference beginning September 30, 2009.

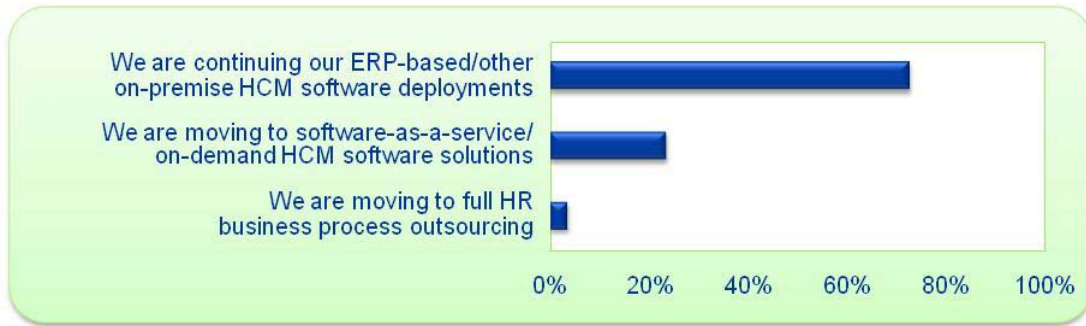
The state of the economy has affected almost everyone in one way or another, making it a topic that was necessary to include in the survey. In response to a question on how the worldwide economic environment has affected plans and budgets for HR technologies in the coming year, 60% of respondents said they were “cautiously continuing their HR technologies plans and budgets but more than ever must support requests for funds with a strong business case”; 30% have experienced significant budget decrease of greater than 10%; and 10% have had to stop all new HR technologies plans.

Figure 1: Economic environment impact on plans and budgets



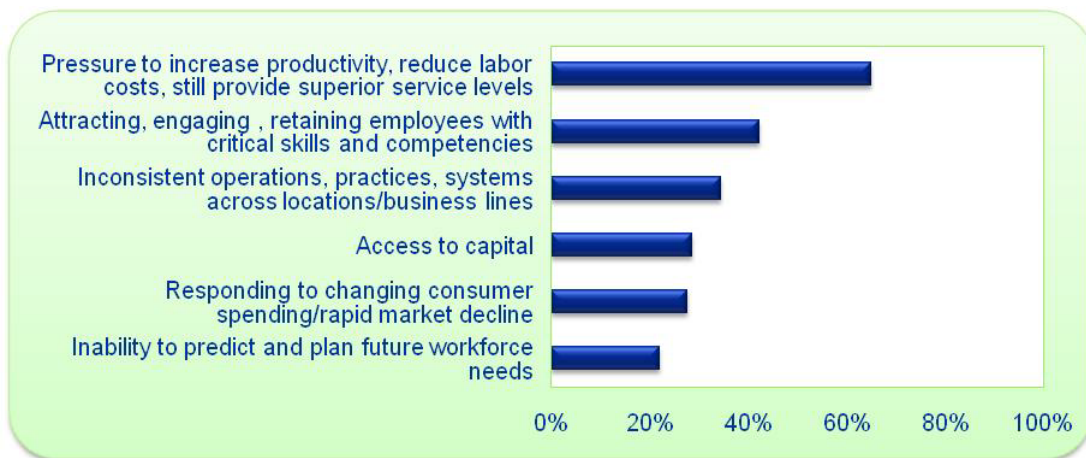
Almost 75% of respondents plan to continue with ERP-based and other on-premise Human Capital Management software deployments. The remainder is moving to software-as-a-service/on-demand HCM software solutions or to full HR business process outsourcing.

Figure 2: HR technology deployment plans



The pressure to increase productivity, reduce labor costs, and still provide superior service levels tops the lists of business challenges for the coming year, followed by the continuing challenge of attracting, engaging, and retaining employees with critical skills and competencies.

Figure 3: Business challenges for next year



On October 2nd, the annual results—which focus deeply on the value achieved from HR technologies in use and planned along with their deployment options—will be presented by Lexy Martin, Director of Research and Analytics at the HR Technology Conference in Chicago, also in its 12th year. The survey has a special focus on workforce management and service delivery technologies, especially those offering meaningful cost reductions in a down economy. Also learn what companies are buying—yes, they still are, as long as accompanied by a strong business case—and what is actually now in use, budgeted, and planned for in talent management, and business intelligence. And she will cover what is really going on with Web 2.0 and other emerging technologies.

As a long-time sponsor and presenter at the HR Technology Conference, CedarCrestone has a special offer. As our guest, you will receive a \$470.00 discount just by registering with Promo Code **CEDAR**.

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