



## HIGHROADS ACQUIRES MHS ADVISORS

HR ADVISORY EXPERTS HELP ORGANIZATIONS DEVELOP AND EXECUTE STRATEGIES FOR DELIVERING HR SERVICES

BOSTON (Jan. 8, 2008) - HighRoads, the new way of managing human resources (HR) programs, suppliers and information, has acquired MHS Advisors LLC, a strategic HR advisory firm that offers employers seasoned guidance to improve the performance of HR programs and suppliers - ensuring that HR organizations drive business results.

A boutique HR advisory firm serving large employers, MHS Advisors specializes in helping organizations develop and evaluate their global strategies for delivering HR services across the spectrum of functions - from payroll and benefits to talent management processes. This includes helping organizations develop sourcing strategies for HR services, evaluate and select suppliers and review current supplier performance. The MHS Advisors team will ensure that HighRoads customers deliver outstanding and cost-effective HR services across global workforces, complementing HighRoads' award winning technology solutions with customized advisory services.

The MHS Advisors team will become HighRoads' HR Advisory Services division and will establish a new Chicago office, in response to the company's increased client presence across the Midwest region.

"The MHS Advisors team has been helping HR teams successfully navigate the complex and confusing landscape of HR service delivery and outsourcing during times when the outsourcing pendulum has swung back and forth," said Michael Byers, HighRoads' president and COO. "They bring a proven ability to help our customers make strategic decisions on how they deliver HR services to their employees so that those decisions have the right impact on the business."

Peter Hirano, a founder and partner of MHS Advisors said, "The MHS Advisors team is extremely pleased to join forces with HighRoads. Since our inception we have worked closely with HighRoads to deliver unique, cost effective and value-added consulting services to our clients. Our acquisition by HighRoads makes us the only HR advisory firm with a world-class technology backbone enabling us to focus on helping our clients efficiently and effectively make strategic decisions that drive their business results."

More than 20 percent of the Fortune 500 rely on HighRoads' solutions to automate HR processes, aggregate and centralize HR program information, more strategically leverage HR consultants, improve critical decision-making ability and ensure compliance. They use HighRoads' HR Information Management portfolio to address HR procurement, contract lifecycles, supplier performance, summary plan descriptions (SPDs) and global HR program data.

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#### ABOUT HIGHROADS

HighRoads, Inc. ([www.HighRoads.com](http://www.HighRoads.com)), the new way of managing HR programs and suppliers, improves the employee experience while dramatically reducing costs for large, complex organizations. HighRoads has automated HR processes for more than 100 Fortune 500 employers along with 700 of their vendors, consultants and outsourced administrators. Clients include some of the world's largest companies, such as General Dynamics, Honeywell, IBM, Kraft, Staples and Toyota. Founded in 1999, HighRoads is a privately held company headquartered in Woburn, Mass.

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