



HIGHROADS GROWS AGAIN: FIVE NEW CUSTOMERS

HR NEED FOR VISIBILITY AND CONTROL DRIVES SURGE IN DEMAND

BOSTON (Oct 15, 2007) - HighRoads, the only company offering employers a single system of record for managing human resources (HR) programs and vendors, has expanded its customer base again, winning five new customers in the last 30 days. The rapid pace of expansion reflects growing demand for HighRoads' information-driven solutions that simplifies HR program management.

HR executives have never had a more difficult job. Healthcare costs continue to rise, employees expect a broader range of benefits and CFOs and investors demand cost reductions. The burden of culling through dozens of models to determine which plan offers the best benefits at the lowest cost is only the beginning. Providers sign service level agreements promising to meet key metrics for price, responsiveness and reporting, but there's little time to actually review performance reports - when they arrive. Communicating plan specifications to employees in time for open enrollment season is yet another layer of complexity -- this one with real teeth in the form of compliance requirements.

HighRoads' solutions eliminate the biggest obstacles to overcoming these challenges: visibility and control over vendors, programs and processes. It allows companies to

- compare vendor offerings apples-to-apples, making clear the best decisions and the potential disruption factor of a switch
- ensure that providers are delivering as promised, and get alerts early enough to take corrective action - or impose the penalty payments hard-won in contract negotiations
- provide employees with critical plan information in a timely, accurate and hassle-free manner

Recent customer wins include Avery Dennison, Daughters of Charity, ICI and Textron. In all, HighRoads works with some of the largest manufacturers, retailers and government contractors representing 20 percent of the Fortune 500.

"We are extremely pleased to be working with these customers who are committed to improving how HR drives the employee experience," said Michael Byers, president and COO of HighRoads. "We believe that putting control back into the hands of those who are measured on the success of these important initiatives is the best possible way for companies to protect the greatest asset -- employees -- and we're proud to be a part of that success."



To learn how HighRoads is streamlining one of the toughest processes in HR - SPD management -- please visit http://www.highroads.com/evt_leveraging.php to register for the free October 16 webinar on "Leveraging Technology to Achieve Better Decisions, Communication and Compliance."

ABOUT HIGHROADS

HighRoads (www.HighRoads.com) is the leading provider of Benefits Lifecycle Management. Its technology-based solutions and services provide visibility and enable collaboration throughout the design, procurement, management and communication of employee benefits plans. HighRoads' comprehensive solutions for managing the benefits supply chain saves large employers millions of dollars in benefits costs without sacrificing quality. Clients include some of the world's largest companies, such as Toyota, Staples, and Watson Wyatt. Founded in 1999, HighRoads is a privately-held company that is headquartered in Woburn, Mass.

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