

ULTIMATE SOFTWARE GROUP INC  
Form SC 13G/A  
February 14, 2011

UNITED STATES SECURITIES AND EXCHANGE COMMISSION Washington, D.C. 20549

SCHEDULE 13G Under the Securities Exchange Act of 1934

Amendment No.: 7\*

Name of Issuer: The Ultimate Software Group, Inc.

Title of Class of Securities: Common Stock

CUSIP Number: 90385D107

Date of Event Which Requires Filing of this Statement: 12/31/2010

Check the appropriate box to designate the rule pursuant to which this Schedule is filed.

Rule 13d-1(b)  Rule 13d-1(c)  Rule 13d-1(d)

\* The remainder of this cover page shall be filled out for a reporting person's initial filing on this form with respect to the subject class of securities, and for any subsequent amendment containing information which would alter the disclosures provided in a prior cover page.

The information required in the remainder of this cover page shall not be deemed to be "filed" for the purpose of Section 18 of the Securities Exchange Act of 1934 ("Act") or otherwise subject to the liabilities of that section of the Act but shall be subject to all other provisions of the Act (however, see the Notes).

CUSIP No.: 90385D107

1. NAME OF REPORTING PERSON S.S. OR I.R.S. IDENTIFICATION NO. OF ABOVE PERSON Janus Capital Management LLC EIN #75-3019302

2. CHECK THE APPROPRIATE BOX IF A MEMBER OF A GROUP a. \_\_\_ b. X

3. SEC USE ONLY

4. CITIZENSHIP OR PLACE OF ORGANIZATION Delaware

NUMBER OF SHARES BENEFICIALLY OWNED BY EACH REPORTING PERSON WITH:

5. SOLE VOTING POWER 154,708\*\*

6. SHARED VOTING POWER -0- 7. SOLE DISPOSITIVE POWER 154,708\*\*

8. SHARED DISPOSITIVE POWER -0-

9. AGGREGATE AMOUNT BENEFICIALLY OWNED BY EACH REPORTING PERSON 154,708\*\*

10. CHECK BOX IF THE AGGREGATE AMOUNT IN ROW (9) EXCLUDES CERTAIN SHARES N/A 11. PERCENT OF CLASS REPRESENTED BY AMOUNT IN ROW (9) 0.6%\*\*

12. TYPE OF REPORTING PERSON IA, HC \*\* See Item 4 of this filing

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1. NAME OF REPORTING PERSON S.S. OR I.R.S. IDENTIFICATION NO. OF ABOVE PERSON Janus Venture Fund 84-0964425
  2. CHECK THE APPROPRIATE BOX IF A MEMBER OF A GROUP a.  b.
  3. SEC USE ONLY
  4. CITIZENSHIP OR PLACE OF ORGANIZATION Massachusetts
- NUMBER OF SHARES BENEFICIALLY OWNED BY EACH REPORTING PERSON WITH:
5. SOLE VOTING POWER 142,683\*\*
  6. SHARED VOTING POWER -0-
  7. SOLE DISPOSITIVE POWER 142,683\*\*
  8. SHARED DISPOSITIVE POWER -0-
  9. AGGREGATE AMOUNT BENEFICIALLY OWNED BY EACH REPORTING PERSON 142,683\*\*
  10. CHECK BOX IF THE AGGREGATE AMOUNT IN ROW (9) EXCLUDES CERTAIN SHARES N/A
  11. PERCENT OF CLASS REPRESENTED BY AMOUNT IN ROW (9) 0.6%\*\*
  12. TYPE OF REPORTING PERSON IV

\*\* See Item 4 of this filing

Item 1. (a). Name of Issuer: The Ultimate Software Group, Inc.  
("Ultimate") (b). Address of Issuer's Principal Executive Offices:

2000 Ultimate Way Weston, FL 33326

Item 2. (a)-(c). Name, Principal Business Address, and Citizenship of Persons Filing:

(1) Janus Capital Management LLC ("Janus Capital") 151 Detroit Street  
Denver, Colorado 80206 Citizenship: Delaware

(2) Janus Venture Fund 151 Detroit Street Denver, Colorado 80206  
Citizenship: Massachusetts (d). Title of Class of Securities: Common  
Stock

(e). CUSIP Number: 90385D107

Item 3.

This statement is filed pursuant to Rule 13d-1 (b) or 13d-2(b) and the person filing, Janus Capital, is an investment adviser in accordance with Section 240.13d-1(b)(ii)(E) as well as a parent holding company/control person in accordance with Section 240.13d-1(b)(ii)(G). See Item 4 for additional information.

Janus Venture Fund is an Investment Company registered under Section 8 of the Investment Company Act of 1940.

Item 4. Ownership

The information in items 1 and 5 through 11 on the cover page(s) on

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Schedule 13G is hereby incorporated by reference.

Janus Capital has a direct 94.5% ownership stake in INTECH Investment Management ("INTECH") and a direct 77.8% ownership stake in Perkins Investment Management LLC ("Perkins"). Due to the above ownership structure, holdings for Janus Capital, Perkins and INTECH are aggregated for purposes of this filing. Janus Capital, Perkins and INTECH are registered investment advisers, each furnishing investment advice to various investment companies registered under Section 8 of the Investment Company Act of 1940 and to individual and institutional clients (collectively referred to herein as "Managed Portfolios").

As a result of its role as investment adviser or sub-adviser to the Managed Portfolios, Janus Capital may be deemed to be the beneficial owner of 154,708 shares or 0.6% of the shares outstanding of Ultimate Common Stock held by such Managed Portfolios. However, Janus Capital does not have the right to receive any dividends from, or the proceeds from the sale of, the securities held in the Managed Portfolios and disclaims any ownership associated with such rights.

Janus Venture Fund is an investment company registered under the Investment Company Act of 1940 and is one of the Managed Portfolios to which Janus Capital provides investment advice.

### Item 5. Ownership of Five Percent or Less of a Class

This statement is being filed to report the fact that the reporting persons have ceased to be the beneficial owners of more than five percent of the class of securities.

This statement is being filed to report the fact that Janus Venture Fund has ceased to be the beneficial owners of more than five percent of the class of securities.

### Item 6. Ownership of More than Five Percent on Behalf of Another Person

Not applicable.

### Item 7. Identification and Classification of the Subsidiary Which Acquired the Security Being Reported on by the Parent Holding Company

Not applicable. Item 8. Identification and Classification of Members of the Group

Not applicable.

### Item 9. Notice of Dissolution of Group

Not applicable.

### Item 10. Certification

By signing below I certify that, to the best of my knowledge and belief, the securities referred to above were acquired in the ordinary course of business and were not acquired for the purpose of and do not have the effect of changing or influencing the control of the issuer of such securities and were not acquired in connection with or as a participant in any transaction having such purposes or effect.

### SIGNATURES

After reasonable inquiry and to the best of my knowledge and belief, I

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certify that the information set forth in this statement is true,  
complete and correct.

JANUS CAPITAL MANAGEMENT LLC

By /s/ David R. Kowalski 2/14/2011 David R. Kowalski, Date Senior Vice  
President & CCO

JANUS VENTURE FUND

By /s/ David R. Kowalski 2/14/2011 David R. Kowalski, Date Senior Vice  
President & CCO

EXHIBIT A JOINT FILING AGREEMENT

In accordance with Rule 13d-1(f) under the Securities Exchange Act of  
1934, the persons named below agree to the joint filing on behalf of  
each of them of a Statement on Schedule 13G (including amendments  
thereto) with respect to the Common Stock of The Ultimate Software  
Group, Inc. and further agree that this Joint Filing Agreement be  
included as an Exhibit to such joint filings. In evidence thereof, the  
undersigned hereby execute this Agreement as of the 14th day of  
February, 2011.

JANUS CAPITAL MANAGEMENT LLC

By /s/ David R. Kowalski David R. Kowalski, Senior Vice President & CCO

JANUS VENTURE FUND

By /s/ David R. Kowalski David R. Kowalski, Senior Vice President & CCO