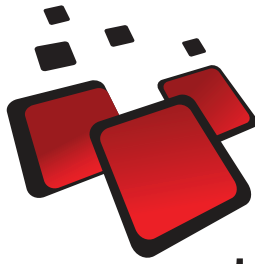


# Web-Based Time & Labor Management Solutions



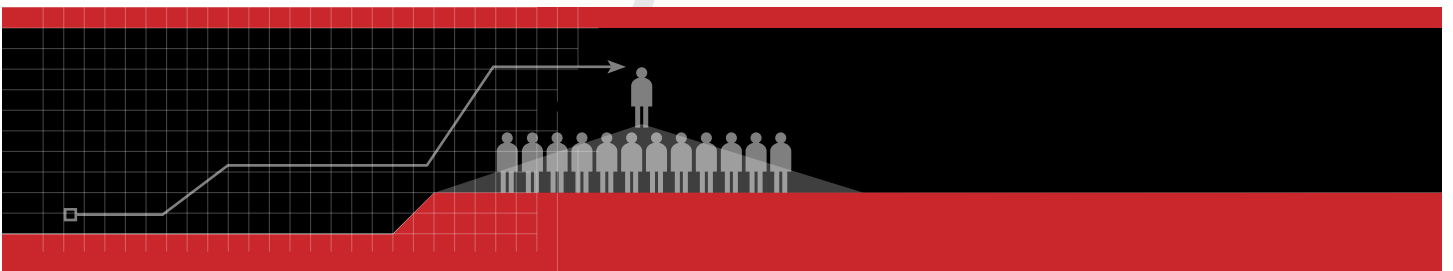
# Paystub<sup>Z</sup>

PAYROLL • TIMEKEEPING • HR

- FLEXIBLE, RELIABLE, AND EASY-TO-USE
- INCREASE PRODUCTIVITY
- CREATE A FAIR AND UNBIASED WORK ENVIRONMENT
- REWARD POSITIVE ATTENDANCE BEHAVIOR
- VARIOUS DATA CAPTURING ALTERNATIVES
- SPEND LESS TIME APPROVING TIMESHEETS

## Red **Z** Time and Attendance – Enterprise Edition

Managing your greatest asset — **your workforce** — with an effective Time & Labor Management solution is critical to maintaining a competitive edge. A stronger balance between higher-level automation and ease-of-use helps ensure a quick rollout and greater system acceptance among users.

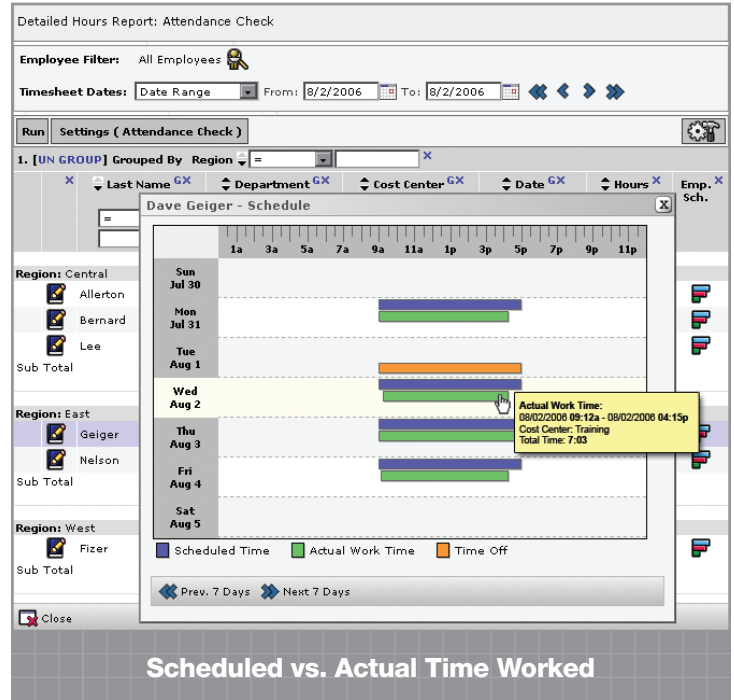


### FLEXIBLE, RELIABLE, AND EASY-TO-USE

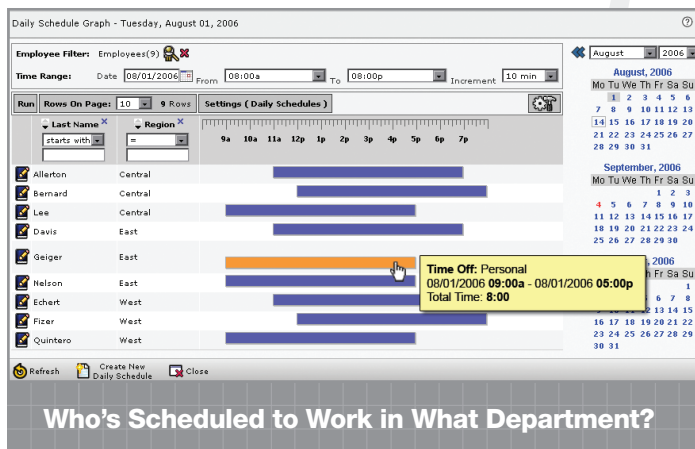
Tracking attendance behavior and productivity for performance reviews is challenging for most organizations. Collecting timesheets from remote locations and mobile personnel, making sure timesheets have been approved by the appropriate managers, and running reports for senior management are common challenges.

- Easily expand or scale back functionality to address the unique needs of each administrator, manager, and employee
- Configurable labels and workflow simplify usage and increase system acceptance
- Process pay rules for virtually any work environment with ease

The system offers features such as notifications – like reminding employees to fill out timesheets – to reduce time associated with collecting and processing payroll data. Data synchronization of employee records, reason codes, schedules, benefit information, and other important data ensures all Payroll and Human Resources-related applications run in parallel. Managers can quickly identify exception-based occurrences, analyze data collected, and forecast overtime.



TRACKING



### INCREASE PRODUCTIVITY

Providing adequate staff coverage at the appropriate times is essential in maintaining superior customer service levels. Creating schedules and defining shifts can be difficult and time consuming, as is avoiding scheduling conflicts.

- Automatically assign employees based on skills, work preferences, or lowest cost
- Quickly identify deviation from schedules and attendance infractions through system alerts
- Capture last minute changes to schedules and reassign employees based on availability

Whether preparing labor data for payroll, retrieving information for compensation and wage issues, or meeting legal compliance standards, a flexible time and labor solution with integrated scheduling tools is critical to maintaining a competitive edge in the marketplace.

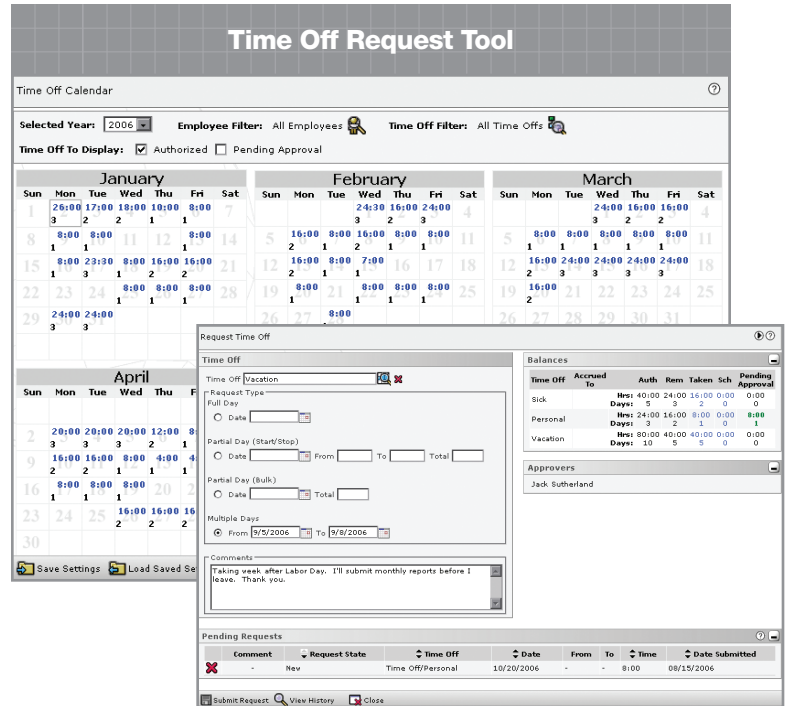
PRODUCTIVITY

### CREATE A FAIR AND UNBIASED WORK ENVIRONMENT

Benefit accruals are complicated to maintain and can be difficult to track. Managers as well as employees need to know how to effectively manage accruals in order to streamline back-office activities.

- Multiple formats allow managers to view historical data necessary to spotlight attendance patterns and future scheduled Time Off to ensure staffing requirements are met
- An automated Time Off request tool sends notifications to managers for approval and can display warnings such as a potential negative balance
- Test benefit accrual rules before executing to avoid errors and minimize time spent adjusting balances
- Flexibility in workflow, including override capabilities, simplifies requesting and approving of Time Off

Employee Self-Service (ESS) and Manager Self-Service (MSS) enable employees to request Time Off while providing managers the tools they need to check available balances, estimate future entitlements, and see who else is scheduled out before approving a Time Off request.



**Time Off Request Tool**

Time Off Calendar

Selected Year: 2006 Employee Filter: All Employees Time Off Filter: All Time Offs

Time Off to Display:  Authorized  Pending Approval

Request Time Off

Time Off:

Request Type:  Full Day  Partial Day (Start/Stop)  Partial Day (Bulk)  Multiple Days

Partial Day (Start/Stop): Date:  From:  To:  Total:

Partial Day (Bulk): Date:  Total:

Multiple Days: From:  To:

Comments:

Balances

| Time Off | Accrual To | Auth  | Rem   | Taken | Sch  | Pending Approval |
|----------|------------|-------|-------|-------|------|------------------|
| Sick     | Hrs: 40:00 | 24:00 | 16:00 | 0:00  | 0:00 | 0:00             |
|          | Days: 5    | 3     | 2     | 0     | 0    | 0                |
| Personal | Hrs: 24:00 | 16:00 | 8:00  | 0:00  | 8:00 | 8:00             |
|          | Days: 3    | 2     | 1     | 0     | 1    | 1                |
| Vacation | Hrs: 80:00 | 40:00 | 40:00 | 0:00  | 0:00 | 0:00             |
|          | Days: 10   | 5     | 5     | 0     | 0    | 0                |

Approvers: Jack Sutherland

Pending Requests

| Comment                             | Request State | Time Off          | Date       | From | To | Time | Date Submitted |
|-------------------------------------|---------------|-------------------|------------|------|----|------|----------------|
| <input checked="" type="checkbox"/> | New           | Time Off/Personal | 10/20/2006 | -    | -  | 8:00 | 08/15/2006     |

Submit Request View History Close

FAIRNESS

### REWARD POSITIVE ATTENDANCE BEHAVIOR

Happy and motivated individuals make productive team players. By operating under a team approach, your organization can become more successful. A major factor in motivating employees is being able to acknowledge an individual for a job well done based on objective and quantifiable criteria. Through the use of a Point System, it's easier to recognize those individuals who contribute most to your organization.

- Allow managers to objectively track employee work behavior
- Assign user-defined values based on specific occurrences
- Proactively encourage good attendance through notifications

The Point System can be arranged to assign either positive or negative points to employees based on attendance behavior. Through the use of an effective Point System, managers are able to objectively analyze attendance activities. Systematically evaluating an employee's attendance behavior ensures accurate performance recognition based on facts rather than subjective review.

REWARD

### VARIOUS DATA CAPTURING ALTERNATIVES

Tracking time against business units, departments, projects, tasks, clients, and other increments can be challenging. Depending on your organization's work environment, a variety of devices may be used to collect time and request Time Off.

- Alternative timesheet formats
- Traditional swipe / keypads (barcode, magnetic, proximity)
- Personal handheld devices (PDAs)
- Biometric (hand recognition, fingerprint)
- External systems (access control, phone switches)

As data is collected and processed, business rules are applied instantly. Both relational and non-relational cost buckets may be defined. Effective dating accurately tracks rate increases and other changes as they relate to each cost center ensuring reports reflect historical rates, not just current values.

CAPTURE

Dot Board - Monday, August 14, 2006, 02:52p (EST)

Employee Filter: Employees(12)

Run Rows On Page: 30 12 Rows Settings ( Who's In? Who's Out? )

| Last Name | In/Out | Region   | Department        | Last Start | Last End | Last Date  |
|-----------|--------|----------|-------------------|------------|----------|------------|
| Allerton  |        | Central  | Executive Offices | 09:01a     | -        | 08/14/2006 |
| Bernard   |        | Central  | Marketing Co-Op   | 08:59a     | -        | 08/14/2006 |
| Lee       |        | Central  | Human Resources   | 09:02a     | 04:59p   | 08/13/2006 |
| Davis     |        | East     | Support Services  | 09:01a     | -        | 08/14/2006 |
| Geiger    |        | East     | Marketing Co-Op   | 08:59a     | -        | 08/14/2006 |
| Nelson    |        | East     | Human Resources   | 09:02a     | -        | 08/14/2006 |
| Neilson   |        | Mountain | Marketing Co-Op   | 08:58a     | -        | 08/14/2006 |
| Torres    |        | Mountain | Support Services  | 09:05a     | -        | 08/14/2006 |
| Young     |        | Mountain | Executive Offices | 09:01a     | 05:09p   | 08/13/2006 |
| Echert    |        | West     | Human Resources   | 08:54a     | -        | 08/14/2006 |
| Fizer     |        | West     | Executive Offices | 09:03a     | -        | 08/14/2006 |
| Quintero  |        | West     | Support Services  | 09:00a     | -        | 08/14/2006 |

Refresh Close

Who's In? Who's Out?

Time Overview : Monday, July 31, 2006 - Friday, August 04, 2006

Employee Filter: Employees(12)

Date Range: From: 7/31/2006 To: 8/4/2006

Run Rows On Page: 20 12 Rows Settings ( Clearing the Reds )

| Last Name | Region   | July Mon 31 | August Tue 1 | August Wed 2 | August Thu 3 | August Fri 4 |
|-----------|----------|-------------|--------------|--------------|--------------|--------------|
| Allerton  | Central  | 8:59        | 8:04         | 4:15         | 8:02         | 7:05         |
| Bernard   | Central  | A           | 7:48         | 8:02         | 8:21         | 8:01         |
| Lee       | Central  | 7:59        | 7:57         | 7:43         | 8:42         | 8:34         |
| Davis     | East     | 9:02        | 3:29         | 8:09         | 8:17         | 8:48         |
| Geiger    | East     | 7:40        | 7:46         | M            | 7:55         | 7:13         |
| Nelson    | East     | 7:56        | 8:03         | 8:30         | 8:15         | 7:45         |
| Neilson   | Mountain | 8:00        | T            | 7:59         | 7:45         | 6:30         |
| Torres    | Mountain | 8:58        | 7:45         | 7:45         | 8:03         | M            |
| Young     | Mountain | 8:45        | 7:30         | 7:50         | 7:55         | 6:58         |
| Echert    | West     | 8:30        | 7:58         | 6:33         | A            | 8:00         |
| Fizer     | West     | 8:03        | 7:57         | 8:21         | 5:01         | 7:12         |
| Quintero  | West     | 8:59        | 7:15         | 8:31         | 7:15         | 7:29         |

Close

Exception Review, Edit, and Approval

### SPEND LESS TIME APPROVING TIMESHEETS

Approving time collected can often be tedious and time consuming. Automating this paper-intensive process can save countless hours better spent on other functions.

- Company holidays and other pre-approved Time Off are automatically populated within the appropriate timesheets, simplifying the review, edit, and approval of time
- Easily identify exceptions to schedules, overtime hours, missing punches, and more
- Drill-down capabilities allow direct access to an individual's timesheet for quick edits
- System notifications and warnings support better decision-making and reduce errors

Software settings can be configured to address shift premiums, restrict punches, determine rules for lunch and breaks, establish grace periods, and address other special pay. Both employees and managers have the ability to enter comments directly on a timesheet in order to keep historical records of communication. Audit reports track additions, deletions, and changes made to each timesheet.

EFFICIENCY