

# Attendance on Demand

## Time and Labor Management With Location Services

Automate complex pay rules with a sophisticated parameter engine that allows you to meet business requirements for reporting and managing labor activities.



### Time and Labor Management

Save time by automating complex pay rules for holidays, shift differentials, and overtime.

Easily identify issues delaying payroll. Managers receive immediate system alerts to remind them of missing punches and unapproved timecards.

Offer increased flexibility while strengthening workforce collaboration with easy-to-use mobile app and self-service desktop solutions.



### Location Services

Enhance employee accountability with location services and punch restrictions.

Know where employees are working with a Google Map identifying the location based on their punch.

Gain insight into employee behavior with notifications of location exceptions.

## Accruals and Planned Leave

### *Accruals, Benefit Balances, Planned Leave, and FMLA*

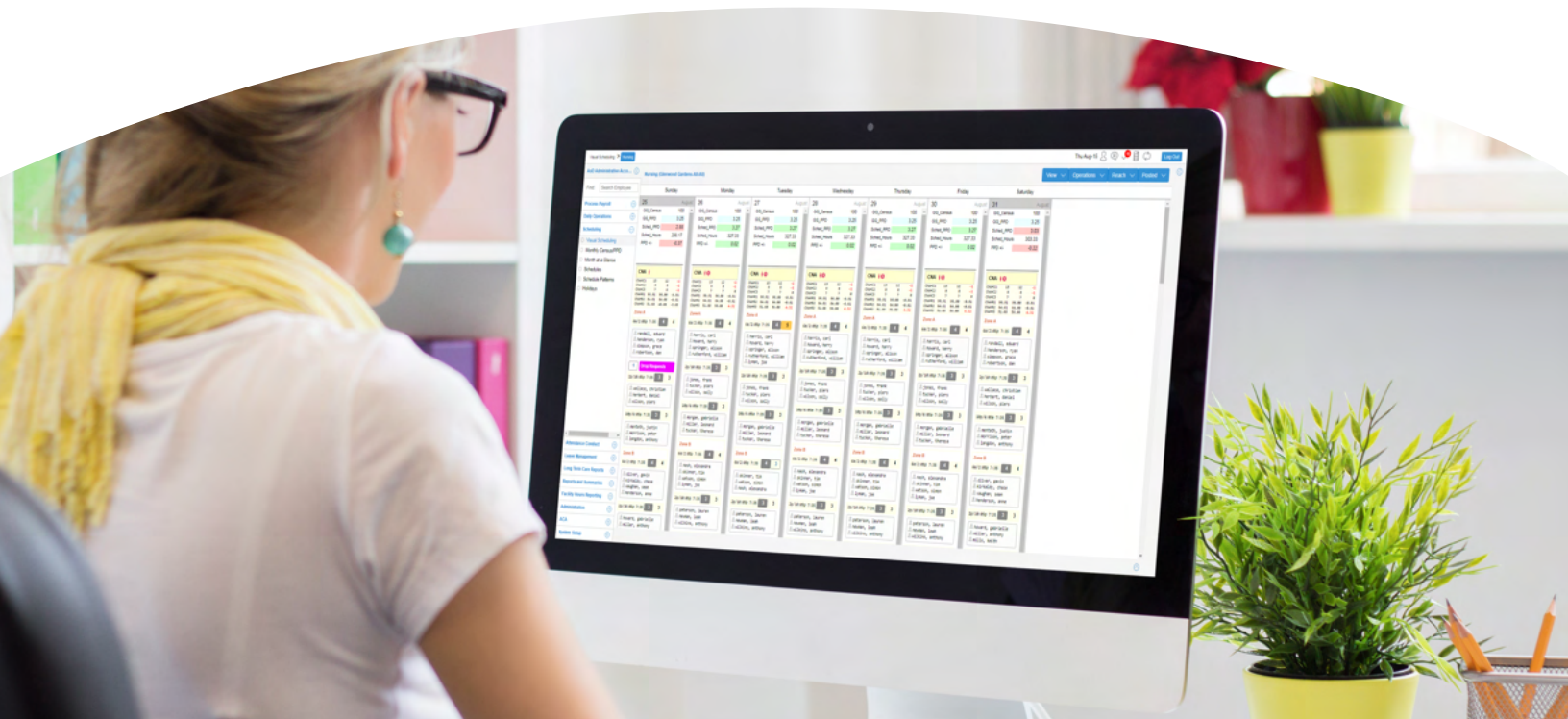
#### Accruals

Automate the accumulation of benefit time, eliminating the guesswork of manual calculations while providing employees and managers with visibility into up-to-date balances.

#### Leave Requests

Allow employees to request time off through ESS desktop, ESS mobile, or time clocks. Empower managers with clear details about incoming requests so they can make quick decisions while handling potential gaps in coverage.

- Empower employees with instant access to benefit balances and schedules, especially when planning time off while away from work.
- Eliminate manual processes and error-prone paper systems by automating the leave request process.
- Improve workforce planning with visibility into approved days off.



## Attendance Performance and Policies

Automate your attendance policy to capture trends and improve employee accountability. Points accrue and expire according to your rules and are visible in the dashboard, timecard, and scheduling filters, as well as throughout the system. Employee notification letters can be generated according to your customized templates.

- Impartial application of attendance policies increases employee engagement.
- Automated workflow delivers consistent and appropriate corrective events, automatically notifying managers of employee infractions to stay current with expected attendance behavior.
- Reward positive attendance behavior to improve the employee experience by deducting or adding points.
- Track trends that influence labor costs and productivity loss with reporting and access to attendance performance history.
- Flexible customization that supports absence management policies.
- Options to tailor warning letter templates for formal disciplinary action.
- Access to accurate employee point calculation and balances through timecards, reports, and notifications.
- Allow managers to modify and edit points.

## Reporting

Visibility into real-time information streamlines daily workflows. Sharing and analyzing historical time and labor data across your organization provides insight into the future needs of your business.

- Get the information you want in the format you want, when you want.
- Choose a delivery option that works for you: mobile, email, or desktop.
- Create your own reports from the beginning or modify an existing template.



## Compliance

Meet compliance requirements with a proactive time and labor management engine. Adhere to organizational policies and federal, state, and municipal labor regulations while still accommodating employee leave requests, managing unexpected absences, and monitoring coverage demands.



### Fair Scheduling Act

Comply with the latest trend in workplace regulation. Automate notice of schedule changes and penalties. Empower employees to claim, drop, or swap last-minute shifts so you do not incur penalties. Make schedule-related communication easy and archived.



### Affordable Care Act

VisualACA does all the work for you. It determines employee full-time status according to the ACA, alerts you to potential employee status changes, tracks benefit offers, and partners for IRS filing.



### Paid Sick Leave

Many cities and states mandate paid sick leave. We make it easy. You can automate accrual, caps, and carryover for easy compliance.



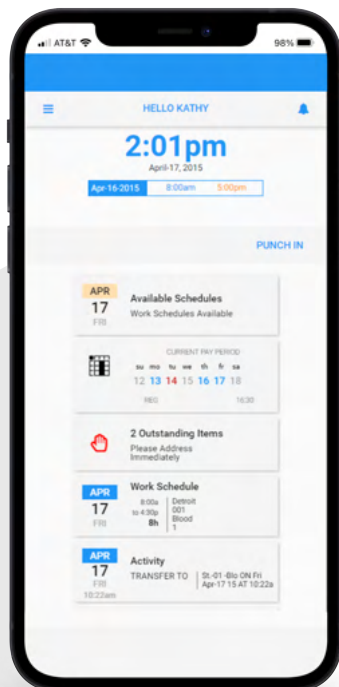
### Payroll-Based Journaling

Critical for skilled nursing facilities, our Payroll-Based Journal (PBJ) export accurately records paid and worked time in CMS job categories. It calculates daily, according to the calendar day, without changing the way you track timecards, payroll, and reports.



### Fair Labor and State Labor Regulations

Overtime rules can be complicated. Our calculation engine handles it all.



## Mobile

Collect accurate hours and pay information with a mobile solution that meets the demands of your work environment.

- Increase engagement by empowering employees to use mobile.
- Control labor costs with accurate time data.
- Optimize workforce data collection by accurately tracking attendance errors.
- Maintain compliance with employee attestation of hours, lunches, and breaks as well as confirmation that no injuries occurred during shift.