

COMPLETING YOUR HUMAN CAPITAL MANAGEMENT STRATEGY



AutoTime® 7 – Time and Attendance System

Kaba's AutoTime 7 system for time and attendance is designed to help your company in collecting, evaluating, and managing crucial data from your workforce. Because people are your company's most valuable resource, you need a powerful and intuitive tool for managing your workforce.

With AutoTime 7, you can easily record and control time & attendance activities, absence events, and labor transactions. Work schedules, pay policies, and accruals calculations are all handled by a robust and capable business rules engine. Overtime management is made simple by giving a supervisor the ability to fairly and equitably offer overtime to employees. Employees can easily view and respond to these offers directly from within the system. Access to real-time analytical data provides management with insight into the productivity and performance of the entire workforce.

Seamless interfaces to industry leading ERP and third party systems enable the solution to be deployed effortlessly into your environment.

Employees have visibility to critical information about their schedule, leave balances, and reports through easy-to-use employee self service functionality.

Time-off requests can also be completed by an employee from the convenience of a kiosk or Kaba terminal. A wide array of standard reports is available along with a robust tool for creating customized data views. Graphical representations can be displayed showing workforce efficiency, productivity, and utilization. Configurable views and multi-language capability make AutoTime 7 extremely versatile.

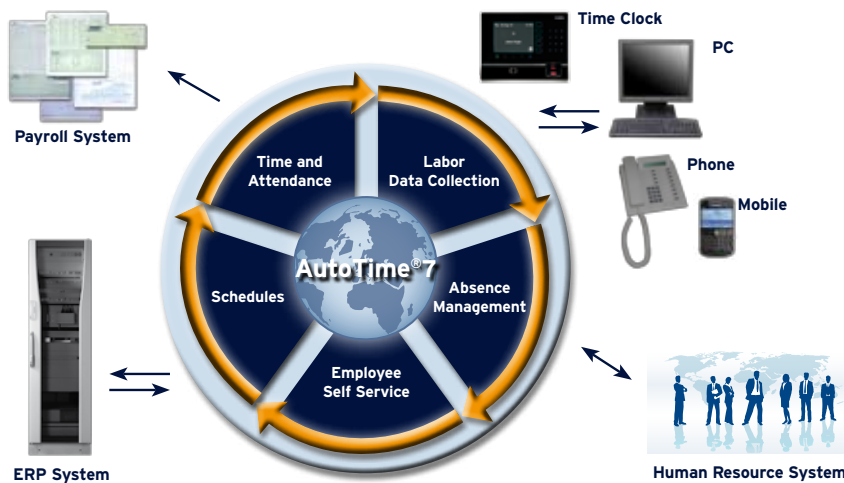
Why AutoTime 7

- > **Maximize Time and Attendance accuracy** - minimize calculation errors
- > **Consistent enforcement of your company's policies**, government regulations, and union rules
- > **Elimination of manual calculations** of organizational pay rules
- > **Time reduced** by generating payroll through automated processes
- > **Enhanced supervisory controls and views**
- > **Supervisor communication improved** through electronic messaging
- > **Automated leave management**
- > **Tailored user interface** speeds up employee data collection
- > **System also manages** contractors, part-time and temporary employees.
- > **Proven integration** with top ERP providers
- > **Unicode Compliant**



AutoTime's Seven Cs are the keys to meeting your company's demanding Time and Attendance needs:

- > **Collect** - Ensures faster, more accurate, attendance, and labor data collection by taking advantage of the latest technologies. User interfaces are optimized to minimize time away from productive activities.
- > **Classify** - Organizes hours collected into regular time, overtime, and double time in addition to managing complex schedules, enforcing attendance policies, and tracking time-off balances.
- > **Communicate** - Interfaces time and attendance data with existing Human Resource, Payroll, ERP, and other third party software systems. Additionally, employee self service makes it easy for employees to view and update essential data in real time.
- > **Calculate** - Delivers a powerful analytics engine - go beyond simple raw figures to see the real meaning behind the data. Calculate efficiency, productivity and utilization in real time. Normalize uncompensated overtime pay rates or calculate labor standards based on current, real time data.
- > **Comply** - Provides compliance with complex regulations such as FLSA, DCAA, Sarbanes-Oxley - it automatically enforces pay rules, many of which are dictated by complex work rules or federal, state or local law.
- > **Compare** - Measures workforce productivity for constant improvements. Gain real-time analytical insight into the productivity and performance of the entire enterprise.
- > **Correct** - Promptly notifies the user of possible errors or inconsistencies in time for corrective action to be taken



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Supported Data Collection Methods

- Badge Credentials**
 - > RFID reader - Legic, Mifare, etc.
 - > Barcode (visible and infrared)
 - > Magnetic Stripe
- Biometrics**
 - > Fingerprint
- Devices**
 - > Kaba Data Collection Terminals
 - > Mobile/Wireless
 - > Telephone (IVR)
 - > Touch Screen Kiosk
 - > Web Time Clock
 - > Windows Mobile

Interface Technology

- > ERP Specific (as specified by vendor)
- > Web Services using OAGIS defined BODs
- > File Interchange - CSV or fixed length
- > XML formatted documents

Supported Technical Platform

- Application Server**
 - > JBOSS Application Server 4.2.x or 5.1.x
 - > Oracle WebLogic Application Server 10g
- Database**
 - > Oracle 10g
 - > Oracle 11g
 - > Microsoft SQL Server 2005
 - > Microsoft SQL Server 2008
- Operating System**
 - > Microsoft Windows Server 2003 or 2008
 - > Red Hat Linux ENT Version 4 or 5

Comprehensive Reporting

- > Standard Reports
- > Customer-Specific Reports
- > Open data structure in Oracle or SQL Server allows for easy report writing
- > Any database query tool or report writer may be utilized