

Time and Attendance™

Reflexis Time and Attendance™ provides full-featured time entry, labor tracking, and time costing functionality. Reflexis Time and Attendance provides a wide range of features for managers and employees to track labor and stay in compliance with laws and rules. It supports multiple time clock options, including clocks with the latest technologies such as fingerprint biometrics.

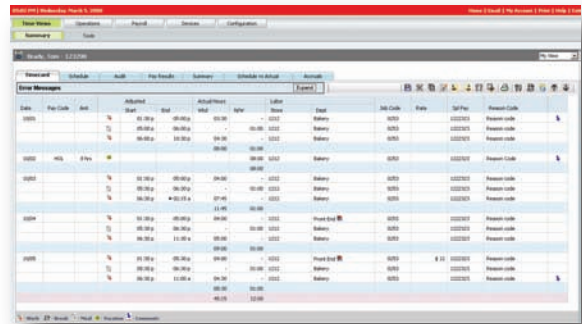
When integrated with the Labor Scheduling module in Reflexis Workforce Manager, Time and Attendance enables a retailer to control labor costs, ensure compliance, and respond pro-actively to problems. System functions of Time and Attendance include:

- Highly configurable timekeeping functionality with support for the following:
 - Punch and shift rounding
 - Grace and warning periods
 - Meal and break processing and enforcement rules
- Support for complex pay rules
- Support for union contracts and rules
- Rate processing with stepped rates and premiums
- Storewide time entry checks and verifications for release of time to payroll
- Interfaces to human resources and payroll applications
- Wide variety of reports including alerts to impending rules violations

Reflexis Time and Attendance supports a wide variety of data collection options including:

- Barcode, magnetic stripe, and proximity readers
- Ethernet and Wi-Fi connectivity
- Fingerprint biometrics
- Online and local data collection options
- Software configurable time clock operations
- Employee schedule restrictions
- Break and meal policy enforcement
- Employee messaging (broadcast and employee specific messages to time clocks)
- Informational queries, such as punch review, vacation balances, and more
- Software (Web-based) clock options

- ✓ Ensure compliance with labor laws and rules
- ✓ Control labor costs, reduce payroll errors
- ✓ Pro-actively respond to impending violations
- ✓ Integrate with leading data collection hardware, improve accuracy



Integration Between Time and Attendance and Other Reflexis Solutions

Time and Attendance is built on the same architecture and integrates seamlessly with other Reflexis solutions, including the Labor Scheduling module in Workforce Manager. The combination of Reflexis Time and Attendance and Labor Scheduling enables retailers to generate optimized schedules and ensure consistent compliance with labor laws and policies. If integration is required with a back end payroll system or another vendor's Labor Scheduling application, Reflexis provides standard integration points with simple interface data formats.

The Labor Scheduling module in Reflexis Workforce Manager can generate schedules that factor in employee work preferences, skill levels, and availability while complying with complex union rules, company policies, and labor laws including ones related to minors. Exception-based alerts in Time and Attendance flag impending rules violations as well as other problem areas including overtime. The combination of Labor Scheduling and Time and Attendance allows retailers to efficiently generate labor schedules that factor in numerous constraints and then ensure work rules are enforced and employee preferences are respected. The result: optimized productivity, improved employee morale, and better control of labor costs.



Reflexis has won back-to-back Retail Systems Achievement Awards in the Best in IT/Business Alignment category for two major retailers in the U.S. and Europe.



A Complete Solution

Time and Attendance is a key component of the Reflexis Retail Execution Platform, which covers everything from workload optimization to labor and vendor scheduling to store execution. The Web-based Reflexis Time and Attendance solution also integrates seamlessly with all major enterprise platforms and scales efficiently across the most complex retail enterprise.

Reflexis can implement Time and Attendance, fully integrated with your existing systems, and drive cost-savings and operational benefits throughout your retail chain. Reflexis implementations consistently meet or exceed customer expectations for on-time and on-budget performance. And the best time to get started is now.

Perfect Fit

The Reflexis Time and Attendance module for time entry, labor tracking, and time costing provides retailers with the following capabilities to maximize productivity and compliance:

- Single source for labor tracking and payroll functions
- Real-time visibility into detailed activities and labor costs
- Support for multiple data collection options including industry leading time clocks
- Automated enforcement of breaks, meals, and other rules

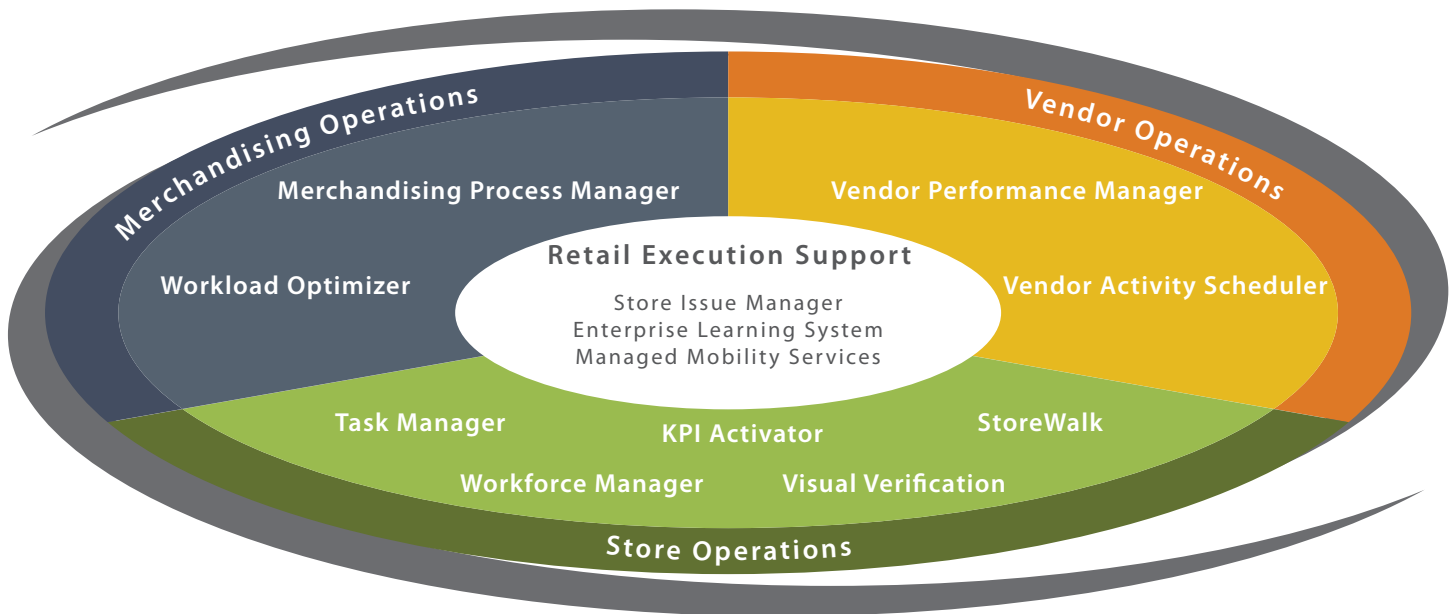
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RETAIL EXECUTION PLATFORM



Retail Execution Management

It's about selling more. Not just doing more.

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