



## KIOSK



## MOBILE APP



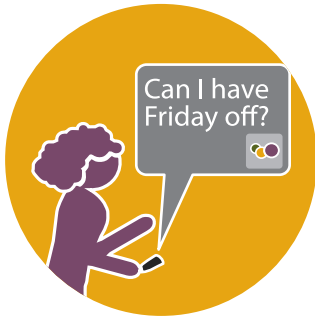
## DASHBOARD



## TIME CLOCK



*Employees have many self-service options*



*Requesting leave is easy*



*Clocks encourage employee engagement and accountability*



*Employee location can be verified with GPS*

## Employees Help Themselves

Attendance on Demand's self-service options provide employees with more control and accountability. They can view schedules, time off balances, and hours worked. They can even fix their own missing punches.

- Employees are alerted when they forget to punch and are responsible for fixing it at the clock, through a dashboard on a computer, or on their mobile app.
- The Employee Self Service (ESS) Mobile app tracks the GPS location of employee punches. It is also a direct communication link for messaging supervisors, correcting information, responding to a callout for an open shift, and reviewing work activity.
- Employees have access to their leave allowance information and can request leave from their ESS mobile app, ESS desktop, or at the time clock. Managers get instant notification and can approve or deny leave efficiently by using the Manager Mobile app.
- Employees without a smartphone can use texting to verify hours and schedules, report late arrival or absence, and respond to callouts for open shifts.

VACATION



JURY DUTY



FMLA



SICK TIME



PAID LEAVE



*Keep track of employee service hours*

## Reduce Compliance Risks

Attendance on Demand helps reduce the risk associated with labor law violations and penalties. It also automates accurate record keeping—essential for ACA, FLSA, and FMLA regulations as well as any collective bargaining agreements.

### ACA

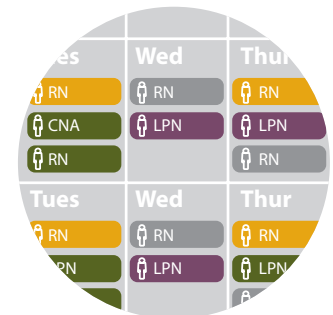
- Manage lookback measurement for full-time and part-time status determination.
- Use Guidance for flexibility in scheduling part-time workers without risking their ACA status.
- Generate 1094-C and 1095-C forms and connect to a hassle-free IRS filing service.



*Employers have accurate reports to document compliance*

### Payroll-Based Journal (PBJ) Reporting for long term care (LTC) facilities

- Generate a compliant PBJ import file.
- Report hours by calendar day without changing the way shifts are handled for time cards, payroll, and labor reporting.



*Staff hours are reported in the required midnight-to-midnight format for PBJ without changing timekeeping and pay practices*

### Flexible rules for FLSA, FMLA, and bargaining agreements

- Easily adapt to new mandates.
- Calculate correct hourly and salary overtime rates for all non-exempt employees.
- Automate policy with flexible computation for sick leave, holiday pay, and other time-related rules.

# Tools to Get the Job Done

Attendance on Demand delivers business-critical, core workforce management through time clocks and browser-based portals for managers and employees. Save more time, create a culture of accountability, and reduce risk with additional modules for Attendance on Demand.

## Workforce Engagement and Flexibility

### Mobile apps

Instant access to critical information no matter where you are.

### Text Self Service

Empower employees with the option to choose text as their preferred communication method.

## Attendance Management and Labor Coverage

### Incidents & Points

Program attendance policies for fair and impartial management of problem behavior.

### Coverage Budgets

Compare your labor budget to scheduled hours for planning and to worked hours for analysis.

## Absence Management

### Benefit Accruals

Use accrual rules for managing paid or unpaid time off.

### Leave Management

Automate employee requests for time off. Managers can easily evaluate leave requests.

### Seeker

Reduce the cost of absenteeism with an automated callout process for open shifts.

