



**Fully Integrated Solutions for Time and Labor Management, Attendance and Scheduling**

**Time and Labor Management**

**EBSTime Suite**

- EBSTime
- EBSScheduler
- EBSAttendance

**Time Collection**

- Digital Time Clocks
- Biometric Time Clocks
- EBSTimesheet
- EBSPunch
- EBSTelePunch

**A Complete Time and Labor Solution**

**Time Collection, Employee Scheduling and Attendance Tracking software**

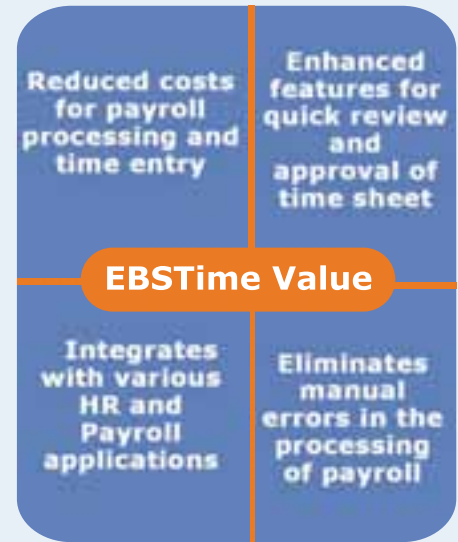
**Our Mission**

"Help companies to ensure human resource and payroll excellence by providing them with high-quality products and services that perform beyond their expectations"

**Employee Based Systems'** EBSTime Suite is a set of six fully integrated software modules which provide a complete and cost effective solution for all your Time and Labor Management needs. This system provides a high return on investment because of the efficiency that you and your employees will realize in the recording and tracking of time and attendance information, in creating and managing schedules, and in the calculation of payroll. EBSTime completely automates the time management process so that less time is spent on payroll, and more on the job.

## EBSTime Features and Benefits

- EBSTime has been built from the ground up as a completely web-based application. The entire EBSTime Suite utilizes MS-SQL server and Microsoft .Net® Technology.
- EBSTime is a fully Web based application, runs only on a server and does not require any software on end user workstations.
- EBSTime is easy to install, and completely configurable, and can be implemented in a matter of weeks and not months. All the rules within EBSTime can be tailored to the specific needs of your organization, including rules controlling payroll calculation, attendance planning, and employee scheduling.
- EBSTime provides a wide selection of reports which make it easier to retrieve information, drill down, filter, to effectively analyze attendance and performance .
- EBSTime seamlessly integrates with Sage Abra Suite, Sage Accpac ERP, Sage MAS 90, MAS 200, MAS 500 ERP, Sage Timberline Office, Microsoft Solomon, ADP and many other compatible HR and Payroll applications.



- EBSTime flags absences and missed punches to make it easier for supervisors to ensure that all time sheets are complete and accurate.
- Cost Accounting codes can be tracked via EBSTime's Job Transfer feature and then exported to your organization's General Ledger application. There is no virtual limit to the number of cost accounting codes which can be created.
- EBSTime ensures that time and attendance policies are fairly and consistently applied across the entire organization.
- EBSTime allows for mass updates as well as changes made for individual employees.
- EBSTime empowers managers with tools to proactively reduce costs related to absenteeism.

Employee Based Systems was the only company we found that was flexible and responsive enough to provide the customizations we needed. They provided some challenging rule configuration changes in a very timely manner.

- **Boyd Evans, Controller**  
**Idaho Technology Inc.**

## EBSScheduler

EBSScheduler is a simple and easy to use, application for the creation of individual and group schedules.

### EBSScheduler can:

- Reduce labor costs by helping to control overtime
- Easily manage compliance with regulations, policies, and labor agreements
- Minimize employee grievance by consistently enforcing scheduling policies
- Increase productivity by deploying multi-skilled employees more effectively
- Insure that the proper complement of employees is scheduled at all times

Allows the creation of individual, a group, or shift schedules

### EBSScheduler Value

Enables the efficient enforcements of company attendance policies

**Employee Based Systems was the one vendor who was able to meet all of the technical and accounting requirements that we had.**

**- Val Coles, Controller  
Kencoil**

Enables the creation of an attendance plans for vacation, illness, FMLA plans, and others

### EBSAttendance Value

Automatically calculates accruals and posts leave balances

## EBSAttendance

EBSAttendance is an effective tool designed to enable the creation of an unlimited number of attendance plans for vacation, illnesses, and any other scheduled or unscheduled absences. EBSAttendance automatically calculates accruals, and posts leave balances for each employee in the organization according to the assigned attendance plan. Leave balances can be viewed in EBSTimeSheet or the administrative sections of the EBSTime module.

### EBSAttendance can:

- Help you create and keep track of unlimited number of attendance plans for each employee
- Perform a separate and date sensitive accounting for each attendance plan for fiscal, calendar and anniversary accrual years
- Record absences such as jury duty, medical leave, bereavement and other compensatory or unscheduled leave time
- Provide a year-to-date snapshot of employee attendance that can be viewed by supervisors and employees
- Carryover unused time into the next accrual year and track the maximum carryover hours over a period of time

**"We looked at several of the big outsourced payroll companies as well as some Web based in-house systems. We found that Employee Based Systems had the best integration with Sage Abra"**

**- Steve Palmer, CIO,  
McCorkle Nurseries Inc.**

Time punches can be entered via time clocks, a web based time clock, a web based time sheet, and voice response unit telephony technology, which allows for time and attendance information to be telephoned in.

Following is a list of time collection devices supported by EBSTime:

## Digital Time Clocks

EBS provides AccuTime Series time clocks, a cost effective terminal and programmable data collection device which supports either Serial or Ethernet communications. It is ideal for workforce management applications, employee time and attendance, access control and job tracking.



## Biometric Time Clocks

EBS provides Biometric Time Clocks from Schlage/Ingersoll Rand which identify employees by their unique hand geometries as opposed to finger prints or hand prints. The hand geometry technology employed guarantees accuracy of employee identification up to 99.99%, thus making "buddy punching" virtually impossible. These clocks are also Ethernet enabled, so that they can be connected anywhere in the network.

## EBSTimeSheet

EBSTimeSheet is one of the modules of EBSTime and thus is fully integrated with EBSTime. EBSTime is used primarily with professional employees, salaried employees, and employees who work remotely. Time is recorded by the employee in the time sheet and is automatically transmitted to the EBSTime main module.



## EBSPunch

EBSPunch is a web based Time Clock application, which is another module in the EBSTime Suite. It provides a simple and easy to use interface for punching in and out, for logging job transfers, and for viewing employee punch records. Also allows employees to view their leave balances from the Attendance module as well as their schedules from the EBSScheduler modules. EBSPunch can be deployed at the desktop as well as in a kiosk environment in a warehouse or on the factory floor.



## EBSTelePunch

EBSTelePunch is a software application which allows you to input time and attendance information via telephone using simple voice commands or keypad responses. The time and attendance information entered by voice is translated into data by the EBSTelePunch system and transmitted directly to EBSTime, where it is recorded on the employee's individual electronic time sheet. The system is most frequently used in construction, oil and gas and in any field situation where no access to your company's LAN or WAN is available.



For more information, contact our Sales Department at:



### Eberhart Software Consulting

5296 Newtown Rd, Placerville, CA 95667

Phone: (530) 644-0359 Fax: (530) 647-8829

Website: [www.esckey.com](http://www.esckey.com), E-mail: [info@esckey.com](mailto:info@esckey.com)