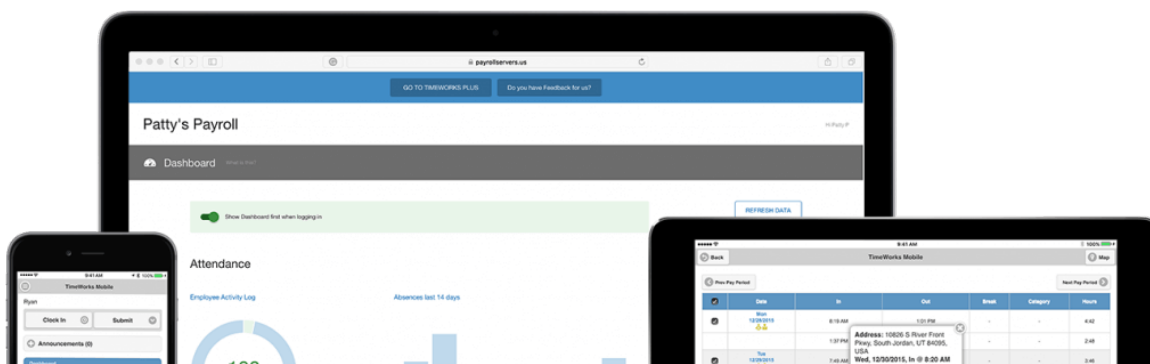


TimeWorksPlus® vs. TimeSimplicity™

Scheduling & Advance Scheduling Comparison

Sometimes your scheduling needs may require a shot in the arm with more robust features. The following outlines the major feature differences between the standard TimeWorksPlus scheduling component and the power of advanced scheduling with TimeSimplicity.

 Schedule Management		Tools to manage dynamic, multi-shift, multi-location schedules with accommodation for employee preferences.	TWP	TS
Schedule Creation	Schedule Templates	Create schedule for date, time, location; apply to multiple people	✓	✓
	Drag & Drop Scheduling	Graphical UI with ability to drag shifts/resources to time slot		✓
	Schedule Creation Delegation	Multi-manager support for different schedules/views/locations		✓
	Scheduling Groups	Define and schedule Groups based on skills, preferences, location, positions, departments or other attributes		✓
	Individual Shift Templates	Create shift templates for time slot, position or other dimensions		✓
	Employee Schedule Preferences	Employee set availability and maximums with preferred or absolute hours		✓
Schedule Views	Draft Schedule Creation	Create future schedules in plan mode and keep hidden until ready to publish		✓
	Customizable Schedule Views	Create schedules by name, seniority or position with sort ordering and filtering		✓
	Multiple Schedule Layouts	View schedule layout by people and shifts or shifts by position for quick coverage visibility		✓

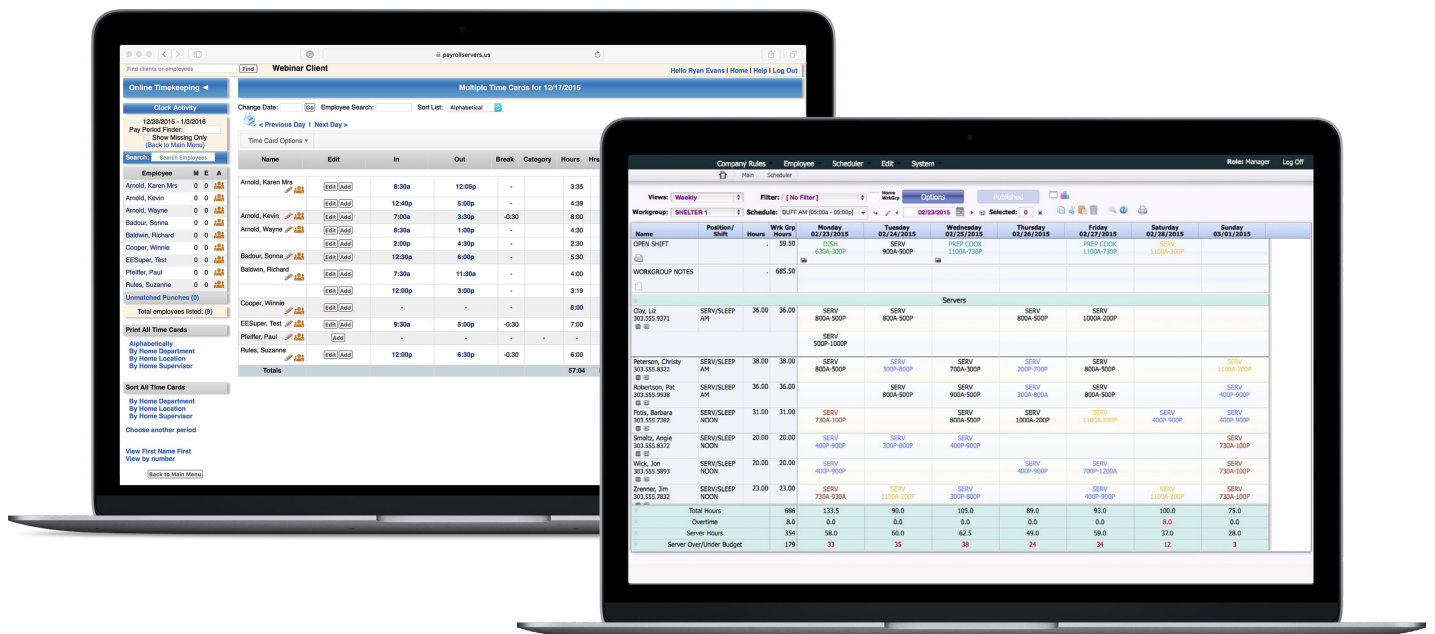




Compliance Enforcement & Reporting

Features and controls for monitoring and enforcing labor standards compliance

Compliance/Cost Constraints	Max/Min Shift Length	Warning if shift does not meet length criteria (customizable)	✓	
	Shift Proximity to Previous	Warning if time between shifts is not adequate	✓	
	Consecutive Days Worked	Block/warning if too many consecutive days worked	✓	
	Max Hours	Block/warning if too many hours in a specified period	✓	
Reporting	Certifications & Skills	Block/warn/alert if employee certifications or skills required for a shift do not meet the specified shift criteria	✓	
	Certification Management	Associate certification expiration date with holder and check compliance	✓	
	Meal Scheduling & Eligibility	Specify if shift is eligible for meal and/or meal start and end times	✓	
Reporting	Customized Reporting	Generate reports for compliance tracking and auditing (when used with TimeWorksPlus)	✓	
	Daily Auto-email	Daily time card summary showing actual against scheduled for critical coverage	✓	
Enforcement Options	Warning	Warns employee on login	✓	✓
	Clock Lock-out	Blocks employee on attempted login	✓	✓





Shift Coverage and Attendance Tracking

Manager tools and visibility for shift administration, coverage tracking and attendance monitoring

Schedule Change Management	Employee managed schedule changes	Employee options to initiate shift changes and accept open shifts; manager approval required or optional	✓	
	Shift Trades/Drops	Employee initiated with manager approved/open and eligibility/drop rules; notification privileges	✓	
	Self-Scheduling & Open Shifts	Create open shifts with signup for any eligible employee	✓	
	Immediate Availability List	Shows immediately who is available for a given shift	✓	
	Best Fit Shift Replacements	Filter to best fit shift replacements based on skills, availability, compliance restraints, proximity, seniority or other maximized logic	✓	
	Shift Change/Availability Notifications	Email/text custom message on shift change or open shift; recipients can pick up directly from the message; notifications are tracked and auditable	✓	
Scheduling Depth	Schedule to: Date/Time		✓	✓
	Location		✓	✓
	Job or Task			✓
	Shift			✓
Attendance Management	Attendance vs Schedule Reports	Reports show actual attendance against a given schedule; generate reports to show deviations over time	✓	✓
Schedule Visibility & Communication	Real Time Schedule Updates	Changes made to the schedule are updated in real time	✓	✓
	Email/SMS Messages	Notifications to staff are via email or text		✓
	Tiered Manager Alerts	Set up different levels of alerts based on level of management		✓
	Note/Reminder Messages	Add notes, reminders or messages to shifts or work groups		✓
	Shared Contact Directory	Allow employees to see contact information for shift trades		✓



User Experience & Administration

Simple, intuitive use with tools for administration and management

Employee Access	Mobile app	iOS and Android mobile applications to view scheduling and add/drop shifts	✓	
	Employee Portal	Web-based time clock and self-service portal options	✓	✓
	Define Shift Preferences	Browser-based pixel "paint" shift availability windows		✓
	Time Card Visibility	View time card and time-off requests		
Manager Tools	Manager Dashboard	High level view of shifts; dashboard with easy access to execute shift actions; alerts on expiring credentials		✓
	Time Clock Integration	Easily integrates with web-based punch clocks	✓	✓
	Integrated Time-off Requests	Scheduling works with time-off requests	✓	✓



Cost Management

Control labor spend and correlate activity with designated cost categories, jobs or locations. Utilize reports for cost projections/actuals to measure impact of initiatives and proactively monitor trends.

Reporting	Unlimited, Customizable Fields	Add any number of custom fields for jobs, tasks, locations, shifts, etc. and use for detailed reporting and cost allocation		✓
Labor Cost Controls	Hours of Operation Rules	Evaluate hours needed/used before and after "store" or "open" hours		✓
	Coverage Views	View labor hours correlated to shifts, estimated hours, required coverage		✓
	Labor Budgets	Compare actual to budgeted hours (when used with TimeWorksPlus)		✓
Labor Cost Controls	Scheduled Labor Estimate	View projected costs of planned schedule against a set labor budget		✓
	Customizable Summary Calculation	Flexible summary reporting with formula calculations for: shift counts, total hours, expected dollars based on hours, counts of shifts, hours per employee or employee groups and more		✓
	Customizable Manager Permissions	Set manager views of employees, wages, certifications and more		✓