



The DATA CAPTURE Report

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Special SCAN: The DATA CAPTURE Report Reprint

Morphing From Traditional Time And Attendance

Often, we hear company leaders tell us, "Our employees are our greatest asset." And, that may rightly be so. For almost as long as people have worked for others, employers have tracked their assets through a system simply dubbed "time and attendance." Time and attendance (TA) tracking can be something as minor as employees writing their work times down, to advanced systems that use technologies like RFID and biometric ID to locate and identify workers on the job.

Ellington, CT-based **Accu-Time Systems (ATS)** is one of the long-time players in the TA sector and its CEO/President Peter DiMaria is well-known to many leaders in the AIDC industry. In a recent conversation, DiMaria told us TA has come a long way from the days of fancy time-clocks.

"We launched our new Optimus™ product line on January 3," said DiMaria. "The Optimus™ device is the result of 15 years of expertise born out of close collaboration with our business partners in an effort to build a 'smarter', more powerful tool for



*Peter DiMaria,
president/CEO, Accu-Time Systems, Inc.*

workforce management (WM) and TA. It has an ATM feel to it. With this new product, we are morphing from traditional TA to a whole new realm in WM."

Part of the Optimus offering includes biometric ID, which DiMaria says helps employees secure their private information. We asked the ATS leader if employees seem to balk at the idea of having their fingerprints recorded. "We're not recording the same quality of fingerprints as those used by law enforcement," said DiMaria. "But, that isn't the most important reason why I think today's employees aren't as frightened of biometric ID as they were in past years.

"The consumer electronics industry has really opened the minds of today's workforce. We live in a very 'connected' world...a world where high-tech devices allow us to be monitored. For instance, if you carry a cell phone, you can be tracked or located if someone with the right technology wanted to find you. We also have things like ePassports that use smart cards and biometric ID to enable people to move more quickly through airports and from country to country."

Human asset management

DiMaria believes human asset management is a natural part of operating any business. He also believes employees can be made to understand why an employer needs to look at things like employee proficiency.

“The United States has seen a lot of jobs farmed out to manufacturing facilities outside its borders,” said DiMaria. “We have to become more efficient in how we do business, and that includes knowing where our employees are and what they are doing...and are they doing it correctly. Even chefs have to be recertified on the use of sharp knives.”

Michael Glynn, corporate marketing manager for ATS, added, “By automating employee issues such as time and attendance, information management, access control, man-door locks, surveys, payroll, and human resources, it frees up more time for the HR manager to play a better role in a company’s executive management team. HR can help a COO better manage manufacturing and, in turn, increase profitability. Managers can walk into a meeting and say, ‘I have information to make this a better business.



The new ATS Optimus™ is a self-service system with a full range of human asset management features.

Continuing, Glynn told us, “Employees also receive benefits from the system. The system empowers them to look up and monitor their own personal information—things like time on the job, vacation time and benefits, personal days, and overtime. Using their biometric ID, they can get this information whenever they choose, without having to set up an appointment with the HR department. Everybody wins.”

Biometric ID and access control

In addition to workforce management, ATS is using its patented biometric ID technology in access control. “Stadiums and amusement parks are using our technology for access control,” DiMaria told *SCAN/DCR*. “In Japan, cell phone and camera phone users can limit access to their devices with biometric ID. They can also limit access to their voice mail. Corporate users can safeguard messages left on their phones.”

Still some challenges

Although DiMaria believes acceptance of biometric ID is much greater today than even 10 years ago, he still sees challenges that need to be resolved. “We need global standards,” he stated. “World trade will make it necessary for global standards for almost every technology we offer as an industry. Look at what is going on in the RFID sector with respect to **Wal-Mart’s** mandate. It imports the bulk of its non-perishable goods from China. It just underlines how connected we are with the rest of the world.

“There are also some states with old laws restricting the use of biometric ID, and fingerprinting in particular,” DiMaria continued. “These are new times, and things need to change. Biometric ID could help fight identity fraud which is one of the fastest growing crimes in our country.”

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A threat from abroad

When it comes to selling a workforce management system to employees, DiMaria said he has first-hand experience. "Obviously, we use our system in our own manufacturing facility," he told *SCAN/DCR*. "As I tell our customers, it helps us be more efficient. And being more efficient can help us keep our jobs here instead of sending them abroad. The U.S. workforce has had a wake-up call in the past five years. I believe workers are willing to accept any system that will enable them to offer products that

compete in price and quality with the rest of the world."

DiMaria's message will be featured on SKY RADIO in the months of March and April. He joins former distinguished guests such as Michael Dell, Steve Forbes, Charles Schwab, and Jimmy Carter.

For more information: **Accu-Time Systems, Inc.**, Ellington, CT, PH (860)-870-5000, Email: mglynn@accu-time.com. **SCAN**

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