Yarco Company Deploys RightPunch™ Finger Vein Biometric Time Clock with Kronos Workforce Management to Increase Efficiency

Problem Statement

Yarco relied on hand-written time cards to track employee time and attendance which were filled out once every two weeks and faxed to management. The entire process was extremely time consuming and raised the possibility of buddy punching (where one employee punches in for another) so Yarco was looking to automate the time and attendance process to hold employees accountable for accurate time tracking and increase the efficiency of payroll processing.

Client Profile

Yarco Company, Inc. is a full-service, multi-family real estate firm that delivers highly specialized services designed to generate the greatest value for their clients, properties, residents, and the community.

The Yarco Companies have direct management responsibility for more than 100 assets comprising over 12,000 apartment homes in properties located in 11 states with an aggregate portfolio in excess of $600 million. In addition, Yarco's construction division also engages in general contracting throughout the Midwest and Southwest and their award-winning construction activities have spanned approximately $90 million over the past 15 years, and have built or rehabilitated 6,000 apartment homes.

Challenges

Yarco's employees were manually recording their time in and time out on paper timesheets. Their payroll department would then have to collect these paper time sheets from each of the 100+ properties across the company and manually transfer the data to Excel spreadsheets. The entire process was extremely time consuming, often taking the Payroll department an entire weekend just to input the data and reconcile any discrepancies. Furthermore, handwritten and faxed timesheets were often hard to read and there was no review and approval process in place – timesheets were assumed to be legitimate. Yarco realized that a change was in order to a more modern, technologically advanced payroll system that not only automated the time and attendance process, but also held employees accountable for accurate time tracking. They were also cognizant of "buddy punching" issues within their industry and knew that biometrics would eliminate that possibility.

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Solution

By deploying the **RightPunch™** biometric solution from M2SYS Technology, Yarco now utilizes their web-based KRONOS system to record and manage their time and attendance for nearly 1,000 employees through vascular biometrics. They have a finger vein reader installed at each one of their apartment communities, for a total of 100 scanners. Each day the entire community staff uses the device to clock in and out. Then, through the power of the Internet, that activity is transferred to their servers at the corporate office for the payroll department to utilize for payroll processing.

The use of the KRONOS web application allows Yarco to easily connect with staff who are spread across the United States. The advantage of utilizing **RightPunch™** biometric technology from M2SYS is that their users only need to scan using a vascular biometric device in order to provide Yarco with the necessary information to process their payroll. What was once a multi-step, time consuming, unsecure process was transformed into a quick, efficient, and accurate payroll system.

RightPunch™ is a PC-based biometric time clock that offers a more affordable alternative to expensive time clocks and a more secure and efficient employee identification tool than ID cards or personal identification numbers (PINs).

RightPunch™ Features:

- ❑ Instantly interfaces with any third-party workforce management and/or POS software without requiring any development or upgrades .
- ❑ Custom versions already built for major workforce management platforms like Kronos, ADP, Empower, and Qqest.
- ❑ Supports fingerprint, finger vein, palm vein, and iris recognition.
- ❑ Can be easily customized to meet any unique needs.
- ❑ Kronos and ADP versions include offline punch capture.

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Benefits

RightPunch™ tracks employee time and attendance using biometric technology that brings numerous client benefits. The most tangible benefit realized since implementing the KRONOS time and attendance system using vascular biometric technology is drastic increases in efficiency. In fact, Yarco has seen a 90% efficiency increase when you compare their old manual payroll system to the new automated process. A large part of the efficiency comes through time saved from not having to manually enter the payroll sheets into Excel for export to the payroll processing interface. This has allowed Yarco to cut their Payroll department in half and allocate more time to other HR functions. Here are some of major benefits that Yarco Company Inc. realized from implementing RightPunch™:

❑ Improved efficiencies
❑ Reduced payroll error rates
❑ Ensure compliance with labor tracking laws
❑ Elimination of time theft

❑ Stop buddy punching
❑ Increased productivity
❑ Established accountability
❑ Ensured a concrete audit trail

About M2SYS

With over a decade of experience and millions of end users in more than 100 countries worldwide, M2SYS Technology delivers innovative, scalable, and practical identity management solutions that increase security and convenience while saving money, building accountability and establishing trust for governments and businesses around the world. M2SYS is **ISO 9001:2008** Quality Management System (QMS) Certified Company and registered vendor for The **United Nations Global Marketplace** portal (UNGM # 377090).

M2SYS works closely with its clients, enabling them to capitalize on the benefits of using biometrics for security and accelerating their return on investment (ROI). These case study on finger vein biometrics security deployments for workforce management shows how biometric security software solutions can improve payroll efficiency, stop corruption and fraud, and save money.