



The Elite Workforce Management Solution

■ Anytime

■ Anywhere

■ Any Device

For state-of-the-art technology, leading-edge interfaces, and world-class support, NOVAtime SaaS (Software as a Service) is the Elite Workforce Management solution. With its web-based interfaces, the NOVAtime SaaS hosted solution is the perfect choice for any size company, and it's as simple to have as 1-2-3!

- 1) Contact your authorized regional reseller or NOVAtime sales directly.
- 2) Choose from a variety of time clocks and data collection devices, including our new innovative push technology touch-screen terminals, biometric terminals, RFID / HID terminals, and phone-in.
- 3) You get our professional implementation team to configure the system and train your associates, and a world class customer support team to answer your questions.

Have your enterprise workforce management solution up and running in a very short period of time, and start focusing on growing your business!



NOVAtime SaaS – The Ultimate Hosted Solution for Time and Attendance / Workforce Management

Overview

NOVAtime SaaS Software as a Service

Labor is one of the largest expenses an employer incurs, and it is controllable if the right automated workforce management tools are in place. Traditionally, a customer purchases a perpetual license and assumes responsibility for the software's implementation and ongoing management.

NOVAtime (SaaS) Software as a Service is a subscription-based hosted Time and Attendance / Workforce Management service. It represents a cost-effective alternative and presents significant advantages to customers.

All you need is a web browser! Customers gain access to NOVAtime SaaS through an Internet browser. No software needs to be installed on the users' computers, nor will they need to worry about upgrades of the software or backups of the data.

NOVAtime SaaS Software as a Service is simply easier, faster, and more cost-effective!



Customer Benefits

NOVAtime manages the ongoing performance tuning, system and application updates, security, and the stability of the NOVAtime SaaS. We continually offer the highest level of quality and service, which is built on the best possible hardware and software infrastructure to minimize the risk of service interruptions.

Your monthly fee is based on the number of employees, users, and add-on solutions required to run your business; which ultimately leads to significant cost savings when compared to a traditional on-premise software application.

Less IT Management - Dramatically reduces the up-front costs and ongoing management

- **Get excellent reliability and performance.**
- **Deployment is minimal and fast.**
- **No additional hardware required.**
- Avoid building and maintaining a redundant network and hardware infrastructure necessary to operate an on-premise software application.
- Avoid ongoing management of service, upgrades, backups, and support which include hardware and infrastructure.

Subscription-Based - A pricing model that makes sense.

- **Saves money** - No need to pay for excess capacity! Lower total cost of ownership and quicker time-to-value.
- **Supports pilot rollout** - The scalability of the NOVAtime SaaS enables you to test its functionality, reliability, and performance in limited deployments, and to expand your enterprise-level adoption incrementally.
- **Enjoy Enterprise-class reliability and performance** without buying a perpetual license, hardware, and ongoing IT maintenance.

Always Up to Date

- **Never worry about out-dated software** - Benefit from free and automatic software upgrades to ensure that your subscribed service has the latest features.
- Enjoy all the latest productivity benefits.
- Software Peace of Mind!

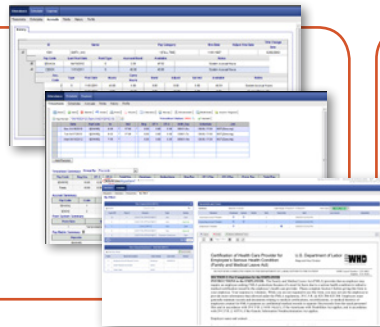
NOVAtime Has It All

- **Dashboard:** The NOVAtime dashboard offers a simple view into the data to highlight required actions and minimize the time spent navigating the system. Designed to offer supervisors and managers transparency and control of their workforce, it offers gadgets for employee attendance exception summary, time-off requests, daily punch head count, time clock heartbeat status, pay period timesheet approval status, just to name a few.
- **Report Generator:** With numerous easy to configure report templates, you can create hundreds of informative reports for your company. NOVAtime's powerful report generator allows you to sort on any data field for any time period, filter by employee, labor groups or pay types, and print or export any report to Excel and PDF.
- **Add-On Modules:** NOVAtime offers various optional modules that increase productivity and efficiency, including NOVAanalytics, a powerful business intelligence tool that harnesses the power of web APIs, and Advanced Schedule Manager, an innovative scheduling solution that automates and enhances the scheduling capabilities of NOVAtime SaaS.
- **Local, State, and Federal Compliance:** NOVAtime's flexible rules engine supports ACA, PBJ, FMLA, and FLSA compliance.
- **Payroll Interfaces:** Over 300 available payroll bridges including ADP®, Paychex®, Ceridian®, Paycomm®, Millennium®, and Quickbooks®.

And much more ...

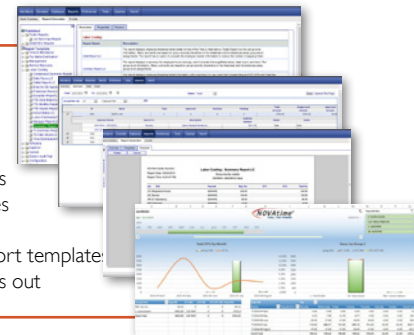
Employee Web Services (EWS)

- Punch or enter timesheet data
- View benefit accrual balances
- Check work schedules
- Request time off
- View timesheet history



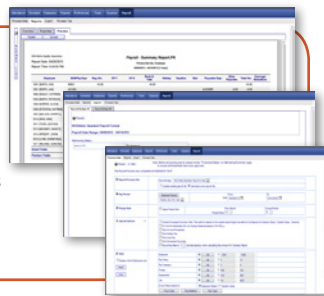
Supervisor Web Services (SWS)

- Create and assign work schedules
- Review, edit, and approve timesheets
- View timesheet history with exceptions
- View employee benefit accrual balances
- Add/update employees
- Dynamic report engine with many report templates
- In/Out Board to see who's in and who's out



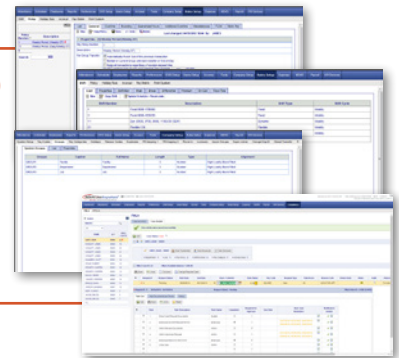
Payroll Administrator

- Review and approve timesheets for payroll
- Run payroll reports
- Process payroll with the ability to prepay employees based on their scheduled hours



Administrator Web Services (AWS)

- Setup and configure shifts, pay policies, and holidays
- Setup and deploy access rights for employees and supervisors
- Assign employees to supervisors
- Create security profiles



Wide Selection of Data Collection Devices



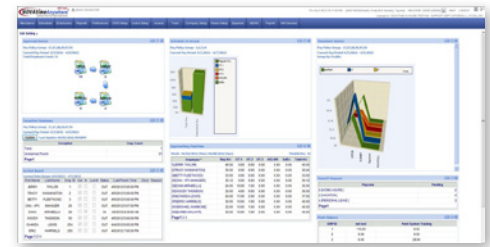
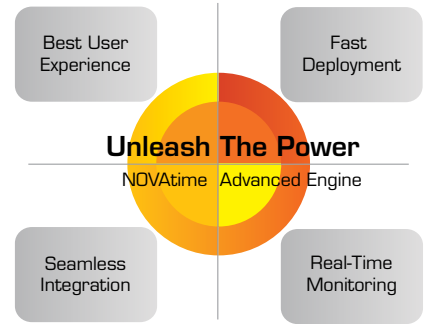
From Good to Great:

Unleash The Power

NOVAtime Advanced Engine

1. Unleash the power of responsive web pages, asynchronous JavaScript, and AJAX for better user experience and interaction

- **Better Security:** No need to turn off pop-up blockers. There are no "pop-ups" in NOVAtime SaaS.
- **Better Performance:** No more web page refreshing with AJAX technology.
- **Better User Experience:** Responsive web pages that scale to work on any device, from PCs and tablets to smartphones.
- **Better Decision Making:** The dashboard monitors and delivers decision making insight using drag-and-drop technology for greater visual appeal. The Notification Engine offers automated email/text alerts to supervisors for "no-shows", pending PTO requests, unapproved timesheets reminders, offline clock alerts, plus many more...



Supervisor Dashboard

2. Unleash the power of NOVAtime Enterprise Web Services (N.E.W.S.) and LDAP or SAML Single Sign On (SSO)

N.E.W.S. is NOVAtime's standard web service interface that transports XML messages using the SOAP standard.

- N.E.W.S provides integration options into many software (HR/Payroll) packages and hardware devices.
- **Third-Party Interoperability:** Enables seamless integration into NOVAtime SaaS with any third party software package using standard-based (SOAP) XML messages.
- SAML single sign on (SSO) support



3. Unleash the power of automatic real-time data processing

Push Technology: Data from a push clock device is either sent to a secure URL for NOVAtime SaaS or a client's back-end application for real-time data processing and monitoring.



Push Clock Benefits:

- **Eliminates data polling:** Real-time data transfer for immediate data processing. Also supports batch data processing.
- Automatic synchronization to the NOVAtime application.
- Simple connectivity without IT efforts in firewall/router reconfiguration.
- Off-line automation and wireless capability.

4. Unleash the power of a true SaaS solution—anytime, anywhere, and on any device

NOVAtime SaaS is a true SaaS solution hosted in a SSAE I 6 Type II Certified Data Center, ensuring maximum security, availability, and scalability.

Minimize Compliance Risk

With labor laws constantly changing, it's imperative that your workforce management solution change with them. Thanks to NOVAtime's flexible, parameter-driven rules engine, your organization can easily configure system rules affecting the calculation of employee time, leave, and pay to help ensure compliance with complex local, state, and federal laws now and in the future.

Avoid Fair Labor Standards Act (FLSA) and Wage and Hour Lawsuits

Standard features in NOVAtime will allow you to track overtime, meal and rest periods, and expenses to avoid common Fair Labor Standards Act (FLSA) and Wage and Hour lawsuits. The system supports:

- Management of exempt and non-exempt employees.
- Multiple, complex overtime calculations, including daily, weekly, day-of-week, consecutive day, and weekend overtime, as well as Nevada Overtime.
- Configurable meal and break periods by shift and penalties for missed meals or breaks to support various federal and state regulations, including California Meal and Break Rules.



Manage Family and Medical Leave Act (FMLA) Requests

NOVAtime's FMLA module allows organizations to achieve streamlined, workflow-enabled management of FMLA leave events through:

- Self-service FMLA requests.
- Compliant workflows.
- Online, editable FMLA forms and supporting documentation.
- Notifications and reminders.



Comply with the Affordable Care Act (ACA) Reporting

NOVAtime's PPACA module allows organizations to effectively monitor full-time and full-time equivalent employees to avoid Affordable Care Act penalties. The module supports:

- Accurate determination of full-time equivalency.
- Definition of the Standard Measurement, Administration, and Stability periods for ongoing employees.
- Definition of Startup, Initial Measurement, Administration, and Stability periods for new employees (as specified by the safe harbor methods).
- Reports showing full-time equivalencies and hours.



Comply with the Payroll-Based Journal (PBJ) Electronic Reporting for Long-Term Care Facilities

Supports Section 6106 of the Affordable Care Act (ACA) for long-term care facilities to electronically submit direct care staffing information based on payroll and other auditable data.

Stay in Compliance with Various Local and State Sick Leave Laws

NOVAtime's flexible Leave Management Module supports compliance with various local and state sick leave laws. The system supports:

- Configurable accrual calculations based on bargaining units, standard grants (annual), pay period, minimum worked requirements, and levels of service (seniority-based).
- Real-time leave validation at the clock or online.
- User-defined limits and qualifying conditions on the earning and taking of leave time.
- Carryover limits to restrict the amount of time that can be carried over from year to year.



NOVAtime's corporate office is located in Southern California with distributors, dealers, and business partners worldwide.

NOVAtime continues to lead the Time and Attendance / Workforce Management industry with state of the art professional time tracking products utilizing the latest technologies. These solutions, when coupled with the peerless support extended by the NOVAtime reseller network, take NOVAtime to a new plateau unequalled in the marketplace.

NOVAtime SaaS (Software as a Service) offers a rich enterprise solution at a hosted price, and it is the perfect Time and Attendance / Workforce Management service for customers who are seeking enterprise-class reliability and performance, while wanting to reduce up-front licensing, hardware investment, and ongoing IT maintenance.

NOVAtime is pleased to introduce you to their complete line of workforce management solutions; one of which will satisfy all of your workforce management needs.

Feel the Power

Ask NOVAtime how our solutions
are green and earth friendly



**PeopleSense** INC.