

Simmons Foods

Case Study

Simmons Foods is one of the top ten, privately-held poultry processors in the United States, with over 5,000 employees in numerous facilities in Arkansas, Missouri and Oklahoma. Simmons Foods is committed to maintaining efficiency and quality in all aspects of their production; and are continually expanding through numerous acquisitions across the industry. Simmons sought new ways to improve and streamline operational practices for hourly employees, and looked to TimeLink to support them in addressing these needs.



Before implementing TimeLink, Simmons used a variety of systems including paper timecards and a legacy system. This system had limited functionality and utilized obsolete technology, under which they faced challenges around productivity and cost-efficiency.

In choosing a new time and attendance system, Simmons needed a solution that could provide seamless integration with their existing HR and Payroll system, flexibility to handle complex pay rules, and a rapid implementation timeline. In addition to those requirements, a large driver of the project was providing Simmons' shop floor managers with increased access to timely labor data. Another objective of the project was to implement a biometric data collection solution. Implementing biometrics would help Simmons to eliminate the need for identification badges, which were impractical for a sanitary environment, costly to maintain, and prone to misuse by employees.

Simmons sought a workforce management system that could accommodate their complicated pay rules, and would support their continued growth. After a rigorous selection process, Simmons replaced their existing time and attendance system with TimeLink, citing TimeLink's ease of use and flexibility as key factors in their decision. Randy Bennett, Director of Information Services at Simmons stated, "During our selection process we felt that TimeLink's technology and approach were ahead of the curve, and they have



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-Randy Bennett, Director of Information Services



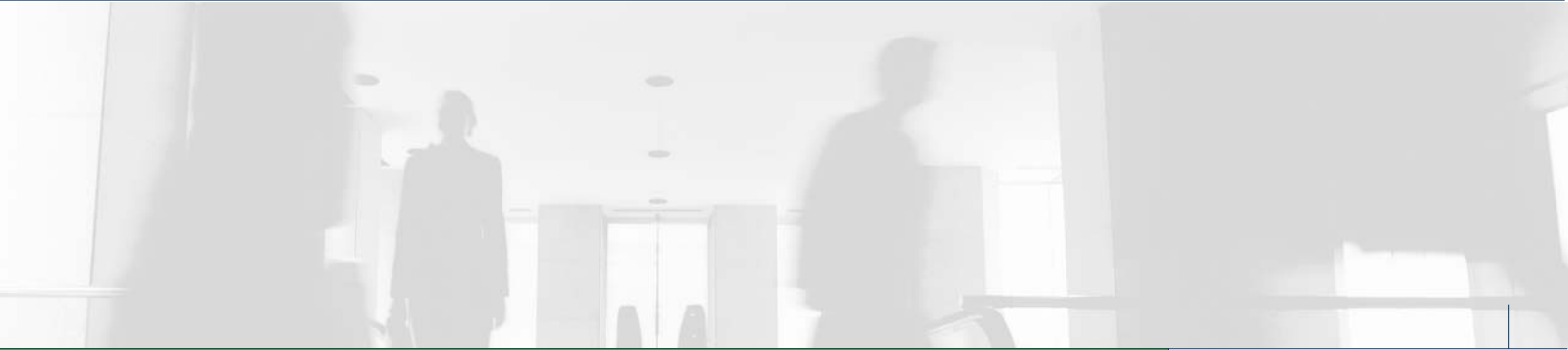
proven that through the great success of their implementation. One thing we appreciated most about TimeLink was that they exhibited a client-centered approach and a commitment to supporting our industry-specific requirements; qualities that weren't exhibited by other vendors."

When Simmons first implemented TimeLink in 2003, the scope of the project included integration to their HR and Payroll system, TOPPS by CTR Systems, and also integration to TimeLink biometric devices for time collection. At initial implementation, the scope included 1,000 employees in two plants. Over time, the implementation has increased to 5,000 employees in over nine plants with each plant typically having their own needs and unique pay rule requirements. Simmons has undergone multiple upgrades with TimeLink, starting with a client server-based system and upgrading in 2005 to the web-based TimeLink Enterprise 6. "Simmons Foods has been a longtime client of TimeLink, and much of our success has been based on the fact that our relationship has been a true partnership", said Mr. Bennett. "We are consistently pleased with TimeLink's dedication to the improvement of their product, especially in regards to the user interface and new features."

Mr. Bennett cites various benefits that Simmons has realized from using TimeLink. "A main strength of the TimeLink team is their professionalism and flexibility in adapting to our changing needs. Our visibility to key time and labor data has greatly improved, and through the process, we have gained timely information that can be delivered across the enterprise. TimeLink delivered significant productivity gains and time savings for our managers and users, all of which has positively affected the 'bottom line.'"

TimeLink provided automation for many of Simmons' manual processes, helping to relieve the burden of processing manual timecards. TimeLink also provided Simmons with support for industry-specific requirements, like tracking "line time" for their plant employees. For labor tracking purposes, TimeLink provided Simmons' managers with the ability to "clock" groups of employees in and out depending on when the line is started or completed for the shift.

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Another key benefit for the project was the automation of absenteeism policies. TimeLink was able to automatically track a points balance for each employee that updates automatically based on absences, with an alert to the manager when it reaches a certain threshold. In addition to these specific examples, managers benefited from being able to see data in real-time, helping to increase supervisor and employee accountability and engage them in making informed decisions.

By implementing a biometric solution for time collection, Simmons eliminated the costs of replacing expensive badges for employees, eliminated the potential for badge misuse, and alleviated the issue of bringing "foreign materials" into clean, poultry processing environments.

TimeLink's Enterprise 6 platform has allowed Simmons to expand the scope of the implementation as needed to support their campaign for expansion across industries and locations. In addition to increasing the amount of employees using TimeLink, the nature of the Enterprise 6 platform helps to speed deployment and seamlessly accommodate different sites that may have unique requirements.

TimeLink's Enterprise 6 solution has helped Simmons Foods to ultimately streamline all aspects of their workforce management process by automating the calculation of their pay rules, minimizing data entry time, and maximizing productivity. Improving payroll accuracy and reducing operating costs has enabled Simmons to devote more time and energy to remaining competitive in the poultry-processing industry. TimeLink has permanently simplified Simmons' workforce management process, and is dedicated to supporting their continued success in the future.

BENEFITS

- ▶ Productivity gains and time savings for users delivered a rapid and substantive ROI
- ▶ Automation of industry-specific requirements and absenteeism policies delivers cost and time savings
- ▶ Biometric devices provide a reduction in time theft and help to keep "foreign materials" out of clean, poultry processing environments
- ▶ Scalable platform has allowed Simmons to add plants as needed to support their campaign for expansion
- ▶ User-friendly solution increased production and expedited user training time
- ▶ Maximized efficiency has lowered the total cost of ownership

TIMELINK™

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