# Innovation in Workforce Management

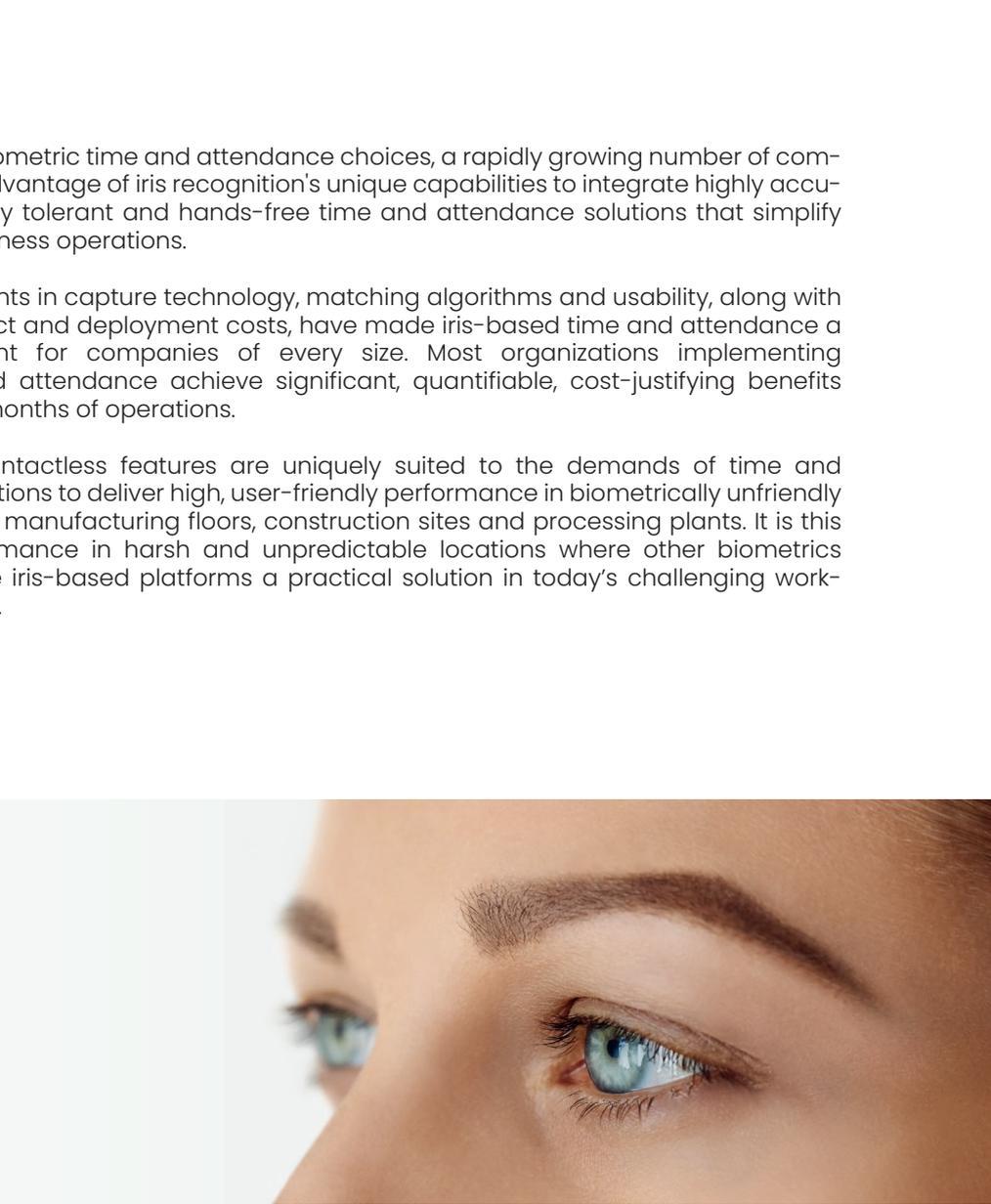# Time and Attendance Platform for the Modern Workforce

Tracking employee hours is one of the most significant responsibilities of human resources departments in any size organization. There is no room for error. The need for an accurate, fast, flexible and easy-to-use solution drives innovation. For more than a decade, biometric-based time and attendance solutions have been proven to meet payroll needs better than traditional card-based systems.

Biometric technologies are now more widely deployed for time and attendance than any other identification application. All biometric systems use a measurement of physical characteristics such as fingerprints or the shape or patterns of an employee's face or iris. Unlike cards and PINs, these unique data points cannot be shared, eliminating the costly payroll fraud known as buddy punching.

Among available biometric time and attendance choices, a rapidly growing number of companies are taking advantage of iris recognition's unique capabilities to integrate highly accurate, environmentally tolerant and hands-free time and attendance solutions that simplify and streamline business operations.

Recent advancements in capture technology, matching algorithms and usability, along with reductions in product and deployment costs, have made iris-based time and attendance a practical investment for companies of every size. Most organizations implementing iris-based time and attendance achieve significant, quantifiable, cost-justifying benefits within the first few months of operations.

Iris recognition's contactless features are uniquely suited to the demands of time and attendance applications to deliver high, user-friendly performance in biometrically unfriendly workplaces such as manufacturing floors, construction sites and processing plants. It is this unparalleled performance in harsh and unpredictable locations where other biometrics often fail that make iris-based platforms a practical solution in today's challenging workplace environments.

# Why Iris ?

### Fast and Stable

A person's unique iris pattern is formed by 10 months of age and remains stable throughout life. Full system enrollment with instruction can take less than a minute. Authentication takes less than 2 seconds.

### Accurate and Reliable

Iris-based systems are more accurate than other security alternatives – biometric or otherwise. A distinctive iris pattern is not susceptible to theft, loss or compromise.

### Non-invasive / No contact

Authentication requires no physical contact for confirmed identification. The imaging process includes no bright lights or lasers – enrollment and identity authentication are the same as taking a picture with a digital camera.

### Expandable, Scalable, and Flexible

Iris data templates require only 512 bytes of storage per iris and even extensive databases do not compromise search speed or degrade performance accuracy. The technology operates in a stand-alone mode and easily integrates with existing time and attendance systems. Iris platforms are highly scalable, meeting the needs of small- to medium-size businesses and enterprise organizations.

# Iris ID Unleashes the Full Potential of Biometric-Based Time and Attendance with IrisTime™

The contactless IrisTime platform combines features and performance not found in any other iris-based biometric device for time and attendance. It has the highest degree of accuracy expected from a biometric device. It's easy to use with on-device employee enrollment that saves time and eliminates the need to maintain a separate station for new hires. Once enrolled, employees may clock in with other networked readers in the same building or virtually anywhere in the world.

## IrisTime is a complete turnkey solution with its own embedded software immediately ready to:

| Import, export and manage user data | Retrieve and monitor transactions | Automatically discover new devices and update or remove readers | Manage the administrator account | Operate on Windows, Linux and Mac platforms while enabling access from tablets and smartphones |
|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 |

The IrisTime software automatically calculates employee hours, speeding up the payroll process and removing the element of human error and HR staff time to enter data. Employees may receive text messages alerting them to the need to take regulatory required breaks. And the system can quickly expand as a business adds new locations.

The open Android-based IrisTime platform also accommodates hundreds of currently available time and attendance applications, while also enabling independent software vendors (ISVs) to use open REST API web-based applications to create custom software solutions to meet the specific needs of any organization.

The platform further enhances accuracy with a fusion of iris and facial recognition to provide a choice of identifiers or a higher accuracy in authenticating employees. Liveness detection is built into each reader to virtually eliminate spoofing the system with photographs, prosthetics and amputated or injured eyes.

Innovative, cost-efficient, and flexible IrisTime biometric time clocks from Iris ID have arrived to meet the needs of a modern workforce.

▲ Iris ID's "iT100"

# Not All Biometrics Are Equal

The COVID-19 pandemic has shown significant differences between biometric technologies used for time and attendance. The virus requires moving from contact-based devices using an employee's fingerprints or hand geometry to fully contactless options that will help reduce the spread of disease.

A 2020 study by the federal National Institute of Standards and Technology found contactless fingerprint readers lack touch systems' accuracy. Another recent NIST study reported contactless facial recognition systems were up to 50% less accurate when employees wore masks – common in today's workplace. Only iris recognition is unaffected by personal protective equipment such as gloves, goggles and masks.

# Iris ID's Time and Attendance Success Stories

The following customer success stories highlight the effectiveness of Iris ID's technology in meeting the time and attendance needs in challenging operational environments.

## Anadolu Etap
### | Fruit and Vegetable Juice Provider, Turkey



Turkey's Anadolu Etap, one of the largest fruit and vegetable juice providers to Europe, faced calculating payroll challenges that most organizations will never encounter. Each day during harvest season, thousands of employees spread out across seven large fields to pick crops. New laborers arrive seeking work daily. Once hired, they might work a few days and then leave before returning a week later. Inconsistent schedules made standard timecards virtually impossible to manage. The company sought a system with higher accuracy and greater simplicity.

Smart cards did not offer an improvement as authorizing, printing, distributing and tracking cards for thousands of on-and-off workers was an HR nightmare. Also, improper use of the cards for buddy punching threatened to cut into the company's profits.

A fingerprint biometric system was ruled out. Field workers often have soiled hands and numerous cuts or scars on their fingers, leading to inaccurate identification and time-consuming re-enrollments. Also, some Anadolu Etap employees wear special environmental suits requiring a contactless system. With fingerprint technology eliminated, a facial recognition system was tested and rejected as changes in hairstyle, beards and mustaches, glasses, headwear and other factors reduced accuracy. After evaluating several alternatives, Anadolu Etap selected iris-based time and attendance readers from Iris ID.

Field tests showed the workers could easily use outdoor iris readers. Once enrolled in the system, a worker could leave for days and immediately be recognized upon return. The company's headquarters in Istanbul received daily payroll reports via satellite. The system currently has more than 10,000 enrolled workers and could quickly scale to 100,000 persons per reader. New employees are added on an almost daily basis.

# Dangote Industries Ltd.,

## | Cement Manufacturing and Food Processing, Nigeria

Nigeria-based Dangote Industries operates a diversified business portfolio, including cement manufacturing, food processing, petrochemicals, packaging materials, property management and transportation. It is the largest indigenous industrial conglomerate in sub-Saharan Africa, with revenue from cement sales alone topping US$2.2 billion annually.

The company's chief information officer wanted a biometric time and attendance solution for the more than 30,000 employees at Dangote cement manufacturing plants in Nigeria, Ethiopia, Senegal, Sierra Leone and Congo. The system had to be contactless to reduce the chances of spreading viruses and other diseases causing employees to miss work.

A facial recognition system was tried but was less than 100% accurate dealing with a workforce that often wore protective goggles and other safety gear. The Iris ID time and attendance solution was unaffected by personal protective equipment and the dusty plant environment.

The iris-based solution was more accurate and faster than the facial recognition system. Iris ID's technology also integrated seamlessly with Dangote's enterprise resource planning system in its Nigerian headquarters.

The Iris ID time and attendance system impressed Dangote officials and iris readers were added at cement plant entries for asset tracking and to identify truck drivers delivering raw materials.



**For more information, Please scan this QR Code.**  ▶

# Why Iris ID?

Since its formation in 1997, Iris ID has developed identity authentication systems that are used more frequently than all other iris recognition alternatives combined. The company is committed to the on-going development of iris recognition platforms that incorporate robust security features and offer improved speed, enhanced usability and lower equipment and ownership costs.

Iris ID's time and attendance applications are no exception. Iris ID's solutions achieve unparalleled performance in harsh and unpredictable environments and in more conventional workplace settings. Iris ID is uniquely positioned to provide these solutions as organizations look to leverage existing facilities and capabilities more effectively to simplify and streamline their business operations.

The company's products are used in thousands of locations daily authenticating millions of people's identities on six continents. Iris ID was named to the 2020 Inc.5000, a list of America's fastest-growing private companies.

**IRIS ID**
Advanced Identity Authentication™

**Iris ID Systems, Inc.**
8 Clarke Drive, Cranbury, NJ 08512, USA
Tel. +1-609-819-4747  Fax. +1-609-819-4736
**www.irisid.com**  I  sales@irisid.com