Iris Recognition-based Time and Attendance Solutions
Unleashing the Potential of Biometrics to Simplify and Streamline Operations

IRIS ID
Advanced Identity Authentication™

Biometrics: The Workhorse of Time and Attendance Solutions

Biometric-based time and attendance solutions have provided accurate and reliable labor data for more than a decade to thousands of organizations worldwide. In fact, biometrics have been more widely deployed for time and attendance than any other identification application[1]. Biometrics consistently reduce both direct and indirect labor costs and provide a foundation for integrated workforce management[2], a critical factor in optimizing operational efficiency for organizations large and small. Typically, hand recognition and finger scan biometrics have been deployed for time and attendance applications. However, a growing number of companies are taking advantages of the unique capabilities of iris recognition to integrate highly accurate, high throughput, environmentally tolerant, hands-free iris-based time and attendance solutions to simplify and streamline business operations.

Why Iris?

Accurate and Reliable: More accurate than other security alternatives – biometric or otherwise. A distinctive iris pattern is not susceptible to theft, loss or compromise

Fast and Stable: Unique iris pattern is formed by 10 months of age, and remains stable throughout one's life. Full enrollment with instruction can take less than 2 minutes. Authentication takes less than 2 seconds.

Non-invasive/No contact: No bright lights or lasers are used in the imaging process. No physical contact is required for authentication.

Expandable, Scalable, and Flexible: Data templates require only 512 bytes of storage per iris and even very large databases do not compromise search speed or degrade performance accuracy. Operates in standalone mode and easily integrates into existing item and attendance systems.

Iris Recognition Unleashes the Full Potential of Biometric Based Time and Attendance

Iris recognition has been one of the most effectively deployed biometrics to ensure secure, efficient, and expedited processing for a broad range of identification applications. However, for many applications, cost and usability concerns limited iris's attractiveness. Recent advancements in capture technology, matching algorithms, and usability along with associated reductions in product and deployment costs have made iris-enabled time and attendance a practical investment for companies of every size. In fact, most organizations implementing iris-based time and attendance achieve significant, quantifiable, cost justifying benefits in the first few moths of operations.

Iris recognition's hands-free and environmentally tolerant features are uniquely suited to the demands of time and attendance applications that must achieve high accuracy, throughput speed, ease of use, and user satisfaction in the most biometrically unfriendly workplaces – manufacturing floors, construction sites, processing plants. And, while iris recognition achieves unparalleled performance in harsh and unpredictable environments where other biometrics typically fail or prove unreliable, the flexibility, usability, and reliability of this unique technology – combined with competitive pricing – make it a practical solution for less environmentally challenging time and attendance solutions as well.

> Iris recognition is proven technology that enables organizations to leverage investments in automated timekeeping to control labor costs and simplify and streamline business operations.

Iris ID's IrisAccess® - a Proven Platform for Time and Attendance

Iris ID's IrisAccess® is an effective and preferred authentication method for time and attendance. Iris ID Systems first introduced commercially viable iris recogni-

---

1. Acuity Market Intelligence reports (2008) that with the exception of finger scan sensors integrated into mobile devices for personal use (phones, PDAs, laptop PCs) - the vast majority of which are not used - time and attendance represents the largest number of biometric readers deployed in any application category.
2. Biometrics: High-value Workforce Management, The critical role of biometric time and attendance to workforce management solutions, Acuity Market Intelligence, February 2008

tion in 1997 and today more people use Iris ID's IrisAccess® platform than all other iris recognition alternatives combined. Iris ID 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. Standards based output enables easy integration of Iris ID's IrisAccess® with most time and attendance and workforce management solutions. This commitment to product excellence, ease of deployment and use, and customer satisfaction has helped establish and maintain Iris ID's position as the clear iris recognition market leader.

> More people use Iris ID's IrisAccess® platform than all other iris ecognition alternatives combined.

Iris ID's Iris-based Time and Attendance Success Stories

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

Union Pacific Railroad: Mobile Iris-based Time and Attendance for Railroad Work Gangs

One might not expect a one hundred and fifty year old company to provide pioneering leadership in the application of advanced technology. However, like many organizations in constant search of operational efficiency, Union Pacific Railroad has persistently focused on applying technology to streamline processes and maximize profit. With more than 33,000 miles of track serving 23 states, Union Pacific is the largest railroad in North America. The company's continued focus on enhancing safety, improving customer service, and increasing operating productivity has paid off. In the midst of a global economic downturn, and unpredictable fuel costs, Union Pacific is experiencing record growth and revenue.

The Railroad's innovative technology based approach includes the application of a range of biometrics in critical programs. Since 2001, a voice recognition based rail car release program has expedited release requests and reduced call center costs by off-loading calls from human operators. Automated gate systems at Union Pacific intermodal transportation hubs streamline equipment and personnel processing by integrating biometric-based driver identification with Optical Character Recognition, and other technologies. Most recently, the railroad has exploited the unique capabilities of iris recognition to address critical time and attendance issues for construction work gangs.

Railroad work gangs are groups of mobile labor crews dispatched to locations across Union Pacific's rail network to implement improvements, perform regular maintenance, and respond to damage reports. They operate in harsh environments with unpredictable weather, light, physical space, temperatures, etc. performing labor intensive jobs. These unionized laborers typically rely on the most basic form of manual time keeping – morning and end of the day role call. The work gang's consist of roughly 140 workers that often arrive well before dawn and depart long after dark.

Union Pacific considered a variety of biometrics to automate work gang time and attendance. They were primarily concerned with eliminating worker fraud and leveraging their investment in workforce optimization. They required a biometric that was not finger or hand based due to both Union concerns and environment and work conditions that can alter laborers hands throughout the work day. Union Pacific decided on iris for several key reasons.

- Iris is uniquely suited to the rough, unpredictable environments railroad work gangs encounter.
- Reliable performance is easily achieved among a relatively low-tech, labor-based workforce.
- Iris operates in identification mode so that the workers are not required to present a card, token or PIN to be identified.

Union Pacific has deployed 40 work site iris-based time and attendance units with an additional 40 on order. Time and attendance data is processed locally and uploaded daily to a centralized system that tracks labor data and produces reports across the Union Pacific network.

Union Pacific achieved significant operational improvements in both fraud reduction and improved accuracy of record keeping. It is expected that the Union Pacific will eventually deploy these time and attendance systems throughout it's organization. Though biometrics is a small part of Union Pacific's overall commitment to improving operations, it is critical to achieving improved workforce productivity, a key to the company's on-going efforts to improve operational efficiently and workflow.

Southern Minnesota Beet Sugar Cooperative (SMBSC): The Original Iris-based Time and Attendance Solution

The Southern Minnesota Beet Sugar Cooperative (SMBSC) is not the most likely organization to be an innovator in biometrics. However, SMBSC was the first organization in the world to use an iris based time and attendance solution. The co-op was formed in 1972 and pro-vides its approximately 580 member-farmers with beet sugar production facilities processing more than 10,000 tons of sugar beets per day. SMBSC has become one of the most efficient beet sugar production factories in the United States. On an annual basis SMBSC produces nearly 7.5 million hundred weights of refined sugar from about 2.6 million tons of sugar beets. SMBSC places nearly $170 million yearly into the local economy, employs approximately 350 full time employees as well as an additional 350 employees during the six week harvest period.

In 1999, SMBSC wanted to modernize and automate their punch card-based time and attendance solution and they looked to biometrics. Fingerprint-based solutions were considered but deemed impractical given the harsh manufacturing environment of the processing facility which produced dirty hands and dirty readers. SMBSC determined that a hands-free approach was best suited to their requirements and easily integrated iris-based readers into their propriety workforce management solution.

> SMBSC was the first organization in the world to use an iris based time and attendance solution.

Initially, workers were skeptical and SMBSC installed monitors next to the readers which confirmed the identify of each worker by displaying their name and facial image. Over time, as the workforce acclimated to the technology, the monitors were removed. For nearly ten years, through multiple equipment and software upgrades, these readers have provided reliable and accurate time and attendance records and satisfied the requirements of this all union shop. SMBSC is firmly committed to iris recognition as part of their on-going efforts to maintain their status as one of the world's most efficient sugar beet processing plants.

Iris ID's Iris Time and Attendance Simplifies and Streamlines Business Operations

Iris ID Systems has consistently provided iris recognition market leadership and vision. Time and attendance applications are no exception. Iris ID's IrisAccess® achieves unparalleled performance in harsh and unpredictable environments as well as exceptional performance in more conventional time and attendance settings.   Iris ID is uniquely positioned to provide these solutions as organizations struggle to leverage existing facilities and capabilities more effectively to simplify and streamline their business operations.

IRIS ID   formerly **LG IRIS**

Iris ID Systems, Inc.
8 Clarke Drive, Cranbury, NJ 08512, USA
Tel. 609-819-IRIS(4747) Fax. 609-819-4736

www.irisid.com