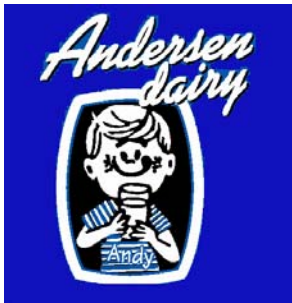# Andersen Dairy Plans on Milking its New Time & Attendance System

After 38 years of successful growth, Andersen Dairy, a leading processor of dairy products headquartered in Battleground, WA., found itself facing a major threat to its long-term growth. The company's existing time and attendance system was not only incapable of providing accurate and real-time data on where their labor dollars were being spent, but the system was no longer supported by its developer.

The management team at Andersen Dairy knew that in order to properly grow the company, they needed a more robust and automated labor management solution. It was critical that this solution allow them to more effectively manage labor and human capital for the various facilities they owned and operated throughout the state of Washington, which included a processing facility, a plastics plant and five dairies. Another important item was to have better security over the time collection process with a system that ensured employees were clocking in and out for themselves.

The A-Team

Deciding upon a new, updated and fully automated time and attendance system would require in-depth analysis on what outcomes and needs the company was seeking with its labor management solution, not just in the short-term, but most important, the long-term.

A special management team was formed to investigate whether they should upgrade the existing system in place, or to replace the system altogether. The management team was made up of Scott Vangelden - Human Resource Director, Gladys Sinclair - General Manager and Jack Dunn - President. It didn't take this A-team of senior management long to identify the limitations of their current system. The system they were using was only being utilized at their main processing plant and was not providing the information they needed to effectively manage their growing workforce. When asked why they did not incorporate the other facilities when originally implementing the system Vangelden commented that, "The process of capturing and managing time at the other facilities was cost prohibitive under our current system."

Once they made the decision to go with an entirely new arrangement the team carefully prioritized a list of features and functionalities that would define their requirements for the new automated system. With their internal analysis complete, the management team shifted their attention outside of the company to locate the vendor that would successfully carry this major project to completion.

The Right Stuff

Data Pro Solutions, a leading time and attendance provider, headquartered in Spokane, WA, who is also an authorized reseller of industry powerhouse, NOVAtime, was one of the key vendors Andersen Dairy brought in to present a solution. Data Pro preformed a customized and thoroughly in-depth needs analysis for Andersen Dairy to determine and in some cases, re-clarify what the requirements were. It was determined the best solution was going to be NOVAtime's innovative 3000 application. The management team made their selection and would turn to Data Pro Solutions for handling the installation and roll-out of new system.

Vangelden provided some insight into why Data Pro was selected. "NOVAtime and Data Pro were selected because of the cutting edge technology NOVAtime employs in developing solutions and the technical knowledge and expertise of Data Pro. They had the right stuff. Of course the cost of the system was within our budget, but the real key for us was the software is extremely user friendly and the technology makes it simple to maintain and deploy to other facilities, extending the tools across out entire operation. Because Data Pro took the time to understand our needs, they were able to get up to speed quickly, accelerating the completion of the project."

Boosting the Bottom Line

In reviewing several time collection devices offered by Data Pro and NOVAtime, Andersen Dairy decided to implement HandReaders at all locations. Revolutionizing the way a company runs its workforce management, HandReaders simultaneously analyze more than 31,000 points and instantaneously records more than 90 separate measurements of an individual's hand-including length, width, thickness and surface area-to verify that the person using the device is really who he or she claims to be. The HandReader compares this information with a "template" of the individual's hand that has previously been stored in the reader, on a server or on a card.

Because of how robust the HandReader is, Vangeldon commented how it is positioning Andersen Dairy for future compliance and growth in its industry, "HandReader clocks have laid the ground work for new opportunities, including integration into a system for access control, which most certainly will be a requirement in the future under the Food and Safety laws," stated Vangelden.

"The implementation went smoothly, and we would highly recommend Data Pro Solutions and the NOVAtime 3000 application to any other organizations that is looking to improve and streamline their labor management process," added Dunn.

The NOVAtime 3000 application has proven to be a significant improvement on managing Andersen Dairey's human capital, giving the management team the ability to effectively manage their labor dollars. As Dunn stated recently, "The system has saved us countless hours and eliminated the error prone process of collecting data manually like we were doing in our remote facilities. We are extremely pleased with our decision to work with NOVAtime and Data Pro Solutions. The system will absolutely contribute to boosting our bottom line."