



Waterfront Beach Resort

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Hilton Waterfront Beach Resort is proof **NOVAtime's** WORKFORCE MANAGEMENT SOLUTIONS Success

NOVAtime's Workforce Management Solutions has made a grand entrance into the Hospitality Industry over the past several years. The Hilton Waterfront Beach Resort is proof of its success. This AAA four-diamond property located in Huntington Beach, California, offers 290 luxury rooms, "Shades Restaurant" featuring Continental and California Cuisine, the deli "Surf Hero" for guests on the run, meeting space accommodation, as well as a Grand Ballroom. Additionally, this absolutely exquisite property, with its beautiful grounds and surrounding elegant terraces, the sand, beaches, and ocean breeze is the perfect setting for a wedding. The Hilton Waterfront does a AAA job at coordinating and planning! This property has relied on NOVAtime's robust Workforce Management System to manage their employee since 1999.

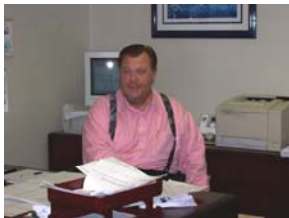
Romy Robb, Payroll Administrator at the Hilton Waterfront Beach Resort, commented, **"We chose to work with NOVAtime and Employee Management Solutions because of the cutting edge technology NOVAtime employs in developing solutions and the technical knowledge and expertise of Employee Management Solutions. NOVAtime has many installations in the hospitality industry, which includes hotels, casinos, country clubs, and restaurants.** Employee Management Solutions offers the hands-on experience, knowledge, and consultation services to configure and implement a system in the industry of hospitality. Ellie M. Warther, CFP and System Consultant, provides value-added service with her background as a hospitality accountant."



The Hilton Waterfront Beach Resort has enjoyed the power of choice provided by both NOVAtime and Employee Management Solutions—software, hardware, and support designed to fit their specific needs. **"If the software is not quite what we need, it is easily customized and/or adjusted. In regards to hardware, we have found that NOVAtime supports many collection devices with unique options depending on desired configuration and/or problems experience,"** said Ms. Robb. "Up until 2004 we had been using a swipe clock, with more than 300 employees; buddy-punching had become a challenge. After consultation we decided to switch to the HandReader, a biometric unit that measures the size of the hand (not fingerprints) that is supported by the same NOVAtime system. This solution eliminated buddy punches, administration time and cost required in maintaining a swipe-card system, as well as the possibility of lost or forgotten card-type badges," added Ms. Robb.

"We are very happy with the products and services provided by Employee Management Solutions and NOVAtime," stated Ms. Robb. "The NOVAtime workforce management solutions allow us to produce all types and variations of reports to manage our labor costs and produce payroll efficiently. For example: as an important part of our payroll in this industry, employees work multiple jobs at multiple rates. These jobs and rates get passed over to payroll...NOVAtime, I believe, allows ten (10) job rates. We are currently using five (5); the combinations are unlimited. As many of you know, federal and government agencies mandate certain benefits to be taxable; meals is one that we track for this reason. NOVAtime automatically tracks and calculates our employees' meal dollars that need to be reported for tax purposes. There are many variations of how the meal policy works, and those various configurations exist within NOVAtime. As these mandated rules and/or guidelines change, we are proactive in transferring this information to Employee Management Solutions in a timely manner. This insures that we are updated for any adjustments in time for the new effective date. Using NOVAtime to track and calculate Hilton's meal allowances has eliminated calculation errors, saved countless hours, and improved productivity."

"Hospitality is a labor-intensive industry. Labor is our major expense. Controlling it provides benefits to both our employees and our clientele. NOVAtime allow us to save time, payroll dollars, and accurately report our finances," stated Glenn Shorr, CFO at the Hilton Waterfront Beach Resort.



Glenn Shorr, CFO states, **"Hospitality is a labor-intensive industry. Labor is our major expense. Controlling it provides benefits to both our employees and our clientele. NOVAtime allow us to save time, payroll dollars, and accurately report our finances. This overall solution and the expertise of Employee Management Solutions allow us to focus on what is important to our business... happy employees serving our clientele... happy clientele having the amenities they want and deserve."**