



SNOW

**Payroll and
Time & Attendance
Solutions**



UKG Pro
Workforce Management Software



SNOW



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About Snow Technology

Established in 2001, Snow Technology are an Irish owned time and attendance and payroll software development company, delivering HCM solutions and services from SAAS based time and attendance and schedule software, to web-based and on-premise payroll software to enterprise and mid-market bureau service organisations in every vertical in Ireland and the UK, to providing an end-to-end payroll for customers.

Our Mission

Our Mission at Snow Technology is to serve our customers with highly sophisticated and comprehensive payroll & time and attendance solutions through an easy to use and easily accessible management and reporting tool. We make what was previously only available through tired and delayed expensive auditing and management reporting software easily accessible in real time to effect decisions and profits.

Our proudest achievement as a company is the trust which our customers place in us and this goes to the very heart of our Snow Technology brand. More than anything else we pride ourselves on it. Our agile approach and professionalism in delivering a robust and reliable payroll and time & Attendance system where our first priority is always our customer is our number one objective.



Our Products



Snow Technology through the Quantum suite of products uses the latest technology to bring you an easy-to-use yet extremely powerful payroll system.

SNOW PAYROLL SOLUTIONS

At Snow Cloud Technology, we provide sophisticated, intuitive, and configurable payroll software solutions. With over 20 years of expertise in Irish payroll, we serve organizations of all sizes, offering trusted consultancy and industry knowledge. We are recognized as the leading solution provider in the mid-market and enterprise space, committed to exceeding client expectations with real-time, accessible management reporting software.

As developers of the Quantum Payroll Suite, we stay agile, updating our solutions with the latest technology and legislation. We integrate seamlessly with Irish HCM vendors and ensure robust customer support. We also operate our bureau from a hosted & managed ISO 9001 and ISO 27001 compliant environment, we store all customer data in Ireland per GDPR requirements, managing security, backups, network monitoring, and more.

Payroll Software



Quantum Web



Quantum Pay



Quantum Bureau

UKG Pro
Workforce Management Software

Quantum Portal

Quantum Hosting

Q Business Intelligence

SNOW TIME & ATTENDANCE & SCHEDULING SOLUTIONS

POWERED BY UKG

Snow Technology is Ireland's leader in employee management technology and are the UKG (Ultimate Kronos Group) Channel partner for Ireland for time and attendance systems.

UKG have over 50,000 Mid-Market and Enterprise customers globally. UKG employs over 13,000 staff and global revenue in 2022 was \$4.656 billion. Over the past five years, UKG has spent \$2.5 billion on R&D, the industry's largest investment focused solely on HCM and workforce management cloud solutions.

Time and Attendance and Rostering involves the scheduling, capture and calculation of employee worked hours, reporting on this information, and sharing with third party databases. Our cloud-based time and attendance software automates your processes and significantly reduces the admin and associated errors. It manages everything from employee roster planning, HR, absence management, time and allocation, employee in and out times and much more.

UKG Pro
Workforce Management Software

Time & Attendance Software

Absence Management
Employee Scheduling
Mobile Workforce
Workforce Planning
Analytics
Compliance
Human Resources

Time & Attendance Hardware

UKG Intouch DX[®]
Right Punch

PAYROLL SOLUTIONS



Quantum Payroll is Snow Technology's powerful and highly customisable Payroll Suite, made in Ireland and the UK since 2001



Quantum Portal
Quantum Hosting
Q Business Intelligence

Payroll Features



Data Security
Have confidence in the security of your payroll data. Quantum Payroll will always ensure that data is encrypted and secure on its servers giving our customers peace of mind.



Easy to Use
The Quantum Payroll Software comes fully loaded with many easy-to-use features, compliant with your Revenue requirements. Snow Technology makes payroll management hassle-free.



Compliance
Being payroll compliant saves your business time and reduces costs. Quantum Payroll communicates directly with Revenue Online System (ROS) enabling information upload.



Error-Free Calculations
The risk of human error is high in manual payroll. Thanks to Quantum Software technology, you can process payroll payslips error-free.



Time & Cost Effective
With Quantum Software you can save the time and money spent on manual payroll processes and focus on different aspects of your business.

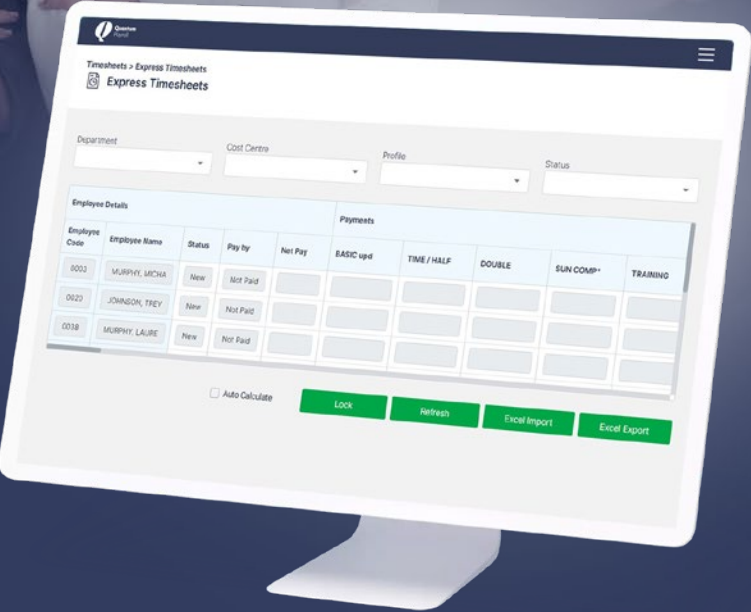


Customer Support
Concerned about your payroll software queries and problem solving? Snow Technology will provide the best Customer Support for your payroll related issues.



Q Script
The I/O module is available to assist third party developers integrate to and/or from the database to establish seamless integration with external systems. It requires knowledge of both Microsoft Access and Visual Basic.

Snow Technology through the Quantum suite of products uses the latest technology to bring you an easy-to-use yet extremely powerful payroll system.



PAYROLL SOLUTIONS



Quantum Web Payroll, developed by Snow Technology, presents a cutting-edge solution that revolutionises payroll management.

By harnessing the power of web technology, Quantum Web offers unparalleled accessibility and flexibility, allowing users to access the platform from anywhere with an internet connection. This web-based approach not only enhances convenience but also facilitates seamless collaboration among team members, regardless of their location.

In addition to its web-based functionality, Quantum Web excels in minimising human error in payroll processes. With intuitive design and robust features, such as automated calculations for employee hours, wages, bonuses, and tax with holdings, Quantum Web streamlines payroll management, saving valuable time and resources.

Furthermore, the software ensures compliance by automatically handling payroll tax calculations and submissions, relieving users of the burden of manual paperwork and reducing the risk of errors.

Moreover, Quantum Web offers extensive customisation options to tailor the platform to the unique needs of each organisation. Leveraging an

SQL database, Quantum Web provides a secure foundation for storing and managing sensitive payroll data. Advanced security features, including data encryption and access controls, fortify the system against unauthorised access and malicious activities, ensuring the confidentiality and integrity of your payroll information.

Overall, Quantum Web empowers businesses with a comprehensive payroll solution that combines accuracy, efficiency, flexibility, and security, enabling them to streamline payroll processes and focus on driving their core objectives forward.



Key Benefits and Features

Fully Web Based Payroll Solutions: Our cutting-edge payroll solution revolutionises convenience and flexibility by operating entirely through the web. This accessibility extends across devices, empowering users to effortlessly manage payroll tasks regardless of their location, whether in the office, at home, or on the move. Furthermore, our system seamlessly caters to remote employees and hybrid working models, effortlessly adapting to both on-premise and cloud-based configurations.

Robust Security Measures: Our system employs powerful data security measures, including Security Assertion Markup Language (SAML), to protect your data. SAML ensures secure authentication and authorisation, preventing unauthorised access and enhancing overall data security.

Highly Customisable Solution: Quantum Web sets itself apart with its unmatched level of customisation, empowering businesses to shape payroll processes according to their distinct

needs. Featuring a modernised user interface characterised by intuitive design and seamless navigation. Our scalable solution is finely tuned for the mid-market and enterprise segments, guaranteeing flexibility and efficiency to accommodate business growth and evolution. Our platform offers employee sorting options, robust importing and exporting functionalities, and the ability to instantly filter through companies and employees.

Multiple Integration Options: Quantum Web offers a multitude of integrations, providing versatility for seamless connectivity with various systems and applications. Through QScript, an innovative integration tool, developers gain access to the database, facilitating swift and efficient integration with third-party software solutions. Our direct integration with Snow Technology's UKG Workforce Pro Time & Attendance Software offers businesses a seamless connection, ensuring synchronised tracking of T&A data across platforms. This comprehensive integration framework empowers businesses to optimize their payroll operations with enhanced efficiency and accuracy, driving productivity and success.

HR Capabilities: Quantum Web also has the ability to hold important HR data in the payroll for recording and storing employee information, promoting streamlined data management and ensuring accuracy and consistency across various systems. Our platform provides document storage capabilities, allowing for secure management of employee documents, contracts, performance evaluations, and other essential HR data. Our HR Letters feature empowers operators to effortlessly create letters for employees by extracting samples from the system or creating their own, providing a convenient solution for generating and saving letters directly to employee profiles.

PAYROLL SOLUTIONS

With Quantum Web, the entire payroll process can seamlessly unfold within your web browser, offering unparalleled convenience and efficiency. Beyond its core payroll capabilities, Quantum Web offers a customizable home dashboard feature, empowering users to tailor their interface to display pertinent information vital to their organization's operations. From tracking budget utilization for the current payroll period to monitoring allocated hours and identifying period-to-period trends, Quantum Web provides users with invaluable insights into their company's financial landscape.

Enhanced navigation options within Quantum Web further elevate the user experience, enabling users to create personalized quick views for employees, highlighting essential details such as department, cost code, payment type, or employee status at a glance. This streamlined approach not only enhances productivity but also fosters better decision-making by ensuring easy access to critical payroll data.

Quantum Web also has a built-in robust HR builder feature, allowing users to enrich the employee masterfile with bespoke details tailored to their organization's unique requirements. This functionality enables companies to capture and store comprehensive employee information beyond the standard fields, such as training records, sick details, accident and injury reporting and starter/leaver checklists, facilitating more informed HR management and strategic decision-making.

The intuitive interface of Quantum Web ensures a user-friendly experience, aligning perfectly with Snow's commitment to a user-first approach. Additionally, Quantum Web's responsiveness across various screen sizes – from smartphones and tablets to desktops and laptops – ensures seamless functionality across all devices, making it accessible anytime, anywhere, via a web browser.

Business Intelligence (QBI)

QBI is a reporting and business intelligence platform that connects directly to relational and non-relational data sources. Its dynamic reporting capabilities allows users live access to information relating to their specific needs.

QBI enables users and managers to improve decision making and make 'real-time' decisions allowing them to 'cut costs', 'identify items that need immediate attention' etc.

Specific dashboards are built by our team for each user / department manager. QBI can be viewed in real time on any smart device.

QBI eases the transition to modern self-service reporting and analytics through smart integration, without extensive customisation.

QBI's point-and-click interface is designed for the standard business user, with advanced options available for those with greater access and skill.

QBI can be used in conjunction with Quantum Payroll and cannot be used on a stand-alone basis. The third-party developer of the reporting tool retains all underlying intellectual property rights in 'Quantum BI'. The Customers User's license to use 'Quantum BI' is subject to End User's a valid paid-up support contract. QBI terminates in the event of Non-Payment of this recurring annual cost.

System Hosting & Managed Services (Q Host)

Quantum offers a fully managed hosted solution to host important and sensitive employee personal information, all our customer data is stored in Ireland in line with the GDPR requirement to have data stored in the EEA.

Our managed solution ensures our customers do not need to worry about managing their server on a daily basis, it also ensures employee data is stored and managed in line with GDPR requirements. Tasks we undertake as part of the solution include:

Security

- Backup and restore points
- Network monitoring
- The provision of SSL and dedicated Firewalls
- Anti Virus and Malware Detection software
- Access and User permissions
- Restricted file management

Regular Patch Management

This is increasingly important considering global Cyber-attacks such as the Wannacry, Spectre, Meltdown, this patch management includes Anti-Virus.

PAYROLL SOLUTIONS



Snow Technology's smart app. Quantum Pay (Q Pay) is available on the App Store and Google Play.

There are many benefits to Quantum Pay for business and employees within the payroll process. The App enables staff to raise queries thus helping to simplify processes and save time for payroll and HR managers.

Quantum Pay allows employees to manage current and historic pays slips on their self-service employee app. The self-service app can be accessed anywhere securely from your smart device.

Key Benefits and Features

Payslip: When payroll is processed, each employee can easily view their latest payslip within the app. Employees can receive app notifications or email when payslip is ready.

Payslip Archive: Every employee can view and manage existing and previous payslips within Quantum Pay. Employees can view or download their payslips from the app. This is an additional time saving feature that will both benefit the employee and employer.

Assignments: Employees can complete assignments such as updating employee fields, uploading photos, and reviewing and signing documents. This allows for easy onboarding of new team members as well as recurring tasks for existing employees.

Expenses: Employees can submit expenses for approval including the photographed receipts. Managers can review and approve and transfer to payroll for submission to Revenue. This provides an end-to-end expense management solution which is compliant with the new Revenue expense reporting requirements.

Security: Quantum Pay uses many security measures to help protect employee data against many types of vulnerabilities including data injection, fake requests, hacking, cross-site scripting, and exposure flaws. Using the latest web protection solutions alongside Microsoft Azure, Quantum Pay offers customer peace of mind when it comes to data security.

Integrate with Quantum Enterprise Payroll: Quantum Pay and Quantum Enterprise software is fully integrated saving time on dual and manual data input.



Our suite of HR tools, including Letters, HR Data Builder, UKG Integration, and Onboarding, provide HR managers with a comprehensive and user-friendly platform to streamline various HR functions.



Quantum HR Features



The **Letters** feature allows for the effortless creation of personalised employee letters, utilising an intuitive template builder that integrates seamlessly with employee data.

The **HR Data Builder** offers unparalleled customisation of employee records, ensuring data management aligns precisely with organisational needs. As a trusted UKG Channel Partner for Ireland, Snow Technology facilitates seamless integration between Quantum Web and UKG Pro Workforce Management, enhancing payroll administration efficiency.

Additionally, our advanced **Onboarding** platform revolutionises the onboarding process, offering features such as electronic signatures, customisable email templates, and intelligent notifications. Together, these tools empower HR managers to enhance efficiency, accuracy, and employee engagement throughout their HR processes.

Empower your company's HR management with the Quantum HR suite

HR SOLUTIONS

Letters

Our Letter Templates feature empowers HR managers with the ability to effortlessly create personalised letters for employees, streamlining communication of crucial information. With an intuitive template builder akin to popular word processing software, users can easily format letter content using standard options such as font styles, sizes, and colors. Furthermore, placeholders seamlessly integrate actual employee data into templates, ensuring each communication is tailored to its recipient. Preview functionality enables users to visualise letters with populated data before saving them for future use, guaranteeing precision and efficiency in HR correspondence.

Key Benefits and Features

Efficiency: Streamline communication with personalised letters, saving time and effort.

Customisation: Tailor templates to specific needs using intuitive formatting options.

Accuracy: Ensure precise communication by previewing letters with actual data before finalising.

Versatility: Generate letters in bulk and distribute via email or print, catering to diverse needs.

Compliance: Maintain audit trails with a detailed history of generated letters for regulatory adherence.

Convenience: Accessible template builder and letter generation functionalities within the HR software interface.

Integration: Seamlessly integrate with existing HR processes for enhanced workflow efficiency.

Empowerment: Empower HR managers with easy-to-use tools for effective communication with employees.

Security: Safeguard sensitive employee information with robust data handling mechanisms.

Scalability: Scale letter generation processes effortlessly to accommodate organisational growth.

How it works:

- ➔ Access the “Letters” section within the HR software to create a new letter template.
- ➔ Utilise the template builder offering a familiar word processing interface for effortless design.
- ➔ Incorporate placeholders representing employee data, dynamically replaced upon letter generation.
- ➔ Preview letters with actual data to ensure accuracy before saving the template for future use.
- ➔ Select fields effortlessly from dropdown menus organised by categories like “Personal Information” and “Employment Details.”
- ➔ Seamlessly integrate payroll fields and formulas into templates with a dedicated builder featuring commonly used operations and functions.
- ➔ Generate letters for batches of employees, with options for email distribution or printing as PDF files.
- ➔ Ensure successful delivery with tracking of sent emails and handling of any failures.
- ➔ Maintain a comprehensive history of generated letters for auditing purposes, easily accessible within the system.

HR Data Builder

Our HR Data Builder feature revolutionises the management of employee records, offering unparalleled flexibility and customisation. With Custom Fields and Panels, users can effortlessly tailor employee records to their organisation’s unique requirements. From adding custom fields with specific data types and validation to arranging panels for optimal workflow efficiency, this feature empowers users to design employee records that align precisely with their needs. Whether it’s defining default values, customising labels, or rearranging fields within panels, our HR Data Builder provides the tools needed to streamline data management and enhance productivity.

Additionally, the ability to upload and associate documents further enhances data management capabilities, ensuring all relevant information is readily accessible within employee records.

How it works:

- ➔ Users can easily add custom fields to employee records via an intuitive interface, specifying labels and data types
- ➔ Effortlessly rearrange custom fields within employee records to prioritise and group information based on preferences.
- ➔ Set default values for custom fields, saving time and ensuring consistency when adding new employee records.
- ➔ Customise labels of custom fields to align with organisational terminology, enhancing user familiarity.
- ➔ Create flat or grid-style panels to present employee information in a format that best fits the user’s needs.
- ➔ Edit and modify panel content, including custom fields, to tailor employee record layouts for specific requirements.
- ➔ Link uploaded documents to specific fields or panels within the employee record, providing clear context and accessibility.
- ➔ Access uploaded documents directly from the designated panel within the employee’s record, ensuring easy retrieval and reference.

Key Benefits and Features

Flexibility: Customise employee records with ease, adapting to evolving organisational needs effortlessly.

Consistency: Ensure data organisation and integrity with predefined custom field types and validation rules.

Efficiency: Streamline data entry and management with default values and intuitive field reordering capabilities.

Document Organisation: Associate uploaded documents with relevant areas of the employee record, such as personal information or performance reviews.

Clarity: Enhance user understanding with customised labels and tooltips, aligning terminology with organisational standards.

Personalisation: Tailor employee record layouts to individual preferences, optimising workflow efficiency.

Productivity: Boost productivity by presenting essential employee information in a format that best suits user workflows.

Customisation: Adapt the application to meet specific user requirements, ensuring a personalised user experience.

Reliability: Maintain data consistency and accuracy across employee records, enhancing decision-making processes.

Accessibility: Ensure all customisation features are accessible to users with appropriate permissions, maintaining data security and integrity.

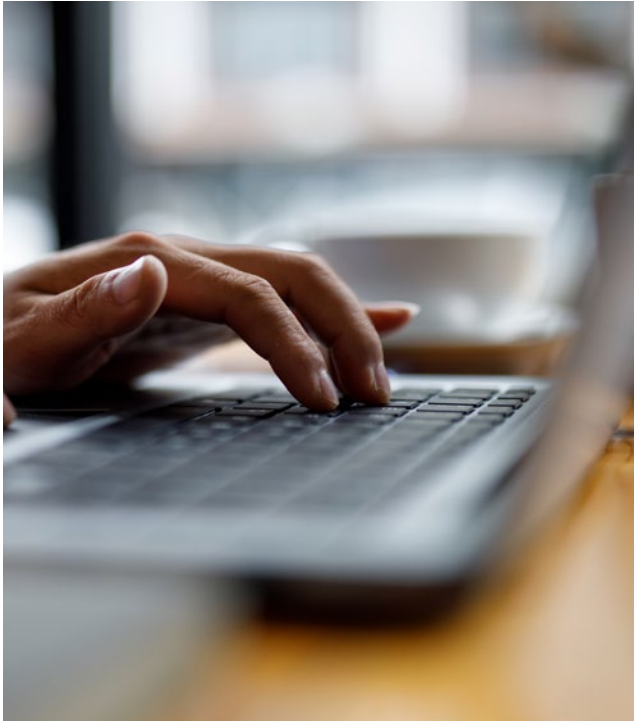
HR SOLUTIONS

Time and Attendance Integration

This integration establishes a direct and continuous exchange of data, facilitating real-time communication between your Workforce Management (WFM) system and payroll software. By leveraging this dynamic connection, organisations experience a significant enhancement in payroll administration efficiency, particularly in the onboarding process.

Key Benefits and Features

- Efficiency Boost:** Enhance operational efficiency within HR and payroll processes by synchronising data flow between systems.
- Reduced Workload:** Minimise manual efforts associated with onboarding employees onto the payroll system.
- Consistent Data:** Ensure that all relevant employee details are consistently updated across platforms, reducing the risk of discrepancies.
- Flexible Integration:** Tailor integration to organisational needs by customising linked fields and data exchange preferences.
- Enhanced Control:** Empower organisations to maintain control over the integration process, deciding which data to sync and when.
- Improved Accuracy:** Validate payroll-related fields to ensure data accuracy and integrity, mitigating potential errors.
- Streamlined Operations:** Achieve a synchronised and cohesive flow of information, optimising overall operational efficiency.
- Seamless User Experience:** Enjoy a seamless integration experience with minimal disruptions to existing workflows.



How it works:

- Streamline the creation of new employee profiles by harnessing existing data within your WFM system.
- Ensure consistent and prompt updating of employee details across both platforms, minimising manual workload and potential discrepancies.
- Empower customers to decide the extent of integration by selecting which fields are linked between the systems, providing flexibility and control.
- Initiate sync and choose which data to accept or reject, ensuring accuracy and data integrity.
- Mandatory payroll-related fields ensure only complete records for new employees are accepted into the payroll system.

Onboarding

Experience a seamless and efficient onboarding journey with our advanced platform designed to streamline the entire process from start to finish. Our innovative solution empowers administrators and employees alike, ensuring a smooth transition for every new hire. From electronic signature integration to customisable email templates and intelligent notifications, our platform revolutionises the way organisations onboard their talent, saving time, reducing paperwork, and enhancing employee engagement.

How it works:

- Capture signatures directly on documents, whether company-wide policies or individual contracts, ensuring accuracy and compliance.
- Access a comprehensive overview of all active onboarding journeys and their current stages, allowing for efficient monitoring and management.
- Manually trigger invitations for individual employees or set up automatic triggers based on predefined criteria, simplifying the initiation process.
- Set time-based warnings for delays in onboarding steps and configure notifications for successful step completions, promoting proactive management and acknowledgment of achievements.
- Personalise email templates for invitations, tailoring messages to specific scenarios or employee groups for enhanced communication.
- Simplify the collection of necessary information through user-friendly forms, ensuring accuracy and completeness while reducing administrative burden.

Key Benefits and Features

- Streamlined Onboarding:** Say goodbye to manual paperwork and administrative headaches with our intuitive platform that guides employees through each step of the onboarding journey.
- Enhanced Compliance:** Ensure compliance with regulations and company policies by capturing electronic signatures directly on associated documents, promoting accuracy and accountability.
- Efficient Communication:** Customise email templates for onboarding journey invitations, ensuring clear and personalised communication with new hires.
- Real-time Monitoring:** Stay informed with our manager overview dashboard, providing a comprehensive view of all active onboarding journeys and their progress.
- Proactive Management:** Set time-based warnings for delays in onboarding steps and configure notifications for successful completions, empowering administrators to take timely action.
- Improved Employee Experience:** Create a positive onboarding experience for new hires with a user-friendly interface, personalised communication, and efficient processes.



At Snow Technology, we offer a managed payroll Bureau service to facilitate client payroll allowing you focus on managing and growing your business.

Many clients are increasingly finding the processing of payroll to be a more complicated function, with ever changing legislation and more emphasis by Revenue put on the employer to capture more taxable items through the payroll system.

By outsourcing your payroll to Snow Technology, you will experience a hassle free service, enjoying time and cost savings through a simple but powerful solution.

All managed payroll customers are treated with full confidentiality and can avail of our expert customer support



How it works:

- ➞ You send all static information (employee information, contract details etc) and we set up your payroll.
- ➞ You send us your variable information (pay details, static adjustments etc) by email or fax before each pay-run.
- ➞ We validate the payroll and send a report directly to you for approval.
- ➞ Once you approve the payroll, we complete the processing.
- ➞ We dispatch payslips and management reports by email, post or courier.
- ➞ We dispatch the payment and relevant ROS files via email in time to pay employees and Revenue submissions etc.

Key Benefits and Features

Drive cost efficiency: Managing your own payroll in-house can be very time-consuming and less efficient for your business. Outsourcing to Quantum Bureau service is cost effective, compliant with revenue and a more secure way of paying employees.

Improve payroll accuracy: Paying employees on time and accurately is an important responsibility for any business, to keep employees happy within their jobs. Our Payroll Specialists help maintain accurate payroll processes.

Manage risk and compliance: Payroll compliance is an important factor for any business. With Quantum Bureau you can be assured that we manage risk, staying compliant and avoiding penalties.

No payroll software costs: You don't have to worry about the extra cost of paying for Payroll Software. You don't have to worry about searching for software that works in your business. We use Quantum Enterprise Payroll for all our bureau clients.

No payroll related training: Not sure how to use Payroll Software? Not familiar with the processes involved in running payroll. With Quantum Bureau there is no need for training as we will manage all your payroll functions giving you time to focus on other important aspects of your business.

Skilled payroll professionals: All of Quantum Bureau operatives specialise in payroll processes. They are IPass certified and have all the essential experience and information needed to work in a payroll environment. Your payroll is always handled by a qualified professional.

UKG Pro Workforce Management is a world-renowned Time & Attendance System now available in Ireland and the UK through Snow Technology

Employees constitute a pivotal asset in any business, yet they also represent a valuable, albeit costly, resource that requires effective management, akin to other facets. Monitoring employees' time and attendance holds paramount significance in enhancing productivity, especially in identifying discernible behavioural trends among the workforce.

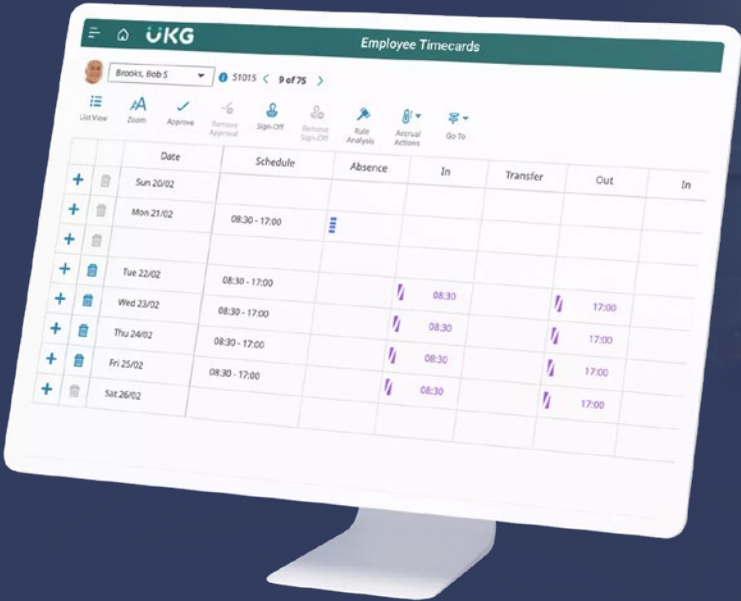
Reliance on manual procedures reliant on paper-based administrative processes escalates the risk of errors. These errors can carry a substantial cost, including underutilised personnel or lost working hours. Precisely tracking each employee's time stands as a prime utilisation of your human resources team. As businesses expand, the intricacy of managing time and attendance intensifies.

UKG Pro Time & Attendance software automates all the processes surrounding this part of business management.

Adopting a cloud-based approach considerably reduces the necessary management time and the likelihood of errors. Employ it to enhance the

management of various tasks, ranging from roster planning to labour allocation within shifts.

This solution proves valuable for overseeing employee work hours, scheduling vacations, and a multitude of other functions. Additionally, bolstered by its robust reporting tools, this software aids in business planning and acts as a safeguard against potential overpayments.



Key Benefits of Time & Attendance Software



Spend less time on admin

Eliminate manual administration and collating paper-based timesheets. With digital records the process is quicker, more accurate and can be repeated automatically at any time.



Regulatory compliance

Make sure your staff's records are compliant for tax, shift constraints and minimum service levels with staffing. Businesses need to become more agile with compliance.



Reduce costs

With a manual system, human error can occur. Firms using a software system can see a dramatic error rate reduction which, in turn, reduces the costs of managing such errors.



Prevent fraud, reduce errors

Removing manual processes for time and attendance will help to lessen the chances your business is subject to abuse, fraud or even honest errors.



Data security

Sensitive information is held within our secure data centres with full encryption and cybersecurity measures for your peace of mind.



Accurate reporting

Customisable reports offering insights into employee trends. Improve decision making, providing accurate data using real time reporting.



Avoiding unnecessary over payments

When employees understand that they are being recorded accurately, attendance will tend to improve overall. Avoid paying people for extended breaks, lunchtimes taken as overtime and even for days off work not being recorded.



Streamline time and attendance

Any enterprise, large or small, can fully manage its time and attendance needs accurately with our software solution. Keep time & attendance management streamlined with a powerful business solution that will meet all your needs. Improve business analysis.



Hardware for time and attendance

Make use of our software which will integrate with biometric technology that can work with numerous devices. We offer options that include PCs and mobile devices that will handle facial recognition, magnetic card swipes and other approaches to biometrics.

Features of Time & Attendance software

Time & Attendance management

Our time and attendance software keeps accurate time logs for clocking in and out. Hence, it keeps track of the labour costs, accrued time off, leave eligibility and duration of sick days. You can also use it for automated shift creation and scheduling based on business demand and availability.

Accessibility

The software is cloud-based, making it accessible from any device. Employees can punch in and out from the web or phone during fieldwork providing a self-service platform for workers.

Automated report

Users can generate real-time reports and analytics and receive notifications. For instance, you create reports for hours worked monthly and the expected wages for every employee in the company.

Virtually log time on projects

You can use time and attendance software to keep track of time spent on a project. Employees can manually record the duration of each project in the field if the projects have variable pay.

Assist your employees with accurate and easily accessible leave options while minimising the risk of non-compliance.

Employee absenteeism can be difficult to forecast, but UKG Pro Workforce offers the insights necessary to reduce expenses, uphold productivity, and mitigate the potential for non-compliance. The impact of absenteeism on costs and productivity can be managed effectively through the implementation of UKG Absence Management.

Why choose UKG Absence Management?

Embrace HR solutions that prioritise people-centric business strategies, recognising individuals as more than just their work roles. The UKG Absence Management simplifies the process and reduces administrative burden, labour costs, and compliance risks associated with managing leave-of-absence requests and eligibility.

Proactive Indicators

Enhance productivity and pre-empt burnout by establishing proactive indicators that standardise the management and enforcement of leave policies.

Acknowledge & Incentivise

Automatically initiate rewards or corrective measures to ensure attendance management remains equitable and consistently implemented throughout the organisation.

Transparent Analytics

Precisely gauge the expenses linked to absenteeism and comprehend pivotal influencers via reporting functionalities, delivering comprehensive transparency into attendance and leave information.

Integration

Through its seamless integration with UKG Ready Time, our leave solution streamlines the process and minimises the administrative burden, labour costs, and compliance risks linked to handling leave-of-absence requests and eligibility.



➞ **INCLUDED FEATURES**

Leave Functionality

- Generate leave-related documents instantly
- Automatically oversee, handle, and compute accruals
- Monitor both paid and unpaid time simultaneously
- Easily configurable, rule-based procedures

Attendance Capabilities

- Customise Attendance Policies
- Auto Notifications Document Creation
- Automated Policy Application
- Audit Trail Generation

Accrual Features

- Central Access Point
- Complete Integration
- Enable employees use accrued time off

➞ **KEY BENEFITS FOR MANAGERS**

- Gain immediate, unrestricted access to the information and resources essential for proactive personnel management
- Pre-built reports offer comprehensive oversight of attendance and leave information
- Efficiently monitor time and administer policies through a unified automated system, ensuring readiness for audits
- Receive automated suggestions to assist in the decision-making process for approving time-off requests

➞ **KEY BENEFITS FOR EMPLOYEES**

- Initiate leave requests and create leave cases independently
- Revise approved periods within 72 hours of signing off
- Access and modify leave cases using a mobile device
- Adjust leave details and insert additional leave time directly within the schedule

Simplify your scheduling processes with accurate and intuitive solutions that are built for your business.

Employee scheduling solutions strike the perfect balance between meeting your people's life-work needs and ensuring compliance and safety standards are adhered to. With our system, you can effectively manage both aspects, benefiting both your employees and your business.

The right choice

Choose UKG for Employee Scheduling and pave the way for success by leveraging an intelligent, data-driven solutions. With UKG, you can make informed decisions to not only efficiently staff your business but also ensure that you have the right individuals in the appropriate roles, benefiting both your people and your organisation.

Streamline Employee Scheduling

Effortlessly communicate schedules, mitigate compliance and safety risks, and promote fairness and transparency in scheduling. Experience enhanced productivity, improved employee engagement, and effective control over labour costs.

Empower Your Workforce

Through the ease and accessibility of an employee scheduling app, your employees gain the power to effortlessly view schedules, set preferences, manage availability, swap shifts, request coverage, and stay informed about any schedule changes and much more.

Enable Intelligent Staffing Decisions

Enforce policies equally, swiftly, and fairly to mitigate compliance risks. Utilise flexible and powerful tools that adapt to your unique rules and workflows, ensuring consistent and accurate enforcement of policies across your entire organisation.

Proactive Indicators

Enhance productivity and pre-empt burnout by establishing proactive indicators that standardise the management and enforcement of leave policies.



➔ **INCLUDED FEATURES**

With UKG Pro Workforce intelligent employee scheduling tools, you gain the ability to create flexible schedules for your workforce, effectively manage compliance and safety risks, and align talented individuals to efficiently accomplish tasks.

Flexible Scheduling

Create dynamic schedules to ensure the perfect match of individuals to tasks at the optimal time.

Enhanced Staffing Insight

Obtain clear visibility into schedules and guarantee that individuals possessing the right skills or certifications are assigned to crucial shifts.

AI-Driven Efficiency

Leverage the capabilities of advanced AI and machine learning for round-the-clock work scheduling and forecasting, guiding your workforce toward decisions that benefit both the employees and the business.

➔ **KEY BENEFITS**

- Decrease labour costs by aligning staff coverage with fluctuating demands, avoiding overstaffing and unexpected overtime expenses.
- Maintain compliance effortlessly with automated schedule generation that enforces your organisation's policies, labour laws, and union regulations.
- Ensure employees possess the necessary skills and certifications for their roles.
- Empower employees with convenient self-service capabilities accessible on any device, from any location.

UKG Pro
Workforce Management Software

Mobile Workforce App

Enable employees to access work remotely anytime, anywhere on any device.

Accessible for download from the Apple and Android app stores, the UKG Pro Workforce mobile app gives instant entry to vital employee resources and tools through an intuitive, user-friendly interface. Created to amplify productivity, this mobile app enhances the user experience for both employees and managers with a modern, pleasurable work encounter, whether within the office or while on the move.

➔ INCLUDED FEATURES

- Ensure data protection on user devices through embedded encryption
- Seamless Mobile Deployment and Uniform User Experience
- Precise Punch-In and Out Control
- Tailored Mobile Experience by Device
- Secure Access Options
- Efficient Single Sign-On (SSO) Capability
- Compatibility with Activities and Validation

Why Choose UKG Pro Workforce Mobile App?

Give employees an intuitive, easy to use tool that enables them to request time off, interact with schedules, punch in and out and so much more all within a safe encrypted employee self-service environment.

Employee Engagement

The Dimensions mobile app drives higher adoption and engagement by providing a unique mobile experience for users, with a focus on simplicity and user-friendliness. Whether it's accessing employee information, managing time-off requests, or leveraging Dimensions insights, all these functionalities are easily accessible at your fingertips.

Employee Self-Service

Empower employees with greater control over their schedules through employee self-service, enabling them to request time off, request extra hours, and more. These self-service capabilities adhere to your organisation's scheduling rules, ensuring that you always have the right individuals in the right place at the right time. It's the ideal balance, empowering your workforce while achieving an optimal schedule.

Instant, Secure Access

Incorporated encryption and user authentication quickly and securely log in your managers and employees to the app using fingerprint or face unlock in mere seconds. All data is encrypted both on your phone and during transmission between Dimensions and the mobile app, ensuring the utmost safety for you and your information.

➔ KEY BENEFITS FOR MANAGERS

- Instantly assess and oversee timecards and schedules
- Handle deviations in timecards and schedules
- Review and respond to schedule and time-off requests
- Execute job and work rule transfers
- Access people insights and formulate data-backed decisions while on the move

➔ KEY BENEFITS FOR EMPLOYEES

- Clock in and out of shifts, even without an internet connection
- Promptly respond with alerts and take action using Push Notifications with Actions
- Review and authorize timecards
- Seek a shift change or swap shifts with a colleague
- Request and accept available shifts for extended hours
- Examine and submit schedule and time-off requests
- Execute job transfers
- Access crucial employee details like accrual and payroll information



Anticipate, assess and bridge the gaps between your frontline workforce and your HCM requirements for the future.

Amidst periods of change and uncertainty, it has become critical for businesses to adapt and prioritise the well-being of their employees. Beyond mere survival, excelling requires a method to foresee, evaluate and address the gaps between your present frontline workforce and requirements of your future HCM.



Choose UKG Pro Workforce Strategic Workforce Planning

In a competitive labor market coupled with an uncertain economy, businesses within the retail, food service, and hospitality sectors must empower their workforce like never before.

Surviving and thriving demands more than mere reaction – it necessitates the ability to anticipate, analyze, and bridge the gaps between your current frontline workforce and the future demands of your human capital.

Dive into this replay of our webinar to explore the latest addition to our lineup, UKG Strategic Workforce Planning. Witness how it provides an extended foresight into your upcoming staffing and operational prerequisites, allowing you to approach your personnel strategy with a more strategic mindset.

➔ **WITH UKG STRATEGIC WORKFORCE PLANNING, YOU CAN:**

- Accurately compute your long-term workload and team capacity over weeks, months, and even years
- Attain real-time insights and track progress via robust labor analytics and reporting
- Anticipate and strategize for future needs through intelligent “what if” scenario planning
- Identify the ideal staffing levels, skills mix, and recruitment possibilities

Workload Budgeting

Develop a comprehensive, activity-oriented labour framework by incorporating customised workforce norms and demand determinants. Perform swift and simple calculations utilising your distinctive data and a framework of logical rules. Harness the potential of your workforce framework by aligning it with company budgets to detect gaps and react with assurance.

Workforce Analytics

Fully customisable and configurable dashboards and reporting based on your unique needs and interests. Easily toggle, roll-up or drill down based on organisational hierarchy and timeframe. Track progress towards your KPIs and other metrics with the ability to input additional data sets.

What-if Scenarios

Attain complete command over your operations by swiftly defining, computing, and evaluating various business scenarios. Comprehend the business consequences or return on investment using integrated analytics. Foster collaboration across Operations, Finance, and HR, facilitating result examination, feedback, and the publication of revisions.

Capacity Planning

Identify the ideal staffing quantities, skill blends, and recruitment possibilities to cultivate and enhance your most valuable asset - your workforce.

➔ **TOTAL WFM SOLUTION**

Operations in Real Time

Record and monitor work hours on the day.

Short-Term

Plan and forecast for optimal scheduling in the near future.

Medium to Long-Term

Strategically plan and manage workforce and capacity needs over extended periods, including months, quarters, and years. Providing a comprehensive UKG workforce management suite that encompasses both intelligent short-term forecasting and long-term workforce planning tools within a single, robust platform.

➔ **KEY BENEFITS**

Optimised Staffing

By accurately calculating long-term workload and team capacity, organisations can ensure they have the right number of employees with the right skills at the right time.

Improved Efficiency

The ability to run “what if” scenarios helps organisations identify potential challenges and opportunities.

Enhanced Insights

Robust workforce analytics and reporting provide real-time insights into workforce performance and productivity.

Collaboration

Enables collaboration between different departments, such as Operations, Finance, and HR.

Optimized Workforce Costs

Organisations can manage labour costs more effectively, ensuring that resources are allocated efficiently.

Talent Development

Identify skills gaps and opportunities for hiring.

Long-Term Strategy

Strategic workforce planning provides a longer-term view into future staffing and business needs.

Obtain valuable and actionable insights into your workforce, empowering you to make strategic decisions with confidence.

UKG Pro Workforce Analytics offers instant insights to frontline and operational managers, empowering them to make informed labour decisions backed by data. Seamlessly identify, manage, and improve workforce cost savings and productivity. Leverage KPIs, metrics, and predefined thresholds to ensure ongoing real-time alignment with your business goals.



Choose UKG Pro Workforce Analytics

Explore the myriad ways in which UKG Pro Workforce Analytics contributes to a favourable influence on your organisation's people and operations.

- Enhance efficiency with on-demand reporting, streamlining data accessibility
- Manage labour expenses through Dataviews, granting immediate access to operational data in real time
- Mitigate non-compliance risks by delving deeper to pinpoint the origins of issues
Tackle significant workforce issues like overtime and turnover with ready-to-use data science solutions utilising machine learning
- Offer a view into your organisation's alignment with business goals and targets through real-time KPIs, furnishing valuable insights

Personalised Business Metrics

Equipped with personalised KPIs, metrics, and thresholds, your managers can seamlessly synchronize with business objectives in real time. This enables confident, informed and influential workforce decisions, effectively reducing workforce expenses while optimising productivity.

Comprehensive Reporting

Accurate workforce management reports thoroughly explore your business, offering timely overviews that enhance your readiness for the future.

Leverage Big Data for Large Businesses

Strategically navigate through extensive data reserves, analysing them based on your specific requirements, and employing your preferred business intelligence tools.



➔ KEY FEATURES OF ANALYTICS

- Seamlessly integrated into the UKG Pro Workforce D5 platform
- Provides real-time data and reporting
- Offers almost 150 KPIs and metrics pre-configured
- Empowers users to create and customize KPIs with KPI Builder
- Dashboard tiles on the home page are easily configurable
- Mobile-friendly for easy access on the go

➔ KEY BENEFITS FOR FRONTLINE AND OPERATIONAL MANAGERS

- Utilise KPIs, metrics, and thresholds for effortless alignment
- Gain immediate access to insights and tools for proactive people management
- Decrease labour costs by aligning staff coverage with fluctuating demands, avoiding overstaffing and unexpected overtime expenses
- Maintain compliance effortlessly with automated schedule generation that enforces your organisation's policies, labour laws, and union regulations
- Ensure employees possess the necessary skills and certifications for their roles
- Empower employees with convenient self-service capabilities accessible on any device, from any location

Empower you staff with accurate and easily accessible time and attendance solutions and minimise the risk of noncompliance.

Ensuring compliance demands a proactive approach to swiftly adapt to evolving laws. Our focus is on minimising risk by promoting flexibility, automating processes, and anticipating emerging trends before they unfold.

CHOOSE UKG FOR COMPLIANCE

Transform Regulations into Competitive Advantages, Empowering Your Entire Workforce

Navigating through complex and ever-changing legislation can be challenging, but with UKG Pro Workforce, you can rest assured. Our system is automatically updated, effectively eliminating any risk of non-compliance for your organisation.

Optimise Compliance Procedures

Incorporate the necessary pay, time, and HR regulatory standards into automated rules and calculations managed by your solution, thereby minimising manual work and mitigating noncompliance risks.

Stay Current with Latest Standards

Remain agile by swiftly adopting the latest labour law changes, from local to global, with the assistance of UKG experts who consistently monitor and provide timely updates to the solution.

Forge Links with Compliance

Access the most up-to-date DEI&B (Diversity, Equity, Inclusion, and Belonging), company culture, and employer brand best practices, all within the same platform where you manage regulatory compliance. This integration empowers you to develop more future-ready policies.

The Importance of Compliance

Failure to comply with time and attendance regulations may lead to organizations facing legal penalties, fines, and reputational damage. Your organisation must guarantee precise tracking and recording of employee working hours, breaks, leaves, and all other time-related data, following working time directive, industry regulations, and company policies.

KEY BENEFITS

- Minimise administrative errors.
- Reduce costly legal disputes and penalties.
- Ensure compliance for employees with different pay structures, including union employees, part time or seasonal employees and salaried employees
- Can be tailored to meet an organisation's specific network and workforce needs.
- Automatic updates ensure organisations comply fully with current legislation.
- Easily manage human resources, time and labour, leave management, scheduling and job costing for employees in different locations and worksites.

At the core of the UKG Pro Workforce Management is the means by which employees register their activity. Employee logging options range from finger, facial and card/fob clocking terminals to a web browser to mobile Apps.



InTouch DX Clocking Terminal

Introducing UKG TouchFree ID – now available as an integrated option with the DX. TouchFree ID is incredibly easy to use. Once you interact with it, there's no need to reintroduce yourself – the system never forgets a face. Just smile and you're good to go. You can count on TouchFree ID's dual-camera technology to recognise everyone in your workforce – any face, feature, or height.

Touchless technology also makes clocking in much more convenient. You can just stroll up, glance over, and go about your day.

No matter your industry, height, or environment, if you want an easy-to-use timeclock with next-gen features, InTouch DX with TouchFree ID is built for people like you.

BENEFITS

Easy to use

Once UKG TouchFree ID meets you, there's no need to reintroduce yourself – the system never forgets a face.

Recognizes everyone

You can count on UKG TouchFree ID to recognize everyone in your workforce – no matter your industry or the person's height, environment, facial hair, or headwear.

Convenient

Supports completely touchless in/out punching – just stroll up, glance over, and go about your day.

CLOCKING TERMINAL FEATURES

- Supports completely touchless clocking, when used in conjunction with an RFID badge or configured to operate in "always-on mode"
- Latest in biometric technology, which will not authenticate a printed photo or an image or video on a smartphone or a tablet
- Dual visible and infrared cameras operate in all indoor lighting, from very dark to brightly lit environments
- Eliminates issues encountered with finger-scan biometrics, including worn fingertips and cold/dry/ wet fingers, or motor control issues with positioning a finger on the scanner
- Supports two-factor authentication, where employees use a badge or type in a badge ID and then validate their identity with a face scan
- Avoids the need for employees to touch a shared surface to clock in or out
- Eliminates the need for employees to type in an ID or use a badge and it can authenticate with just a quick face scan

TIME & ATTENDANCE SOLUTIONS | HARDWARE

Q500 Clocking Terminal



Introducing our Q500 multiple format clocking Terminal.

Employees can clock via Proximity cards and or Proximity fobs / Finger Biometrics / Facial Recognition / Palm Recognition or any combination of the above technologies.

The Q500 clocking terminal can operate over hard-wired network connection or Wi-Fi as standard.

Our inbuilt 19-centimetre display acts as both a facial recognition display and employee information system.

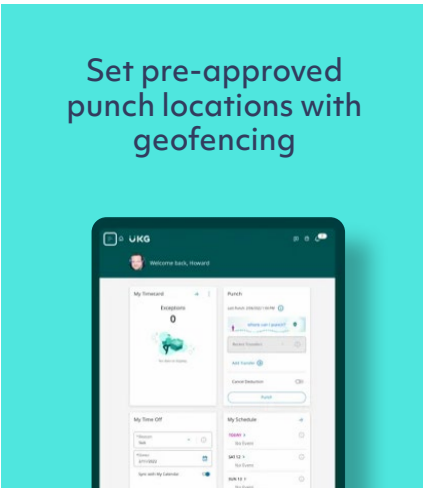
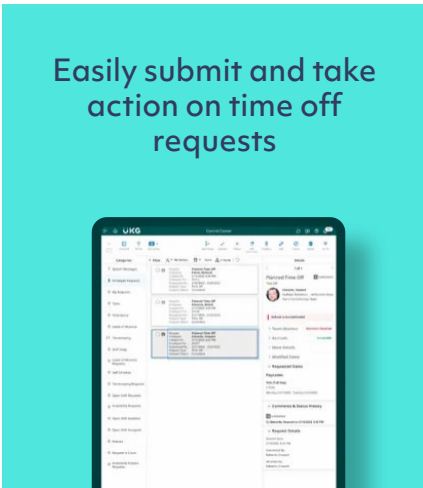
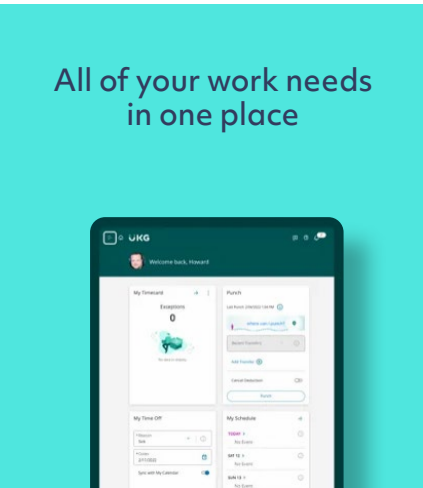
Multiple built-in cameras for facial & palm recognition with infra-red sensors and backlighting for low light conditions.

CLOCKING TERMINAL FEATURES

- Supports completely touchless in/out clocking, either when used in conjunction with an RFID badge or when configured to operate in “always-on mode”
- Uses the latest in biometric technology, which will not authenticate a printed photo or an image or video on a smartphone or a tablet
- Dual visible and infrared cameras operate in all indoor lighting, from very dark to brightly lit environments.

PC/Laptop/Tablet Clocking

An additional Time and Attendance option for employee logging in is the Dimensions Employee Self Service, a web-based application, which enables users to register on the system and manage their time via the web. No software is necessary on the client PC.



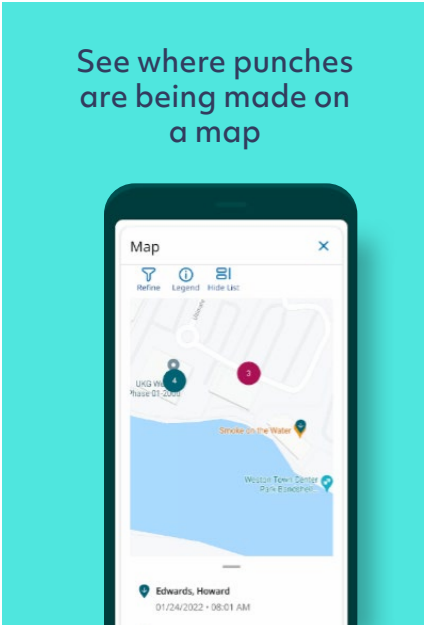
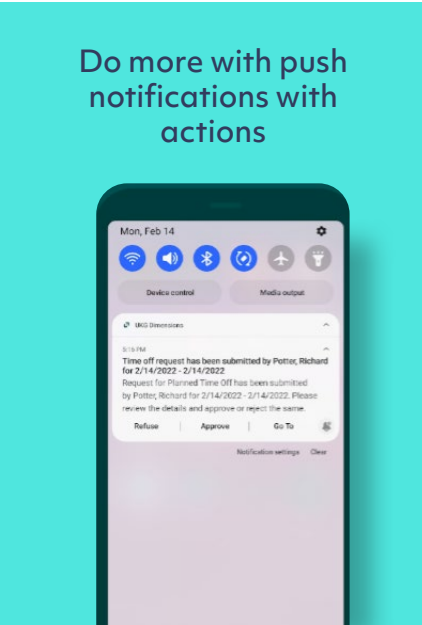
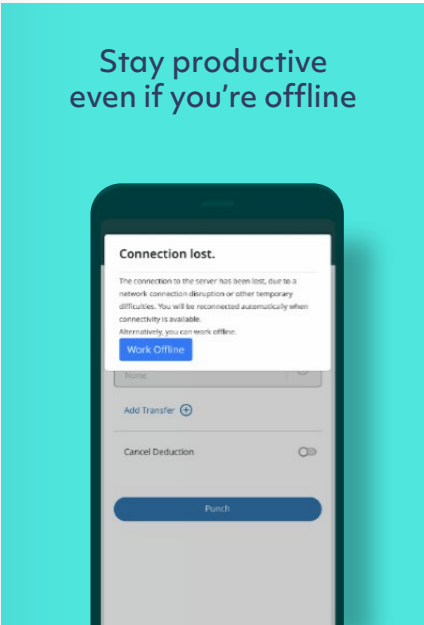
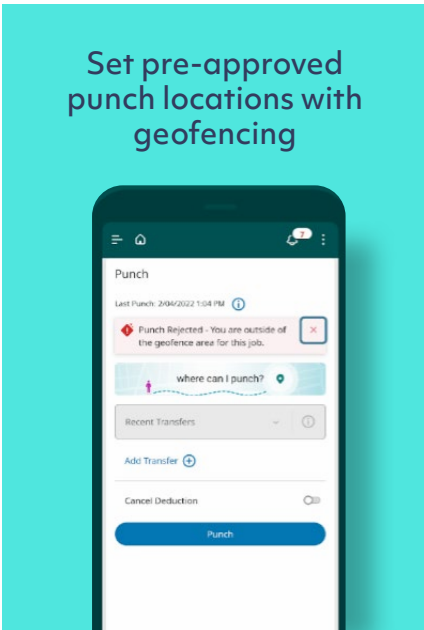
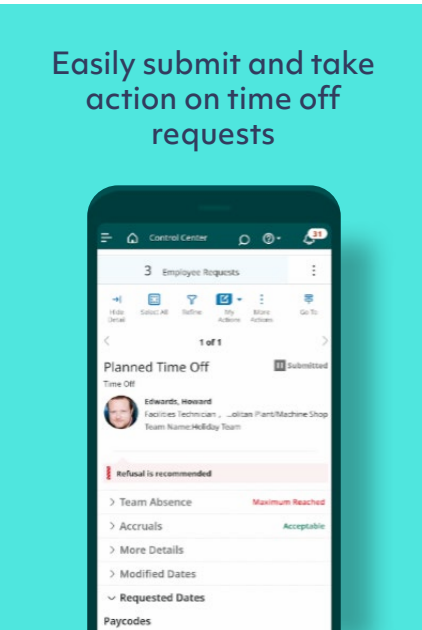
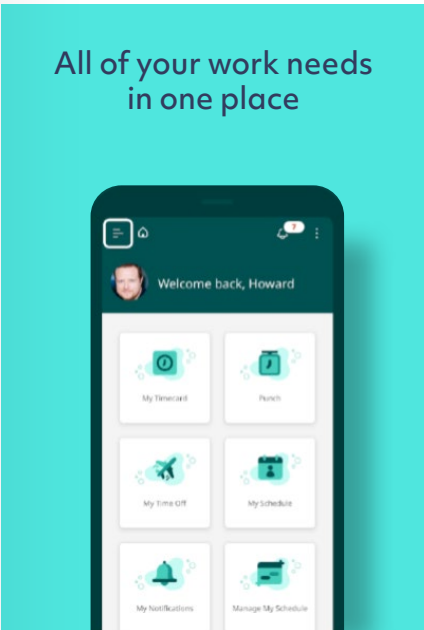
Mobile App Clocking

The Dimensions mobile app is designed for all your employees, whether they are standing on the shop floor, assisting retail shoppers, or getting their work done at remotely.

Your employees and managers will love having access to everything they need in order to keep work moving, right at their fingertips.

- In addition to recording their time they can also:
- Use map punch feature to clock in from the right location
 - Request time off
 - Manage timecards
 - View scheduled days & hours
 - Swap shifts
 - Receive push notifications
 - Biometric login authentication

Employees can either simply 'Clock In' or 'Clock Out' or clock onto tasks, projects and cost centres etc. These time allocation clocking's can be used by Dimensions to automatically allocate hours worked to the various tasks, projects etc for costing purposes.



Our Services

Choosing the right Payroll or Time and Attendance Solution can save your business valuable time and cost and at the same time helping you achieve your business goals. We will help determine your software needs, implement your Payroll or T&A system and support your solution when you need us. Snow Technology has you covered.

Consultancy/ Implementation

Snow Technology has the experience and knowledge of your industry to help your organisation plan, manage and use Quantum Payroll or T&A Software in the most efficient and cost-effective way. Consultancy will help identify your needs and determine the modules or tools that will help streamline your processes. We will lead you through the process, answer your questions and ensure your payroll system fully meets your requirements from the planning stages and throughout the training and support stages.

Project Management

We offer you a comprehensive plan before, during and after software installation, ensuring that the needs of your business are always met. This ensures that nothing gets overlooked and can measure readiness for implementation, monitor performance and the momentum of your project. Snow Technology will always maintain clear communication and continuity, from beginning to end.

Installation

Our team project managers, software developers take care of installing your payroll or T&A software, freeing up time for you and your team. We configure and migrate data based on your organisation's specific requirements. We will integrate your Quantum Payroll software with Time and Attendance and HR systems.

Training

To ensure your Software System remains relevant to you and your business, we offer full end user training. We will assess your current skill level and requirements and develop a training plan that gives you the confidence that you need to manage your Solution on a day-to-day basis.

Support

At Snow Technology, our relationship with you doesn't end after installation and training. It continues to grow as your business grows. We are there to support you on all your Payroll, Bureau and T&A Software queries. Included in your 'paid support' service is day-to-day access to our payroll analysts. In addition to the help desk support, we will make available all software updates and any organisational changes you need to make.

Why choose Snow Technology

Businesses choose Snow Technology because of the highly sophisticated and comprehensive payroll and software solutions that is configurable and adaptable to business demands.

With 30 years in Irish Payroll and Time and Attendance, we offer expertise, trust and market knowledge through the creation of a new best in breed payroll solution. We work with organisations of all industries and sizes and are considered the foremost solution provider in the mid to enterprise market space. We are Software Professionals, committed to exceeding client expectations.

Attention to Detail

You are unique to Snow Technology and so are your payroll and Time and Attendance requirements. We listen to you and continually develop our software with every detail of your business processes in mind.

Experts Only

Snow Technology is comprised of specialists with experience across all sectors and businesses. From Development to Implementation to our very own Managed Payroll Bureau, you will always be assigned a Specialist.

Pricing

Our prices are always competitive and transparent. No surprise bills. Any additional costs must be pre-approved by you. To ensure Snow Solutions are priced competitively for all businesses, pricing is based on employee numbers.

Creativity: Think Different

Our creative development team have listened to you and provide solutions which includes Enterprise Payroll Software, Time and Attendance Software, Business Intelligence Software, Managed Payroll Bureau.

Meeting Deadlines

We have worked with organisations across every Industry and Sector. We understand the issues you face with payroll and workforce management every day. When you choose Snow Technology, we plan a definitive timeline of expectation from Scope Document to Implementation to Onboarding & Training.



Contact us

Get in touch, book your free demo and find out why more than 1,500 businesses trust Snow Technology.

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