

Adding Flexibility in a Timely Manner

Autumn Winds Retirement Lodge was purchased in 1996 by owners Ronnie and Darlene Evans. After assessing the human resources situation, they decided to purchase a time and attendance system. By 1999, Mr. Evans realized that the system was not Y2K compliant and the vendor would not support the upgrade under their maintenance contract. Their ultimate resolution was to replace the system, but the Evans' were really looking for something more: flexibility in the program.

Nursing homes and other long-term health care facilities have special needs. The employees are paid shift premium depending on the time of day, additional premiums based upon the job performed, and labor is allocated to the department they are assigned to. Employees range from fully certified RNs to cooks to housekeepers and have needs based on those positions. A normal eight-hour workday and simple rules are not the norm when it comes to health care facilities.

The search began for a flexible, low-cost solution that could change with the needs of the community.

A Long-Term Solution

After looking at variety of companies, Autumn Winds decided on the Legiant Timecard System. Mr. Evans explains why he went with Legiant.

"The Legiant system is more cost effective and gives us a lot of flexibility because we have shift work. While we are not a large company, we operate like one in many ways. We take a very close look at expenses and labor cost by position and department. Managing labor costs with the Legiant system is far easier (than the other vendor's products) and efficient. It is quick and simple for us to set up different jobs, automate lunch deductions, and other things that should be standard but are not

offered in other systems. Besides the Legiant solution is very user friendly. I usually make changes to the system myself. If I am using functionality that is new to me, I call or email their customer service group and they walk me through the steps to set up the parameters."

"We got bids from other people, but felt like this system gave us the best flexibility and the ability to configure settings in a variety of ways. It can do what we need it to do and

more. Some of our shifts are 8 hours, some 7.75, some 7.5 ... all of these have to integrate with the different departments. This was the only system that could handle that. Everything happened fairly quickly once we decided to change."

The Legiant Difference

The Legiant Timecard solution completely automates time and attendance. Employees use Legiant-provided identification cards to clock in and out. The system calculates the salary based on the various pay rules, including shift, overtime, holiday and leave pay. At the end of the pay period, Legiant Timecard provides for approvals by the supervisors. The data is then interfaced to the payroll system.

When Evans was asked about the sales process, he had the following to say about the Legiant sales staff. "Most salespeople don't know enough about what they are selling, but Legiant knew the answers

to the detailed questions I asked. They knew how the software worked, and had great industry experience. That was an impressive part and a key point in our decision. There was also no obligation; they were not pushy at all. "

Truth in the business world, especially in sales can be hard to find. The support team at Legiant is top notch. According to Evans, they are "wonderful."



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Ronnie Evans, Owner & CFO

Autumn Winds

Then adds, "I email and call them ... they are able to help me right away. They call back when they say they will, which is a good thing. Everyone has always been truthful about the program and the timeframe in which they will perform something."

When asked about how the new Legiant System compared to their old system, Evans replied, "I think the main thing is that I feel like the solution had more options for changing business needs. I can do what I want to do, not what the software wants to do. The maintenance is much more reasonable as well. Now if there is something I need to do, I can do it, and can call if I need help. When I call, they explain how to do it and teach me instead of making their system like some sort of secret. The level of service is different. "

"It's the things that go beyond payroll. You can make mistakes with employees on other business choices and get a way with it, but not with paychecks. You mess up with their [employees] hours and it creates distrust. You have to make sure everything is seamless and invisible."

About Autumn Winds

Autumn Winds Retirement Lodge is a 96 bed licensed nursing facility which provides 24 hour nursing care, adult day care, and respite care stays for senior citizens over age 55. Autumn Winds has been family owned and operated since 1970 and because of this rich history, we can provide a quality of care that you may not be able to find elsewhere. At Autumn Winds, we consider every resident to be a member of our warm extended family. Discover the Autumn Winds difference for yourself. For more information email the staff: awinds@swbell.net

About Legiant

Legiant is a privately held company based in Austin, Texas that leads development in the web-based time & attendance tracking industry. The Legiant product suite is comprised of Legiant Touch Data, Timecard, Timesheet, and Web Timecard. Legiant offers consulting services, professional services and application hosting. Legiant can be reached at 1.877.760.8463 or via their web site at www.legiant.com