

Southern Community Bank

Banking on Better Time and Attendance

Southern Community Bank is a full-service commercial bank located in Fayetteville, Georgia. Like most banks, they have a motto that customers recognize and the employees rally around: "Better Bankers. Better Service". The Southern Community Bank motto is lived out through 16 Service Rules that drive their customer focused culture. These rules range from requiring every employee to read the book "Raving Fans" to serving every customer with both a sense of urgency and a smile. Customers obviously appreciate the Southern Community difference. In a span of three years, they grew from three branches to seven and tripled their number of employees to accommodate their growing customer's needs.

Time and Attendance

Explosive growth put considerable strain on Southern Community Bank's manual time and attendance processes. Every employee filled out paper timecards that had to be approved and signed by themselves and their supervisors. Then a courier service collected the timecards from each branch and delivered to the Human Resources Department for processing. Once the timecards arrived at the HR department, it would take nearly an entire workday to enter and process the timecard information into the payroll system.

A new time and attendance project was spearheaded by HR assistant Karen Allen and methodically conducted over the course of a year. Karen compiled a prospective vendor list by referencing their current payroll provider, local community banks and an exhaustive internet search. Her initial list contained 175 companies.



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**Karen Allen
HR Assistant**

Every vendor on the list went through a features and functionality matrix that filtered products based on their ability to accomplish all of Southern Community's automation goals. The vendors that made it through to the second round were asked to back up their marketing collateral with live product demonstrations. After months of deliberation, the final selection was based as much on the compatibility of the vendor's business values as it was on workforce management functionality.

The Legiant Experience

Legiant, an Austin based Time and Attendance provider, had both the product and professionalism to foster the full confidence of Southern Community Bank. "We are such a service-based company," recalled Karen, "any time we can recognize that mindset in another company, it is huge. Legiant was courteous throughout the sales process, and gave us all the answers, time and space we needed."

Legiant provided Southern Community with a system that would streamline their processes, boost efficiency and concentrate workforce management for every location into a single system.

Ease-of-Use, Flexibility, and Functionality

"The Legiant demo was a huge selling point for us; it looked professional and was extremely easy to use." Legiant satisfied the functionality and depth needs of the seasoned computer experts, and delivered the ease-of-use and logical navigation for employees that were just beginning to use computers.

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Any company that experiences explosive growth is sensitive to workforce demands, and always looking to ensure that their employee numbers are sufficient to match their responsibilities.

One department that was definitely experiencing growing pains was the HR department. "If we hadn't implemented Legiant, we would have had to hire another employee just to address employee HR questions and requests." Legiant allows employees answer their own HR questions, request time off, view remaining benefit accruals, view schedules, approve timecards and update personnel information.

The Gift of Time

"Legiant makes everything easier and saves us hours and hours of time. By switching to Legiant we are able to reduce the time spent on administration by over 70%." No one feels the impact more than Karen Allen. Legiant has made her job easier, her work hours more manageable, and improved the quality of time spent helping employees with their HR questions and concerns.

About Southern Community Bank

Southern Community Bank is a full-service commercial bank in Fayetteville, Georgia. They offer financial products to businesses and consumers in their growing market. Their highly experienced staff is service oriented and is ready to make banking as pleasant as possible for you. Southern Communities positioning statement: "Better bankers. Better service" was carefully chosen to keep them challenged. They are locally owned, locally managed and active participants in the life of their community. To let them prove it you, just stop by or give them a call at (770) 461-4365.

About Legiant

Legiant is a privately held company based in Austin, Texas that leads development in the web-based time and attendance tracking industry. They offer consulting services, professional services and application hosting and can be reached at (877) 760-8463 or via their web site at www.legiant.com