

The right FIT for the midmarket !

Adicom[®] PERSONNEL MANAGEMENT
A Brand of Freudenberg IT





CREATING VALUE THROUGH TARGETED UTILIZATION OF TIME PLANNING THE FUTURE MADE EASY

In many companies, the personnel resource is the single most essential resource that must be incorporated into and optimized in an overall strategy. If this is successful, the direct result is productivity and enhanced flexibility, as well as customized procedures for payment and work time models.

Personnel management must go hand-in-hand with scheduling and controlling for machines and materials. It is precisely these features that are unique to Freudenberg IT, its employees, and the Adicom® Software Suite. We are specialized in offering and setting up human resource solutions that deliver fast and solid benefits to your company, and that support your company's progress in the long term.

The basis for this is the personnel management modules of our Adicom® Software Suite. Based on high-quality and proven-in-practice functionality, these modules can be adapted to your needs quickly and precisely, and integrated into your organization and IT environment:

- Adicom® Personnel Scheduling
- Adicom® Personnel Time & Attendance
- Adicom® Personnel Time Recording
- Adicom® Access Control.

Cost-effective

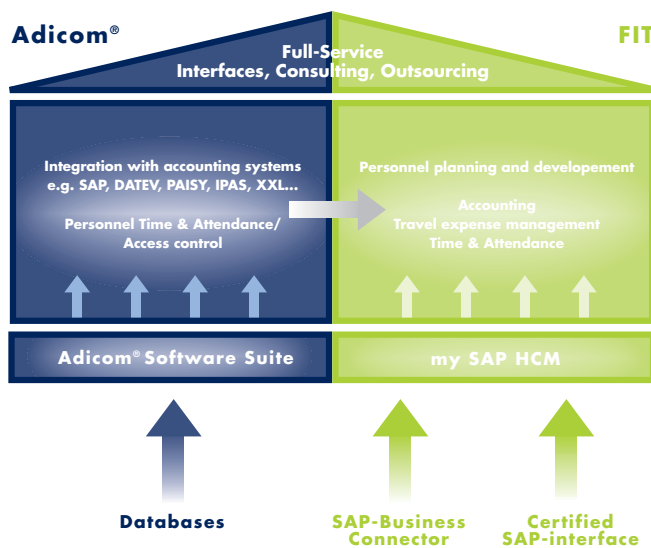
- Standard SQL databases
- Ethernet network connection, TOKEN-RING
- Hardware-independent

Ongoing service

Adicom® can support you continually in the HR area with the Adicom® Software Suite: from planning to accounting, to consulting and supervising, and to the implementation of hardware and software.

The Freudenberg IT Group also offers installation of mySAP HR with hosting possibilities. Together we will create the perfect software strategy for your company.

HR solutions from a single provider





Adicom® Personnel Scheduling

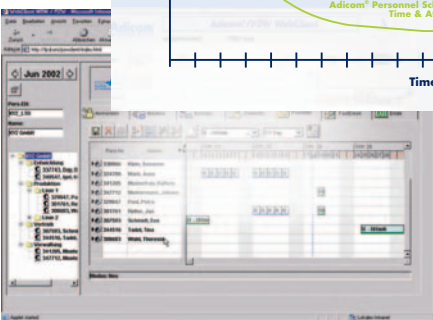
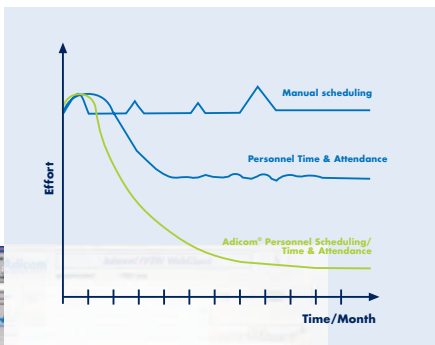
Work time regulations are becoming more diverse, and plant personnel strategies are becoming increasingly important. The challenge is to represent these reliably and transparently with as little effort as possible. To meet this challenge, we assist in both a consulting capacity as well as a complete solution provider. When it comes to optimizing the personnel resource, our software, together with our experienced employees, provides you with the right solution.

Precisely scheduled

With the optimal personnel deployment strategy, you will always create direct cost and productivity advantages. You allocate your employees according to needs and qualifications. Personnel allocation strategies must be developed very specifically with respect to external conditions and all the dependent variables, but also with the courage to innovate. This requires open and flexible software, such as Adicom® Personnel Scheduling. Having this software guarantees that your requirements are met and exceeded. It offers, among other things:

Tailored to your needs

Depending on the requirement in question, integration into the surrounding systems may be useful. For example, an order scheduling system provides you with the personnel requirements with respect to qualification, time, place of deployment, and task. Time recording is necessary in order to perform continual updates between your scheduling and the actual status, and enable your staff to react quickly. The time & attendance module maps your time models that need to be taken into account in your deployment planning. With Adicom® Personnel Scheduling, you create an outstanding basis from which you can meet your needs and pursue your ideas and objectives in the long-term.



- Requirements planning with qualification profiles
- Short, medium, and long-term scheduling in a monthly grid
- Suggested monthly scheduling based on integrated time & attendance
- Interfaces to various payroll systems
- Time recording for all types of postings and information (clock-in/clock-out, readiness, emergency)
- Flexible time modeling with absence planning
- Forecast information for schedule design based on account balances
- Industry-neutral compensation evaluations.

Your advantages:

- Up-to-the-minute information for staffing a department/shift and vacation planning
- Highlighting of scheduling weak points (over-, undercoverage)
- Deployment of employees according to their qualifications
- Flexible work time models when order fluctuations occur
- Reduced expenses for manual personnel management
- Easy addition of individual, plant-internal work time regulations



OPTIMAL PLANNING THE OPEN IT SOLUTION

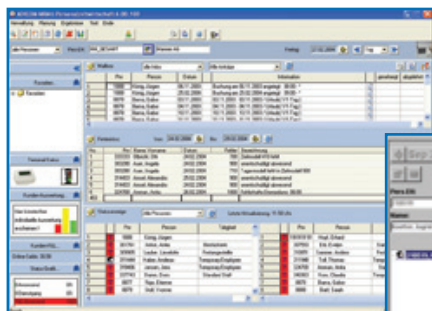
Adicom® Personnel Time & Attendance

Strategists and corporate consultants agree: to meet the demand for more time, resources need to be utilized more effectively and efficiently.

An optimized deployment of personnel is needed to produce more efficient personnel management. Wage data is usually gathered manually and requires much work in terms of the coordination of and demand for work times. Our modern personnel time & attendance software can help you optimize this process.



Web-based Efficiency Security Labor costs Investment protection



Booking dialog

Two pillars of your success

- Transparent project planning for the optimization of your personnel management
- Flexible time & attendance adaptable to your needs based on proven and tested software

What we offer

- Honest consulting based on cross-industry experience
- Adicom® Personnel Time & Attendance based on the latest technology

The benefit to you

For your competitive advantage, our strategy relies on an optimized deployment of personnel, as well as on high-performance and industry-neutral personnel time & attendance.

Adicom® Personnel Time & Attendance is characterized by:

- The latest time modeling and design of your shifts and work schedules
- Automated bonus calculations
- A wide variety of work time variants, such as fixed work time, flex-time, etc.
- Evaluations based on your rate regulations and in accordance with data protection
- Absence budgets with automatic flow monitoring and priority control

A combination you benefit from:

- Franchise solutions through web-based, decentralized workstation software (Internet/Intranet)
- Connection to various payroll systems
- Proven, industry-neutral operation of master data, corrections, and schedules
- Paperless scheduling option with approval concept
- Different variations for automatic vacation determination



Adicom® Personnel Time Recording

For more than 15 years, and with the aid of reliable partners, our employees have gathered first-hand experiences by consistently incorporating state-of-the-art technologies.

Solutions for everyone

Whether it's solutions for small or medium-size industrial plants, public institutions, large plants, corporations with numerous locations, or even franchises, our skilled employees can offer you the perfect individual consulting to fulfill and exceed your requirements.

The result is the reliable and proven Adicom® Personnel Time Recording software, based on the highest flexibility. In actual use, Adicom® Personnel Time Recording has been linked to more than seven different scheduling and evaluation systems of time & attendance (see illustration), and offers certified quality while providing the ability to integrate the latest terminal technologies with existing systems.

Your advantages – our performance spectrum

- Multiple certifications for time recording with SAP, BaaN etc.

- Terminal-neutral (effeff, BENZING, PCS, DLoG, Noax)
- Latest reader and card technology (proximity: Mifare, LEGIC, effeff)
- Proven network linking of the equipment (Partyline, Ethernet, TOKEN-RING)
- Integration with access control, SFDC, MDC

And much, much more...

Today, the demands on time recording software go far beyond simply "clocking in" and "clocking out."

Time recording, both now and in the future, is increasingly integrated into processes and systems that involve more than just pay compensation. Knowledge of who is where and when can be used meaningfully in personnel deployment scheduling. The connection to access control is significant. Modern time recording software involves not only payroll and compensation, but also other areas, such as:

- Production planning
- Production control
- Personnel scheduling.

We meet these needs with a high degree of flexibility, customized software, and the required consulting expertise.





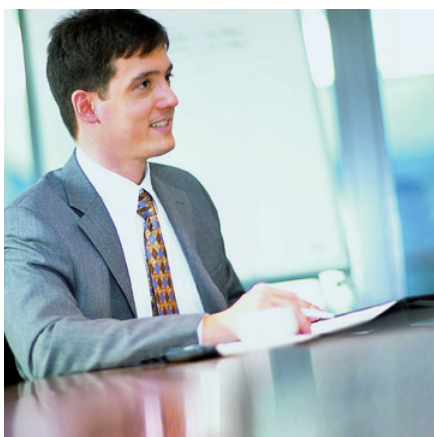
Langnese-Iglo GmbH, Heppenheim
Anneliese Schork, Payroll Department Head

"Flexible responses to seasonal and economic changes. We wanted software that automatically detects vacation, shift, and night time-off, as well as other changes decided on the personnel time management."

ALL AROUND ACCESS CONTROL

Adicom® Personnel Access Control

The danger of misuse of your intellectual and material company assets is rising. You need to establish zones with increased security levels, and ensure that only authorized persons have access through company identification, key ring attachments, access codes, or even biometric recognition procedures.



With Adicom® Access Control, you can be sure that your company is adequately protected, and that operations will run smoothly.

Your potential for success:

- Company-wide protection from unauthorized entry and access
- Flexible installation options with modern bus structures
- Latest reader technologies and expansion possibilities
- Modular system design for optimal integration of visitor administration and alarm management

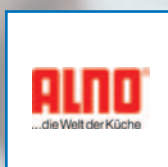
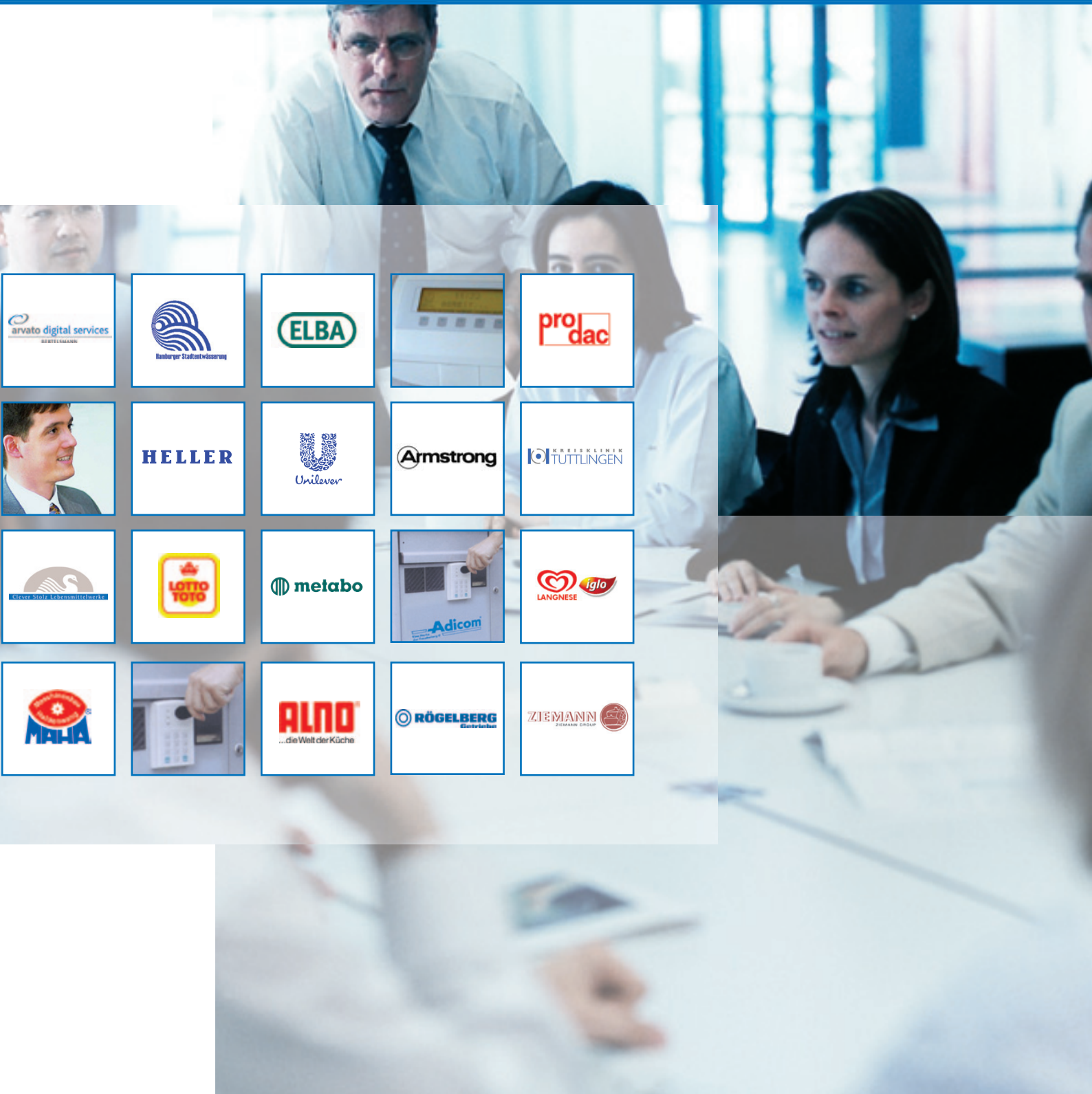




Kreisklinik Tuttlingen
Luitgard Preiß, Deputy Head of Nursing Services, Time & Attendance Project Leader:

mic fluctuations place high demands on the payroll department. That is why
rmines and administers the various time-off budgets, such as
s special vacation time. After a thorough evaluation process, we finally
t system from Adicom®."

"With Adicom® Personnel Scheduling, we have significantly reduced the time needed for creating and checking quali-
fications and needs-based shift scheduling. Short-notice changes in the schedule are available to personnel administration
and supervisors immediately and transparently. Combined with flexible work times, we have also succeeded in reducing
personnel costs."





We would be glad to demonstrate our industry expertise to you. Please contact us – we're looking forward to hearing from you.

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