

ISGUS

No. 34

News

EXPERIENCE
THE NEW **CEBIT 2018**

GERMAN DESIGN
AWARD 2018
TERMINAL IT 8260

STAFF PLANNING
OPTIMAL USE OF RESOURCES

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Time Recording -
Software as a Service

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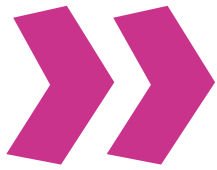
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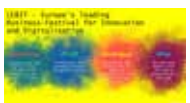
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PREFACE



Sylvia Martin-Knoch, ISGUS Export Manager

Dear reader,

The Olympic Winter Games in PyeongChang, South Korea are still fresh in our minds. As per the final medal standings, German athletes have never been so successful at the Olympics before, neither were they ever as emotional before, with the stunning German gold medalists in pair free skating or, the historic silver medal for the ice hockey team.

Consequently, at the German House, where ISGUS and our sales & service centre IVS Zeit + Sicherheit GmbH were again in charge of accreditation and Access Control, the celebrations were very lively and continued well into the early hours of the morning.

Like the German team at the Olympics, the global IT industry started the year very positively and the ISGUS group is confidently looking forward to overall encouraging and optimistic developments for the current business year.

This optimism is based on the universal and state-of-the-art ZEUS® X solution, the close network of ISGUS sales & service centres in Europe and globally, ensuring consultancy, services and technical support for thousands of worldwide ZEUS® customers.

Many of them started small, have been growing over the years and are today active across various sites and in different countries. With their growing requirements the systems were expanded in terms of employee numbers and features.

Today the majority of customers are not only using the core Time & Attendance module, but a combination of it with Staff Planning, Job Costing/Plant Data Collection, or Access Control with integrated Visitor Management.

Irrespective of whether you wish to optimize your deployment of staff, or if you are looking for increased security e.g. for building areas where it would be difficult to run cables, or if you run SAP and require certified hardware for integration with SAP-HRM, ISGUS is your competent solution provider and reliable partner. Read more about our offering for such scenarios in this ISGUS News, and much more!

Enjoy reading!

Yours sincerely,



FULL STEAM AHEAD WITH THE CLOUD



**HAVE YOU EVER
LEASED A LOCOMOTIVE?**

Not for model railway enthusiast in the cellar or the attic but „for real“ on tracks throughout Europe? This is quite common with large railway companies. With the lease option, as a company they become more flexible. A leased locomotive will tie up less capital than an outright purchased rolling stock. There are no worries or concerns about maintenance, repair or logistical services. In this respect, the services of MRCE and ISGUS are quite similar.

Mitsui Rail Capital Europe (MRCE) in Munich uses the ZEUS® software for Time & Attendance as „Software as a Service“. The company is Europe’s market leader in locomotive leasing with a fleet of over 330 locomotives. If a rail transporter needs a locomotive at short notice to transport goods from Rotterdam to Genoa, the parent company MRCE in Amsterdam is the right company to contact. Long-term leasing over several years is not unusual. MRCE offers a full-service package, which - with the exception of the train crew - includes everything that ensures smooth locomotive operation.

„Fairer“ Time Recording

More than 100 employees at the subsidiary in Munich take care of technology, logistics, procurement and service. Here, Sofia Offergeld and Nirakar Makwana from the HR department also have their offices. Since November 2015, the electronic time recording system ZEUS® from ISGUS has simplified their workload. „Both employees and management agreed that software objectifies the time tracking and creates more equity and fairness,“ says Sofia Offergeld.

Since then, colleagues book when they come and go using tokens or fingerprints at one of the three terminals at the entrances. Everyone has access to their personal account via the network.

Complex working time models are not available at MRCE. The fixed salary includes Sunday and holiday supplements, overtime hours are paid or compensated by free time. What makes the solution so special: Both software and database are not operated on the computers on premise, but in the „ISGUS cloud“, externally via the Internet. And: the server is not „anywhere“, but in the ISGUS data centre in Villingen-Schwenningen.

Which clarifies the question of current case-law. „Software as a Service“ (SaaS) is the name of this service, which ISGUS offers in Germany as provider of electronic time recording in its own data center. „Our IT department chose ZEUS® from the very beginning, because the solution was the most modern and user-friendly of all competitors,“ recalls Sofia Offergeld. „And the support from Landsberg is great.“

Relieving the IT department

Why the choice fell on the SaaS model, explains Niraka Makwana: „Every company knows the growing IT effort. New equipment must be procured or old ones expanded. Operating systems and networking must be coordinated with each other, the database maintained and data security continuously monitored. Not to mention setting up a VPN network. We simply did not want to charge our IT department for time recording. Instead ISGUS relieves us of all this.“

In other words, MRCE does not have to worry about the technical, financial or human resources that would be required for in-house operation of IT equipment, maintenance and system administration. What only arises: a monthly fee. In short: less effort, low costs.

Also, the operation works smoothly - no matter where you are. „If a new colleague is hired, a new record is easily created - and get started with the booking,“ rejoices Sofia Offergeld. The other available ZEUS® modules, such as access control, workforce planning or production data collection, could also be easily activated in this way. If desired, even temporarily.

Christian Danziger accompanied the project as head of the ISGUS branch for Southwest Bavaria from Landsberg am Lech from the beginning. „MRCE is taking a progressive approach that more and more of our approximately 1,500 customers in South Bavaria are taking. We have been offering SaaS since 2014 - with 10 to 15 new users added every year, including customers who are moving from classic in-house to SaaS.“

The parent company in Amsterdam is also interested in being connected to the SaaS system.



Tested and put through paces

What about privacy and data security? For this, ISGUS has been put through its paces by the MRCE data protection experts - and passed with flying colors.

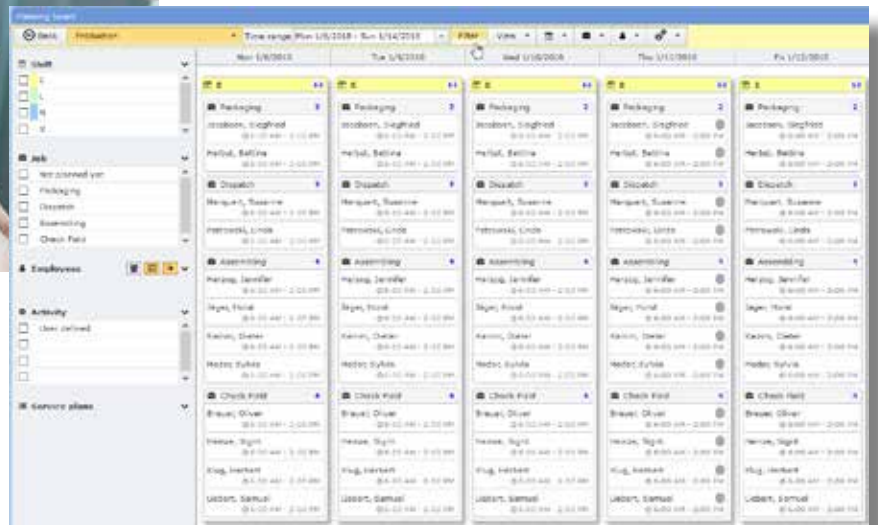
The two companies have also signed a General Data Protection Agreement, which according to Section 9 of the Federal Data Protection Act also includes the necessary technical and organizational measures.



Sofia Offergeld and Nirakar Makwana (from left), employees of the HR department at MRCE are very happy with the progress of the project. Personal service from ISGUS sales representative Christian Danziger, ISGUS-bavaria GmbH and Tanja Sailer, ISGUS GmbH.

ZEUS® X

STAFF PLANNING



PLANNING BOARD CREATES OPTIMAL OVERVIEW

Regardless of your industry, employees are your most important asset. Personnel placement determines the quality of services, machine running times, reliability of production deadlines and delivery as well as customer-oriented business hours to a high proportion.

Allocation of human resource is at its optimum when capacity and qualification of personnel numbers are as close as possible to the requirement that is under ideal conditions. No costs involved for „down time“ or covering load peaks with excessive overtime hours, temporary workers, etc.

In industry, retail, food & beverage, transport, etc. there is not only a need for shift planning according to working times but it is also important to be able to plan employees for certain workplaces or tasks. This is precisely where ZEUS® X Staff Planning helps with the „Daily Activity Planning“ and the clear visualisation within the „Planning Board“.

When identifying the needs, the user can select intervals and determine when and where personnel requirement exists. Accordingly, planning then enables different

shifts, jobs and activities, to be filled by the hour or minute, by drag-and-drop and to be displayed in the ZEUS® planning interface.

The fact that in ZEUS® X Staff Planning entire layers can be copied and replaced by means of drag-and-drop also results in optimum handling for the planner, even during regular shift planning.

Filters in the Planning Board can be used to filter shifts, workplaces, employees and activities in order to provide information in a demand-based detailing.

The flexible use of personnel must be followed by Time Recording. The seamless combination of Staff Planning and Time Recording with ZEUS® solves this problem.

ZEUS[®] X FOR SAP



COMMUNICATION BETWEEN SAP-HRM AND ISGUS TERMINALS



The method to connect the ISGUS Terminals via ZEUS[®] HR 4.1 to SAP is the HR-PDC interface. ZEUS[®] HR and HR-PDC provide a secure and reliable platform during implementation and thereafter, proven in hundreds of installations.

The same applies to the ISGUS terminals used in numerous large-scale projects. For example, the police in Baden-Württemberg has installed almost 1,000 units in approximately 600 offices, where 32,000 civil servants book their service and shift times daily, which ZEUS[®] HR reliably transfers to SAP in the national data centre.

The solution is designed as a pure SAP connection for Time Recording and Access Control. However, in addition to Time Recording it can also be expanded as a self-sufficient and highly efficient Access Control System operating independently from SAP.

In this case the ZEUS[®] HR security lock plan manages all areal and temporal access rights and is also available for logical links such as room balancing, etc.

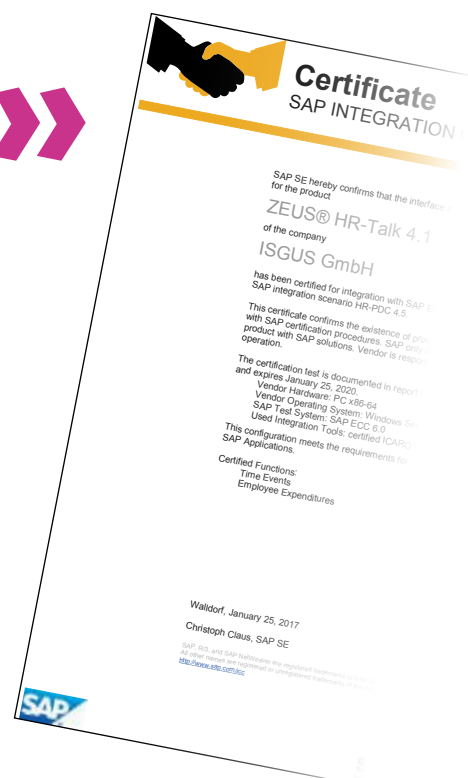
This opens up the entire ISGUS portfolio of access readers, Access Control Managers, digital locking cylinders and SmartHandles to SAP users.

Details of the structure and architecture of ZEUS[®] HR are sophisticated. As a pure .net development, installation and customizing via any browser is very easy. Cumbersome routes via Citrix or terminal servers are a thing of the past.

The entire rights assignment is role-based in ZEUS[®] HR. In addition, the respective organisation of the user can be displayed 1:1 in the structure tree. This makes it possible to inherit rights and access profiles. As a result

there is minimal effort for new hires or personnel transfers. After the import of new master records from SAP, all rights and profiles are automatically inherited from the respective organisational unit to which the employee belongs.

A complete user history and password security according to BSI (Federal Office for Information Security) standard are further benefits of the ISGUS solution.



NEWS ZEUS® X KEYLESS



EASY & CENTRAL ADMINISTRATION OF LOCKING CYLINDERS

Access authorization for buildings, warehouses or sensitive areas such as server rooms play an important role in a modern security concept. ZEUS® Access Control provides reliable and round-the-clock protection for your company.

» ZEUS® X keyless



» USB desk top reader for profile registration: „Access-on-Card“

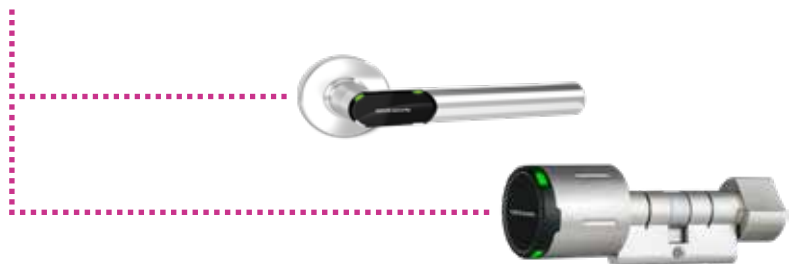


» Smart Handle - a digital locking system

An integrated card reader in the fitting allows the Smart Handle to communicate with identification media without any contact.



ZEUS® keyless supports the OSS Standard Offline



Your entry to Access Control

Manage offline components such as electronic locking cylinders and SmartHandles with ZEUS® X keyless. Offline components are not connected to an Access Control system via cable, but operate autonomously. Thus, ZEUS® X keyless is quick and easy to use.

With ZEUS® X keyless you are able to manage your locking cylinders centrally at your workstation, where you store the access profiles of your employees or visitors and transfer them to the issued transponders and / or ID cards.

Advantages of Access-on-Card

- » The solution is autonomous and can be used immediately.
- » ZEUS® X keyless writes the access rights on the transponder/ID cards.
- » Access rights can be read from the ID card or transponder. Doors will remain locked or will be opened depending on the authorisation.
- » Offline locks also work reliable in the event of a system or power failure.
- » Cards can be provided with a validity period, so that the authorisation is only valid for a limited period of time.

»» ONLINE

DIGITAL LOCKING SYSTEMS

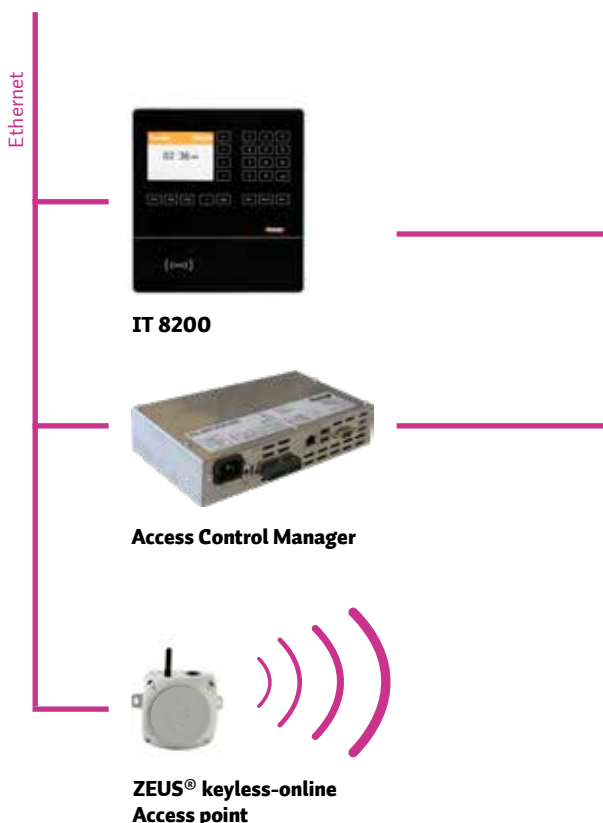
„ZEUS® X Access“ - Offline components turn into an online solution in just a few steps.

The offline solution can be expanded to include ZEUS® X Access at any time, thus opening up the extensive possibilities of online Access Control and / or Time Recording.

This means that you can extend your security system with access readers and convert offline lockings with the „ZEUS® keyless-online Access point “ via wireless networking to fully adequate online components.

ZEUS® X keyless can be expanded to include all modules of the ZEUS® eXperience solution for Time Recording, Staff Planning and Plant Data Collection.

»» ZEUS® X ACCESS



»» Terminals for Access Control IT 41xx



DELIGHT GUEST GROUPS WITH ACCURATE STAFF PLANNING



**MODERN,
SERVICE ORIENTED
AND HOSPITABLE**

The Youth Hostels in Rhineland-Palatinate and Saarland are based in Mainz, world heritage on the Middle Rhine Valley. They are committed to continuous, holistic development, and will modernise 8 of their 44 homes between 2016 and 2019. Moreover, a new opening in Pirmasens is scheduled in 2019. Behind this is the motivation to inspire guests with special group offers and to make their stay unforgettable.

„Arriving and feeling good“ is the timeless motto. This applies to families as well as to school classes, companies or hiking and leisure groups. 44 hostels employ 960 people. In the season of 2017/2018, they achieved an annual sales of 40 million euros.

The need to implement ZEUS® Time & Attendance and Staff Planning in 2015 became a necessity because of the Minimum Wage Law. This law requires an exact documentation of working hours for the hotel and hospitality industry. The roll-out took place from December 2015 to March 2016 in close cooperation with ISGUS in Frankfurt.

Throughout the year there is a great variety of attractions and events to discover and experience at the Youth Hostels in Rhineland-Palatinate and Saarland. The offerings range from team building programs to family and class travel programs. Seminar groups and further education can be found as well. Usually guests are looking for a community in the group and they can find it in the hostel.

Interface to the payroll program Addison

„At the beginning of 2015, Addison employees recommended ZEUS® Time & Attendance to us. The interface of ZEUS® to our Addison payroll program was very appealing to us as it enables a transfer of digital master data without anyone having to collect data manually“, explains Detlef Schmand, commercial director of the Youth Hostels Rhineland-Palatinate and Saarland, to launch the cooperation with the ISGUS Group.

Individual shift models in 44 hostels

The purpose was to equip 44 hostels with ZEUS® Time & Attendance. That means 44 hostels with different Staff Scheduling and individual shift models. Accordingly, at the beginning about 100 employees had to be trained in handling ZEUS®.

ISGUS took care of the roll-out in five youth hostels. Christian Stelzel, ZEUS® representative and controller of the Youth Hostels in Rhineland-Palatinate and Saarland, took over the remaining hostels.

Forecast: the fast personnel cost prognosis

Personnel costs are an important factor in the hospitality industry. „On the 30th of the current month, we want to know what costs we expect in the wage sector, for example in the area of non-wage labor costs“, the commercial director continues to report. The occupancy rate of hostels underlies strong seasonal fluctuations and therefore the forecast has become an essential planning tool for them.

Fingerprint terminals

In the youth hostels Rhineland-Palatinate and Saarland, employees have access to fingerprint terminals where they can make their bookings and view their current hourly balance. Abuses, such as courtesy bookings for absent colleagues, are impossible. Another option is to make the bookings via PIN code. For some employees of the hostels, it was important to know that the fingerprint for a booking at the terminal is in no way connected to a police database holding fingerprints, infringing their personal autonomy.

Accurate Staff Planning

Thanks to ZEUS®, Staff Planning in the Youth Hostels in Rhineland-Palatinate and Saarland can be precisely managed. From reception and cleaning to kitchens, bistros and housing technology. All these areas are controlled by the respective management.

In smaller youth hostels, the individual areas may overlap, so that employees often work in several departments. The three youth hostels Prüm, Diez and Altleiningen also run public restaurants, Prüm additionally a congress center.



The bistro of the youth hostel Mayen is located in the middle of a wonderful Eifel landscape not far from the Rhine and the Moselle.

More transparency and efficiency

„ZEUS® has made our entire work more comprehensible and faster, especially with regard to the evaluations and the time it takes to correct problems that arise. For example, if an employee has questions about his or her working hours, then ZEUS® can quickly prove when he worked for how long“, reports Christian Stelzel about the software’s useful transparency.

„Payroll itself has also become simpler and faster thanks to ZEUS®. You have to imagine that a few years ago we had lists that were processed by hand. It took two or three days to pay the salary. Now that the operations managers have developed the necessary routine in dealing with the new Time Recording, this is a matter of no more than one hour with ZEUS®“, says Detlef Schmand with satisfaction.



Christian Stelzel (left) is a ZEUS® expert and took care of the roll-out and introduction in 44 youth hostels.

Detlef Schmand (middle), Commercial Director of the Youth Hostels Rhineland-Palatinate and Saarland, appreciates the good cooperation with sales representative Nils Multhaup, ISGUS Frankfurt (right).

A PLACE FOR MEETING, RELAXING & CELEBRATING



**ZEUS® ACCESS CONTROL
ENSURES SECURITY IN
THE GERMAN HOUSE**

© ISGUS/picture alliance

The ISGUS Group was once more a partner of the German House during the Olympic and Paralympic Winter Games 2018 in PyeongChang. After the Games in Seoul 1988 this was the second Olympic Games to be held in South Korea. The host presented the 102 events with the motto „Passion. Connected.“

The German House has been the „living room for team Germany“ and therefore an exclusive meeting place during the Olympic and Paralympic Games in PyeongChang. The German House was situated in the 1,500-square-meter building complex at Birch Hill Golf Club during these winter games. With more than 300 visitors daily it was again the base station for the national sports scene.

After Vancouver, London, Sochi and Rio it was the fifth large “German House” project for the ISGUS team. With the project team benefitting from their previous experience of past events they know preparations had to start early for a smooth transition to PyeongChang.

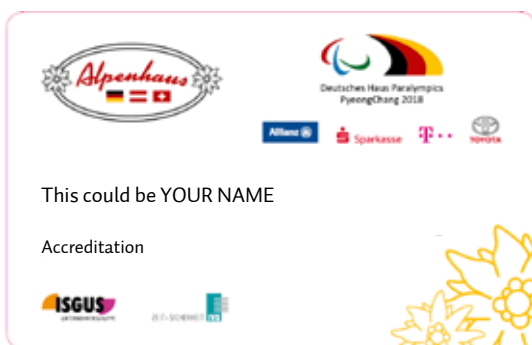
After an initial test installation in summer 2017 the whole equipment was sent to South Korea by ship. Two employees were responsible for the installation and support on site.



Security is an important aspect - so it is not surprising that the ZEUS® Access Control solution plays an important role in the German House. Accordingly, the visitors wanted to move freely in the magnificent atmosphere of the world of sports.

Numerous competition sites were located in the direct neighbourhood which was certainly a big plus in South Korea. Only a few meters to the Olympic Village and the „Alpensia Resort“, which included the competition sites for biathlon, cross-country skiing, nordic combined and tobogganing.

ISGUS ensured a smooth process at the entrance to the German House. A web-based software for accreditation provided visitors with the opportunity to log on via internet a few months before. This solution was used to prepare a visitor card with the corresponding access rights for the selected date, so the guest was able to enter the German House without waiting.



This combination of accreditation and Access Control was, apart from the reliability of the solution and the experience of the on-site team, a very important component for the organiser.

With the Paralympic Games in PyeongChang the ISGUS team completed their second project successfully. „The time-consuming installation and commissioning had been a lot more manageable“, said Oliver Warkus from IVS Zeit + Sicherheit.

During the Paralympics the German House had become the „Alpine House“ remaining the central meeting place for three nations - Austria, Switzerland and Germany.



Benefits of the ISGUS solution

- » Quick and easy management of visitors
- » Highest security through RFID technology
- » Blocking lost tickets online at any time
- » Immediate printing of PVC or paper IDs on site
- » Free design options of the print layout
- » Photo import in advance via image file or on location via webcam



Accreditation and Access Control ensured security in the „living room“ of the athlete's during the Winter Games.



Team Germany is a proud winner of 21 gold medals during the Olympic and Paralympic Winter Games in Pyeongchang.



It is the black-red-golden meeting place and thus a centerpiece of the German appearance at the Olympic and Paralympic Games: the German House.

GERMAN DESIGN AWARD 2018



FURTHER DESIGN AWARD FOR TERMINAL IT 8260

Insights into the special features of the terminal series IT 8200 - capture data quickly and easy

ISGUS has already been nominated and awarded with popular design awards in the past. The Terminal Series IT 8200 has received awards from Red Dot Design, iF Design, and the German Design Award. It is not surprising therefore that the success story does not come to an end because the multifunctional terminal IT 8260 is being awarded the German Design Award for 2018.

What distinguishes good design?

Good design is the aesthetic case for an innovative product. „Design follows function“ is the guiding principle that ISGUS has also pursued in product design. A product that is simple and intuitive to understand and to use, gains additional consideration and acceptance through good design.

The design of products such as Time Recording terminals or access readers must be modern but at the same time also timeless and should be discreetly integrated into the surroundings of a foyer and wherever Time Recording takes place, i.e. in an office environment as well as in production sites.

Without exception, such a product must be consistently designed down to the last detail, since the „inner values“ also belong to a coherent product design.

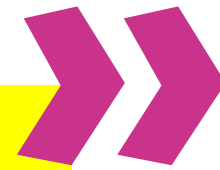
For the nomination and award, the respective expert committees of the judicial panel also evaluate the technical features. Thus, the terminal series IT 8200 was designed with regard to service friendliness, energy efficiency and complete administration via Internet.

Connectivity refers to the connection potential for network, Wifi, scanner, etc., which are available in each terminal. Encrypted data transmission and the protection against any loss of data are further features which characterise ISGUS terminals.

Good design is therefore part of the function a terminal fulfils. IT 8200 terminals not only record working times and absence times but can also be used for Access Control and even as an Access Control controller for connected access readers.

ISGUS terminals are easy to use making time bookings, retrieving information or recording operating data. Good design is more than just the visual impression of a device, good design makes you want to use it.

EXPERIENCE THE NEW CEBIT



CEBIT – Europe's Leading Business-Festival for Innovation and Digitalisation

d!conomy

Leading event for digital transformation of companies and public clients

d!talk

Conference- and Workshop-Program & Agenda-Setting

d!campus

Networking and interaction in festival atmosphere in the heart of the terrain

d!tec

New business models with disruptive technologies & startups

EUROPE'S BUSINESS-FESTIVAL FOR INNOVATION AND DIGITALISATION

ISGUS is part of it - and is looking forward to meeting you. Experience the new CeBIT from 12 to 15 June 2018 and learn all about our latest solutions at the ISGUS booth as part of a new conference and networking concept.

Be part of it

„Digitisation has a new home: in seven halls, innovation leaders show the whole spectrum of transformation. Learn more about trends, let yourself be inspired and above all, do one thing: the right deals. The key players in digitisation of business and administration - all in one place!“ (Source: CeBIT)

CEBIT promises to present digital transformation in a new way on the four platforms d!conomy, d!tec, d!talk and d!campus.

But one thing remains the same: it's about business in the digital age. From Tuesday to Thursday ISGUS sets standards for the expert audience. We warmly invite interested parties and our numerous existing customers to visit our booth in Hanover. Like our partners SAP and DATEV, you will find ISGUS in the D! Conomy section in Hall 17!

Also on Friday which will be the closing public day, we are there for you until the end of the trade fair.

You can expect interesting new developments with our latest software generation ZEUS® eXperience. The completely web-based solution - „on-premise“, mobile and in the ISGUS Cloud offers you absolute flexibility.

Your free ticket worth 100 €

- » Order here
- » While stock last
- » Arrange a personal appointment



And win on top

2 tickets for the concert on June 30, 2018 in Stuttgart, the Rolling Stones with their „No Filter“ tour!

- » Only for visitors at the ISGUS booth
- » Legal recourse is excluded

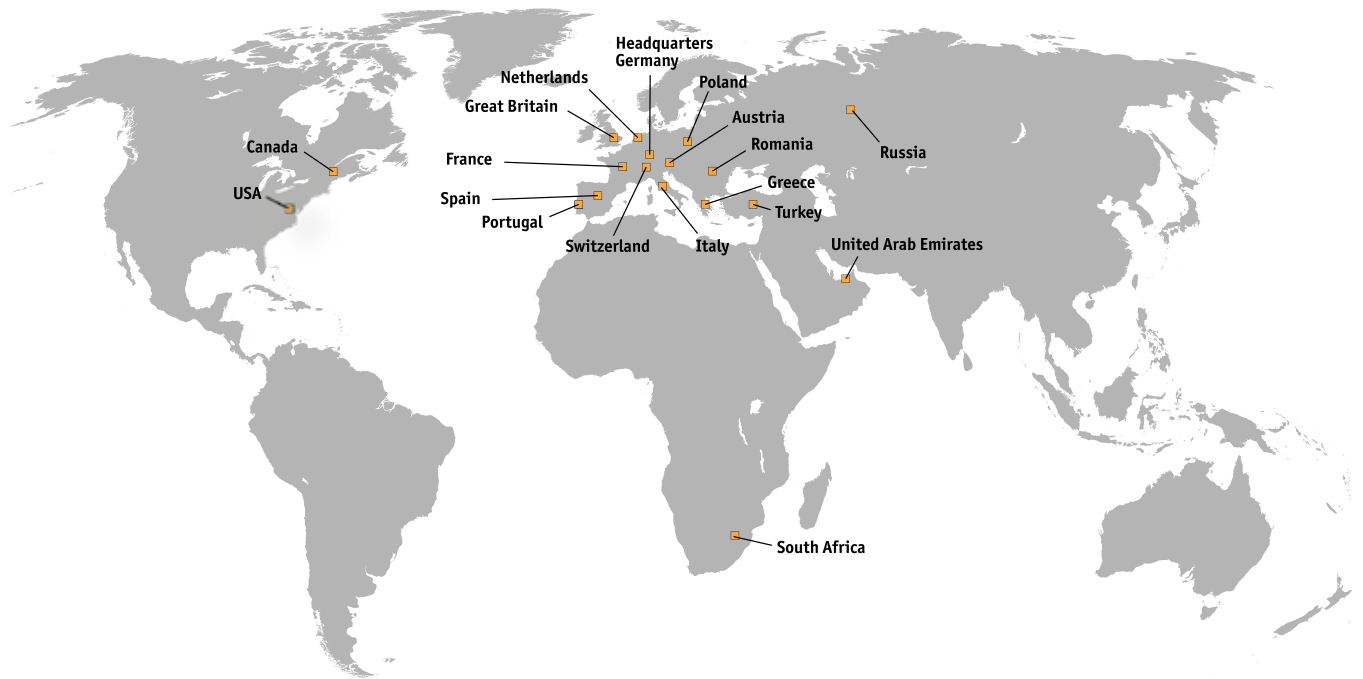


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ISGUS - AS INTERNATIONAL AS ITS CUSTOMERS AND ITS SOLUTIONS

ISGUS with its close net of distribution partners, its entirely customer orientated and excellent service and training concepts, is your strong and reliable partner now and in the future.

Benefit from our longstanding experience resulting from over 14,000 installations worldwide.



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