



TimeControl[®]

Choosing the ideal timesheet length

For more information contact:

HMS Software

189 Hymus, Suite 402

Pointe-Claire, Quebec H9R 1E9

Tel: 514-695-8122

Fax: 514-695-8121

Email: info@hmssoftware.ca

Web: www.timecontrol.com

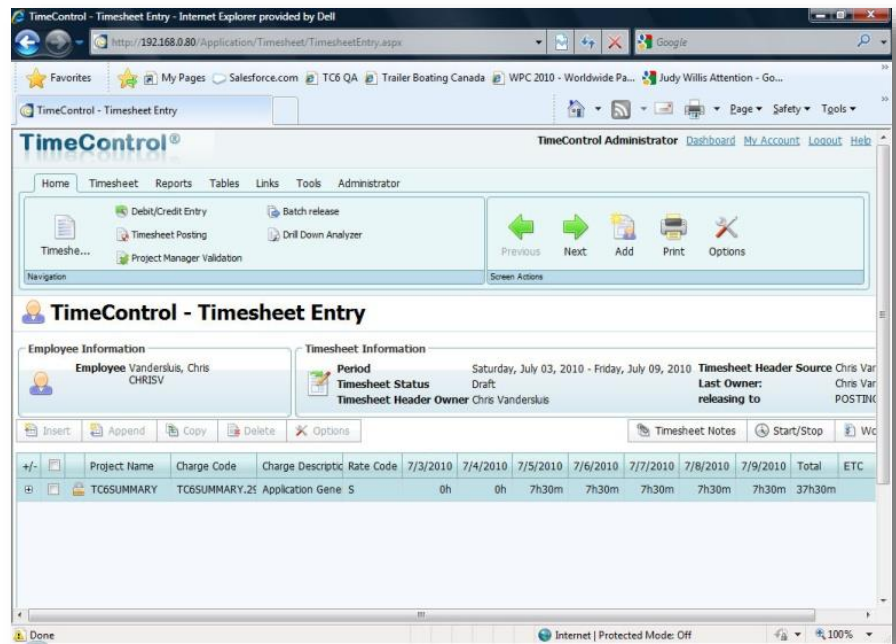


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HMS has been designing corporate timesheet systems since its first project in 1983. Our clientele includes organizations in both the public and private sector. Whether the client is a 10 user IT Company or a Fortune 1000 multi-national, one aspect of timesheets that is universal is the desire to ensure that the data is complete and accurate and that involves creating an approval process.

One of the most significant challenges with timesheets is not that they are rare, but that they are often too plentiful. When we think of a timesheet just by thinking of its entry screen, we often think of all timesheets as being exactly the same. It is only when we think of what the timesheet system must accomplish that our perspectives vary.



For payroll, the timesheet is, of course, all about ensuring that each employee is properly paid. We think of payroll validation rules, we think of things like attendance and overtime calculations. We think of the approval process as something that is aligned to our payroll schedule. Some organizations pay every week. Some pay every two. Some pay on the 15th and last day of the month. Some pay monthly. Whatever the schedule, the time collection process from the payroll perspective should be aligned to the payroll schedule.

For the Human Resources Department, our interest is often in the time that isn't spent at the office. If an employee is absent, is this an authorized absence? Has the employee taken more time off than they have been allotted? What is an absence for sickness? Is it an extended absence? There may be an absence that has implications for both payroll and HR. Perhaps a jury duty day will be paid but is also authorized time off. HR departments often think of such calculations on a monthly basis.

TimeControl can be configured to support timesheets of different lengths but since it can serve the needs of many different parts of the organization with a single timesheet, what is the best length to choose? Over the next few pages we'll provide some of the key criteria to think about in making a selection.

TimeControl 6 Variable Length Timesheets

As of version 6.9, TimeControl supports numerous timesheet lengths which can be configured by the Administrator. The timesheet periods configured will apply to all users as it is a global setting.

Timesheet Period Lengths defined

The possible length of periods are:

Weekly

A weekly timesheet is 7 days long. The administrator can configure the starting day of the week and, once chosen, that day will be in effect for all timesheets.

Bi-weekly

A bi-weekly timesheet is 14 days long. The administrator chooses the starting date of the periods and the day of that starting date will determine the start days of all timesheet periods defined.

Bi-monthly

Bi-monthly will generate two periods per month. The first will go from the 1st of the month until the 15th and the second period will start on the 16th and continue until the end of the month. The first period of each month will always be 15 days long. The second period will be 13, 14, 15 or 16 days long depending on the length of the month.

Monthly

Monthly timesheets will go from the 1st of the calendar month until the last day of the month.

Custom

Custom periods are manually created and provide a great deal of flexibility. Some organizations might prefer a timesheet to match a 13-month fiscal year for example with each month lasting 4 weeks. Other organizations might prefer a 4/4/5 quarter with one timesheet period lasting 5 weeks, the next 2 lasting 4 weeks. This will make 4 even fiscal quarters.

Custom periods can support any length of time and since the other period definitions above, once saved, can be edited, some organizations might want to make shorter timesheet periods at the end of the year in order to close the calendar year with completed timesheets.

All data is saved per day

Regardless of how long the timesheet is, once the timesheet data is posted, it will all be saved day by day. A record will be created for each cell of each line which corresponds to the day that timesheet effort was entered.

This is extremely important in the discussions to come because no matter how long the timesheet was when the data was entered, the posted timesheet data will *always* be stored for each day. So, concerns that the posted data will not conform to a schedule for an external system are unfounded. TimeControl can send posted data for one system every two weeks, another system every week and a third system every month so long as the timesheets for those periods have been posted. We'll discuss the implications of this later.

The Matrix Approval process means we approve organizationally first

When we have more than one part of the organization implicated in timesheet approval, it becomes critical to approve the whole timesheet in context before we shift to line-by-line approvals for project management, billing or account management. The reasons for this become obvious as you deconstruct the approval process. We've described this in length in the white paper *Overcoming the Timesheet Approvals Challenge*, available at:

www.timecontrol.com/resources/whitepapers/timesheet_approvals_challenge.pdf.

Timesheet length needs can vary

Every organization will have different needs for the frequency of timesheet collection that matches the system for which the data is being collected. We'll discuss some of the most common here.

Project Management

Project managers need updates on the status of their projects so that they are able to make decisions on where to allocate their resources next. The frequency with which they need that data is often highly dependent on the nature of the project. In a multi-year capital expenditure project, perhaps monthly updates would be acceptable. In a plant shutdown and maintenance project, then multiple updates per day would be required. In a research and development or technology project, updates are often weekly.

Project management needs not only the expended hours but also the prediction from workers of how much work is left to accomplish for each tasks. This data can all be entered in TimeControl.

Human Resources

Human Resources are often tasked with tracking the benefits for each employee. Their interest in the timesheet data is therefore often associated with exceptions to a regular pay period. If there is vacation time, personal time off, sick leave, holiday time that was worked or banked overtime, then HR will want that data. The frequency with which HR needs that data is wholly dependent on the decisions of the organization on when it is earned. If an employee has entered 8 hours banked overtime over the last two days are they entitled to take a day off tomorrow? That depends on your corporate policies. In many organizations, time off is earned as the payroll is processed or at the end of the month. It is not uncommon for HR to do its own updates at the end of the month and so collecting timesheets more frequently than that is not of interest to them.

Payroll

The frequency of payroll varies from organization to organization and sometimes even for different people within the organization. It is quite common, for example, to have a payroll every 2 weeks (bi-weekly) for a total of 26 pay periods per year. It is also common for payroll to happen twice per month (bi-monthly) for 24 pay periods per year. Payroll will have numerous procedures to match up with the payroll periods and approvals of the timesheets to meet these practices and procedures will push them to want timesheet collection to match the pay periods.

Finance

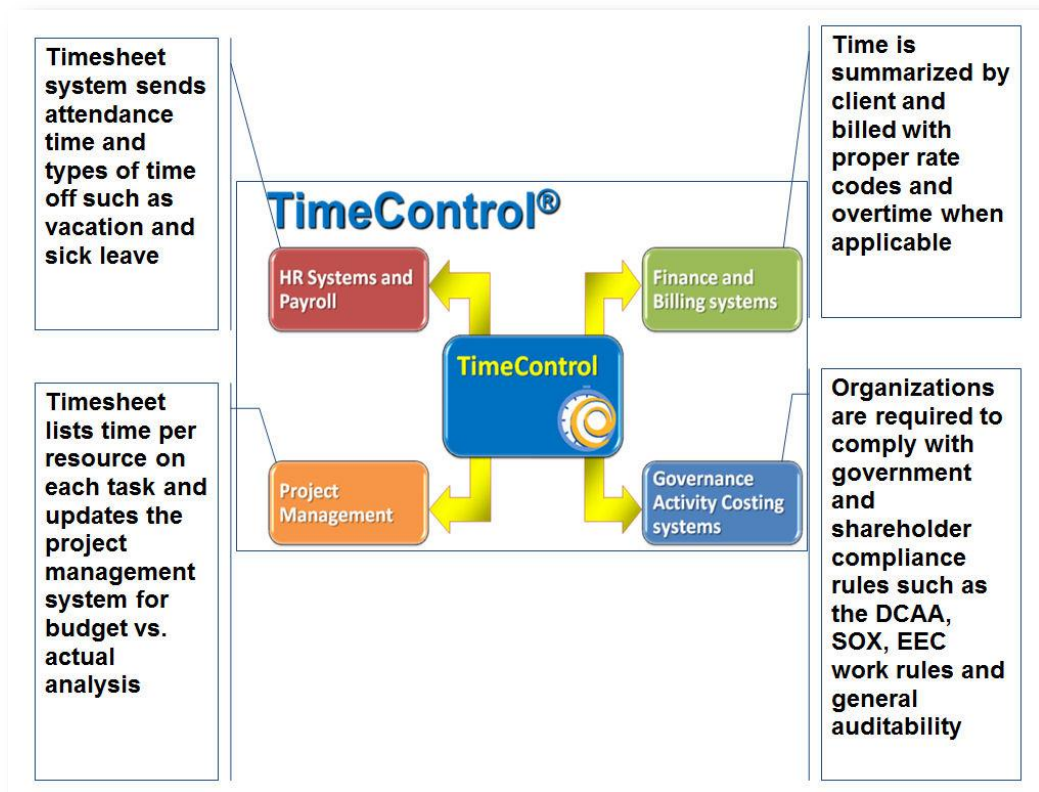
Finance is always working around a fiscal year but the interim steps to that financial year are the financial quarters and financial months. It is rare for a Finance department to produce reports and analysis for financial periods that are less than a month in length. Those monthly periods however, might not be calendar based. Some organizations will adopt a 5/4/4 quarter with 5 weeks in the first month and 4 weeks in each of two subsequent months. This will make for financial quarters of

exactly the same size. Some organizations will elect to have a 13 month year with each month lasting 4 weeks. This makes 13 months of exactly the same length. Many organizations will simply follow the calendar though each month might have more or less days than the month before or after it. If time collection was only of interest to the Finance department for billing or R&D tax credits for example, then it might be happy with monthly periods.

With these different parts of the organization having different cycles, if a timesheet were to be implemented for only one of these groups, then the configuration of the timesheet length is quite simple. The timesheet will be configured to match the other element which already exist in the cycle.

The challenge with this is that if another aspect of the organization needs a timesheet, must they make a completely separate implementation of a tool to accommodate their own length of cycle? Unfortunately, this is all too often done.

TimeControl was designed to fulfill the needs of many different aspects of the organization at the same time and it is when we must accommodate more than one system or process simultaneously that we have any discussion over how long the timesheet collection process must be.



So far we've been focusing on the basic definitions of the elements of the challenge. Now, let's turn to the actual problem. It is common to have multiple requirements for timesheet collection from these different aspects of the organization. If we cannot compromise, we are stuck with another common phenomena; having multiple timesheets. In a worst case scenario, there will be a timesheet for payroll, another for human resources, another for project management, yet another for R&D tax credits and so on. If you are reading this and thinking that you must be alone in having such a diverse collection of timesheets, you are mistaken. It is sadly common. In these organizations, some employees must do 2, 3 or even 4 timesheets each week. The cost in lost productivity far outweighs the convenience to the administration of having distinct time collection systems.

Solving this dilemma means choosing a multi-function timesheet and the implementation of such a timesheet means that the different aspects of the organization will have to work together to find a common process for the new system. It is often the first time that a group like payroll will meet the project management group or that the billing group will meet the human resources group. As a result, the processes of each group will often be foreign to the other.

We won't focus on all the elements of how a single timesheet must be configured to accommodate the limitless combinations of organizational departments. Let's just talk about the length of the timesheet.

What is the actual situation?

When you are looking at your own environment and these groups are gathering for the first time, it's good to start with a quick poll of what the actual situation is.

"How often do you need time collected?" should be the first question. If the different groups involved all answer with the same response, we need not delve any deeper. Everyone is already in agreement and we don't even need to really know why. Just be happy with the response and configure TimeControl to that length. Unfortunately, this is rarely the case.

It is more likely that there will be multiple responses and that means delving a little deeper. Start by distinguishing between "How often do you need time sent to your system?" and "How often do you need time approved?" You may find that no one has ever thought of this before. Perhaps, for example, payroll approves timesheets every two weeks but only because they need the information every two weeks. If there are real constraints, they are often revealed in this process.

How often do we link to our system?

Remember, TimeControl is always saving the timesheet data day by day. That means we can focus less on how often do we link the timesheet data out of TimeControl and into our external system and we can focus more on how often do we need to approve and close a timesheet period. Making the distinction between these two elements of the timesheet is critical to finding a compromise in timesheet length that is effective for the organization.

What is your real process cycle?

Sometimes a department will group multiple processes into a cycle different from what might have done if it thought about the process from scratch. For example, a payroll department might collect time for a bi-monthly timesheet where the first period of the month goes from the 1st to the 15th and the second period of the month goes from the 16th to the end of the month. Yet, when you ask about payroll rules for overtime, you might find out that this is actually calculated on a weekly basis and at the end of the each timesheet period there is a complex manual process to try to determine the appropriate calculations for overtime or a process where overtime is only paid in the *next* period so complete weeks can be analyzed.

In this case, a timesheet collection that is weekly will allow easy automated validation rules and the payroll export could still be scheduled either on the 16th and the 1st of the month (one day after the end of the period) or on the first day of a new week following the end of the payroll period.

A common use-case scenario

Here is a common scenario:

1. Payroll needs the timesheet information every two weeks to accommodate overtime and paid vacation and holiday time. In fact, the payroll process dictates that they really need the approved time within 5 days of the week's completion so they can make the next payroll run.
2. Project management needs the timesheet information weekly in order to make timely decisions on progress to-date on tasks and expected completion work in progress.

In this case, making a compromise of weekly timesheets with weekly approvals will accommodate both systems. Payroll's timesheet export will take 14 days of data. Project management will take 7 at a time. The official approvals will almost certainly be much faster than 5 days (in TimeControl a couple of hours are often enough) and both systems can receive approved, validated data in a timely fashion. Because TimeControl includes both the project management links to move data back and forth to the project system and the validation and approval rules for payroll, it can be used for both systems.

Gathering the building blocks of your new timesheet configuration before you start entering data is a critical element to a successful deployment. Remember to determine:

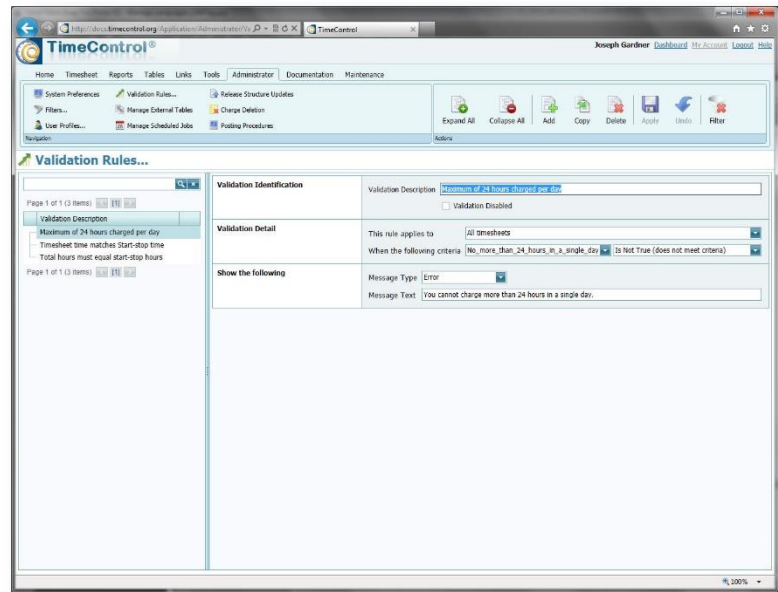
1. The actual length of timesheets now for each of the departments that are implicated.
2. How often each department's system requires a link from the timesheet data.
3. The distinction between when timesheets must be approved and when the data from those timesheets must be linked to each system.
4. What the real process cycle is independently from what the legacy practice has been.

Validation Rule implications

TimeControl's Business Validation Rules is a powerful method of testing the data that has been entered by the end user.

Validation Rules are applied at the moment the timesheet is released and it is checked each time it is released. You can make rules that apply to everyone or any selected group and you can have an unlimited number of rules in any TimeControl system.

Validation Rules are defined with two filters defined in the Filter Table. These filters will determine first, which timesheets are to be checked and second, what they are to be checked for. The first filter might be used to make some rules applicable only for certain groups of people. For example, you might wish some rules to apply to contractors that will be different than those applied to salaried staff.



Rules can check virtually anything that can be defined in the data. Rules can be simple such as “No more than 24 hours” or complex such as “No overtime unless a) you are entitled to overtime, b) have done more than 40 hours in a week and c) spent none of that 40 hours on sick leave”.

A validation rule can be either a warning or an error. For example, you might have a rule that says “Warning: you have charged overtime on this timesheet. Please double check it before releasing for approval”. Or, you could have a rule that says “Error, you cannot charge overtime unless you have done at least 40 hours of regular time this week.”

TimeControl includes an interface for making the filters that will be used for rules and filters can include dynamic macro values. For example, you can make a filter identifying a date two weeks from today by entering [TODAY+14] in the appropriate area of the filter dialog. Filters can also include other filters which can make creating complex filter conditions a bit more understandable. One of the most powerful aspects of creating a filter however, is that it can be created with pure SQL. The interface allows a skilled implementer to use SQL commands to define a review of data that can check almost anything. Some users have taken advantage of this to create validation rules that reach even outside of TimeControl itself. For example, one user created a validation rule that checked if the banked vacation hours located for this user in the HR system's database would be exceeded by the current timesheet. There is virtually no limit of the types of rules that can be created.

There are a few cautions that come along with validation rules:

1. Rules are so open that they can contradict each other. You could configure TimeControl with two rules: a) Timesheets are valid if they have hours only during the

week and b) Timesheets are valid if they have hours only during the weekend. If these two rules are applied to everyone, no timesheets will ever be releasable. It is important to keep track of what rules you have created to ensure that timesheets can be properly completed

2. When deploying TimeControl for the first time, resist the temptation to have hundreds of rules. It is easier to get acceptance of the system when there is only a handful of rules to get the system started. You can then introduce new rules once you are underway, introducing perhaps one or two rules per week for the most commonly viewed errors. A system that has so many rules that end users are unable to figure out how to release their timesheet is at risk of failing due to a lack of acceptance.

TimeControl approvals allow the organizational approvals with an unlimited number of levels. This part of the approval process is designed to look at the entire timesheet in context as opposed to line-item-approvals which is discussed in the Project Manager Validation section.

In the TimeControl Employee Table, we define the “Release Path” of approvals for the timesheets of this employee. The

users listed in this section will be the only ones who can enter a timesheet for this individual. In the example to the

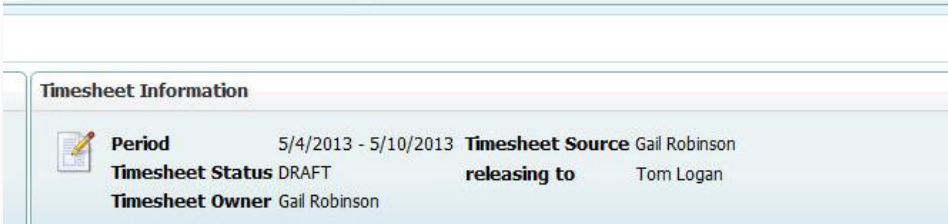
right, Gail Robinson is the employee and her user name appears first, followed below that by Tom Logan who is her supervisor and who will review the timesheet as soon as it is released. Then Tom will release the timesheet to “Posting” from where TimeControl will post the timesheet.



User Description	Notify
Gail Robinson	<input checked="" type="checkbox"/>
Tom Logan	<input type="checkbox"/>
POSTING	

The timesheet header shows the source user who created this timesheet, the current owner and

where the timesheet will be released to next. The employee name and number for this timesheet are displayed separately in the header on the left hand side of the screen.



Period	5/4/2013 - 5/10/2013	Timesheet Source	Gail Robinson
Timesheet Status	DRAFT	releasing to	Tom Logan
Timesheet Owner	Gail Robinson		

There is no limit to the number of levels for each employee’s release path. Some employees might be allowed to release their timesheet immediately to “Posting”, relying only on the automated Validation Rules to check it. Other employees might have only their one supervisor reviewing the timesheet as Gail does above. Other employees might have a supervisor who then releases to an administrator who then releases to posting. The more levels there are, the more complex the approval process becomes.

A common request is to have contractors have to release their timesheet to a contract manager and then to their direct supervisor or to the supervisor first, then a contract manager. When a timesheet is rejected, it goes back one level and each time the timesheet changes owner, TimeControl can log this change in the Audit Log.

Anyone in this release path can create a timesheet for this person. So, in the above example, both Gail and Tom could create this timesheet. In some situations, there is a desire to allow a clerk to create timesheets on behalf of someone else. This could be accomplished through Alternate Users but it can also be accomplished by entering the clerk first in the release path. In this case, the clerk would appear first, then the employee, then the supervisor. In this example, if Alex was creating a timesheet for Gail, the timesheet would be released directly to Tom.

The Notify flag to the right of the user name is designed to tell TimeControl which user should be notified by a Missing Timesheet email. This is particularly important if the clerk type of example, as described above is being used.

If you choose a method that suits one aspect of the organization over the other, how can you satisfy the needs of the other interested parties?

When we integrate TimeControl's Matrix Approval Process for Labor Actuals™ with the flexibility of timesheet length configuration, we are better able to accommodate the needs of many organizations.

When TimeControl is selected to be the single source of timesheet data for multiple aspects of the organization, it can be configured to accommodate many needs simultaneously.

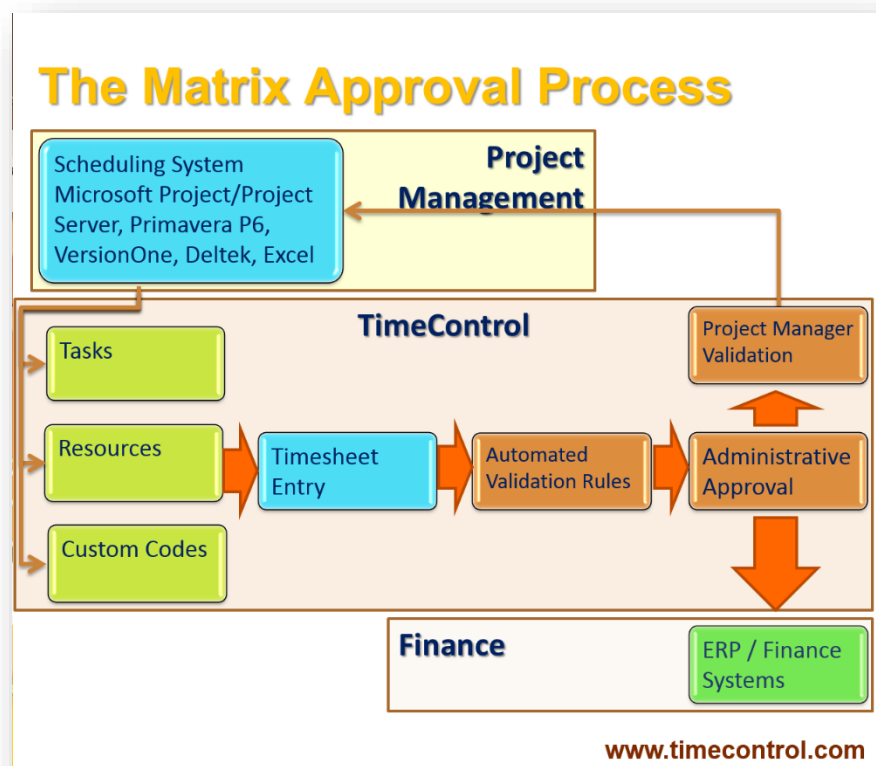
To make your own configuration, think about the elements we have discussed thus far:

1. Determining the actual process of timesheet collection by each group now
2. Determining when data is required to be linked to different systems in order to meet that group's requirements
3. Distinguishing between approval timing and link timing for each group

And, remember some of the key elements of functionality in TimeControl to accommodate these requirements:

- a. TimeControl always saves data in a day-by-day format
- b. Timesheets are posted and closed at the end of the timesheet cycle (the length of the timesheet)
- c. TimeControl does not need to have the timesheet length and the link cycle match. We can approve, for example, weekly and export to finance monthly.
- d. The timesheet approval cycle will be the same for everyone
- e. The export cycle can be different for each group or system

In general terms, it is always better to have the timesheet length match the requirements of the group that needs the data most frequently. In many cases (but not all) this is project management who are using the approved timesheet data to make business decisions in an ongoing manner.



The Timesheet Approvals Challenge white paper

www.timecontrol.com/resources/whitepapers/timesheet_approvals_challenge.pdf

This white paper discusses the challenges of Matrix Approvals and outlines HMS Software's *Matrix Approval Process for Labor Actuals*™. This white paper is a must if you must do approvals for both project management and HR purposes or if you are considering implementing multiple timesheet systems in order to accommodate different aspects of the organization. Additional information on the Matrix Approval process can be found on the TimeControl website at www.timecontrol.com/solutions/matrixapprovals

Use Case Solution Scenarios

www.timecontrol.com/solutions

We have created numerous solution portals with resources for different situations. In many of these situations we discuss some aspect of the approvals process. There are use case scenarios for project management, HR, Billing, linking with different products, specific approvals to be compliant with the DCAA and more.

TimeControl Free Hosted Trial

freetrial.timecontrol.com

You can try TimeControl yourself to see or try any of the features that have been described here. Go to freetrial.timecontrol.com to register for the free trial.

TimeControl Reference Guide

tc6eval.timecontrol.org/Application/docs/RefGuide.pdf

The TimeControl Reference Guide includes more extensive descriptions of all the approval mechanisms discussed in this paper. You can access the guide as part of the TimeControl Free Hosted Trial system in the Documentation tab or at:

tc6eval.timecontrol.org/Application/docs/RefGuide.pdf.

TimeControl Blog

blog.timecontrol.com

The TimeControl blog contains numerous discussions of approvals done in different circumstances and tips and techniques on how approvals functionality can be used. It's a good place to keep up on tips from the TimeControl technical and deployment staff.

Easy to use Interface

- Full web-based browser interface with multiple browsers supported
- TimeControl can be implemented within a SharePoint interface or a Microsoft Project Web Access interface
- Scalable user profiles facilitates use for data entry users yet provides full functionality for administrators
- Multilingual with multiple languages included
- Unlimited charge codes displayed in simple, hierarchical drop-down lists
- Unlimited free-form notes for each line item and each timesheet
- E-mail-enabled. E-mail messages sent for system notices such as rejected timesheets or missing timesheets
- Scheduleable E-mail notification for missing or unapproved timesheets.
- Predefined timesheets based on resource assignments from the project management system or by user input

Robust Architecture

- Open database architecture; support for Oracle, Microsoft SQL Server, Sybase and MySQL databases
- N-tier architecture makes system scalable for 10 to 100,000 users
- Ability to define a timesheet length as weekly, bi-weekly, bi-monthly, monthly or custom length
- Unlimited rate codes per employee
- Field-level security. Make any field visible, value read-only, or invisible
- Complete redefinition of every field label
- Complete auditability of timesheet data
- User-defined fields on every table
- Add pop-up data validation for each user-defined field
- Allows charges to be linked to a specific project or project-independent
- Multiple overhead charge types
- Filter charge codes, projects and rates visible to any employee

Web Interface

- MyTimeControl™ home page dashboard gives extensive and customizable dashboard information to employees

Approval Process

- HMS's unique *Matrix Approval Process for Labor Actuals*™
- Unlimited automatic Validation Rules are user definable, flexible and can be applied globally or to any group or even an individual
- Unlimited manual validation levels in which each employee can have a unique approval routing
- Project Managers or Account Managers can preview and

redistribute hours prior to linking with a project management system or exporting to Finance

Links to Project Management

- Direct integration with popular project management systems such as Microsoft Project and Project Server, VersionOne, Hard Dollar's HD, Oracle-Primavera's P6 and Deltek's Open Plan and Cobra
- Supports multiple project management systems and multiple versions simultaneously
- Customizable import/export function to interface with virtually any finance or ERP system including SAP, Oracle, PeopleSoft and Microsoft Dynamics
- Interface can be integrated directly into SharePoint, Microsoft Project Web Access or stand alone

Time-off Approvals

- **TimeRequest**™ module allows vacation, personal or other leave time to be requested
- TimeRequest allows multiple levels of approval
- TimeRequest automatically populates future timesheets with approved time off

Flexible Reporting

- Excel-like reporting format allows output to any Windows-compliant printer or reports can be saved as Excel, XML or HTML files
- Reporting Wizards allow an unlimited number of reports to be created and saved for later use
- Unlimited levels of data selection, filtering and sorting
- Drill Down Analyzer provides instant ad-hoc analysis of data at any level

Expense Reports

- Users can enter non-labor costs on their timesheet
- Unlimited number of expense items per timesheet line item
- Expenses can be tracked back to a project management and/or finance system

Government Compliance

- Complies with requirements for DCAA, European Time Directives, FMLA, the California Wage Laws and Sarbanes-Oxley

Hardware Requirements

- Server:
 - Windows Server 2008+
 - .Net 4.5
 - Internet Information Services
 - MS SQL Server, Oracle or MySQL database
- End-user Workstation
 - Browsers: Internet Explorer, Safari, Firefox, Mozilla, Chrome

HMS Software Partial Client List

Engineering/Construction

Aecon Construction
AeroInfo
Koch Business Solutions
Kongsberg Devotek
Thompson Beta

Gas / Utilities

Gulf South Pipeline
Acergy
Petrocon
VenCorp
Foster Wheeler

Manufacturing

Alcan
Parker Hannifin
Georgia Pacific
Ultra Electronics
Tennant
Wagner Spray Tech
Vision Systems
Electro Motive
GE Sensing
Tommy Hilfiger

Defense / Aerospace

Bombardier Inc.
CAE Electronics
Lockheed Martin
Rolls Royce
SAAB
Army Corps of Engineers

Government

Amsterdam Port Authorities
Atlanta Airport
Dutch Railway
Government of Saskatchewan
Railway Procurement Agency (UK)
Ville de Montreal
City of Winnipeg

Technology

Arivia
CSI Piemonte
EDS
Face Technology
Fuel Plus Software
GE Access
Microsoft
Positron
Psion Teklogix
Inventure
Fujitsu

Telecommunications

Cable & Wireless Bartel
Ericsson
EXFO
Motorola
Philips Semiconductors
SARA Amsterdam
Stratos Global

Financial

Standard Life
Development Bank of Canada
Alliance One
Centre de Recherche Informatique de Montréal

Health/Pharmaceutical

Boehringer Ingelheim
National Health Service (UK)
Azko Nobel (Organon)
RTS Thurnall
Canadian Institute for Health Info
logen
Registat

Education

Johnson and Wales University
Eastern Michigan University
Queens University
McGill University

HMS Software, a division of Montreal, Canada-based Heuristic Management Systems Inc., is a leading provider of enterprise timesheet and project management systems.



Founded in 1984, HMS Software's expertise in implementing enterprise project-management and enterprise timesheet systems is recognized worldwide by some of the world's best known organizations. HMS's signature product, TimeControl, an enterprise timekeeping system designed to serve the needs of both Finance and Project Management, is distributed worldwide through an extensive list of distributors and dealers located on every continent with representatives in the US, the UK, Australia, Mexico, Europe, Asia, South Africa and the Middle East.

HMS Software's client list includes some of the world's leading corporations in the telecommunications, IT, finance, engineering, defense/aerospace and government sectors including such organizations as Acergy, Aecon Construction, Alcan, the Atlanta Airport, Akzo Nobel, The Canadian Business Development Bank, The City of Montreal, EDS, Ericsson, General Motors, the Government of Saskatchewan, John Deere, Kelly Services, The UK's National Health Service, Standard Life, UPS, Volvo Novabus and hundreds of others. HMS maintains offices in Montreal, Quebec and Toronto, Ontario.

For more information about HMS, please visit www.hms.ca.

To contact HMS Software about TimeControl, please contact info@hms.ca.

TimeControl

First published by HMS in 1994, TimeControl has been adopted hundreds of clients and over 150,000 users around the world. TimeControl is designed to serve the needs of both project and finance simultaneously. It allows an organization to use a single timesheet for project tracking, time and attendance, time and billing, HR tracking, R&D Tax Credits, DCAA and project costing instead of having to deploy many timesheets to serve these needs.

TimeControl is available for purchase for an on-premises implementation or as a subscription as service. TimeControl's architecture is flexible and extensive supporting numerous databases such as Oracle, Microsoft SQL Server and MySQL, multiple browsers such as Internet Explorer, Firefox, Safari and Chrome and even includes a mobile interface for Smartphones

For more information about TimeControl please visit: www.timecontrol.com.

To contact HMS Software about TimeControl, please contact info@hms.ca.