



Real time access to labor data improves overall efficiency.

Thanks to advances in technology, labor management is no longer about maintaining manual records of hourly wages or piece work data. Gone are the days of being lost in paperwork, tending to handwritten time sheets and payroll calculations. Today, agricultural operations are electronically monitoring labor data to make efficient management decisions and improve overall productivity.

Payroll Employee Tracking (PET) Tiger is a paperless and wireless labor management tool that incorporates different technologies such as time clocks, biometrics and handheld devices. Via its comprehensive data collection methodology and database structure, employers gain control and better performance through analysis of their operations. It is compatible for use with virtually any electronic device, including Android, Apple and Windows products. Nor is it dependent on one specific operating system or service provider.

“The PET Tiger system manages data collected from all areas of your operation—field, packing house, processing, transportation, and administration—within one database, for the most efficient labor force control,” said Udi Sosnik, Marketing Director at Orange Enterprises, Inc.

Since 1984, Orange Enterprises Inc. (www.TigerJill.com), a Fresno, Calif. agency, has been developing, marketing and servicing PET Tiger programs at thousands of worldwide



A Lagomarsino Farming employee scans a employee tag with a PET Tiger handheld device.



Orange Enterprises Inc. staff member (upper left) conducts a PET Tiger training session for employees at Lagomarsino Farming in Calif.

locations. Specializing in the agricultural sector, customized software solutions from Orange Enterprises Inc. improves efficiency, transparency, connectivity, compliance and mobility for growers, packers, shippers, labor contractors, and other agricultural related operations. With this tool, employers are able to establish vertical accountability as they efficiently track every aspect of labor with accuracy.

How it works

The PET Tiger program gives workers the means to capture valuable in-field data, by integrating biometrics, proximity, and mobile devices with state-of-the-art programming.

Given a portable, handheld device, workers track labor data by hour, piece or any combination of the two along with an extensive bonus compensation module. Numerous advanced identification tools, including barcode scanners, finger printing, full hand identification, facial recognition and other forms of bio identification, will integrate with the PET Tiger system.

As data is logged, the user has the option to immediately transfer the data to the PET Tiger program in the office via a mobile device or

wireless network. Or the data can be periodically transferred when the device is placed in a stationary cradle. PET Tiger software retrieves the data and builds a customized production report for the management team. These reports organize and categorize hourly data including job titles, job sites, employee names, and piece data such as commodities harvested, packed, shipped or equipment used in the field, shop, shed, cooler, office, etc.

Barbara Moses, Office Manager at Pacific Ag Management noted the advantage of this type of system. “Our supervisors are scanning all labor activities in the fields and electronically transmitting the data in real time to our main office,” she said. “We can, in real time, account for how many hours each piece of equipment is spending on each field, the yield per field and obviously the labor force used to accomplish it all.”

Production and labor data reports are automatically sent to the manager for a birds-eye-view and a real-time assessment of their entire workforce. “Whenever you can measure better, you can manage better,” Sosnik said.

The database is additionally exported to accounting where operations can utilize the program to create and process invoices or payroll as well as cost accounting. Through a single entry of data, the system creates transparency by tracking wages, compliance and overtime calculations. With the help of mobile devices, managers are able to access the reports on the road, in their office and from home.

The system allows you to “manage your labor force and allow you to incentivize your employees, and optimize your operation,” Sosnik said. “We are able, with today’s technology to manage in the most efficient way.”

User experiences

Florida blueberry farm and management company, Dole-SunnyRidge Farms uses the PET Tiger program to track labor data in real time. “Especially during harvest time, each handheld device is a critical lifeline,” Dole-SunnyRidge IT Manager Allison Smith said. “Supervisors scan the barcode with the device and capture bucket count with one click. Managers can tell the status of the harvest without physically driving out to the fields. Our business relies on it.”

Pacheco Brothers Inc., a diversified labor contractor in Calif., uses PET Tiger to collect data on the job site and manage their billing for the growers. “The main benefit we see is providing our customers with transparency as to how many people are doing which job, where and with what equipment,” said president Tony Pacheco.

PET Tiger has helped Pacheco Brothers Inc. keep track of specific and detailed information for thousands of employees in a systematic fashion. That data is processed to provide growers with a cost analysis report in addition to their invoice. “When the customer receives our invoice, they see exactly what occurred in their fields,” Pacheco said. “As a farm labor contractor, we gain efficiency and the trust of our customers to have better control,” he continued. “PET eliminates any kind of doubts and errors and I have no limits to the information I can get.”

The time invested into payroll processing significantly decreases with use of the PET Tiger. “For the first time in years I was able to take a three day holiday weekend,” Shera Fagundes said. Fagundes is part of the Human Resources department at Lagomarsino Farming, a grape and blueberry farm in Calif.

They use laptops as a hiring tool in the field where

they create employee badges and process new employee paperwork. “Having the supervisors in the field transmitting real time labor data, as well as getting grape piece work data via batch devices makes our payroll a breeze in comparison to our previous manual system,” Fagundes said.

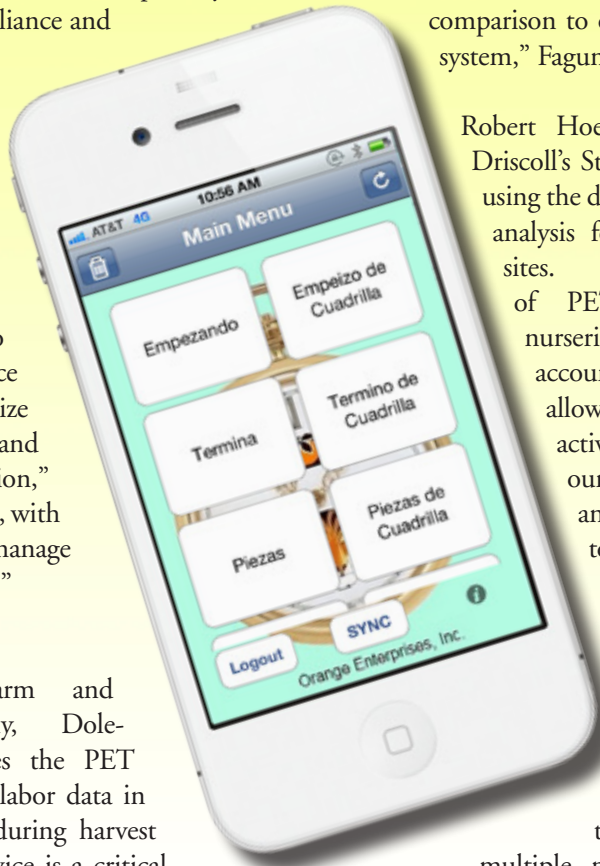
Robert Hoelscher, manager of Driscoll’s Strawberry in Calif. is using the data to calculate a cost analysis for multiple nursery sites. “Implementation of PET Tiger in our nurseries has created a cost accounting database that allows us to monitor daily activities and provide our management with an excellent budgeting tool,” he said.

Rachel Crane, manager at Crane & Crane, a Washington apple farm operation, uses the PET system for multiple purposes. “Having the field personnel data compiled with the packing house personnel data provides us with a greater insight into our overall labor costs,” she said.

Orange Enterprises Inc. installs the user-friendly technology for their customers and provides ongoing support services.

Agricultural operations throughout the U.S. and internationally have selected PET Tiger software as their preferred labor management solution. In addition to the time and money savings incurred from managing labor costs, they are able to measure employee performance, trace equipment, verify compliance of state and federal regulations and process billing documents. Based on data accumulation, managers are able to make strategic management decisions unique to their operation and benefit from their decisions.

For more information, on PET Tiger products and services, visit www.Tigerfill.com or call 1-800-656-7264.



Geordy Wise from Pacific Ag Management, reviews a production and labor report from his iPad. The reports give Geordy real-time data from the eight different almond and pistachio orchards he manages.

Payroll Data Collection for Time, Attendance and Piece Work



Through the use of mobile smart and dumb devices, biometrics, and electronic capabilities, Orange Enterprises, Inc. develops customized labor management solutions for agricultural operations.