PET Tiger – (Payroll Employee Tracking)

Collection of field labor information in real time is essential for accuracy and timeliness of information on your field workforce. Eliminate traditional phone, fax, and paper methods for collecting payroll information. Get rid of the manual method that is often error prone and provides little insight into real time cost from your labor intensive activities. Real time and accurate data gathering is made simple with PET Tiger.

The PET Tiger system uses a mobile handheld device that captures payroll information generated in the field. It easily tracks each employee by recording time and attendance, hours worked and pieces picked, all in real time and with greater precision.

PET Tiger accurately records job and crop costing information down to the field and work type. It allocates payroll costs easier across your enterprise. Bilingual and consistent user interface simplifies implementation

The PET Tiger mobile devices can synchronize with the office server any time; throughout the day, at end of shift, or end of day. PET eliminates the problems of a paper system which are especially acute when individual fields are spread out over large areas of land. Your management staff will have real time data delivered to them electronically, eliminating costly data entry.

The PET Tiger system integrates with your existing payroll system. It exports the field data directly to all major accounting / payroll systems used in agriculture for payroll check processing.

Orange Enterprises, Inc.

2377 W Shaw Ave, Ste 205, Fresno CA 93711
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The PET Tiger System (Payroll Employee Tracking)

The PET Tiger (Payroll Employee Tracking) system is a **customizable software solution** that provides agricultural enterprises with **paperless, efficient, and verifiable** data. PET Tiger has collected millions of individual records for growers, shipper/packers, labor contractors, and many other types of ag operations. PET Tiger's unique combination of in-the-field devices, biometric and software is used to:

- Reduce payroll processing time and expense
- Quantify employee productivity and performance ranking
- Simplify compliance with federal and state wage and labor regulations
- Manage labor allocation, work flow and job costing
- Create customer invoicing and documentation
- Assist in traceability
- Irrigation, equipment, fuel and fertilizer use tracking

The heart of the PET Tiger system is the flexible and reliable software developed by Orange Enterprises Inc, which consists of **two parts**.

(1) Pocket PET program for handheld (or biometric) devices – captures hourly and piece (or a combination of both) data in the field, packing shed(house), cooler, shop and office tracking Attendance, Pieces Harvested or Packed, Labor Time, and Equipment Used.

Once collected, the data is instantly relayed via cell phone or wireless network, or uploaded in your office via cradle, to **(2)** the **Windows PET Tiger program** that interprets the field data. This program organizes data by jobs, computes payment to individual employees, creates a rich database, and exports to the accounting program. Labor contractors can create invoices with backup documentation. It creates a range of informative production using many standard formats or customized specifically for your management needs.

Working with an Orange representative, your enterprise can customize various components of the PET Tiger system like:

- Choosing *the right handheld device* for your conditions from a large selection of handheld personal computers, barcode, magnetic strip or RFID scanners, and biometric devices.

- Adjust Pocket PET, the handheld pocket PC software, to *capture the production variables you need* while in the field, from batch quality to equipment type.

- Customize the Windows PET Tiger program to produce the *exact production report* that is right for your decision-making.

Orange Enterprises provides you with a comprehensive product package, including implementation, training and follow-up technical support. Our training courses are comprehensive and intensive, and are given by the actual developers of the software you are using.

At Orange Enterprises, it is part of our goal to help you realize the greatest return on your investment.

Benefits of Using PET Tiger (Payroll Employee Tracking)

❖ Reduces payroll processing time
  ❋ Paperless and Wireless - No duplicate data entry
  ❋ Data is entered one time, in the field and transferred electronically all the way to the final pay check
  ❋ Processes intricate calculations of pay by hourly, piece or a combination of both
  ❋ Electronic export to popular accounting software for paycheck processing and cost accounting

❖ Handles all variation of payment by piece and crew
  ❋ Handles work performed by crew and paid by piece where payments are divided by active crew members
  ❋ Handles payment by piece where there are multiple sizes of produce packaging, and each is paid differently
  ❋ Handles different forms of incentive pay

❖ Provides Real Time access to Payroll Data
  ❋ Data entered in the field is available immediately to management via the internet
  ❋ Data includes how many employees are currently on the job, which field, how many pieces have been harvested and what equipment was being used

❖ Accuracy of data collected (with GPS)
  ❋ View and edit data in real time
  ❋ Truer Piece counts in the field and packing house
  ❋ Verification of personnel attendance, prevention of buddy punching by usage of bio-identification devices

❖ Streamlined HR policies
  ❋ Quantify worker productivity with complete and accurate data to make staffing decisions
  ❋ Hiring in the field complete with I9 information and photo ID/badge printing
  ❋ Creates its own personnel badges/ID cards (photo & biometric)
  ❋ Employee performance ranking

❖ Compliance with federal and state wage and labor regulations
  ❋ Minimum wage verification, automatic breaks, irrigator exclusions
  ❋ Automatic computation of overtime and double time based on daily and weekly total hour accumulation
  ❋ Adaptable to state labor regulations
  ❋ Adaptable to company specific policies like paying premiums to work at unusual hours (differential pay)

❖ Tracking equipment and shop activities
  ❋ Tracks all equipment usage in the field
  ❋ Tracks hours of equipment repairs
  ❋ Allows exporting cost accounting data associated with equipment use

Benefits of Using PET Tiger (Payroll Employee Tracking)

❖ Bilingual screens
  ❋ All input screens allow for multiple languages with default (Spanish) or user defined information

❖ Assisting in traceability
  ❋ Allow collection of traceability data in the field
  ❋ Exports data to other traceability computer systems

❖ Cost accounting
  ❋ Track costs by field, job, crew and department with a multitude of reports to organize data per management needs
  ❋ Tracks fuel, irrigation, and other costs

❖ Reduce operation costs
  ❋ Know where the costs are being incurred to better manage staffing

❖ Return on investment in a few months
  ❋ Reduced staffing to process payroll
  ❋ More efficient use of employees' talents

❖ Easy to Use
  ❋ Setup of defaults reduce number of scans required
  ❋ Reports are exportable to other formats like Excel and PDF
  ❋ Transparency of data between growers and labor contractors

❖ Additional Modules or Options
  ❋ Billing, Inventory, Chemical Tracking, Harvest, GPS

❖ Program Customization
  ❋ Since each agricultural operation has developed its unique management procedure the program can be customized in multiple levels
  ❋ Multiple preference items for fast customization
  ❋ Multiple reports to handle different views of the data
  ❋ Private reports developed for exclusive usage by a specific customer
  ❋ Enhancement of saved data and input screens to meet special needs of a unique customer

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About Orange Enterprises

Based in the agricultural hub of Fresno, California, Orange Enterprises has been developing software solutions for more than a quarter of a century. We are experts who empower our customers to effectively manage their workforce and improve productivity. We develop, market, and support software, specializing in the needs of the agricultural sector.

Our agricultural engineers and software analysts offer our clients the best and latest technological capabilities. We work with thousands of clients, bringing the benefits of state-of-the-art technology to their specific needs.

Orange Enterprises, Inc. will design and tailor the application to meet the specific needs of your business. Our experienced analysts will help you translate your problem into a software solution. Our skilled software engineers provide support for all phases of your software project from design through coding and testing. We also provide help with installation and training. The Mobile and Wireless possibilities for agricultural operations are vast. Workers collect, share, and process information, utilizing batch or wireless portable, vehicle-mount, and fixed-station data collection terminals and software solutions tailored for their applications. We can help you adapt to new mobile business requirements. Our know-how with Microsoft Visual Studio.NET as well as being a Microsoft gold partner puts us in a unique position to assist our customers.
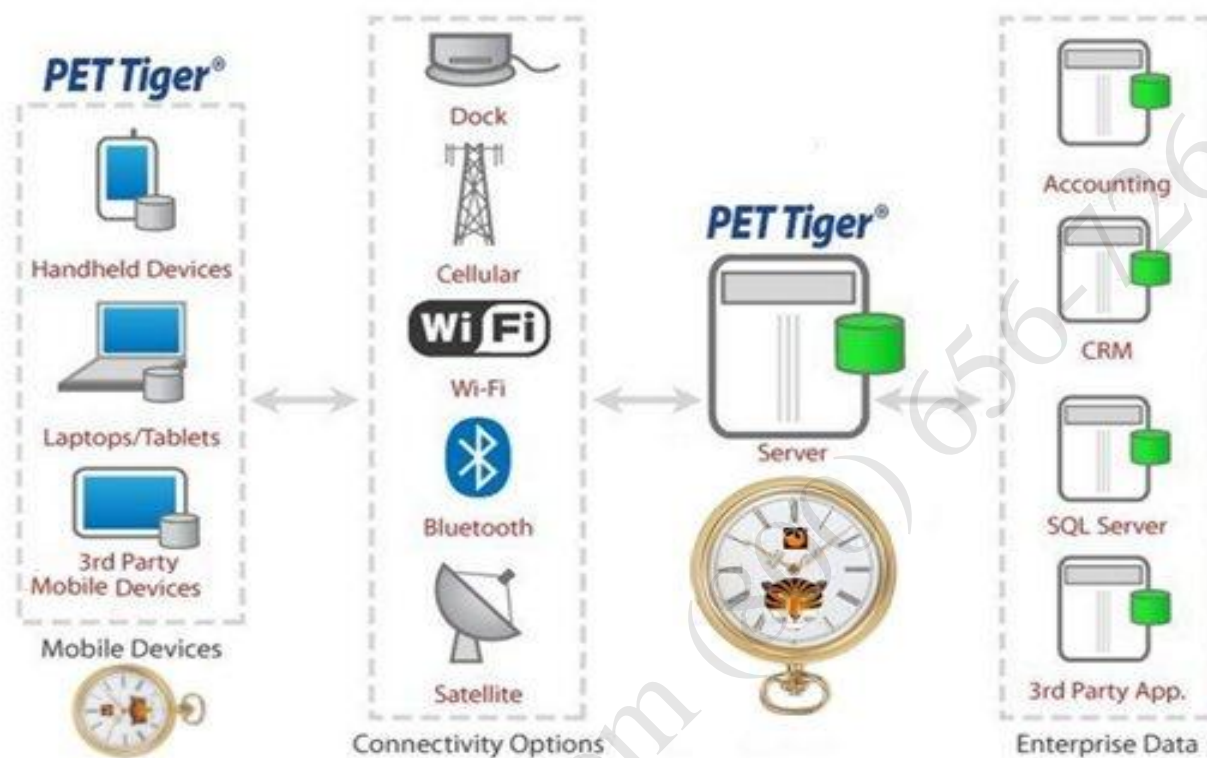
Partners	**Customers**

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A Word from Our Customers on PET Tiger

PET Tiger is used by farming operations nationwide. Here is what some users had to say:

Pacific Farms & Orchards, management copy for nut growers in CA, collects their equipment usage along with employee time data to assist in billing their customers.
"Providing our supervisors with handheld devices to capture all labor and equipment usage allowed us to provide our customers with accurate and detailed billing."
- **Brendon Flynn, President Pacific Farms & Orchards**

Lagomarsino Farming, blueberry and grape growers in CA records finely detailed piece data for payroll. Jobs are created as hourly, piece, or both. Job pay rates can be fixed or daily (entered using effective dates). All minimum wage and state laws are embedded into the system to verify employee pay meets regulations. They also use PET Tiger's in-the-field hiring system, creating employee ID/badges on the spot while processing the employees' 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. For the first time in years I was able to take a 3 day holiday weekend."
- **Shera Fagundes, Human Resources, Lagomarsino Farming**

Pacheco Brothers Inc., *a diversified labor contractor in CA* uses PET Tiger to collect employee labor data and create the billing documentation for their growers. PET Tiger incorporates equipment costs and commission percentages to give complete accounting for customer invoices. Along with the invoice, they send the data to their grower's PET database, allowing the grower to create complete cost analysis reports by field or crop. The connectivity feature of PET Tiger allows for complete and transparent communication between labor contractors and growers.
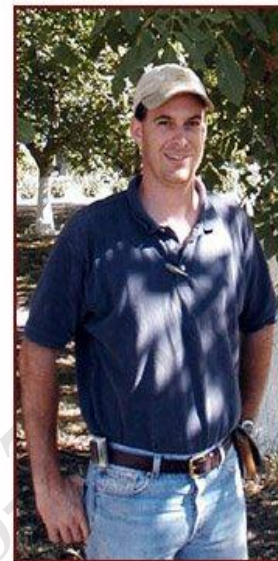
"As a labor contractor having PET Tiger we gain efficiency of recording thousands of employee job cards in a systematic way. The main benefit we see is providing our customers with transparency as to how many people are doing which job, where and with what equipment. When the customer receives our invoice they see exactly what occurred in their fields."
- **Tony Pacheco, Pacheco Brothers Inc.**

Many packing houses in CA use PET Tiger record the time-ins and time-outs for hundreds of employees, most with multiple devices in multiple shifts. PET Tiger automatically handles shift differentials as well as different tasks and commodities per shed.

"PET Tiger simplifies and automates our payroll system. No more paper time cards to tally!"
- **Leslie Galvin, Office Manager**

SunnyRidge Farms, blueberry grower and management company in FL uses PET Tiger in multiple states to track product availability as well as their payroll information in real time.

"Especially during harvest time, each handheld device is a critical lifeline, connecting SunnyRidge constantly with the fields. 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."
- **Allison Smith, IT Manager, SunnyRidge Farm**

Crane & Crane, apple, cherry and pear grower in WA uses PET Tiger as a complete product traceability solution. PET Tiger retains all validated data for reporting of historical labor hours and piece units (yield). In their packing houses they use biometric handreaders to collect data. The system identifies from the scan what job, where and when it is performed.

"Having the field personnel data compiled with the packing house personnel data provides us with a greater insight into our overall labor costs."
- **Rachel Crane, Manager Crane & Crane**

Driscoll's Strawberry in CA, uses PET Tiger in multiple nursery locations to maintain historical data and do cost analysis.

"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."
- **Robert Hoelscher, Manager, Driscoll Strawberry**

Pacific Ag Management, almond grower and management company in CA tracks equipment usage along with payroll data to create seamless daily data collection for management of their labor force and equipment availability.

"Our supervisors are scanning all labor activities in the fields and electronically transmitting the data in real time to our main office. Our PET Tiger server processes the data and also in real time, transmits reports to our managers with the equipment movement between different fields. Especially now with almond shakers and trailers out we can, in real time, account for how many hours each piece is spending on each field, the yield per field and obviously the labor force used to accomplish it all."
- **Barbara Moses, Office Manager, Pacific Ag Management**

Orange Blossom Harvest, a citrus grower in FL records all their labor activities on devices in the field and

compiles the data for electronic transfer to their payroll system.
"PET Tiger simplified my life!"
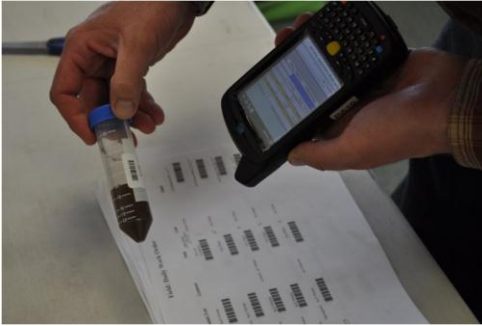- **MaryAnn Poncier, Personnel Orange Blossom Harvest**

Grimes Produce a large strawberry grower, shipper, packer in FL, is using PET Tiger to collect payroll data for multiple locations with smart and batch devices as well as biometric hand readers. Data from all four ranches is being delivered to the main office to compile piece and hourly pay, cultural activities, traceability as well as time and attendance.

"Implementation of PET Tiger increased the accuracy of our payroll processing as well as sped up the time it takes to complete the task. The assistance by Orange Enterprises' support staff was greatly appreciated."
- **Melissa Grimes, Grimes Produce**

Farming D, a farm management company for row crops in CA is using PET Tiger to record all farm activities. Their supervisors use a handheld device for tracking all the different jobs being performed. The data is being compiled to assist in gaining an accurate cost accounting as well as billing documentation for their growers.

"Since deploying PET Tiger we can provide our customers with accurate billing with detailed number of hours and each piece of equipment used on their properties."
- **Jim Beecher, President Farming D**

Sizemore Farms, a strawberry grower in FL is using PET Tiger to record piece work data for harvesting.

"PET Tiger on smart devices allowed us to gain a whole new dimension of efficiency and accuracy by streamlining our payroll process. Electronically transmitting the data to Famous makes payroll a simple task."
- **Jeff Sizemore, Manager Sizemore Farms**

Exeter Produce in Exeter Canada, is using PET Tiger in their nursery tracking and analyzing cost accounting data.

"Orange Enterprises quickly optimized the PET Tiger software solution to address our unique needs."
- **Brian Henderson, Manager – Exeter Produce**

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Motorola Customer Case Study: **SunnyRidge Farm**

THE MOBILE TIME CLOCK FOR AGRIBUSINESS

PET Tiger – (Payroll Employee Tracking)

Mobile solution from Motorola and Orange Enterprises provides SunnyRidge Farm with real-time labor data for job costing, staffing decisions, and paperless payroll

Customer Profile:

Organization	SunnyRidge Farm, Inc.
Headquarters	Winter Haven, Florida (USA)
Industry	Grower, packer, and shipper of blueberries, raspberries and blackberries
Motorola Products	Motorola MC70 Enterprise Digital Assistants (EDAs), Service from the Start coverage
Application	Real-time collection of labor data in farm fields, warehouses, packing centers, and nurseries for rapid paperless payroll. The mobile system.
Motorola Partner	Orange Enterprises, Inc.
Benefits	Enabling real-time tracking of direct labor costs; reducing payroll time and paperwork; providing accurate, current data for decision making; delivering increased piece-count accuracy; and enabling supervisors to quantify worker productivity.

1

"Especially at harvest time, each Motorola MC70 is a critical lifeline, connecting SunnyRidge constantly with the fields. The combination of the Motorola hardware and Orange Enterprises software delivers real-time labor data for payroll, job costing, and decision-making: our business relies on it."

— Allison Smith, IT Manager, SunnyRidge Farm

Organization overview: SunnyRidge Farm, Inc.
SunnyRidge Farm is a family-owned and operated grower, packer, and shipper of blueberries, raspberries, and blackberries. In addition to the company's farms in Florida, Georgia, and North Carolina, SunnyRidge represents berry growers across North, Central, and South America. On an ongoing basis, SunnyRidge evaluates and adopts changes in processes and technologies to enhance its excellent service and high-quality berries.

The challenge: Efficient tracking of direct labor costs
SunnyRidge executives and employees speak with pride of the company's high standards for farm management, harvesting, and packing. One example is the company's post-harvest field-cooling program, designed to improve freshness and increase the shelf life of SunnyRidge blueberries.

Another example is the use of tracking technology to gather labor data in SunnyRidge fields. The original probe and chip application was advanced when it was first used at the company's home farm in Haines City, but it had aged over the years. "The hardware in particular was getting a bit archaic," said Allison Smith, IT Manager, SunnyRidge Farm.

SunnyRidge was interested in improving its data analysis and wanted to upgrade the tracking solution. "We're always looking for ways to improve what we do, to make processes more efficient," Smith said. "As we began to fine-tune our operations, we looked to replace the old tracking application with a system that was flexible enough for the rapid changes we were considering," she stated.

The solution: Motorola Enterprise Digital Assistants running Orange Enterprises software
SunnyRidge was using software from Orange Enterprises to track chemical and fertilizer usage at its farms. When SunnyRidge wanted to choose and deploy a new solution for payroll employee tracking, the company turned again to this proven partner.

"We are very anti-paper, so one of the reasons that Orange Enterprises' PET Tiger software appealed to us is that it's designed for real-time data collection for paperless payroll," Smith said.

SunnyRidge planned to use PET Tiger to help supervisors collect hours and piece-rate payroll information in fields, warehouses, and nurseries using bar code tags on workers' badges. Orange Enterprises recommended the rugged Motorola MC70 Enterprise Digital Assistant (EDA) for easy, fast bar code scanning, data input, and transmitting data via the Internet.

"We want to see our customers successful with our software, so we recommend the Motorola MC70, " said Udi Sosnik, Marketing Director of Orange Enterprises. "It's rugged and perfect for organizations with remote locations," Sosnik stated.

Smith agreed that durability was a primary factor. "We knew Motorola's reputation, and the fact that the MC70 is so rugged is very important out in the fields," she noted. "We spoke to other users, and the word-of-mouth about the MC70 was very positive," she noted.

"Cost was an issue, of course," Smith said. "Frankly, we had started with less expensive hardware, and we upgraded to the MC70 the next year. The cost of the MC70 is good, and it provides the features and capabilities we need. It even has a lot of features we don't use at this point—for example, we like the voice capability, but right now we use it only on a limited basis," she added.

The MC70s are proving their reputation for ruggedness, according to Smith. "They've been through a lot—being dropped on dirt and rocks, falling off trailers—and they are holding up well. We chose the Motorola Service from the Start coverage, so if there is a problem with a mobile computer, it's replaced quickly," Smith said.

MC70 EDAs are in use at SunnyRidge farm, warehouse and packing locations in Florida and Georgia as well as the company's nurseries. SunnyRidge also plans to implement the system at a new farm and warehouse in North Carolina.

"In the field, supervisors scan the bar code with the MC70 and capture the bucket count with just one click. In the warehouses and nurseries and off-season, we're also tracking direct labor according to what task each worker is doing, whether it's irrigating, planting, tilling, pruning, packing, cleaning, grading, etc.," Smith explained.

SunnyRidge is also running the Orange Enterprises software on PCs in some of its facilities and using Motorola MC70s as backup in the event of a power outage. "If we can't use the PCs, there would be times that the staff would need to go back to pen and paper. To avoid that, we have the MC70 EDA backup to the PCs in our office and in the warehouse," Smith stated.

The benefits: Streamlined payroll process and real-time data for decision-making

"Some harvest days start at 7am and don't end until 9pm, and the Motorola MC70s are in use constantly," Smith said. "The MC70s are treasured and the system is critical to the business," she reported. "The mobile system tracks all the direct labor costs, and because it is bar code-driven, our users can drive the data coming in with just one click," Smith explained.

The mobile system is tied directly into the SunnyRidge payroll system and the interface to the accounting system is automated. "The system makes the payroll process faster and it's especially valuable at the farms where we have only a couple of employees to handle it," Smith said.

The IT team loves being able to get data so quickly during the day, according to Smith "Before this mobile system, we had to wait until the data came in the next day, then we uploaded it, and then we were looking at really raw data and had to process it. Now you can see the data almost immediately, even out in the field, and accuracy is improved because you can see right away if there's a mistake," Smith explained.

The software tracks both hours and piece-rate payroll information. With the data from the mobile system, SunnyRidge management can make staffing and other key decisions more rapidly. "A berry bush is going to produce what it will produce, but knowing what it produces in a timelier manner helps us plan. Managers can tell the status of the harvest without physically driving out to the fields, and supervisors see accurate data about worker productivity," Smith said.

With the mobile system, SunnyRidge management can see the production in any field and know how much poundage to expect at the packing house. If there is a last-minute order, they can see if the product will be coming in to fill it.

"The system helps with job costing, too," Smith stated. "By tracking direct labor, we can say, 'why are the costs so much higher in that field than another?,' for example, and determine the problem. That applies to weeding, irrigation, pruning and any job we track," Smith said.

For SunnyRidge Farms, the benefits of Motorola EDAs and Orange Enterprises software include:
- Enabling real-time tracking of direct labor costs
- Reducing payroll time and paperwork
- Providing accurate, current data for staffing decisions
- Increasing piece-count accuracy
- Providing backup to PCs in the event of power outage
- Enabling supervisors to quantify worker productivity
- Paperless data collection and payroll processing
- Verification of personnel attendance
- Employee and crop traceability
- Interface to accounting software
- Compliance with wage labor laws
- Pay by Piece and/or Hourly
- View and edit data in real time
- Automatic break deductions
- Allows for hiring in the fields
- Automatic generation of barcodes
- Creates its own Personnel Badges/ID cards
- Bilingual screens
- Easy to learn
- Incorporation of incentive pay
- Return on investment in a few months

Additional resources:
For more information, visit www.Motorola.com.

About our partner:
Orange Enterprises, Inc., operating from Fresno, California since 1984, develops, markets, and supports business and production software solutions for thousands of agribusiness and urban customers across the U.S. and around the world. Orange Enterprises specializes in management and reporting solutions, including the Tiger Jill® and PET (Payroll Employee Tracking) Tiger® solutions. PET Tiger is designed to help businesses of any size handle payroll data collection and production tracking by easily and accurately collecting hours and piece-rate payroll information using scannable employed badges or tags.

For more information visit www.OrangeSoftware.com

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