



The Pendulum eBusiness Rules Engine

Pendulum's competitive edge is its unique eBusiness Rules Engine: a fully integrated, rules-based processing system which virtually eliminates all manual calculations, processes and adjustments to your employee time and labor data. Each Pendulum module is configured on its own set of rules that are customized to your specific requirements - as simple or as complex as necessary. And because all Pendulum product modules tie directly into the eBusiness Rules Engine, Pendulum is able to offer a truly integrated, enterprise-wide workforce management system.

Pendulum is "Changing All The Rules"

Pendulum's eBusiness Rules Engine not only calculates overtime, double time, shift premiums and different rates of pay, but also distinguishes and manages multiple union agreements, non-unionized employee rules, and calculations of vacation, sick, and other leave banks. Its flexible, innovative design enables quick and easy configuration of the application to your company's exact rules, giving you a custom tailored solution at fraction of the cost.

Through the application of these defined rules:

- *time worked* is converted into *time paid*;
- all appropriate leave and entitlement banks are updated; and
- employees are moved through pay scales with automatically applied step and wage increases.

All rules and regulations related to employee entitlements (vacation, sick leave, bereavement, seniority displacements, etc.) are captured and processed by the eBusiness Rules Engine. Your work rules can be assigned to a location, a group or even an individual employee, allowing automatic calculation of direct and indirect labor rates. Pendulum's eBusiness Rules Engine transforms a complex, tangled web of rules, company policies, legislated requirements and/or union contracts into an intuitive, easy to manage integrated application.

Pendulum's fully configurable Accumulators module for tracking accruals assists in the management of statistical analysis and cost control. With Pendulum, rules surrounding sick and vacation banks, pension eligibility, benefits eligibility, and employer matching contributions calculations are easily maintained and automatically enforced.

The Pendulum eBusiness Rules Engine replaces tedious, manual processes and error-prone, labor-intensive calculations with an efficient, accurate and cost effective automated system, resulting in a significant savings of both time and money on an ongoing basis.

"Pendulum is one of the most innovative and powerful rules-based Time Management products that I have ever encountered... In my opinion it is a must have!"

Ted Urbanovicz CA
Partner, Ernst & Young

