

On Demand Labor Management & Workforce Productivity Solutions



NextView

S O F T W A R E

“

Labor management and workforce productivity solutions can help you identify and eliminate inefficient work processes and waste. With an on-demand LMS you can spend your time optimizing your labor resources and processes anytime, anywhere. Next View's productivity solutions can help you realize significant productivity improvements, lower labor costs and a healthier bottom line.”

Next View Software – Experience & Innovation

Next View is an innovative provider of on-demand supply chain productivity and visibility solutions for your workforce and warehouse. Next View's productivity solutions are based on more than 20 years of supply chain software experience. Together with our partners, the Next View team provides the software and services that our clients rely upon to take their supply chain performance to the next level. **Give us a call, put our experience to work for you.**



Supply Chain Productivity
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Improve productivity, save money

Productivity improvements of 5-20% are possible by implementing preferred methods and processes, establishing fair labor standards and training your workforce.

Next View's on-demand LMS and workforce productivity solutions offer a compelling ROI and lower total cost of ownership than traditional on-premise Labor Management systems.

On-demand does not mean less functionality

Next View's workforce productivity solution provides "Tier 1" capabilities at a much lower total cost of ownership than other LMS systems. This means you realize the savings and benefits sooner.

Next View's LMS provides a rich set of features and functions for a complete LMS solution. Our on-demand architecture minimizes your IT costs and eliminates expensive, up-front license fees.

Flexible labor standards to match your processes

In order to accurately measure productivity, you must have the ability to define and configure accurate labor standards. Next View's Labor Management System (LMS) supports a wide range of standards: from easy to define single or multi-variable standards to more sophisticated discrete standards.

All Next View standards are element based which provides complete transparency to the underlying labor productivity calculations. Each element can be a simple time value or it can be based on an advanced, user-defined formula. Factors and filters can be applied to labor elements, providing even more flexibility to accommodate virtually any work process.

The Next View LMS has pre-built elements for complex travel and selection logic. The travel element includes logic for equipment speeds, turns, stops, loaded/unloaded status and other factors. The algorithms for the selection, or picking elements considers criteria such as product size/weight, unit of measure, pick location, the number of items selected and more. Values for the travel and selection logic can be stored in look-up tables for easy reference.

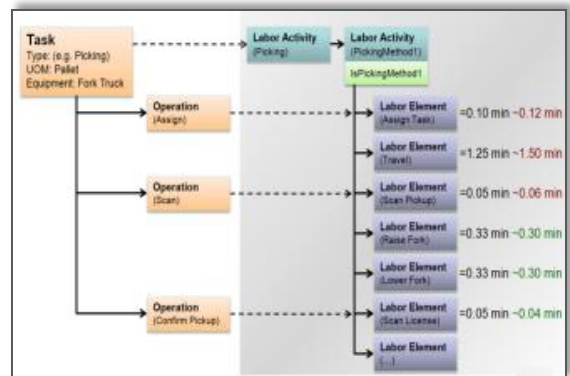
In order to accurately calculate elements such as travel and selection, the LMS needs a map of the paths and the locations in the warehouse. Next View provides tools to easily input the mapping elements. Once the mapping is entered, the paths can be visually verified with the Next View 2D warehouse viewer.

Next View LMS provides the ability to define other factors that affect workforce performance such as personal, fatigue and delay allowances. These allowances can be variable depending on the time of the shift, experience of the worker, and the amount of worked already performed. Allowances can be defined at the activity or the element level providing you with a very powerful and flexible way to properly evaluate your processes and workforce.

Flexibility and ease of configuration of labor elements and standards mean that you can count on Next View LMS to support your simplest and most complex work methods.

Define Labor Standards

- Define labor activities
 - Single/Multi-variable
 - Discrete elements
 - Formula based elements
 - Apply factors and filters
- Advanced element logic
 - Calculate travel time
 - Selection logic
- Incorporate variable PF&D allowances
- Different activity types
 - Direct/Indirect
 - Measured/Non-Measured
- Support for industry standards & tools
 - MOST, MSD, MTM, Time Study
 - StandardsPro[®] and Timer Pro[®]
- Audit reports for validating standards

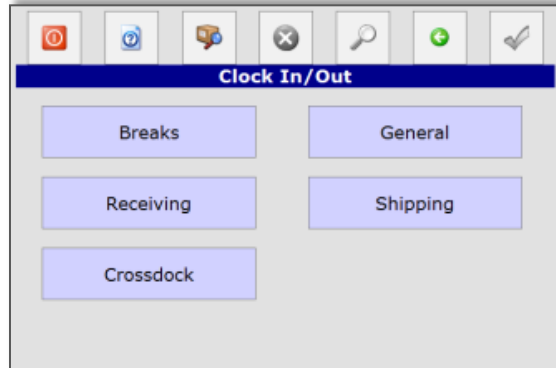


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Record all labor activities

- Integrate various data sources including:
 - WMS, time clocks
 - RF, voice terminals
 - Fixed terminal kiosk screens
- Integrate your time and attendance system
 - Account for all punches (clock in/out, breaks, lunch, etc.)
- Use our screen-based clock in/out on PC, RF and kiosks
- Indirect labor reporting
- Record breaks, maintenance, meetings and more
- Support team-based activities
- Out of sequence labor engine synchronizes all activities
- Enter adjustments and delays
 - Delay by activity
 - Supervisor approval for delays
- Ability to track quality and safety measures based on user-defined factors



Capture labor activities from multiple sources

Establishing a complete view of all your labor activities is essential in order to maximize your labor productivity and eliminate costly, non-value added time in your work processes. Next View's LMS offers a wide range of methods to record labor activities from external systems such as WMS or time clocks to direct input into RF terminals or fixed station kiosks.

The data from the different sources does not have to be sent to the Next View LMS in time sequence. Next View's labor activity engine has advanced out-of-sequence processing logic that takes inputs from different sources and maps it into a single timeline.

Next View's kiosk and RF screens can record indirect labor activities such as breaks and maintenance work. RF and kiosk screens can be used to record direct labor activities that are not tracked by the WMS such as value added services. Prompts for additional user defined data can be configured to support your specific work processes.

The Next View LMS captures individual as well as team based labor activities. Team members can log in and out of activities on the kiosk or RF screens and the Next View LMS will allocate the work performed to each member of the team.

Supervisors have the ability to enter adjustments and delays for any labor activity. Adjustments can be made for an individual record and for an entire group. Supervisors have the ability to enter indirect labor activities such as scheduled meetings and other ad hoc activities to ensure a complete capture of all labor activities.

Factoring quality and safety into workforce evaluations is easy within the Next View LMS. Next View's LMS allows you to record quality data such as receiving, picking and shipping errors. This data can be printed on user activity reports or used in incentive calculations.

Next View's LMS is a highly effective tool for gathering labor, quality and even safety information to provide managers, supervisors and workers with a complete view of their productivity and performance.

Real-time, configurable dashboards to meet your needs

The ability to view productivity results and other labor-related data in a format that is meaningful to you and your operations is a critical component of the Next View labor management and workforce productivity solution. Next View LMS offers many standard reports to highlight worker performance. These reports include the complete daily timeline of activities that measure the efficiency and utilization of each worker.

Worker performance reports are generated by flexible user-defined query parameters including shift/supervisor, department, activity and date/time range. In addition, reports can be generated by efficiency and utilization thresholds so that supervisors can concentrate on areas in need of improvement. You can archive and save user generated reports for later retrieval and for scheduling report distribution through email. This capability provides a very easy way to support communication with your team in a proactive management style.

Next View LMS allows the supervisor to group workers into an unlimited number of report groups to meet the needs of your organization. These groups can be used to print reports for all the different areas of the warehouse operation.

Next View LMS displays real-time labor activity in its configurable, web-based dashboard. Dashboard components are driven by the configuration and preferences defined for each user login so that each user can track the key statistics that pertain to their particular area of responsibility. The user simply clicks on any dashboard component to drill-down to the detail data at an increasing level of granularity, all the way down to the labor element level. Alerts in the form of email and text messages can be sent by the LMS to notify users of urgent events if a configured alert condition is triggered.

Next View LMS includes many reports for the industrial engineer including detailed audit reports for the labor standards. These reports show the calculations for each element including travel and selection so that the industrial engineer can audit the accuracy of the standards on an on-going basis for continuous improvement.

Next View's LMS provides an extremely powerful query, reporting and dashboard capability designed to meet the needs of workers, supervisors, managers and industrial engineers. Through the use of standard and user-defined reports and dashboards, the Next View LMS presents critical labor productivity data to your team in a manner that is most valuable to them.

Dashboard & reporting

- Ad-hoc, flexible query capabilities
 - Build queries on the fly
 - Save configurable queries as views
- Export results to Microsoft Excel®
- Email reports to co-workers
- Create alerts based on key events
 - Send alert notifications via email or SMS
- Customize your dashboard for the data you need
 - Exploit real-time drilldown capabilities
- Extensive choice of standard reports
 - Worker daily Logs
 - Audit reports
 - KVI reports
- Summary and detailed reports
 - Date, shift, and other criteria

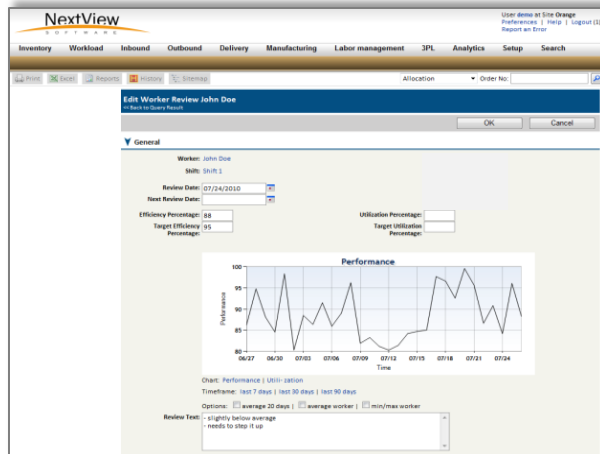


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Manage, incentivize and observe

- Drive proactive accountability
 - Maintain coaching notes and dates of reviews
 - Track goals and future review dates
- Trend Reports
 - Track worker progress towards goals
 - Enhance performance feedback
 - Provide real-time performance statistics
 - Available on RF and kiosk screens.
- Calculate worker incentives
 - Formula based incentives
 - Incorporate quality, safety, attendance factors
 - Support reflective standards
 - Accommodate learning curve incentives
- Observation management
 - Schedule and maintain observation data
 - Configure observation sheets
 - Support observations via mobile devices
 - Include observations in daily reports



Manage, coach and mentor your workforce

The Next View LMS goes beyond just measuring workforce performance against labor standards. Next View's LMS provides tools to help supervisors manage, coach and improve their workforce teams. Effective workforce management includes proper maintenance and visibility to accountability records where supervisors can record the reviews and goals they set with each worker.

Once the goals are set, the worker's progress can be tracked with trend reports and dashboards. These reports are then linked to the review dates and goals so that there is complete transparency regarding the worker's performance. This allows both the worker and their manager to monitor performance and make timely adjustments.

Next View LMS provides workers with real-time feedback regarding their performance. Worker statistics are available on the RF and kiosk screens, making access to information easy for all users.

Incentives for your workforce often vary from recognition awards to pay-based incentives. Next View LMS's incentive functions are designed to help you improve worker performance and reward workers appropriately. The formula based incentive engine is designed to calculate incentive pay based on many different criteria including group performance, experience, activity and quality.

Next View provides tools to perform worker observations which allow you to see whether the proper methods are being performed for different labor activities. Observation data is easily captured on web-enabled devices and tablet computers such as an iPad™ for easy data entry. Periodic observations and reviews allow you to stay on top of your workforce processes and standards to help support continuous improvement initiatives.

Flexible scheduling and planning for your workforce

Next View provides you with excellent tools to establish labor standards and measure productivity against those standards. But how do you really leverage the Next View LMS to take your workforce management and productivity to the next level? Next View provides a flexible worker scheduling tool that allows the supervisor to define shifts and work days. Linking the schedule to the calendar allows supervisors to record additional attendance data such as overtime and vacations.

The Next View planning tool empowers supervisors to be able to evaluate worker requirements based on both historical and actual work assignment data. Next View's LMS planning is continuous so you can forecast requirements for both the current day as well as multiple days into the future.

Planning activities are created with the same labor standard engine and data used for the actual labor activities. This helps ensure that labor plans and schedules are kept in sync with current labor standards and eliminates the need to maintain two sets of standards. Planning activities based on historical data available for each labor activity provides a way to leverage past performance and experience.

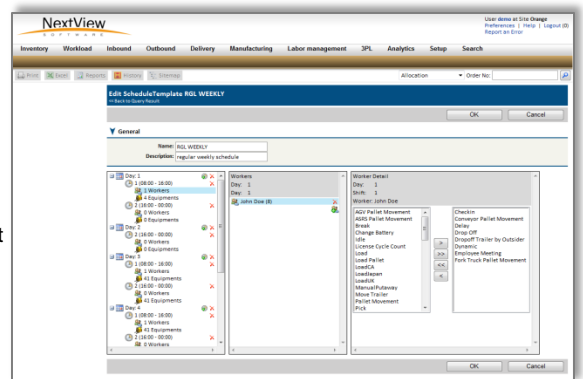
A planning dashboard is provided with powerful and easy-to-navigate drill-down capability. Exporting planning data to external tools such as Microsoft Excel[®] gives users even greater flexibility and analytical capabilities.

Next View LMS provides a simulation tool that creates "what if" situations. Each of your facilities can be mirrored to provide a simulation environment for testing changes to labor standards. The import tool extracts production data based on the user defined criteria, saving you time and ensuring accurate data synchronization.

Next View's LMS planning, scheduling and simulation tools round out your ability to adopt a very proactive approach to improving your workforce productivity and provides you with a 360 degree view of your workforce.

Scheduling and planning

- Establish and manage shifts and schedules
 - Configurable start/stop times
 - Breaks, lunches, meetings
 - Export schedule to external calendars
 - Assign schedules to calendars
- Workforce Planning
 - Base on workload, historical data, target efficiency and utilization
 - Single and multi-day planning
- Planning Tools
 - Planning dashboard for graphical displays and drilldown
 - Export planning data to Microsoft Excel
- Simulation tool for testing standards
 - Mirrored simulation site
- Tool to import production data



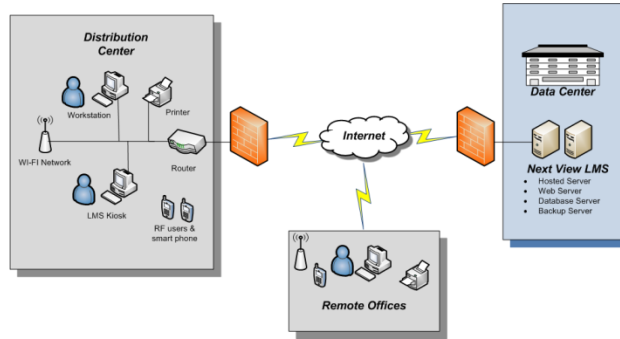
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Web-based, on-demand architecture

- Cloud computing environment
 - Web 2.0 client
 - Service Oriented Architecture (SOA)
 - SQL based data storage
- On-demand/ SaaS deployment
 - No client installation required
 - Available via internet connection
 - Extremely scalable with high availability
- Supports any web based client
 - Web-based RF and kiosks
 - Smart phones and tablets
- Support for voice integration
- Tools for importing and exporting data
 - Standard WMS interface
 - Connect with web services, files, direct SQL
 - Export data to Microsoft Excel



On-demand architecture saves you money

Most IT departments are very busy these days and Next View's on-demand labor management and workforce productivity solutions allow you to minimize the workload and costs from an IT perspective. Next View's LMS is deployed in an on-demand, subscription based model. This enables quick deployment with minimal IT setup and costs. Customers do not need to install any servers; everything is available over the internet.

The Next View LMS is deployed in a cloud based environment and is built on the Microsoft .NET™ Framework. This service oriented architecture (SOA) is extremely scalable and provides high availability.

Our web based client will work in nearly any browser including smart phones such as the iPhone or Blackberry® and tablets such as the iPad. The Next View LMS client is available via the browser of most leading RF terminals.

Next View's service oriented architecture (SOA) facilitates easy import and export of data from third party applications such as WMS, time clocks and more. Data can be extracted via the report generator and exported to Microsoft Excel or through web services to other external databases. Next View's SQL database is readily accessible using industry standard report tools such as Crystal Reports™.

Task or assignment data from the WMS can be mapped with Next View's flexible interface design and architecture. Next View's LMS accepts data in nearly any format including flat files, direct SQL, or via web services.

Next View's open and scalable on-demand architecture allows you to focus your time and energies on maximizing your labor resources while minimizing expensive, up-front hardware and software license costs.

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Managing your workforce is a complex task. Between scheduling, measuring performance, coaching and training, it's hard to find the time to do it all.

Our on-demand workforce and productivity solutions are designed to help you optimize, manage and improve your workforce performance.

Next View's labor management solution is a web-based, real-time solution that provides dashboards, reports and the tools to allow you to improve labor efficiency, reduce costs and to manage your workforce in a proactive manner.



- *Improve productivity*
- *Eliminate waste*
- *Reduce IT costs*
- *Promote accountability*

*On-demand LMS saves money.
Why wait any longer?
As they say, "Time is money."*



Labor Management and Workforce Productivity – more than just engineered labor standards

Next View's labor management and workforce productivity solutions deliver significant bottom-line results for your organization. In order to sustain these savings over time, an effective workforce productivity solution must include:

- Process review and implementation of best practices
- Change Management
- Employee Training (Worker, Supervisor, Manager, Executive)
- On-going audits and review
- Commitment to continuous improvement

Working side by side with our consulting and implementation partners, we provide the people, experience and processes to help your organization improve your workforce productivity and deliver savings to your bottom line.

A successful workforce productivity solution can help reduce turnover, improve employee morale and help you take your supply chain performance to the next level. Give us a call, we would be happy to discuss the possibilities with you.

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