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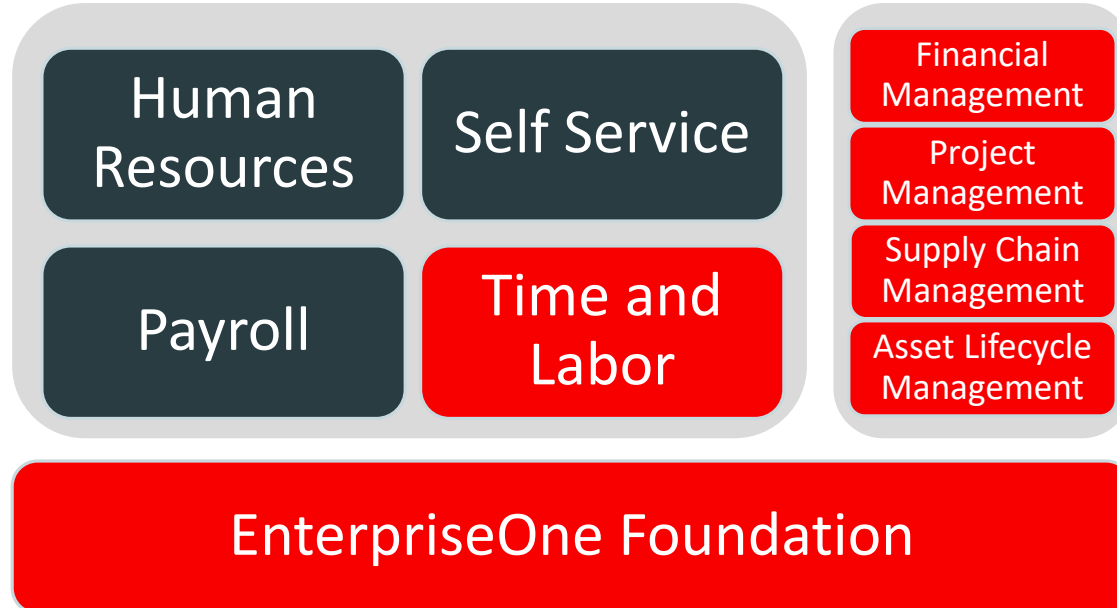
# JD Edwards EnterpriseOne Time and Labor

## Overview

# Safe Harbor Statement

The following is intended to outline our general product direction. It is intended for information purposes only, and may not be incorporated into any contract. It is not a commitment to deliver any material, code, or functionality, and should not be relied upon in making purchasing decisions. The development, release, and timing of any features or functionality described for Oracle's products remains at the sole discretion of Oracle.

# JD Edwards Time and Labor



## Key Features

- Flexible Time Collection/Generation Methods
- Real-Time Entry Validation
- Automatic Labor Distribution
- Collective Bargaining Agreement Support
- Pay and Bill Rate Rules
- Overtime and Retro Rules
- Daily Labor Posting
- Prevailing Wage Calculations
- Multi-Currency Billing Rate

## Key Benefits

- Reduce Payroll Cycle Time
- Share Labor Data Enterprise-Wide
- Improve Data Accuracy

# EnterpriseOne Time Entry Methods

- **Manual Time Entry**

- Employee/Manager Self Service
- Speed Time Entry/Daily Time Entry



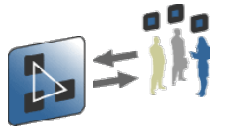
- **Create Timecards Automatically**

- **Resource Assignments** – Associate Employees with Work Orders
- **Employee Scheduling** – Using pre-defined employee, company, group, and union calendars



- **Manage Complex or Special Pay Arrangements**

- **Timecard Templates** – Create periodic timecards using complex rules
- **Employee Assignments** – For employees with multiple roles each with distinct pay and billing rates
- **Timecard Automation** – Supplemental timecards for overtime and retro-pay in current or prior periods



- **Upload from external sources**

- **Z1- File upload** –from 3<sup>rd</sup> party software or custom tools



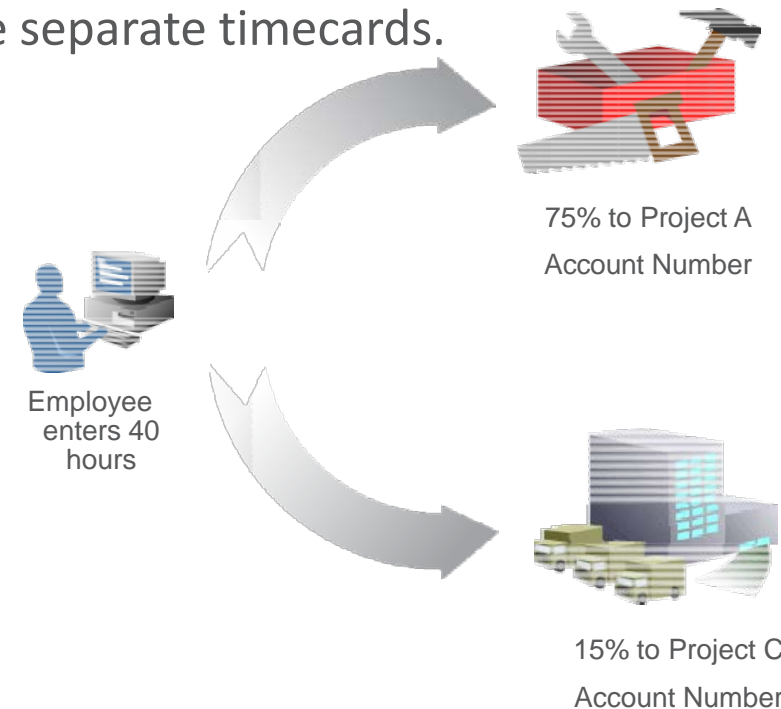
# Time & Labor

## Automatic Labor Distribution Rules



Automating time and labor distribution to enable accurate accounting between organizations is simplified with EnterpriseOne Time & Labor's powerful labor distribution rule feature. Whether you are billing internal departments or to discrete projects, EnterpriseOne helps ensure costs and burden follow employee labor, without requiring employees or time entry clerks to create separate timecards.

- Define distribution rules by pay type
- Support for flat amount of percentage distribution
- Individual timecards created automatically to reflect distribution of standard hours or manually entered time



# Time & Labor

## Overtime and Retro Rules



EnterpriseOne overtime and retro-pay rules provide an efficient, systematic way to create supplementary timecards for situations such as paid holidays, overtime, and retroactive pay. Powerful rule set capability enables you to easily manage unique projects such as retro-active pay for unions or labor groups.

- Create rule sets of multiple complex calculation rules
- Control how hourly rates, pay types, and overtime charges are applied
- Create custom rules for complex or non-standard calculations
- Include timecards based on pay types, pay type category or dynamic employee groups

Pay Type Code	Pay Type
1	Regular
100	Overtime 1.5
110	Overtime 2.0
300	Sick Pay

# Integrated Cloud

## Applications & Platform Services



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