

## Still Using Time Accrual?

Lawson's new Absence Management module is more than just a replacement for Time Accrual: it is a major leap in functionality. Powerful new features offer flexibility in plan structure and exception management that will help your organization gain control over paid leave benefits.

Make the transition now and take advantage of these great features:

Function/Feature	Time Accrual	Absence Management
Directly updated by payroll processing	✓	✓
Types of work will accrue time off	✓	✓
Option to base Eligibility and Accruals on Life-To-Date hours		✓
Option to track Accruals in hours or earnings		✓
Base plans on hours or cycles		✓
Non-absence event tracking and reporting		✓
Flexible holiday occurrences		✓
Accruals based on pay rate at time of accrual		✓
Employees with multiple positions can participate in multiple plans and accrue the appropriate time for each position		✓
Option to base GL liability amount on cycles		✓
Defines Accrual Limits and Balance limits separately		✓
Option to pay or reject hours used in excess of balance		✓
Option to change an initial accrual into an allotment		✓
Ability to limit employee balances by Plan, Plan Category, Employee Group, Position or combination		✓
Allows a reserve balance		✓
Provides a sum of Available, Carryover and Reserve balances on paystubs		✓
Determines if GL should have liability for all balances or only a percentage		✓
Length of service calculations for positions		✓
Employees Auto-Enroll and Auto-Unenroll		✓
FMLA tracking		✓
Option to use hours, but stop future accruals		✓
Ability to manage exceptions within a plan		✓
Buy/Sell options		✓
Allotments can be retroactively changed		✓

NOTE: If you are using version 9.x and are still using Time Accrual, you will be supported through June 2010. However, if you upgrade to the next release of version 9.x, you will be required to use Absence Management.

RPI can help your organization transition to Absence Management and leverage its powerful new features. Our certified consultants can assist with application setup, conversions, process design, training and deployment.

We pride ourselves in providing clients the most “bang for the buck.” Our refreshing approach focuses on delivering **results on time, under budget and right the first time.**

**RPI Consultants**

2400 Boston St., Suite 407  
 Baltimore, MD 21224  
 410.276.6090  
 info@rpic.com  
 www.rpic.com