



**workforce management**  
made easy



## ITR Case Study

# Broan-NuTone Canada Inc.



### About Broan-NuTone Canada Inc.

**Type** Manufacturing

**Location** Mississauga, ON - Canada

**Website** [www.broan.ca](http://www.broan.ca)

### Customer Needs

- Automated system to save time and resources and increase payroll accuracy
- Time and Attendance system to ensure compliance with labor laws and adherence to attendance and human resources policies

### Company Profile

Broan-NuTone Canada, located in Mississauga, Ontario, focuses its expertise on central vacuum systems while also serving as a resource to the Canadian market for the products and services manufactured by other members of the Broan-NuTone Group. Part of the Nortek group of companies, Broan-NuTone Canada counts among its products the following: range hoods, ventilation fans, trash compactors, door chimes, music intercoms, central vacuum systems, built-in electric heaters, bathroom cabinets and lighting fixtures, built-in ironing centers and indoor air quality systems.

### Business Challenge

Faced with a growing workforce, Broan-NuTone knew their paper-based spreadsheets were costing them valuable time in attempting to balance attendance for payroll and benefits purposes. In addition, they knew that this method couldn't be as accurate as an automated system, and wouldn't assist them in performing due diligence in complying with current labor laws. They needed a system that would ensure company adherence to attendance and human resources policies. Broan-NuTone had the additional challenge of trying to keep their plant secure and provide a safe environment for their employees, so they also desired an effective Access Control system to limit the incidence of outside traffic entering their building.

### Selection Process

Determining that their goals were to reduce the man hours associated with processing payroll and to implement a better system to track attendance, Broan-NuTone almost immediately dismissed the idea of using traditional punch clocks, instead focusing on PC-based automated systems. After an initial request for quote from vendors that could provide both workforce management and security access, they were able to narrow their choices to two providers, ultimately choosing ITR, because their solution proved feature-rich yet cost effective. Director of Logistics and Customer Service Paul Dean cited ITR's "value added punch" as the biggest reason for their decision.



*"The ITR time and attendance software has allowed our payroll employees to move from performing data entry to verifying and validating information. In addition, the system has provided visibility of attendance data to supervisors and managers and reduced the amount of paper being generated on the floor. In short ITR delivered the value added 'punch' our company needed."*

Paul Dean, Director of Logistics and Customer Service  
Broan-NuTone Canada Inc.

## The Solution

Employing a team of analysts from both Broan-NuTone and ITR, a workforce management system was put in place to handle Broan-NuTone's unique needs. HandPunch biometric data collection terminals were installed to collect in and out punches for both plant and office personnel, while ITR-760 data collection terminals were housed on the plant floor to facilitate the many job transfers plant workers performed during their shifts. These devices interfaced to ITR's TimeZone Client/Server software, allowing supervisors to make any necessary adjustments and payroll operators to ensure that the data being passed to payroll was approved and accurate. Broan-NuTone also employed ITR's Benefit Accruals module to ensure time-off balances were tracked in accordance with human resource policy.

ITR and Broan-NuTone also worked closely together to ensure that ITR's access control solution was configured to meet the strictest standards in terms of securing their facility. Employees were restricted to entering the building only during their specific working hours, while key management personnel could work off hours without concern for the security of the plant during non-shift times.

## Results and Benefits

Broan-NuTone has enjoyed many of the benefits of ITR's automated workforce management system. Management now enjoys visibility of and compliance to human resources policies, while supervisors have a more streamlined method of providing attendance data to payroll. Plant supervisors can ensure optimum efficiency level on the plant floor through the use of job costing, and finance is able to calculate labor to analyze full time employee equivalency numbers. Perhaps the greatest benefit lies in the seamless integration that the TimeZone system provides with Broan-NuTone's payroll provider. According to Dean, the labor hours associated with completing payroll has been reduced by at least 50%.



### International Time Recorder Company Limited

7A Taymall Avenue  
Toronto, Ontario M8Z 3Y8  
Canada

Tel: 416-252-1186  
Fax: 416-255-1565  
Toll Free: 1-877-567-0633  
[info@itr.ca](mailto:info@itr.ca)