



**workforce management**  
made easy

## Corporate Profile

**Head Office** Toronto, Ontario

**Founded** 1965

**Ownership** Private

**Employees** 80

### Senior Management

Tracy Parzych, *President and CEO*

Tony Cutruzzola, *CFO*

Laurie Thomas, *EVP Business  
Development and Marketing*

Ian Campbell, *VP Development*

Wayne Metcalf, *Western Regional  
Manager*

Mario Furino, *Eastern Regional Manager*

### Customer Sampling

ArcelorMittal

Canadian Tire

Garland Commercial Ranges

Holiday Inn

Home Hardware Stores Limited

Lise Watier Cosmetics Inc.

Northstar Aerospace Canada Inc.

Old Dutch Foods

Pusateri's

Rona

Staples/Business Depot

Uniprix

### Associations

American Payroll Association

Canadian Payroll Association

Canadian Association of Family Enterprise

### A Sophisticated, Powerful Solution

ITR develops, markets, and supports software that helps customers of all sizes manage all aspects of time and attendance, scheduling, labor allocation and accruals and absence management, with in-depth reporting. We deliver exceptional solutions and responsive regional customer service. By managing both salaried and hourly employees, and providing data capture and integration for labor costing, ITR provides value to the entire workforce.

ITR is committed to yearly R&D investment, resulting in innovative products driven by the demands of the market and input from our customers and prospects. Working as a team with our customers, we ensure that our systems deliver optimum efficiency and productivity. The end benefits are reduced costs, improved employee confidence, and responsive decision-making at the lowest possible cost.

### Core Product Functionality

With its scalable and modular design, ITR's flagship product, TimeZone™, provides full workforce management functionality to optimize your organization and streamline the management of employee time and labor activities.

- Time and Attendance
- Employee Self Service
- Scheduling
- HR and Benefits Administration
- Labor and Job Allocation
- Multiple Data Collection Options
- Biometric Devices
- Data Integration and Synchronization
- In-depth Reporting and Analysis Tools

### Technology

ITR serves companies of all sizes by offering flexible, scalable solutions. TimeZone™ Web, a fully web-deployable application, utilizes a web services API and component based .NET framework, enabling ease of deployment and integration with existing enterprise hardware and software infrastructure. The technology can be extended to accommodate the needs of a distributed workforce, allowing employees to access the system via web, data collection terminals, biometrics, PC's and mobile devices. Alternatively, TimeZone™ CS, with client server architecture, uses an MS SQL Server database (scalable to MSDE). This secure and robust product ensures adaptability to various hardware and network environments.

ITR prides itself on implementing solutions for over 15,000 customers, successfully delivering flexibility, quality and solid performance, regardless of company size.

### Target Industries

The flexibility of the software's rules engine enables TimeZone™ to meet the requirements of any payroll calculation, no matter how complex. And with over 40 years of experience in the time management industry, ITR has had the advantage of being able to tailor its software specifically to meet the needs of different market niches, including the following:

- Manufacturing
- Healthcare
- Food Processing
- Transportation and Logistics
- Retail
- Hospitality

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