



Orange Enterprises, Inc.

TigerJill.com

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PET Tiger™



Biometric Payroll Tracking



Current mobile communication technology makes it possible for Grower-Shipper-Packer operations to make labor decisions with greater precision in real time. Now Grower-Shipper-Packers see productivity throughout a workday rather than wait until the end of a work week.

PET Tiger (Payroll Employee Tracking) has been using this cutting edge technology for many years. "Employers can manage in ways that didn't exist before," Orange Enterprises' Udi Sosnik said. "Thanks to advances in technology, labor management is no longer a manual process. Payroll Employee Tracking - PET Tiger is a paperless and wireless labor management system that integrates multiple devices such as regular time clocks, biometric clocks, handheld devices and smart phones. While performing field operations, harvesting, packing, transportation and administration those devices send data to a single database. Ag operations with all crops are electronically monitoring labor data to make efficient management decisions in real-time and improve overall productivity."



**Supervisor Reviews Employee Performance
in real time**

PET Tiger eliminates the problems of recording payroll data with a pen and paper, especially when various fields are spread out over great distances. The payroll data collection system utilizes various in-the-field time and piece rate recording devices and in-house time and piece rate recording devices.

Orange Enterprises developed the software PET Tiger. The developers also provide the training and support required to implement the program. Orange started its software development for agriculture in 1984 and introduced PET Tiger about 10 years ago.

Customers that grow various commodities love PET's user-interface and the rapid response of the Orange team to modify PET Tiger to each customer unique needs.

Labor contractor, Tony Pacheco, runs hundreds of picking crews in the San Joaquin Valley of California. He is one of the first Orange clients to start using iPads and iPhones with the PET Tiger system.

"It's really convenient. A crew boss or Supervisor can call in a job change. We do a lot of piece rate. We get reports hourly about the productivity of each worker instead of waiting until the end of the day. If I see that employee isn't going to make it, I can send him home and let him try again the next day. It creates motivation and I see immediate results," Mr. Pacheco said.



Tony Pacheco reviews his employee's piece work on an iPad in his truck - CA



Allison Smith
Dole FL

Dole/SunnyRidge Farms in Florida started using PET Tiger in 2006 at one farm. They now use it at all four of its company-owned berry farms and all five of their packing and distribution centers on the east coast, SunnyRidge IT Manager Allison Smith said through email, "It is also much more user configurable which gives us the ability to do things differently and make changes quickly and easily when the business calls for it."

Brian Henderson, controller for Exeter Produce that grows greenhouse vegetables in Ontario, Canada, uses the PET Tiger system to analyze the processes involved in picking, packing and shipping. He measures those processes by looking at each field-crop combination as a profit center. Mr. Henderson uses Famous software and FaceForward, a data query application, which can access either PET Tiger or Famous.

"When we started looking at implementing PET Tiger, we had some unique requirements. They were very responsive in resolving problems. They could log into our system and train us on our computer screens. PET Tiger is also very user-friendly on the input side. If there are input mistakes, it is easy to find them," Mr. Henderson said.



Brian of Exeter
Produce - Canada

After spending many years manually keying data into the accounting system,



Recording Labor at Lagomarsino - CA

Lagomarsino Farming in Tulare, California, tried an electronic time keeping system. The system did not solve the problem of manual entry, because supervisors could not see or edit data in the field, leading to many mistakes.

Shera Fagundes handles payroll for Lagomarsino and started using PET Tiger in early 2009 in the company's blueberry, cherry, pluot and grape picking operations.

"PET Tiger can easily calculate our box bonus program and piece rate; and it is also easy to make changes when rates and bonus calculations change," Ms. Fagundes said.

Most accounting programs aren't able to easily handle overtime and double time rules, considering that field employees can work seven-day work weeks during harvest and packing seasons, according to Roger Lohrmeyer, IT consultant for OG Packing in Stockton, California.

"Orange has customized just about anything we've needed." Mr. Lohrmeyer added. "They have been very responsive."

Seaside Farms in South Carolina put the system to work for the first time earlier this year. For the 2012 tomato season, Seaside barcoded each row with its length. Workers were paid per 100 feet for tying plants during planting and pulling plastic and cutting string after harvest.



Piece Work performed at Seaside Farms - SC

"We also signed up our 400+ employees with PET using it to print the I9 and W4 government forms. Once we started picking we used it to scan each bucket picked to keep track of the number of buckets per employee and which field the tomatoes came from. We also used it to sign our workers in and out for work at our packing facility," Hunter Squires said.

The adaptability to all software operating systems is a special point of pride for the Orange team, according to Mr. Sosnik. In a very short period of time new versions of PET were developed to run on the new smart phone operating systems including the iPhone, Android and Microsoft Mobile.



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