enCompass

enVista®
enabling enterprise commerce™

enCompass was created in response to market demand for a comprehensive labor standards tool that can be rapidly deployed and provide a faster time to value for small and medium size operations.

Labor Management Programs

Optimizing performance of the workforce is a top priority for distribution center leaders. A robust Labor Management Program with the right mix of people, process and technology components is critical in accomplishing this objective. These programs drive down labor costs for organizations. With labor expenses typically accounting for between 40 and 60 percent of an operation's variable costs, any reduction in labor cost can have a significant impact on the bottom line.

A labor management system serves as the mechanism for measuring and reporting performance in an efficient and automated manner. While this technology is a key enabler of a program's success and sustainability, it

is but one piece of the puzzle. The people and process aspects of the program are most critical to its success. At the foundation is the development of consistent and efficient processes and the application of time measurements to these processes. Labor standards set the bar that managers use to evaluate and compare performance across their workforce.

enCompass

enCompass is the technology component of enVista's labor management program. enCompass was created in response to market demand for a comprehensive labor standards tool that can be rapidly deployed and provide a faster time to value for small and medium size operations. Until now, labor management systems have often been

too expensive or complex to implement for many operations. enCompass provides an option for operators that would like to take advantage of the value in implementing a labor management program but are not positioned to implement a complex software solution. By implementing enCompass, it is assured that the focus of the program will be on people and process while leveraging technology as the enabler to its long-term success.

enCompass provides the ability to develop and configure discrete engineered labor standards. This includes precise travel calculations and multi-variable standards that provide accurate measurements across wide ranging order profiles and work assignments. This ensures that workers are measured fairly for each work assignment and eliminates the "good order/bad order" dynamic that is inherent in many measurement systems, resulting in increased morale.

enCompass also provides a labor standards database that has been established over many years using best practice industrial engineering techniques. This database is leveraged as a rapid standards development tool that is fully integrated into the application, further increasing the speed of deployment.

Bottom line, as the technology enabler for the labor management program, enCompass ensures you realize and sustain the results from the program by eliminating subjective and manual tracking that is present in most basic measurement tools.

> *"enVista has been an outstanding partner with The Sportsman's Guide in implementing and supporting our labor management and employee engagement programs we have in place."*
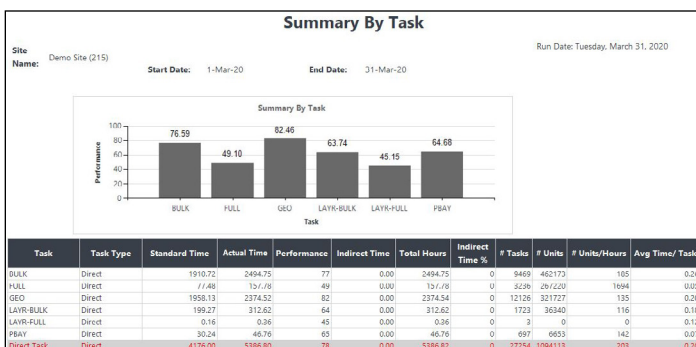>
> **– Scott Eichstadt, Senior Vice President, The Sportsman's Guide**

Cloud Deployment

The enCompass application is deployed in the cloud. This model provides numerous benefits that ensure a quicker time to value. By deploying an application in the cloud, companies pay for only the capacity that is needed for their operation without having to invest in and maintain hardware and other technology infrastructure. The pricing model can be structured so that there is no large upfront license fee and, instead, a monthly license fee becomes part of the overall cloud managed services investment. The monthly investment associated with the solution is often offset by the cost savings from performance improvements from day one. The cloud solution also provides the ability to ramp up quickly and is scalable so that it can grow with your company.

Building a Performance-Focused Workforce

"You can't improve what you can't measure" holds especially true as it relates to your workforce's performance. To be most effective, managers need visibility to all aspects of their labor spend. This includes direct work such as picking and pallet moves but also indirect activities, which, while sometimes necessary, must be managed and controlled to maximize benefits. enCompass provides visibility to all types of activities in real-time, providing the ability to identify and address concerns before they disrupt operations and customer commitments.

Summary By Task

Site Name: Demo Site (215)   Start Date: 1-Mar-20   End Date: 31-Mar-20   Run Date: Tuesday, March 31, 2020

Task	Task Type	Standard Time	Actual Time	Performance	Indirect Time	Total Hours	Indirect Time %	# Tasks	# Units	# Units/Hours	Avg Time/ Task
BULK	Direct	1910.72	2494.75	77	0.00	2494.75	0	9469	462173	105	0.26
FULL	Direct	77.48	157.78	49	0.00	157.78	0	3236	267220	1694	0.05
GEO	Direct	1958.13	2374.52	82	0.00	2374.54	0	12126	321727	135	0.20
LAYR-BULK	Direct	199.27	312.62	64	0.00	312.62	0	1723	36340	116	0.18
LAYR-FULL	Direct	0.16	0.36	45	0.00	0.36	0	3	0	0	0.12
PBAY	Direct	30.24	46.76	65	0.00	46.76	0	697	6653	142	0.07
Direct Task	Direct	4176.00	5386.80	78	0.00	5386.82	0	27254	1094113	203	0.20

By implementing fair measurements and setting expectations for your workers, you ensure that the entire team will be focused on performance. When working under expectations, people will highlight issues to management that prevent them from being most productive. You now have many more eyes and ears looking for opportunities to remove waste from the processes. This focus ensures that these barriers to productivity do not stand in the way of improvements and lead to a truly Lean, continuous improvement environment.
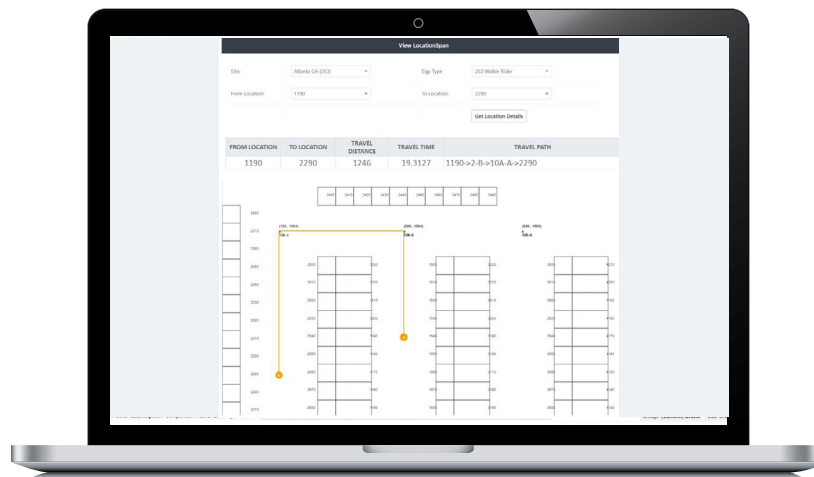
Features/Functions

- Cloud-based deployment
- Discrete engineered labor standards
- Warehouse map display with simulated distance calculation
- Multi-Warehouse dynamic reporting capability
- Labor goal time RF integration

- Manual activity card
- Mass indirect insertion module
- Observation management
- Labor planning and forecasting module

Benefits

- Reduced capital investment
- Fast time to value through rapid implementation and cloud deployment model
- Increased productivity and reduced labor costs
- Manage indirect (and non-productive) time out of the operation
- Better real-time visibility to how teams are performing
- Improved associate morale through fair expectations
- Fosters continuous improvement

enCompass Warehouse Map Display

Consulting and solutions delivery is in our DNA. Let's have a conversation.™
info@envistacorp.com | 877.684.7700 | envistacorp.com