

## ***A Case Study: Quail Ridge Country Club***

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In the high season, Quail Ridge Country Club's Grounds Department's staff numbers 25 employees. That number drops to five in the low season, not unusual for the country club business. Because of this seasonal shift, employee time tracking and payroll budgeting are crucial and can help save a country club thousands of dollars.



Quail Ridge turned to Lathem for an automated timekeeping system that would allow it to track employee time and budget its labor-management costs easily and affordably. Superintendent Louis Bettencourt, a long-time Lathem PayClock® EZ user, agreed to be a beta tester for PayClock® Pro Version 5, an affordable, multi-user automated timekeeping system for small business.

"It enabled me to better control my staff numbers and labor costs," Bettencourt said. "It's very easy to use, especially for beginners. I've trained many people on the system. The reports are very helpful, especially for tracking payroll budgets and benefit accruals, including vacation and sick days. Other department managers are envious of how easy it is to produce and analyze the PayClock Pro reports, so we're now considering expanding the system to other parts of the club."

Bettencourt believes other golf courses and businesses would benefit from Lathem's PayClock Version 5 timekeeping system, whether they choose PayClock EZ or the more advanced, Pro system.

"The system helps you save money," Bettencourt said. "The money you save in the first year pays for the system itself."

One of the features Bettencourt found particularly useful was a Pro module that allows a user to enter employee schedules up to nine weeks in advance. Based on the projected hours, the system generates a report. A supervisor can then calculate whether he or she needs that amount of coverage in a given time period.

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