

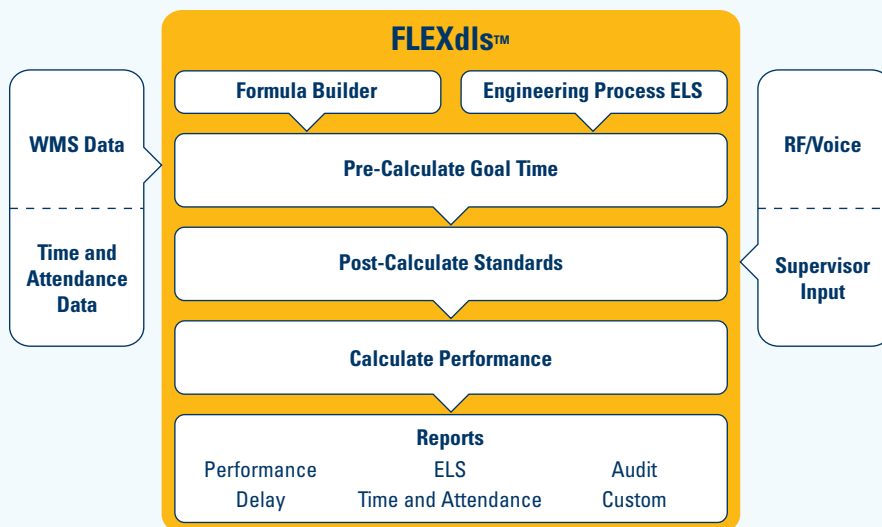


FLEXdls™

Set the standards.
Supercharge your workforce.

Many distribution-intensive organizations have ripe opportunities for improving labor utilization and efficiency – for some, **by more than 30 percent**. **FLEXdls™**, a best-of-breed labor management system to manage performance within any distribution environment – while leveraging your existing warehouse management system.

THE MOST DISCRETE LABOR SOLUTION AVAILABLE. IT'S ABOUT TIME.



ENHANCE YOUR EXISTING WAREHOUSE MANAGEMENT SYSTEM

FLEXdls™ is a stand-alone, best-of-breed labor management software solution that integrates with any warehouse management system. FLEXdls™ generates true discrete engineered labor standards for critical tasks within a distribution environment, while using the data that already exists in your warehouse management system. Developed using the latest Microsoft .NET technology, it works efficiently in your existing environment – leveraging your warehouse management system data.

FLEXdls™ MODELS YOUR ENVIRONMENT

FLEXdls™ incorporates West Monroe Partners' unique engineered labor standards methodology to help you design and then measure labor standards. Our ELS approach combines the use of pre-determined time systems, time and motion studies, and work sampling to evaluate and measure labor activities and refine labor standards – creating a solution noted for its ability to work in your environment.

With our unique ELS methodology as its foundation, FLEXdls™ goes beyond other labor management solutions:

To improve productivity and margins in your operations, you must be able to measure and optimize labor activities.

- **Are you getting 100 percent productivity from 100 percent of your workforce?**
- **Are you able to set fair and clear performance expectations for your warehouse workers?**
- **Does your warehouse management system provide adequate measurement and performance reporting capabilities?**

Implementing engineered labor standards (ELS) is one of the most efficient strategies for increasing your labor productivity. But, how can you take advantage of ELS using your existing warehouse management system? The answer is FLEXdls™, a product of West Monroe Partners – **the labor optimization authority**.

Employee Day Summary Report

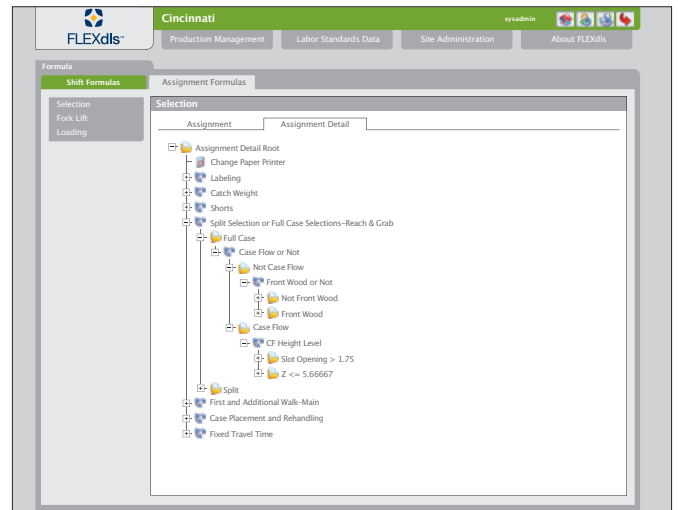
Department: All Assignment Type: All
 Shift: All Employee Group: All
 Performance: All Date: 4/17/2008 - 4/19/2008
 Job Code: All Employee: Abernathy, John; Alcamo, Rose; Bailie, Rob
 Employee: Abernathy, John
 Date: 4/17/2008 - 4/19/2008

Day	Total Number of Assignments	Volume	Standard Hours	Direct Hours	Indirect Hours	Delay Hours	Total Hours	Volume / Hour	Performance
Thursday	10	1,380	7.35	7.56	0.00	0.00	7.56	182.63	97.28%
Friday	2	357	1.78	1.91	0.00	0.00	1.91	186.56	93.07%
Total	12	1,737	9.13	9.47	0.00	0.00	9.47	183.43	96.43%

Date: 4/20/2008 - 4/26/2008

Day	Total Number of Assignments	Volume	Standard Hours	Direct Hours	Indirect Hours	Delay Hours	Total Hours	Volume / Hour	Performance
Sunday	7	1,231	6.44	6.81	0.00	0.00	6.81	180.73	84.56%
Monday	10	1,598	8.54	8.90	0.00	0.00	8.90	179.54	95.99%
Tuesday	10	1,496	7.79	8.07	0.00	0.00	8.07	185.29	96.50%
Wednesday	3	558	2.91	3.00	0.00	0.00	3.00	185.83	96.94%
Thursday	7	1,206	6.16	6.48	0.00	0.00	6.48	186.13	95.12%
Friday	2	360	1.83	1.96	0.00	0.00	1.96	183.86	93.41%
Total	39	6,449	33.68	35.22	0.00	0.00	35.22	183.08	95.61%

Examine detailed performance reports by employee.



Use the Formula Builder to customize engineered labor standards for different types of work.

- FLEXdls™ models the reality in your warehouse. Rather than using assumptions, it incorporates discrete factors from your WMS data and calculates everything based on actual constraints within your environment.
- FLEXdls™ calculates more accurate travel times by allowing you to assign individual travel speeds for machine travel.
- FLEXdls™ produces more precise results by using discrete formulas rather than key value indicators to calculate standard times.

We know that your operations and environment can change from time to time. When you update your layout, slotting, products, or equipment, FLEXdls™ enables you to make updates easily – and only to the elements that have changed.

Together, these features make FLEXdls™ the most accurate and flexible labor management solution available.

THE MOST FLEXIBLE, ACCURATE LABOR MANAGEMENT SOLUTION AVAILABLE

FLEXdls™ offers the complete range of features and functions that you need to assess, manage, and improve labor productivity – in a way that is tailored to your unique environment. Key features include:

- **Formula Builder** – Create formulas, at any level of discreteness, for many types of assignments,

without complex programming. Easy, efficient updates as processes change.

- **Flexible Element Database** – Work measurement technique independent and 100% discrete. RPN calculations at the element level.
- **Advanced Travel Calculation System** – Account for physical factors such as turn angles, doors and stop-and-go locations, and variable conditions such as wet floors or aisle obstructions (pallets, cases, etc.).
- **Discrete Vehicle Information** – Track individual material handling equipment, including speed (horizontal and vertical) as well as walk/ride metrics.
- **Version Control** – See who has made changes, when and why.
- **Reports** – Develop customized and flexible performance reports, delivered in easy to access and understand formats via the Web, PDF, Excel, or CSV.
- **Customizable Access Levels** – Secure the system by functional group.

Best of all, FLEXdls™ is easy to implement and even easier to use. Its simple user interface allows your managers to build useful and customized reports – providing information you need to engage your entire workforce in achieving enterprise-wide productivity goals.

TESTED BY UNIONS

One of the key concerns about labor optimization solutions is the acceptance and cooperation of labor unions. FLEXdls™ has been reviewed and tested by union representatives – meeting stringent requirements for accuracy and fairness.

SET THE STANDARD

When it comes to applying engineered labor standards, FLEXdls™ sets the standard.

West Monroe Partners has applied extensive experience in labor and productivity management – honed over several decades of work for some of North America’s largest retail and distribution organizations – to create this innovative tool that helps you drive 100-percent productivity from 100 percent of your workforce. Use FLEXdls™ to:

- Decrease costs and eliminate waste in your operation.
- Improve individual and group performance.
- Motivate managers and employees.
- Enhance planning capabilities.
- Provide concrete data to address the concerns of unions.

And, because FLEXdls™ integrates easily with your existing warehouse management system, you can accomplish all of this at a very manageable cost.

That’s business in the right direction.



100% productivity from 100% of your workforce

To learn more about FLEXdls™, please contact us at info@westmonroepartners.com

