

## **Bighorn Gains Big Timekeeping Productivity**

*BIGHORN Golf Club (BGC) is a superior golf community located in Palm Desert, California. BGC started with the Mountain Course in 1992 and expanded development with the Canyon Course in 2000. Thus, growth from an 18 hole golf course to a 36 hole golf course, two club houses, a spa, and a tennis club. In addition to this BIGHORN added its own fine dining restaurant in the fall of 2006. Their golf community has homes that range from \$2M to \$10M.*

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*"We love the ease of use, the flexibility to grow and adapt to our needs" ... "As well as the service and expertise we have receive over the years."*

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In anticipation of this growth in 2000, Norma Castaneda, human resource director brought in several time and attendance companies to present their products. After tested these products, NOVAtime's Time and Attendance solution presented by Employee Management Solutions, a consulting firm specializing in labor control for the hospitality industry, was chosen to manage BIGHORN's workforce. Since 2000, due to BIGHORN's 100% growth factor and more sophisticated needs, the scope of BIGHORN's time and attendance needs grew from originally a three-clock system with two users on a peer-to-peer network with NOVAtime 2000 to NOVAtime 3000 Enterprise Edition supporting eight NT5000 swipe clocks.

Despite the growth BIGHORN still is able to handle the needs of additional employees with the same staff. The NOVAtime 3000's web services has allowed for supervisor to review and correct their employee's timesheets and reduce the burden of payroll administrator. The result: labor control and labor distribution, documentation, supervisor management, import/export of data, and real time automated tasking. Direct Benefit: value added teamwork and management and profitability of the company as a whole.

Ms. Castaneda believes that the success is three (3) fold, the product, the implementation, and the support. There are many products out there today and one has to be very careful of what they are getting or is what your getting a good sell job. On the other hand ... you could chose a great product with poor implementation. The result: a not so great product.

"NOVAtime and Employee Management Solutions have always been there to anticipate, implement, and service BIGHORN's needs," said Ms. Canstaneda. "BIGHORN Golf Club has gained savings on payroll dollars because of its implementation of policy and procedure, more efficient method of managing employees, management review of their employee records, and the time savings to our human resource department through the NOVAtime's solution," added Ms. Castaneda.

Additionally, the on-going implementation, support, and consultation provided to us by Ellie M. Warther, CFP of Employee Management Solutions, LLC with her knowledge in the hospitality industry. "Our team, Dale Walker, IS Department, Yolo Castro, and myself Norma Castaneda, Human Resources would like to thank the NOVAtime team and Ms. Warther for our success," stated Ms. Castaneda.

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***For more information on NOVAtime and how they can help you streamline your workforce management needs, please email [sales@novatime.net](mailto:sales@novatime.net) or call 877.486.6682.***

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