

Bahamas Supermarkets, Ltd

Welcoming a New Era

Microsoft. Starbucks. Names synonymous with phenomenal success. While their products vary greatly, Microsoft and Starbucks share a common bond. Each ventured out in a new territory. They looked for needs that had not been satisfied and went about to meet those needs.

Leading companies of the Twentieth Century succeeded not just by doing what they had always done or even by doing it better.

They had to move out of their comfort zone and into new territory and seek new horizons. Today, Bahamas Supermarkets, Limited (BSL) is on the verge of re-birth. For over 40 years policy direction was determined by a US-based owner, the Winn-Dixie Corporation. That changed in 2006 and they are now in charge of their own destiny.

A New Beginning

In mid-2006, due to the financial situation at Winn-Dixie, the Bahamas subsidiary was sold to BSL Holdings Ltd, a company incorporated in The Commonwealth of the Bahamas. Thus a new era began, a new and exciting beginning; a rare opportunity to do things their way and to chart their own course.

However, with this new independence came the realization that they would have to relinquish use of the old Winn-Dixie systems, including the one used for time and attendance, and start fresh.

BSL was given a very tight deadline in which to find a suitable time and attendance solution replacement and a five hundred thousand dollar price tag if that deadline was missed.



Going Back in Time and Attendance

There are always many issues that need to be taken into consideration when implementing a new time and attendance solution and it is a daunting task even when there isn't a pressing deadline. To complicate matters BSL had recently invested in new time clocks and already had a payroll provider that they were quite happy with. This meant that the new solution would have to integrate with this existing infrastructure.

Taking all of this into consideration, the most logical choice would be to continue to work with the Winn-Dixie time and attendance provider, but independent of the Winn-Dixie system. This proved to be a flawed theory because the providing company just wasn't interested in working with anything less than the entire Winn-Dixie corporate entity.

The prospect of having to do manual time and attendance for all of their hourly employees now loomed on the horizon. If a new solution could not be found

before the deadline, the stores would have to revert back to a manual process until such time that an appropriate solution could be found and implemented.

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Peter Goudie, Human Resources Manager

ADI Time to the Rescue

Bahamas Supermarkets was directed to ADI Time by Control Module Inc. (CMI), the manufacturer of their time clocks. Peter Goudie, the Manager of Human Resources had inquired if CMI could point them in the direction of a time and attendance solution that could interface with their time clocks. CMI pointed Peter to ADI Time and he never looked back.

With the deadline looming the team at ADI Time went to work. ADI Time version 10 provided the new enterprise with everything they needed in terms of time and attendance features and functionality, and it could talk to both the existing time clocks and existing payroll provider. Coupled with the talented Professional Services group at ADI Time, the race was on to get BSL up and producing payroll on their own and ahead of the deadline. "In less than one month ADI Time took us from the possibility of having to use manual time cards to having a fully operating time & attendance system which created our payroll", said Peter Goudie Human Resources Manager. Peter went on to say, "In the end our people got paid. The ADI team was so helpful, from the first moment to today; I have never seen such great service in my life...simple as that!"

About Bahamas Supermarkets, Ltd.

Bahamas Supermarkets, Ltd. is the parent company of City Markets in New Providence and Grand Bahama.

They have nine retail food stores in New Providence and three in Grand Bahama totaling over 700 employees including office and warehouse staff.

About ADI Time

ADI Time is a complete time and attendance solution designed for a wide variety of workforce management needs. Our systems offer reliable, innovative features that easily integrate with popular human resource, financial management and payroll software. Our labor management solutions address the most complex workforce challenges in the most labor-intensive industries, resulting in tangible savings and improved productivity.

We devote all our resources to the development of products and services that respond specifically to the needs of each customer. Our commitment to serve our customers as a true business partner remains as strong as ever. For more information about ADI Time, contact us at 401.438.5500 or on the Web at www.aditime.com.