

Foster's Food Fair - IGA

Taking Care of Business

When Woodrow "Woody" Foster's father opened Foster's Food Fair on the island of Grand Cayman in 1980, Woody was just 11 years old, so his experience in the store was limited to after-school and weekend work.

As Woody Foster grew older, he learned the ropes of running the store under the tutelage of his father, David Wade Foster. In 1980, David Foster was already an accomplished and respected businessman in Grand Cayman, when he identified a need in the community for a modern supermarket that provided quality food and a larger choice of items while maintaining low cost.

In December of that year, he ventured into the grocery business opening the initial Foster's Food Fair store. This original store was 5,000 square feet, with a small space designated as a warehouse. There were approximately 25 employees.

The beginning and inevitable growth of Foster's Food Fair was built upon the Foster's essential beliefs that hold true today...service and value for their customers.

Today, Woody Foster, along with his family, has worked to expand that original store into a chain of seven successful IGA supermarkets with close to 700 employees. He is known just as much for his savvy retailing as he is for his commitment to his employees and the community.

In the Beginning

In the beginning when Foster's had just one or two locations they used a time clock and yellow punch cards to keep track of the time and attendance of its

employees. "All of the punch information had to be manually keyed in." explained John Thistle, the Information Systems Senior Manager at Foster's Food Fair. John continued, "It was a time-consuming and error-prone process, and with the company growing like it was we had to find a better way." So, in the mid-90's Foster's began their quest for an automated time and attendance solution.



Modern Day Time and Attendance

After much searching, ADI Time was chosen to be the time and attendance provider for Foster's Food Fair. They based their decision on a company that they felt would grow with them and had similar convictions regarding value and customer service.

The ADI Time system did of course provide many key components deemed important to Foster's. From the user friendly layout, to the excellent support and adaptability, as well as network integration for multiple locations, ADI Time was the smart choice.

One of the most essential tools in ADI Time for Foster's has been the availability of user-defined fields. These have allowed for easy tracking of important employee records and

furthermore allowed Foster's to organize work permits, an essential mandate in the Cayman Islands.

Foster's Food Fair has been a partner with ADI Time for over ten years now and the long-standing relationship is valued on both sides. Recently John attended a show in Chicago and took a close look at both Kronos and ADP. Although he thought their offerings were impressive he knows that it is difficult to be all things to all people at

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John Thistle, Information Systems Senior Manager

the level of expertise he requires. "ADI knows time and attendance inside and out and we are sticking with the experts." he stated. John went on to say "We have enjoyed the experience of working with ADI. The people are fantastic to work with. The support is top-notch. There is never a time when I don't get an immediate answer to my question."

And the Winner is...

For the second time in seven years, Foster's Food Fair IGA supermarkets have been awarded the IGA International Retailer of the Year Award. Foster's Food Fair became an IGA affiliate in 2000.

A committee of IGA executives and food industry experts based their decisions upon the retailers' performance in areas that ranged from leadership and innovation to hometown involvement and employee development.

Foster's Food Fair IGA first received the IGA International Retailer of the Year Award in 2000 under the guidance of David Wade Foster. IGA President, Chairman and CEO of IGA Global, Dr. Thomas Haggai said "In honoring Woody Foster as an IGA International Retailer of the Year we have one of those rare instances where we have a second generation award winner."

Foster's Food Fair IGA is the first company ever outside of the United States to receive this award twice, marking a significant milestone in both IGA's storied 80 year history and that of Foster's Food Fair IGA. Foster's Food Fair IGA was chosen out of over 4,000 IGA Supermarkets that span the globe to represent the best of the best, as one of seven IGA International Retailers of the Year.

In 2007, seven years after his father was honored with the prestigious award, the company with Woody Foster at the helm, has once again been acknowledged by the international community and recognized for operational excellence, exceptional customer satisfaction and Hometown Proud community involvement.

Into the Future

A time and attendance solution that eliminates manual tracking is only the first step in realizing a continuous improvement in labor management.

Later this year Foster's will be taking a close look at version 10 of ADI Time due to the true web-based architecture of the new version. As Foster's grows so do their requirements for time and attendance and ADI Time continues to grow along with them. Version 10 of ADI Time offers a scalable and innovative time and labor management system that will address their challenges today while being able to handle their requirements of workforce management tomorrow.

Today, Foster's Food Fair IGA continues to promote and deliver quality food items, value and service to all their customers. This is accomplished through the vision, hard work and team effort of the Foster family, its Management Team, each of the almost 700 employees and their families. The Foster family remains dedicated to serving the community at large; being responsive to their customers needs and will continue to support and maintain the quality of life in Grand Cayman.

About Foster's Food Fair - IGA

Foster's Food Fair is a full service IGA Supermarket with a wide selection of international groceries and produce. They have seven retail food stores and one distribution center in Grand Cayman totaling close to 700 employees including office and warehouse staff. For more information about Foster's Food Fair IGA visit www.fosters-iga.com.

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.