



For Immediate Release

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Legiant Time and Attendance Software Provides FMLA Tracking Tool

AUSTIN, TX – September 10, 2008 – Legiant, a leading provider of time and attendance software, announced the release of their FMLA tracking tool. The Family Medical Leave Act (FMLA) can be a source of uncertainty for employees and employers alike. As a result, organizations can be at great risk if they fail to grant FMLA leave appropriately. The new feature of Legiant Timecard aims to improve the ability to track FMLA leave with their time and attendance system.

The Legiant Timecard system will notify the appropriate human resources managers via email when an employee is out of the office for 3 days. To determine if FMLA tracking will be necessary, HR will use the Legiant FMLA Administration System. “By explaining the process in clear and concise terms, the FMLA Administration System will simplify the determination process,” said Chris Lang, Account Executive. “We know how important maintaining FMLA compliance is to our customers. Our tracking tool will make leave tracking simpler and more efficient, which will help reduce our customers’ risk.”

While an employee is on FMLA leave, Legiant Timecard tracks the time off, allows HR to decide how the FMLA leave will be compensated by pay type, provides detailed reports to managers and automatically sends a FMLA Tracking Report. The FMLA leave notifications can be emailed to HR and to the employee alerting them when FMLA leave is exhausted. FMLA Tracking is only one of a full suite of tools available with Legiant Timecard.

About Legiant

Legiant is a leading provider of web-based time and attendance software for payroll, attendance, productivity, leave and project tracking. Flexible workforce management solutions help Legiant’s enterprise customers maximize the profitability and productivity of their workforce. Solutions such as Legiant Timecard™ and Legiant Express™ can be customized to meet the unique needs of any organization including mobile workforce tracking, payroll automation or automated time and attendance and workforce productivity reporting. Legiant integrates software, hardware, and professional services to create a comprehensive time tracking solution, easy-to-use and accessible from anywhere through a Web-

based interface. Legiant integrates with the majority of payroll systems and supports biometric data collection devices. For more information, visit Legiant at <http://www.legiant.com>.

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