

In This Issue

DataPro celebrates 50 years in business

Facts you need to know about managed services

Reduce payroll error and boost productivity with biometrics

Supreme Court Limits the Applicability of Affirmative Action

DataPro Solutions Newsletter - Summer 2009.

DataPro is Celebrating 50 years in Business. Come to our open house Thursday September 10, 2009 - 3:00pm to 6:00pm

Please join us at our open house. Directions are included below:

- I-90 EAST BOUND or WEST BOUND
- Take the BROADWAY AVE exit, EXIT 286
 - East Bound - At end of Exit ramp Turn LEFT onto E BROADWAY AVE
 - West Bound - At end of Exit ramp Turn Right onto E BROADWAY AVE
- Turn RIGHT onto N FANCHER RD.
- At traffic light turn RIGHT onto TRENT RD.
- 2nd road Turn LEFT onto DOLLAR RD
- Dollar Rd dead ends @ Utah (Felts field airport will be directly in front of you) DataPro is on the left hand side of the road.

Plenty of free parking, food and beverages.

Facts you need to know about Managed Services

Fact #1: Your business success depends upon the quality of your network. Your employees' success depends on their ability to effectively share data and communicate over the network. Your business, no matter how large or small, is tied into the global economy, where your competitors are procuring goods, making sales, and adapting to changing conditions in the marketplace, directly from their desktops, 24 hours a day. How do you compete in this environment? How do you ensure that your employees have up-to-the-minute access to sales, order processing, production, and other business-critical information that is vital for informed decision-making?

Fact #2: You specialize in your core business. Innovation is a wonderful thing. But many

companies, even those with a sizable IT department, have difficulty keeping abreast of the latest IP technologies. Expecting IT staff to stay current with new technologies, focus on strategic mission, and monitor and manage your network on a daily basis places a strain on resources that most organizations cannot afford. Fortunately, managed services is a solution that gives you the advanced technology you need, while relieving you of the burden of substantial IT investments.

Fact #3: You can turn to cost effective managed services.

The benefits of managed services are enormous. You gain access to leading network technologies and management expertise without the need for high initial capital expenditures or ongoing investments in upgrades, IT staffing, and maintenance. Instead, you pay a predictable and agreed upon monthly fee. Equally important, you enjoy high levels of network support and availability. Technical experts are focused exclusively on monitoring the health and availability of your network to ensure that it operates smoothly and securely, freeing your IT staff to focus on strategic activities instead of network support. Managed services generally include hardware, software, and other IP networking services, but you only pay for those networking services you need and use. You can even choose to out-task some of your network management and monitoring tasks, while retaining control of the rest.

Managed services are an idea whose time has come. Take a look at the checklist below to determine whether managed services are right for you.

My business is facing challenges:

- Staffing IT professionals
- Staying up-to-date with evolving technologies and IT skills sets
- Managing and maintaining current infrastructure, hardware, and software.
- Securing data, transactions, and communications
- Responding quickly to time-to-market demands
- Remaining flexible enough to maintain a competitive position
- Reducing network overhead costs
- Operating in real-time to meet 24-hour demand
- Delivering services to branch offices and remote workers

My business is in transition:

- We need to upgrade, refurbish, move, or relocate existing infrastructure
- The scope or scale of current business operations is changing
- A merger, partnership, or acquisition is altering operations
- We need to increase the range and level of service
- Our growth targets depend on implementing new technologies
- We are expanding into new markets

My business wants to increase profitability:

- We prefer to dedicate resources to our core competencies and mission-critical processes, rather than network support activities
- We view managed services as a good strategy for gaining efficiencies and reducing cost
- We need to implement a global network service but lack internal global resources
- We are concerned with our ability to keep up with the latest security threats and to meet privacy and security regulations
- We are experiencing dynamic business growth while undergoing downsizing and/or hiring freezes

If you answer "yes" to any of the listed items, learning more about managed services might help your company.

For more information or to find out how our solutions can benefit your business, contact Tony Cook at tonyc@datapronw.com or call (888) 658-6881 ext 315

Reduce Payroll Error and Boost Productivity with Biometrics

Automating Time and Attendance Data Collection with Biometrics Reduces Payroll Error and Boosts Productivity

HandPunch can deliver ROI with payback in 9 months or less

BOSTON--(BUSINESS WIRE) A new report from Nucleus Research finds that using biometrics, especially hand geometry, to automate collection of time and attendance data can reduce payroll error, manual data review and correction time, and buddy punching - the practice of one employee signing in or out for another. Three out of four companies experience loss from buddy punching.

Nucleus identified a number of benefits that companies could achieve from deploying biometric technology to support improved labor and payroll management. Key direct benefits include reduced payroll error through elimination of employee fraud and reduced material costs. Indirect benefits included increased productivity, improved management reporting and visibility, and improved legal compliance.

The report looks specifically at the Schlage HandPunch, a biometric device that uses hand geometry to increase reliability and reduce privacy concerns. Rather than identify users by means of a palm print or fingerprint, which can be unreliable and often requires manual intervention by the payroll administrator, the HandPunch registers the three-dimensional shape of an employee's hand and stores it in the system as a unique string of numbers. Employees enter a pin number or card and lay their hand on the reader to track their time worked, greatly reducing payroll error. Nucleus found that companies moving from fingerprint scanners to HandPunch technology were able to increase accuracy by at least 50 percent.

The average payroll error rate is 1.2 percent of total payroll. Automating time and attendance and ensuring accuracy can reduce payroll error considerably. Additionally, HandPunch enables managers to have better visibility into employee work habits and locations - resulting in better tactical monitoring as well as improved audit capabilities. An accurate, auditable time and attendance tracking system can reduce the costs and liabilities associated with ensuring compliance with employee regulations and union rules and reduce the potential cost of fines or legal action.

"Companies should consider investments in time and attendance applications as a low-risk, low-cost way to reduce payroll costs and improve productivity," said Rebecca Wettemann, VP of Research for Nucleus Research. "Advanced biometrics, such as those that use hand geometry, can greatly improve accuracy and virtually eliminate 'buddy punching' for even greater ROI."

For more information or to find out how our solutions can benefit your business, contact Tony Cook at tonyc@datapronw.com or dial 1(888) 658-6881 ext 315

Supreme Court Limits the Applicability of Affirmative Action

The Supreme Court Limits the Applicability of Affirmative Action
By

Patrick J. Kirby

In *Ricci v. DeStefano*, decided on June 29, 2009, the United States Supreme Court ruled in a reverse discrimination case holding that the City of New Haven intentionally discriminated against a group of mainly white firefighters. The 5-4 decision held that an employer must have a "strong-basis-in-evidence" that the employer would be liable for disparate-impact discrimination before engaging in affirmative action, which is a form of intentional discrimination. Disparate-impact discrimination is an employment practice that unintentionally discriminates and causes a disparate impact on the basis of race, color, religion, sex, or national origin.

The City of New Haven used written tests to determine who to select for promotions in its firefighter department. The city went to great lengths to ensure a fair and balanced test. The results of the test were that many more white applicants passed than minority applicants. The city feared a lawsuit if the results were certified, so the city refused to certify the results and the applicants who passed the test, sued.

The District Court granted summary judgment to the city stating that the failure to certify the results and not give promotions "does not, as a matter of law, constitute discriminatory intent" and that the actions were not based on race because "all applicants took the same test, and the result was the same for all because the test results were discarded." Recent Supreme Court Nominee Sonia Sotomayor affirmed the lower court's decision for the Court of Appeals and the Supreme Court granted review. The Supreme Court reversed, holding that discarding the tests was intentional discrimination and the city would be liable if it did not have a valid defense. The Court stated further that a "good-faith belief" the city would be sued in a disparate-impact lawsuit is not enough, it must have a "strong-basis-in-evidence," which is a higher standard than a "good-faith belief."

Employers should pay especially close attention to this ruling. The decision has the practical effect of limiting affirmative action. Before an employer engages in affirmative action, it must have a "strong-basis-in-evidence" that the employer will be held liable in a disparate impact lawsuit. Employers should carefully choose their selection criteria to ensure they are job-related. Employers also should be very cautious and consult counsel before implementing an affirmative action (intentional discrimination) to achieve a more diverse workforce.

Patrick J. Kirby is an attorney with the Spokane law firm of Campbell, Bissell & Kirby, PLLC , and focuses his practice on labor and employment law, and commercial litigation. Mr. Kirby can be contacted at 509-455-7100 or pkirby@cbklawyers.com.

Simplify and Save: Discount for renewal into Open Value

Renew and/or consolidate your Open License and/or Open Value agreement(s) into Open Value and receive a 15% discount for the entire duration of the new three-year agreement.

All products on the Open Value price list are eligible for this promotion.

Purchase After: 9/27/2009

Purchase By: 9/30/2009

Redeem By: 9/30/2009