



Team Member ID Management System Saves Tyson Foods Time and Money

More than 60 years have passed since John Tyson drove his battered truck to Chicago to deliver a load of 500 Arkansas chickens. Tyson heard that chickens were bringing a better price in northern markets, so he cashed in his savings and borrowed the rest of the money he needed to finance the trip. He sold the birds for a profit of \$235; \$220 of which he wired home to pay on his debts and buy another load of birds.

Out of that trip sprung the foundations of a company that would revolutionize the poultry industry. Today, Tyson is the world's largest processor and marketer of chicken, beef, and pork, the second-largest food company in the Fortune 500 and a member of the S&P 500. The company operates in more than 80 countries throughout the world and has approximately 120,000 team members.

Multi-Function Team Member IDs

Tyson has always been a leader in food production technology; now, with the help of SecureNet, Inc., they are leading the way in security and access technology. SecureNet, a national systems integrator that provides security solutions for both physical and logical assets, designed and installed a new multi-technology ID system for Tyson. While the system allows Tyson to control physical access to their processing sites, the multi-technology credential is used for other applications as well.

The SecureNet solution is integrated with Tyson's human resources system to produce the multi-technology team member ID. The solution integrates technologies from Open Options software, Fargo card printer/encoders and HID cards. Once a new team member is hired, a record of the pertinent personnel data is automatically fed into the Open Options database, ensuring accuracy while eliminating the need to re-enter personnel data. Then, using the Open Options badge creation software, the new team member's photograph is captured digitally and stored in the database. To print the credential, a multi-technology HID card is fed into the Fargo printer/encoder. Technology within the printer itself reads the unique ID numbers contained on the HID card and inserts the data into the database. This eliminates the need for the operator to manually key in card numbers, and ensures accurate data.

The Open Options system was configured so that only team members whose records have been created by the HR process can be issued ID cards, further ensuring Tyson's security policies and business rules are enforced.

The new ID is used for physical access into and around the plant, as well as an electronic 'time card' for the team member. Some locations also use the card in a cashless cafeteria system. Having the ability to roll all of these functions into a single credential saves Tyson time and money while streamlining processes.

HR Kiosks Combine Privacy and Efficiency

Early in the implementation, Tyson identified another initiative that required SecureNet's assistance. Tyson's HR personnel were spending much of their time answering benefits questions. Since the majority of Tyson team members do not have regular access to a PC, Tyson suggested installing HR kiosks at each site as part of their deployment of a new time and attendance system. Team members could use these kiosks to look up their personal information and answer common work-related questions themselves, such as vacation balances, attendance history, etc. The issue for Tyson was team member privacy; they needed a way to ensure that each employee logged out of the application when finished.

SecureNet proposed a simple solution to this issue: use the ID badges for logging in and out of the HR kiosks. Tyson team members simply insert their ID badge into a slot on the kiosk to be able to view their personal data. Removing the badge automatically logs the team member out. Not only does this make the task easy for employees, but all privacy requirements are met. This new program saved countless hours of labor for human resources team members.

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Gidget Riley, Director of Business Process Change for Team Member Management, commented on the partnership with SecureNet: "At the onset of our Time and Attendance project, we had a number of sites already using the SecureNet application as their provider for secure-door access, so we already had a good working relationship with them. I can say that SecureNet continues to partner with us to continually improve what we have in place today and help us strategically think through our future needs. I really want to stress the word *partner* here. Unfortunately, not all vendors approach working relationships in this manner. I value SecureNet's partnership as much as their technical application expertise. To me, it's about trust and commitment.

"They have dedicated resources to us and work closely with each plant to provide support. SecureNet navigated us through streamlining a number of stand-alone sites onto a centralized application, thus enabling us to use electronic interfaces to update HR master data. We do occasionally hit a 'bump in the road', but I know I can trust SecureNet to aid in a timely resolution."