Red Smart

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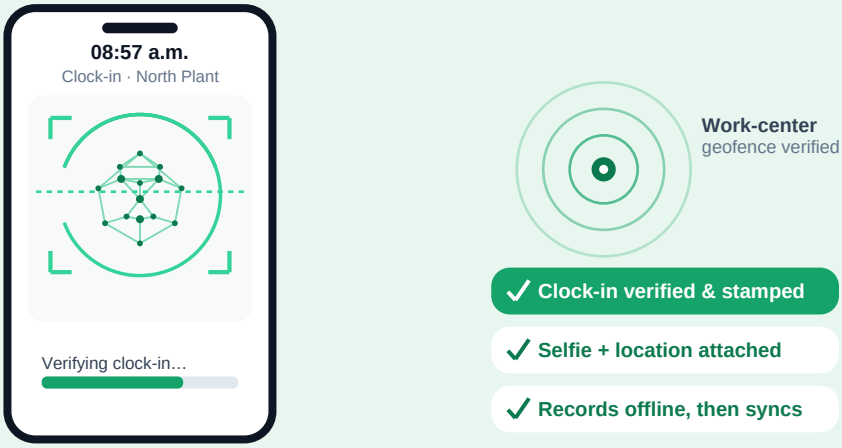
Smart Time & Attendance

Attendance with evidence: selfie + geolocation + liveness check



Attendance is labor evidence #1: workdays, overtime and inspections are won or lost on the record. RedSmart HR's **Time & Attendance** produces **reliable, geolocated clock-ins with photo evidence**, ready for the working-time record the law requires (Art. 132-XXXIV LFT) and for the **40-hour week** — and unlike a fingerprint clock, **it works from a mobile device or a kiosk, with no hardware to buy**.

Six evidence levels — you choose one for the whole company

LEVEL 0
No images
Time and location, **no selfie**. For companies whose internal policy or collective agreement **does not allow collecting images** of staff. Still stamped on the server.

LEVEL 1
Selfie + geofence
Clock-in from the app with **selfie and location** inside the center's geofence. Works on **any smartphone with a camera**, even low-end.

LEVEL 2
+ Device lock
Clock-in also requires the **device's lock**: PIN, pattern, fingerprint or face — **no fingerprint reader or Face ID required**. Binds it to the enrolled device (WebAuthn).

LEVEL 3
Kiosk mode
Employees who **don't use a mobile device**? A **shared** tablet or PC, fixed on-site: each person clocks in with their **PIN or QR code + selfie**. Location comes from the kiosk.

LEVEL 4 · ADD-ON
AI facial verification
Add-on: +$10 per employee/mo
The selfie is **auto-matched** against the employee's photo (1-to-1); **encrypted** biometric template with consent. Edge cases go to review.

LEVEL 5 · ADD-ON
Liveness check
Add-on: +$8 per employee/mo · requires Level 4
At clock-in the person is asked for a **gesture** — turning the head — and the server verifies in the images that it actually happened: **a photograph does not turn its face**. Adds 2-3 seconds and never blocks attendance.

Included in every level

Server timestamp
Every clock-in is stamped on the server; with no signal it's saved and synced (both moments logged). Requires having signed in on that device beforehand.

Not rewritten — and sealed nightly
Time, person and type stay exactly as recorded; fixing means raising a **separate correction**. Every night the system **seals the day** into your company's signature ledger.

Privacy by default
The selfie is kept for a configurable period (90 days by default) and then **deleted on the record**; no facial recognition unless you enable Level 4 with consent.

Time & Attendance is included in RedSmart HR. AI facial verification (+$10/employee/mo) and the liveness check (+$8/employee/mo, which adds on top of it) are the only optionals. · See it at **red-smart.com**

Attendance logging supports Arts. 132-XXXIV (from Jan-1-2027) and 804 LFT; workday setup is each company's responsibility with its labor advisor. Levels 4 and 5 require the employee's express consent (biometric data, LFPDPPP) and never block attendance.