

# ICMS

Independent Contractor  
Management Solutions



## The TDT System: Pool Management via Adaptive Timezones

A workforce management solution for businesses  
built on the sharing economy.

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# The Problem

One of the challenges facing businesses built on the sharing economy is that of worker pool management: how do you persuade a self-directed workforce to behave in a way that benefits your business, without straining either contractor relations or your budget?

Target Determined Timezones (TDT) are a method of soft control that use time perception management to nudge workers into patterns of behaviour that increase overall availability, without tangibly impacting worker satisfaction in relation to your business. Through the introduction of goal-orientated timekeeping, less conventional working hours can be introduced, plugging gaps in worker availability that may previously needed to have been filled with monetary incentives.

TDT are currently being trailed in various forms by companies all over the world - we invite you to join them.

A stylized, handwritten signature in white ink, appearing to read 'Alan T. Johnson'.

Alan T. Johnson  
Head of product development



# 50%

Percentage of the American workforce that will be working on a freelance basis by 2020.





# The TDT Solution

TDT creates a bridge between algorithmic management and worker autonomy by calculating a variable time of day that is unique to each worker. Taking into account hours worked, current pool size, as well as predicted future demand, workers can receive their constantly updating TDT-adjusted time either through our custom TDT watch, their smartphone, or via a personal smartclock (coming soon).

By adaptively suggesting working hours to your contractor in real-time, you can mould their workday to suit your business, avoiding gaps in availability and increasing customer satisfaction while remaining fully compliant with current employment status legislation.









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1. TDT Smartphone Application
2. TDT Watch (Standard Pink)
3. TDT Watch (Probation Edition)
4. TDT Smartclock Home



# Bands to match Your Brand



Limitless styling opportunities  
to match your business identity





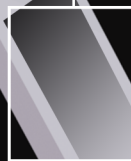
**Your Logo Here**

**Brand the watch with your  
business identity in up to  
three places.**

**Upper  
Band**



**Faceplate**



**Lower  
Band**



# As Open As Your Bus



## Standard TDT Smartphone App

Not locked to single work provider; worker can use app across platforms. Shows worker in-depth targets and productivity reports.



## Standard TDT Watch Model

Designed for everyday use. Current worker-specific TDT updates automatically. Optionally connects to smartphone app.

# Business Needs it to be.

## Locked TDT Smartphone App

Locked to your business.  
Only basic reporting  
available to the worker.



## 'Probation' TDT Watch Model

Designed for monitoring  
underperforming workers.  
Alerts you when the watch is removed.  
Connects to smartphone app.



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