



# element

**Paycom**

**Micro Fence PMF-001B**

**FCC 1.1307:2021**

**Bluetooth Low Energy Radio**

**Report: PAYC0002.2, Issue Date: August 31, 2021**



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# CERTIFICATE OF EVALUATION

Last Date of Evaluation: 8/26/2021

Paycom

EUT: Micro Fence PMF-001B

## RF Exposure Evaluation

### Standards

| Specification   | Method          |
|-----------------|-----------------|
| FCC 1.1307:2021 | FCC 1.1307:2021 |

### Results

| Method Clause | Description                           | Applied | Results | Comments |
|---------------|---------------------------------------|---------|---------|----------|
| (b)(3)(i)(A)  | Exemption From RF Exposure Evaluation | Yes     | Pass    | None     |

### Deviations From Evaluation Standards

None

### Approved By:



Donald Facteau, Process Architect

*Product compliance is the responsibility of the client; therefore, the tests and equipment modes of operation represented in this report were agreed upon by the client, prior to testing. The results of this test pertain only to the sample(s) tested. The specific description is noted in each of the individual sections of the test report supporting this certificate of test. This report reflects only those tests from the referenced standards shown in the certificate of test. It does not include inspection or verification of labels, identification, marking or user information. As indicated in the Statement of Work sent with the quotation, Element's standard process is to always use the latest published version of the test methods even when earlier versions are cited in the test specification. Issuance of a purchase order was de facto acceptance of this approach. Otherwise, the client would have advised Element in writing of the specific version of the test methods they wanted applied to the subject testing*

# RF Exposure Condition



| The following RF Exposure conditions were used for the assessment documented in this report: |                                          |
|----------------------------------------------------------------------------------------------|------------------------------------------|
| Intended Use                                                                                 | Mobile                                   |
| Location on Body (if applicable)                                                             | N/A                                      |
| How is the Device Used                                                                       | The equipment is wall mounted.           |
| Radios Contained in the Same Host Device                                                     | BTLE                                     |
| Simultaneous Transmitting Radios                                                             | None                                     |
| Body Worn Accessories                                                                        | N/A                                      |
| Environment                                                                                  | General Population/Uncontrolled Exposure |

# REVISION HISTORY



| Revision Number | Description | Date<br>(yyyy-mm-dd) | Page Number |
|-----------------|-------------|----------------------|-------------|
| 00              | None        |                      |             |

# ACCREDITATIONS AND AUTHORIZATIONS



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## United States

**FCC** - Designated by the FCC as a Telecommunications Certification Body (TCB). Certification chambers, Open Area Test Sites, and conducted measurement facilities are listed with the FCC.

**A2LA** - Each laboratory is accredited by A2LA to ISO / IEC 17025, and as a product certifier to ISO / IEC 17065 which allows Element to certify transmitters to FCC and IC specifications.

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## Canada

**ISED** - Recognized by Innovation, Science and Economic Development Canada as a Certification Body (CB) and as a CAB for the acceptance of test data.

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## European Union

**European Commission** – Recognized as an EU Notified Body validated for the EMCD and RED Directives.

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## United Kingdom

**BEIS** – Recognized by the UK as an Approved Body under the UK Radio Equipment and UK EMC Regulations.

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## Australia/New Zealand

**ACMA** - Recognized by ACMA as a CAB for the acceptance of test data.

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## Korea

**MSIT / RRA** - Recognized by KCC's RRA as a CAB for the acceptance of test data.

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## Japan

**VCCI** - Associate Member of the VCCI. Conducted and radiated measurement facilities are registered.

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## Taiwan

**BSMI** – Recognized by BSMI as a CAB for the acceptance of test data.

**NCC** - Recognized by NCC as a CAB for the acceptance of test data.

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## Singapore

**IDA** – Recognized by IDA as a CAB for the acceptance of test data.

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## Israel

**MOC** – Recognized by MOC as a CAB for the acceptance of test data.

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## Hong Kong

**OFCA** – Recognized by OFCA as a CAB for the acceptance of test data.

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## Vietnam

**MIC** – Recognized by MIC as a CAB for the acceptance of test data.

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## SCOPE

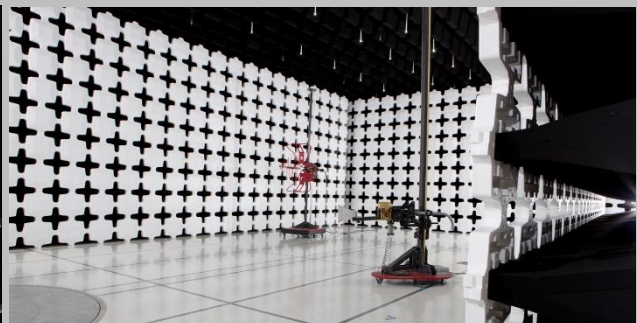
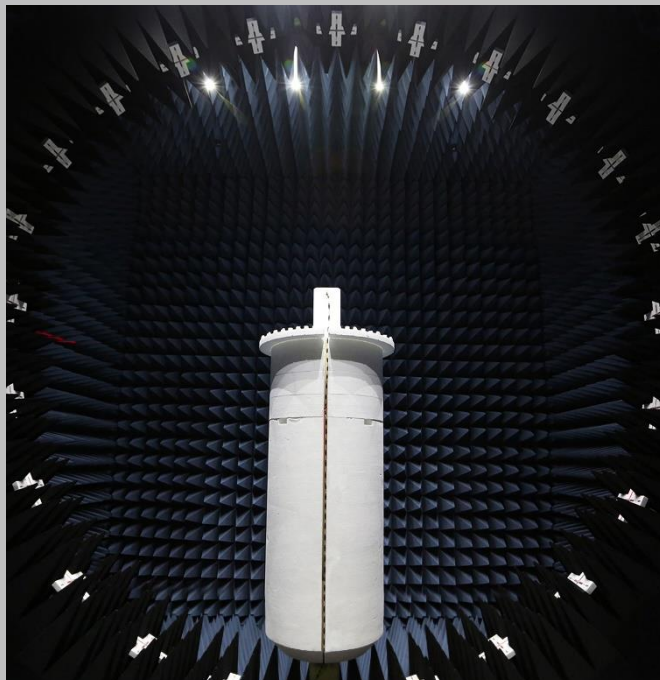
For details on the Scopes of our Accreditations, please visit:

<https://www.nwemc.com/emc-testing-accreditations>

# FACILITIES



|                                                                                       |                                                                                                       |                                                                                                       |                                                                                        |                                                                                                           |
|---------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------|
| <b>California</b><br>Labs OC01-17<br>41 Tesla<br>Irvine, CA 92618<br>(949) 861-8918   | <b>Minnesota</b><br>Labs MN01-11<br>9349 W Broadway Ave.<br>Brooklyn Park, MN 55445<br>(612)-638-5136 | <b>Oregon</b><br>Labs EV01-12<br>6775 NE Evergreen Pkwy #400<br>Hillsboro, OR 97124<br>(503) 844-4066 | <b>Texas</b><br>Labs TX01-09<br>3801 E Plano Pkwy<br>Plano, TX 75074<br>(469) 304-5255 | <b>Washington</b><br>Labs NC01-05<br>19201 120 <sup>th</sup> Ave NE<br>Bothell, WA 98011<br>(425)984-6600 |
| <b>A2LA</b>                                                                           |                                                                                                       |                                                                                                       |                                                                                        |                                                                                                           |
| Lab Code: 3310.04                                                                     | Lab Code: 3310.05                                                                                     | Lab Code: 3310.02                                                                                     | Lab Code: 3310.03                                                                      | Lab Code: 3310.06                                                                                         |
| <b>Innovation, Science and Economic Development Canada</b>                            |                                                                                                       |                                                                                                       |                                                                                        |                                                                                                           |
| 2834B-1, 2834B-3                                                                      | 2834E-1, 2834E-3                                                                                      | 2834D-1                                                                                               | 2834G-1                                                                                | 2834F-1                                                                                                   |
| <b>BSMI</b>                                                                           |                                                                                                       |                                                                                                       |                                                                                        |                                                                                                           |
| SL2-IN-E-1154R                                                                        | SL2-IN-E-1152R                                                                                        | SL2-IN-E-1017                                                                                         | SL2-IN-E-1158R                                                                         | SL2-IN-E-1153R                                                                                            |
| <b>VCCI</b>                                                                           |                                                                                                       |                                                                                                       |                                                                                        |                                                                                                           |
| A-0029                                                                                | A-0109                                                                                                | A-0108                                                                                                | A-0201                                                                                 | A-0110                                                                                                    |
| <b>Recognized Phase I CAB for ISED, ACMA, BSMI, IDA, KCC/RRA, MIC, MOC, NCC, OFCA</b> |                                                                                                       |                                                                                                       |                                                                                        |                                                                                                           |
| US0158                                                                                | US0175                                                                                                | US0017                                                                                                | US0191                                                                                 | US0157                                                                                                    |



# PRODUCT DESCRIPTION



## Client and Equipment Under Evaluation Information

|                          |                                      |
|--------------------------|--------------------------------------|
| Company Name:            | Paycom                               |
| Address:                 | 125 E. John Carpenter Fwy Suite 1000 |
| City, State, Zip:        | Las Colinas, TX 75062                |
| Evaluation Requested By: | Dennis English                       |
| EUT:                     | Micro Fence PMF-001B                 |
| Date of Evaluation:      | 8/26/2021                            |

## Information Provided by the Party Requesting the Evaluation

### Functional Description of the Equipment:

Product is a battery-operated Bluetooth Low-Energy (BTLE) beacon. Beacon is part of a time management system for employees that operates in conjunction with employee's smart phones. It is used for geolocation within buildings where GPS is not reliable. It is typically mounted on a wall in an area where employees clock-in/out. Beacon transmits a brief advertisement every 500 milliseconds. Employee smart phones receive this advertisement to establish their location when using a smart phone app to clock-in or out. Communication is strictly one-way, beacon-to-smart phone. Transmitter duty cycle is low to maximize battery life. Product housing is 5" x 3" x 1".

### Objective:

To demonstrate compliance with FCC Requirements for RF exposure for 1.1307 RF exempt devices

# EXEMPTION FROM RF EXPOSURE EVALUATION



## OVERVIEW

With respect to the limits on human exposure to RF emissions provided in 47 CFR §1.1310, if equipment can be shown to qualify for an exemption pursuant to 47 CFR §1.1307(b)(3), an evaluation is not required.

## COMPLIANCE WITH FCC 1.1310

Per 1.1307(b)(3), (i) For single RF sources (*i.e.*, any single fixed RF source, mobile device, or portable device, as defined in paragraph (b)(2) of this section): A single RF source is exempt if:

- (A) The available maximum time-averaged power is no more than 1 mW, regardless of separation distance. This exemption may not be used in conjunction with other exemption criteria other than those in paragraph (b)(3)(ii)(A) of this section. Medical implant devices may only use this exemption and that in paragraph (b)(3)(ii)(A);
- (B) Or the available maximum time-averaged power or effective radiated power (ERP), whichever is greater, is less than or equal to the threshold  $P_{th}$  (mW) described in the following formula. This method shall only be used at separation distances (cm) from 0.5 cm to 40 cm and at frequencies from 0.3 GHz to 6 GHz (inclusive).  $P_{th}$  is given by:

$$P_{th}(mW) = \begin{cases} ERP_{20\text{ cm}}(d/20\text{ cm}) & d \leq 20\text{ cm} \\ ERP_{20\text{ cm}} & 20\text{ cm} < d \leq 40\text{ cm} \end{cases}$$

Where

$$x = -\log_{10}\left(\frac{60}{ERP_{20\text{ cm}}\sqrt{f}}\right) \text{ and } f \text{ is in GHz};$$

And

$$ERP_{20\text{ cm}}(mW) = \begin{cases} 2040f & 0.3\text{ GHz} \leq f < 1.5\text{ GHz} \\ 3060 & 1.5\text{ GHz} \leq f \leq 6\text{ GHz} \end{cases}$$

- (C) Or using Table 1 and the minimum separation distance (R in meters) from the body of a nearby person for the frequency (f in MHz) at which the source operates, the ERP (watts) is no more than the calculated value prescribed for that frequency. For the exemption in Table 1 to apply, R must be at least  $\lambda/2\pi$ , where  $\lambda$  is the free-space operating wavelength in meters. If the ERP of a single RF source is not easily obtained, then the available maximum time-averaged power may be used in lieu of ERP if the physical dimensions of the radiating structure(s) do not exceed the electrical length of  $\lambda/4$  or if the antenna gain is less than that of a half-wave dipole (1.64 linear value).

**TABLE 1 TO §1.1307(b)(3)(i)(C)—SINGLE RF SOURCES SUBJECT TO ROUTINE ENVIRONMENTAL EVALUATION**

| RF Source frequency (MHz) | Threshold ERP (watts) |
|---------------------------|-----------------------|
| 0.3-1.34                  | $1,920 R^2$ .         |
| 1.34-30                   | $3,450 R^2/f^2$ .     |
| 30-300                    | $3.83 R^2$ .          |
| 300-1,500                 | $0.0128 R^2f$ .       |
| 1,500-100,000             | $19.2R^2$ .           |

- (ii) For multiple RF sources: Multiple RF sources are exempt if:

- (A) The available maximum time-averaged power of each source is no more than 1 mW and there is a separation distance of two centimeters between any portion of a radiating structure operating and the nearest portion of any other radiating structure in the same device, except if the sum of multiple sources is less than 1 mW during the time-averaging period, in which case they may be treated as a single source (separation is not required). This exemption may not be used in conjunction with other exemption criteria other than those in paragraph (b)(3)(i)(A) of this section. Medical implant devices may only use this exemption and that in paragraph (b)(3)(i)(A).

# EXEMPTION FROM RF EXPOSURE EVALUATION



(B) in the case of fixed RF sources operating in the same time-averaging period, or of multiple mobile or portable RF sources within a device operating in the same time averaging period, if the sum of the fractional contributions to the applicable thresholds is less than or equal to 1 as indicated in the following equation.

$$\sum_{i=1}^a \frac{P_i}{P_{th,i}} + \sum_{j=1}^b \frac{ERP_j}{ERP_{th,j}} + \sum_{k=1}^c \frac{Evaluated_k}{Exposure\ Limit_k} \leq 1$$

Where:

$a$  = number of fixed, mobile, or portable RF sources claiming exemption using paragraph (b)(3)(i)(B) of this section for  $P_{th}$ , including existing exempt transmitters and those being added.

$b$  = number of fixed, mobile, or portable RF sources claiming exemption using paragraph (b)(3)(i)(C) of this section for Threshold ERP, including existing exempt transmitters and those being added.

$c$  = number of existing fixed, mobile, or portable RF sources with known evaluation for the specified minimum distance including existing evaluated transmitters.

$P_i$  = the available maximum time-averaged power or the ERP, whichever is greater, for fixed, mobile, or portable RF source  $i$  at a distance between 0.5 cm and 40 cm (inclusive).

$P_{th,i}$  = the exemption threshold power ( $P_{th}$ ) according to paragraph (b)(3)(i)(B) of this section for fixed, mobile, or portable RF source  $i$ .

$ERP_j$  = the ERP of fixed, mobile, or portable RF source  $j$ .

$ERP_{th,j}$  = exemption threshold ERP for fixed, mobile, or portable RF source  $j$ , at a distance of at least  $\lambda/2\pi$  according to the applicable formula of paragraph (b)(3)(i)(C) of this section.

$Evaluated_k$  = the maximum reported SAR or MPE of fixed, mobile, or portable RF source  $k$  either in the device or at the transmitter site from an existing evaluation at the location of exposure.

$Exposure\ Limit_k$  = either the general population/uncontrolled maximum permissible exposure (MPE) or specific absorption rate (SAR) limit for each fixed, mobile, or portable RF source  $k$ , as applicable from §1.1310

## ASSESSMENT

Charles Ferguson, Senior Engineer at Paycom, provided the following information regarding the operational duty cycle.

Device is operated on AAA batteries. Transmitter transmits a brief advertisement for 248 us every 500 ms to maximize battery life. Transmitter never transmits continuously.

The exemption from RF exposure evaluation is summarized in the following table(s):

| Radio | Transmit Frequency (MHz) | Conducted Output Power | Power Tolerance (dB) | Duty Cycle | Antenna Assembly Gain (dBi) | Minimum Separation Distance (cm) | Calculated Conducted Exposure Power (mW) | Limit (mW) | Compliant |
|-------|--------------------------|------------------------|----------------------|------------|-----------------------------|----------------------------------|------------------------------------------|------------|-----------|
| BTLE  | 2402                     | 0 dBm                  | 1.0                  | 5.0%       | 3.3                         | 20                               | 0.1                                      | 1.0        | Yes       |

The information in the table above was obtained from:

The rated value was used in these calculations. From customer supplied information

End of Test Report