

Hire, manage, and retain a high-performing workforce with an integrated, end-to-end HR solution

What if your human resources (HR) staff could spend less time on paperwork and more time supporting the organization's strategic objectives? It all starts with a unified, end-to-end HR solution. Kronos Workforce Ready® HR, a module in the integrated, cloud-based Kronos Workforce Ready suite, provides a single system for all employee records and HR functions — from recruiting, onboarding, and training to benefits, performance, and compensation. This easy-to-own solution provides the complete automation and high-quality information you need to help control labor costs, minimize compliance risk, and improve workforce productivity.

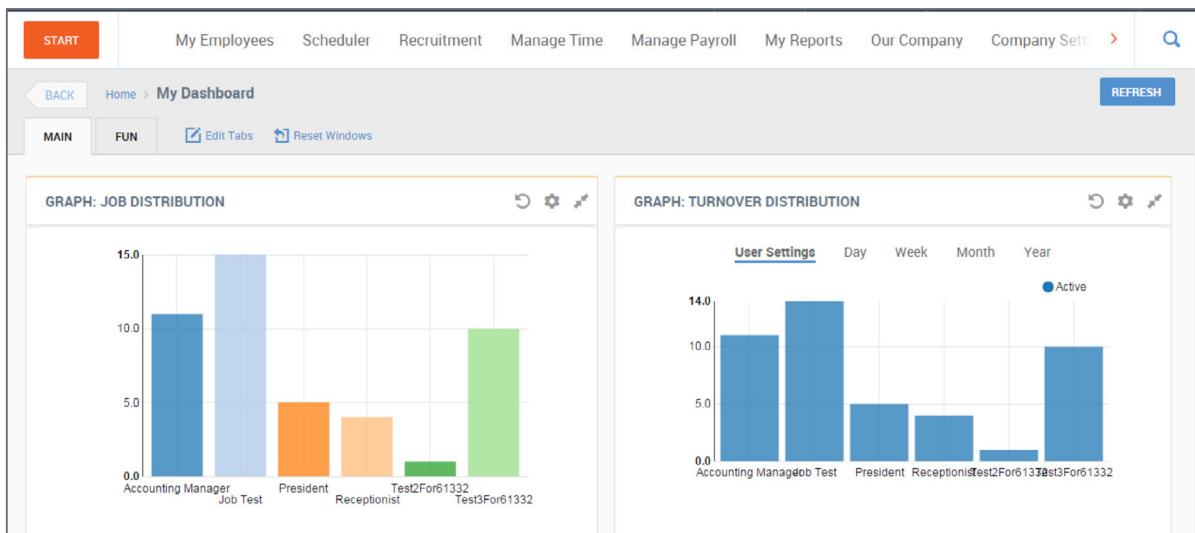
A single, end-to-end HR solution, Workforce Ready HR eliminates error-prone duplicate data entry and consistency issues that can occur across multiple systems. It provides standard and custom fields to cover the full range of HR requirements — from pre-hire to separation — so you can store and track all employee data in one location. Role-based web and mobile self-service enables employees and managers to view and update information at their convenience. Automation of hiring, onboarding, benefits, performance, compensation, and training processes — using configurable workflows — eases HR's administrative burden, supports compliance, and drives results. And real-time access to HR data improves decision making for more effective workforce management.

Source, track, and select best-fit employees for your business

Hiring the right employees can be a challenge when you're relying on multiple disparate or manual systems. Workforce Ready HR simplifies the process with automated hiring tools and integrated reporting that help you keep track of applicants and select the most suitable candidates. Enable applicants to create an online profile, search and apply for jobs, and upload their resume

Key Benefits

- > **AUTOMATE** core HR and talent management functions in one integrated system
- > **STREAMLINE** applicant tracking, screening, selection, and onboarding
- > **SIMPLIFY** benefit plan setup, open enrollment, and life event changes
- > **AUTOMATE** the performance review process to drive timely, meaningful evaluations
- > **DELIVER** real-time data access via configurable reports, dashboards, and mobile tools
- > **FREE IT** from maintenance and upgrade hassles with a cloud delivery model



Configurable dashboards provide visibility and access to recruiting and hiring information — sourcing strategies, applicant pools, job requisitions, active candidates, and more — all from a single screen.

quickly and easily. Verify application receipt with an on-screen confirmation and automatically send applicants an email detailing the application process. At any time, applicants can log back into the system to update their profiles or check the status of jobs.

Evaluate applicants based on user-definable prescreening questions to identify best-fit candidates. Workforce Ready Marketplace offers integrated services such as Social Security number validation, background checks, and more to flag potential issues and move the hiring process forward.

Accelerate time-to-productivity for new hires

Workforce Ready HR speeds up the onboarding process so new hires become productive sooner. Once a candidate is hired, all applicant data automatically flows into the new employee record, so there's no need to reenter information. A configurable onboarding checklist provides task assignments that track each component of the process — from start to finish. The system allows you to define benefit eligibility, track premiums, submit W-4 and I-9 forms electronically, enable self-service benefits enrollment, and manage payroll deductions.

Simplify benefits administration once and for all

Benefits administration can be a complex and time-consuming process. Workforce Ready makes it easy to setup, configure,

modify, and manage benefit plans with support for multiple plan types such as health, life, FSA, 401k, and others. Simplify open enrollment and life event changes by allowing employees to select and modify plans using self-service, significantly reducing HR's workload. Benefit premiums automatically become payroll deductions in Workforce Ready Payroll. And standard benefits reports can be easily modified to reflect your specific business requirements.

Develop, reward, and retain your valued talent

Workforce Ready HR provides integrated talent management capabilities to help you optimize workforce satisfaction, engagement, and effectiveness. Define organization-, department-, or job-specific performance review forms. Automate the performance review cycle to reflect your established processes. Alerts and reminders keep form completion, feedback, and approvals on track for timely, meaningful evaluations. The system also maintains compensation data linked to effective dates so you can track and report on compensation history, including compensation change details.

Stay on top of employee professional development by tracking skills and certifications with customizable reports that show you who needs training and when. Workforce Ready HR lets you define training courses, assign employees, and track completion. You can even schedule internal classes, monitor open seats, and report on employee participation and results.

| EMPLOYEE ID | FIRST NAME | LAST NAME | DATE HIRED | SALARY | ZIP CODE | BASIC AD&D | STD DENTAL | STD LIFE | STD MEDICAL | STD VISION |
|-------------|------------|-----------|------------|--------------|----------|------------|------------|--------------|-------------|------------|
| 10 | Shelley | Gradney | 03/01/2014 | \$150,000.00 | 98105 | EE | EE | \$300,000.00 | EE | EE |
| 11 | Ann | Alan | 03/01/2014 | \$79,996.80 | 98105 | EE | EE+FAM | \$159,993.60 | EE+FAM | EE+FAM |
| 12 | Barbara | Bailey | 03/01/2014 | \$65,000.00 | 98105 | EE | EE | Waived | EE | Waived |
| 13 | Chris | Connelly | 03/01/2014 | \$35,360.00 | 98105 | EE | EE+1 | \$35,360.00 | EE+1 | EE+1 |
| 14 | Den | Devis | 03/01/2014 | \$39,520.00 | 98105 | EE | EE+FAM | \$118,560.00 | EE+FAM | EE+FAM |
| 15 | Eva | Edwards | 03/01/2014 | \$58,000.00 | 98105 | EE | EE+1 | \$58,000.00 | EE+1 | EE+1 |
| 16 | Frank | Fisher | 03/01/2014 | \$39,520.00 | 98105 | EE | EE | \$79,040.00 | EE | EE |
| 17 | Grant | Graves | 03/01/2014 | \$62,000.00 | 98105 | EE | EE | Waived | EE | Waived |
| 18 | Helen | Hunter | 03/01/2014 | \$54,000.00 | 98105 | EE | EE+1 | \$162,000.00 | EE+1 | EE+1 |

Benefits reports — such as reports that deliver instant visibility to the benefits enrollment process — can be easily modified to reflect your specific business requirements.