

## Kronos Canadian Systems Inc.

Kronos Incorporated empowers organizations around the world to effectively manage their workforce. At Kronos, we are solely focused on delivering software and services that enable organizations to reduce costs, increase productivity, improve employee satisfaction, and ultimately enhance the level of service they provide.

Widely recognized as a market and thought leader in managing the workforce, Kronos has unrivaled reach with more than 30 million people using a Kronos solution every day. Kronos is a global company serving customers in more than 50 countries through its network of offices, subsidiaries, and distributors.

### Kronos in Canada

Kronos customers include both mid size and enterprise level organizations from a wide variety of industry sectors. Thousands of organizations in diverse industries worldwide including retailers, health care institutions, manufacturers, services organizations, transportation and distribution companies, airlines, government entities, and educational institutions overwhelmingly choose Kronos.

Canadian customers include Best Buy Canada, Cangene Corporation, City of Montreal, Government of British Columbia, Intrawest Corporation, John Noble Home, Maple Leaf Foods, North York General Hospital, Rona, Sobey's, and Woodbine Entertainment Group.

### Our solutions

Kronos offers a broad range of solutions that enable organizations to deploy, track, and reward their workforce. Kronos' product portfolio includes two flagship suites which address workforce needs across a continuum that includes scheduling, time and labour, absence management, and analytics:

- **Workforce Central<sup>®</sup> suite** — automates processes and optimizes workforce performance with the industry's most comprehensive solution
- **Kronos iSeries Central suite** — optimizes workforce performance with a comprehensive solution for the IBM iSeries platform

All Kronos applications are backed by a world-class services portfolio including implementation, consulting, educational, support, and online self-help services. Kronos experts help customers maximize performance, achieve the best return on investment, and provide a low cost of ownership.

### Our technology

An open, scalable, and configurable web-based architecture allows customers to easily implement, extend, maintain, and upgrade Kronos applications using their choice of platforms and technologies. Kronos technology can accommodate the needs of a diverse and distributed workforce through a blend of user interfaces that match user needs: HTML, rich user interfaces, portals, badge terminals, biometrics, PDAs, and telephony. At the heart of the Kronos solution is a parameter-driven rules engine that allows easy implementation of the simplest to the most complex business rules. With built-in utilities for integration, promote to production, archiving, and auditing, and an unmatched commitment to scalability and reliability, Kronos helps IT departments minimize cost and risk.

## Facts at a Glance

**Employees:** 250 staff based in Canada  
Canadian head office in Mississauga, Ontario, with offices in Montréal, Ottawa, Calgary, Kelowna, and Vancouver

### Alberta

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# Company Overview

## History of Innovation

Kronos is an industry pioneer. Named after the Greek word for time, Kronos was the answer to an entrepreneur's dream to find an industry where the competition was technologically backward, revolutionize the market with microprocessor technology, and eventually secure a leadership position. Kronos' founder, Mark S. Ain, led Kronos from 1977–2005, seeing the company through three economic downturns to become one of the world's most successful, innovative software companies. Under Ain's leadership, Kronos sustained one of the longest records of growth and profitability in the software industry.

## Market leadership

Industry analysts, media, and other experts consistently rank Kronos among the world's largest and most successful technology companies. Industry accolades have included:

- The Boston Globe, "Top 100"
- Business 2.0, "100 Fastest-Growing Tech Companies"
- BusinessWeek, "Hot Growth Companies"
- Forbes, "200 Best Small Companies"
- Healthcare Informatics, "Healthcare Informatics100"
- Manufacturing Business Technology, "Top 100"

1977 – Company founded  
1979 – Delivered first microprocessor-based time clock  
1985 – Introduced PC-based time and attendance product  
1992 – Filed initial public offering on Nasdaq  
1993 – Acquired IBM iSeries labor management solution  
1996 – Introduced client/server suite of labor management solutions  
1998 – Introduced first web-based labor management user interface  
2000 – Relocated headquarters to campus setting in Chelmsford, Mass.  
2001 – Introduced an entirely web-based suite of labor management solutions  
2002 – Acquired Workforce Solutions Division from Kronos rival SimplexGrinnell  
2002 – Expanded into human resources management (HRM) market  
2004 – Broadened workforce management suite to include absence management  
2004 – Acquired Montreal-based AD OPT Technologies, strengthening presence in employee scheduling  
2005 – Reported 100th quarter of revenue growth and surpassed \$500 million in revenue  
2006 – Acquired Unicru, Inc., gaining foothold in talent management  
2006 – Established presence in China and Singapore  
2007 – Established presence in India  
2007 – Became a privately held company

Recognition of the breadth of Kronos solutions, viability of the company's strategy, and strength of the company's financials have included:

- AMR Research ranked Kronos the "Third- Largest Human Capital Management (HCM) Vendor," August 2006
- Gartner, Inc. rated Kronos the highest possible rating — a Strong Positive in "MarketScope for Retail Time and Labor Applications," January 20, 2006
- Gartner, Inc. positioned Kronos in the Leaders quadrant in "Magic Quadrant for U.S. Mid-Market HRMS, 2006," January 25, 2006
- Omega Management Group has named Kronos a seven-time winner of its "NorthFace ScoreBoard" award for achieving excellence in customer satisfaction ratings

## Kronos is

- Experienced — over 30 years of knowledge and insight
- Proven — Support for the latest IT standards and platforms
- Thoughtful — An industry pioneer that continues to innovate
- Focused — Our sole concentration is helping organizations manage their workforce
- Global — An international roster of clients, served by a global network of experts
- Trusted — More than 30 million people use Kronos every day



Experts at Improving the Performance  
of People and Business™

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