

DATASHEET

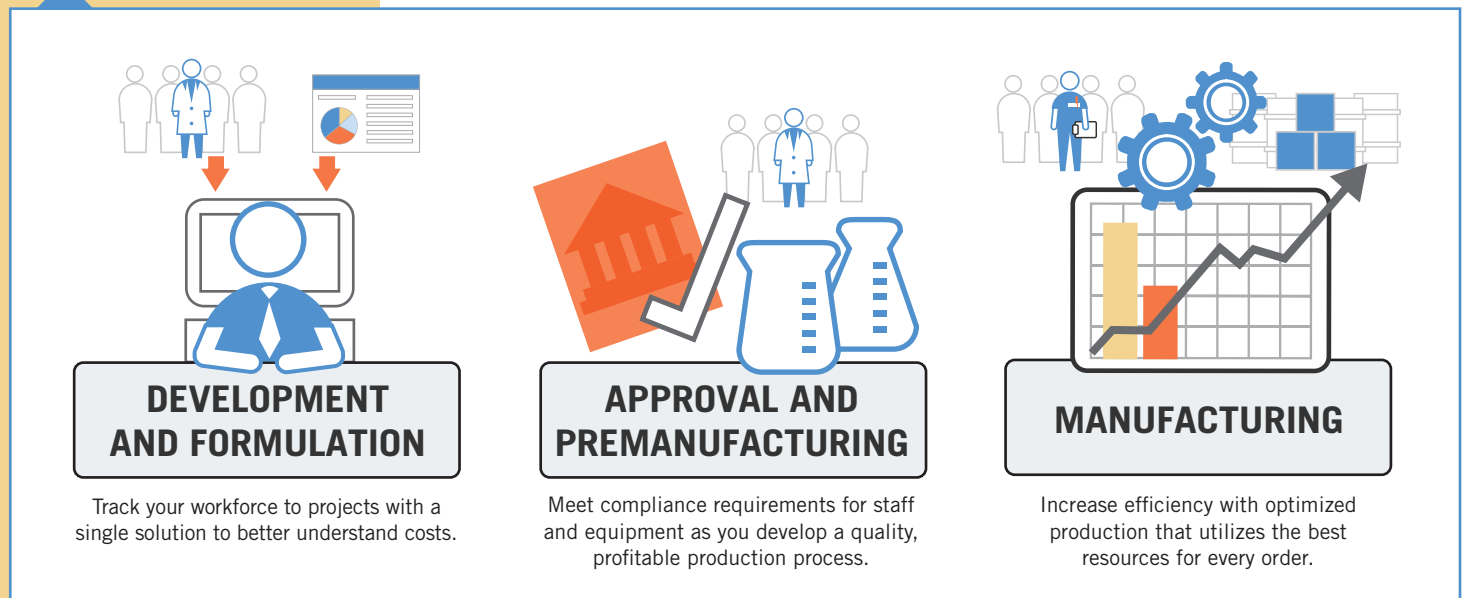
Life sciences companies play a critical role in the health of people worldwide. As the global population ages and changing demographics affect healthcare needs and priorities, pharmaceutical companies, medical device manufacturers, and biotechnology companies are being challenged with an accelerating rate of new product introductions. At the same time, the expansion of genetic research is uncovering new treatment options.

The Kronos® for Manufacturing solution helps life sciences companies overcome key business challenges and increase market share. How? By giving managers quick access to the information they need to efficiently deploy labor in a flexible, cost-effective manner. With Kronos for Manufacturing, managers can better meet compliance regulations, improve quality, and manage profitability.

Tracking workforce to projects

Life sciences companies make huge investments in research and development. In fact, only one in 10,000 potential products makes it to market, at an average cost of \$500 million. Manual or multiple disparate project tracking systems make it virtually impossible to track the time of all your research employees — including full-time staff, partners, and contractors — to their projects. Kronos consolidates labor information from existing systems and provides our own labor tracking data. This gives you real-time visibility into progress and actual labor costs to help you make better decisions to improve productivity or control expenditures. With complete audit and change tracking capability, Kronos provides detailed actual labor cost information to support IRS audits or FDA price justification.

The Kronos for Manufacturing solution helps life sciences companies competitively develop and manufacture products while meeting compliance regulations, improving quality, and managing profitability.



Minimizing compliance risk

Life sciences companies must meet stringent regulatory requirements for maintaining quality and are subject to periodic inspections by government organizations such as the FDA and the MHRA. Failure to comply with regulations can result in delays in approvals, confiscations or recalls, suspension and revocation of production and sales, and as well as fines and other sanctions.

Kronos for Manufacturing helps minimize compliance risk by tracking the training requirements from your organization's compliance systems along with your employees' certification status for each function. That means Kronos can prevent employees from tracking time against a function they are not certified to do. And it will alert you if employees are scheduled to work in a period when they won't be certified. By showing alerts in advance of a particular certification's expiration date, managers can schedule the right people with the right skill sets and qualifications to work at the right time.

The solution also automates the calculation of work rules and pay rules, which can reduce the administrative burdens and legal risks inherent in compliance-related record keeping and reporting. This is especially useful for manufacturers operating in more than one country. Different union rules, pay rules, and regulations can all be addressed with the Kronos for Manufacturing solution, which helps companies avoid union grievances, lawsuits, and employee dissatisfaction.

Controlling labor costs

Kronos for Manufacturing helps life sciences companies maximize profitability throughout the life cycle of a product. It starts with the premanufacturing stage. The solution allows you to establish labor standards before the product launches and apply lean techniques so that you can align costs with margin targets. After launch, you can continually measure the "cost per unit" against your standards — and if standards aren't being met, issues can be quickly diagnosed and fixed because managers have the real-time information they need to do this.

Many life sciences companies sell their products to governments through a cost-plus contract. In this situation, the government reimburses their expenses plus a profit. Kronos helps you meet some of the difficult requirements that come with tracking costs for these contracts. The solution allows you to track and bill labor for multiple customers in a single plant, provide status for work completed to date on demand, demonstrate that activities

charged for were appropriate for work contracted, provide audit trails of labor and activities on demand, and track all non-project-related activity.

Improving resource utilization

By helping enhance labor productivity, Kronos for Manufacturing allows manufacturers to monitor the utilization of capital equipment and take steps to minimize downtime and delays. Project managers are notified when one of the lots in a production batch falls behind, and they can deploy resources in response. Since a delay at any point in the production process can affect delivery to the customer, staying current on batch status at both a high level as well as a granular level gives managers the information they need to determine problem areas and react appropriately to keep orders on track.

Kronos for Manufacturing uses Overall Labor Effectiveness™ (OLE) to understand the effect the workforce has on the manufacturing process. Similar to Overall Equipment Effectiveness (OEE), this unique KPI, developed by Kronos, looks at the cumulative effect of three workforce factors on productive output: availability, performance, and quality. OLE helps to identify, quantify, and diagnose workforce productivity issues and determine and evaluate corrective actions.

The bottom line — your bottom line

Competing in the fast-moving world of life sciences manufacturing requires companies to operate efficiently and productively. Having the proper tools in place is a critical part of achieving this goal. Kronos for Manufacturing allows manufacturers to address compliance, quality, and profitability, helping to differentiate your company in these highly competitive industries.

We also understand that manufacturers make investments in new systems and need to achieve operational benefits and financial returns as quickly as possible. Whether our solution is used in a single facility or a global enterprise, the Kronos for Manufacturing solution is easy to own and simple to implement, maintain, and expand. This means you can continue to receive value from your solution as your needs evolve.

Few vendors can match the level of Kronos' workforce management experience in the life sciences industry. Even fewer can measure up to our impressive track record of financial stability and growth or our continual investments in research and development. No wonder three-quarters of the manufacturers in the IndustryWeek 500 use a Kronos solution every day.



TIME & ATTENDANCE

SCHEDULING

ABSENCE MANAGEMENT

HR & PAYROLL

HIRING

LABOR ANALYTICS

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