

Kronos China

Kronos Incorporated empowers organizations around the world to effectively manage their workforce. At Kronos, we are experts who 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.

Global Presence

Founded in 1977 and based in Chelmsford, Mass., U.S.A, Kronos today is a global company serving customers in more than 50 countries through its network of offices, subsidiaries, distributors, and partners.

With Fiscal 2006 revenues of \$578 million, Kronos employs approximately 3,400 people worldwide. Kronos stock is traded on the Nasdaq exchange under the symbol KRON.

Our Customers

Kronos customers include enterprises large and small from nearly every imaginable industry sector. We serve the majority of the Fortune 1000 companies. Our customers include dozens of leading global employers that have deployed Kronos multinationally in over 50 countries, including China. Kronos has greater than 300 customers using enterprise-wide solutions, with more than 10,000 employees, every day.

Thousands of other organizations in diverse industries worldwide including retailers, healthcare institutions, manufacturers, services organizations, transportation and distribution companies, airlines, government entities, and educational institutions overwhelmingly choose Kronos.

Representative customers include ArvinMeritor, Best Buy, Department of Homeland Security, FedEx-Kinkos, IKEA, Mitsubishi Motor Manufacturing of North America, Pepsico, Pilkington, TeleTech, Volkswagen de Mexico, Cargill, Visteon, General Electric, Dell, Lear Manufacturing, Kroger, Kohl's, Nokia, and Nestle.

Our Solutions

Kronos offers a broad range of solutions that enable organizations to staff, develop, deploy, track, and reward their workforce. Kronos' product portfolio includes a flagship suite which addresses workforce needs across a continuum that includes hiring and selection, human resources, payroll, scheduling, time and labor, absence management, and analytics:

- **Workforce Central[®] suite** — automates processes and optimizes workforce performance with the industry's most comprehensive solution

Workforce Central Suite is available in multiple languages with translation toolkits available to support global deployments.

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. Kronos' global customer support is available in multiple languages, including Chinese, 24 hours per day, 7 days per week, and 365 days per year.

At Kronos, we believe that partner programs are an integral part of the Kronos solution and play a large role in our customer satisfaction. Our global alliances with many of the leading international consulting companies, technology vendors, and systems integrators enable Kronos to meet our customer's most complex requirements and global deployment needs. Kronos recognizes these partnerships as key strategic elements in our global business model.

Facts at a Glance

Contact Information

Kronos China

Cernet Building
Tower B, Unit B701A
Science Plaza, Building 8,
Tsinghua Science Park
Zhongguancun East Road
Haidan District, Beijing
Peoples Republic of China

www.kronos.com/china

Phone: +81 10 6270 5006

Fax: +86 10 6270 5549

Kronos Singapore

Level 31
Six Battery Road
Raffles Place
Singapore 049909

Phone: +65 6321 8948

Fax: +65 6321 8949

Executive Leadership

Henry Liu

General Manager

Mick Adamson

Vice President,
International Operations

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, with access through a blend of user interfaces that match user needs: html, rich user interfaces, portals, badge terminals, biometrics, personal digital assistants (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.

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.

- 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 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, U.S.A.
- 2001 – Introduced 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 – Entered the talent management market through the acquisition of Unicru
- 2007 – International expansion opened offices in China and Singapore

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 2005
- Gartner, Inc. rated Kronos the highest-possible rating — a Strong Positive, “MarketScope for Retail Time and Labor Applications”, January 20, 2006
- Omega Management Group has named Kronos a six-time winner of its “NorthFace ScoreBoard” award for achieving excellence in customer satisfaction ratings

Kronos Is

- Experienced – More than 25 years of knowledge and insight
- Proven – Support for the latest IT standards and platforms
- Thoughtful – An industry pioneer that continues to innovate
- Solid – Renowned reputation for financial performance
- 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

Kronos Incorporated

Who We Are: Experts who empower organizations to effectively manage their workforce

Founded: 1977

Headquarters: Chelmsford, Mass., U.S.A.

Offices: More than 60 worldwide including subsidiaries in United Kingdom, Australia, Canada, China, and Mexico

Employees: 3,400 worldwide

Revenue: \$578 million in Fiscal 2006

Stock Symbol: Nasdaq: KRON

People Using a Kronos Solution Every Day: 30 million

Customer Base: Tens of thousands of organizations worldwide representing nearly every imaginable industry sector

Vision: To be universally recognized as experts who empower organizations to effectively manage their workforce



Experts at Improving the Performance
of People and Business™

Kronos China, Cernet Building, Tower B, Unit B701A, Science Plaza, Building 8, Tsinghua Science Park, Zhongguancun East Road, Haidan District, Beijing, Peoples Republic of China www.kronos.com/china Phone: +81 10 62705006 Fax: +86 10 62705549

©2007, Kronos Incorporated. Kronos, the Kronos logo, and Workforce Central are registered trademarks and "Improving the Performance of People and Business" is a trademark of Kronos Incorporated or a related company. iSeries is a trademark of International Business Machines Corporation. All other product and company names mentioned are used for identification purposes only, and may be the trademarks of their respective owners. All specifications are subject to change. All rights reserved. Printed in the U.S.A.