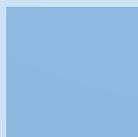
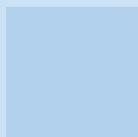




# Kronos and Microsoft Alliance

Integrated Solutions that Deliver  
Strategic Business Optimization



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For more than three decades, Kronos Incorporated has helped customers in a wide range of industries solve complex workforce management challenges. As a Microsoft® Gold Certified Partner, Kronos® empowers organizations to maximize workforce performance, reduce costs, increase productivity, improve employee satisfaction, and ultimately enhance the level of service they provide.

Microsoft and Kronos continue to broaden and deepen their partnership by finding new ways to optimize on the latest Microsoft technologies such as Microsoft SQL Server®, Microsoft Office SharePoint® Server, and the Microsoft Office suite of business applications. As a result, Kronos and Microsoft are able to bring to employers a complete, integrated strategic solution that streamlines management processes with software solutions that enhance business performance, delivering the reliability and security of a scalable underlying foundation.

Kronos helps customers in many industries solve complex workforce management challenges through our integrated suite of software and services.

**Together, the Kronos and Microsoft partnership helps organizations:**

- Integrate technology seamlessly for easy maintenance and low total cost of ownership
- Meet IT requirements to run Kronos software in Microsoft environments
- Maximize application, client, server, and database performance and availability
- Streamline data gathering for rapid analysis, reporting, and processing to achieve enterprise and data center efficiency

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*“We see investing in the Microsoft solution stack as **key to our business.** Microsoft SQL Server and Microsoft Office SharePoint Server make an incredible foundation for building our applications on and are what our customers look for **in today’s globally competitive environment.**”*

**Aron Ain, CEO  
Kronos**



## Kronos Workforce Central: Designed to Leverage Microsoft Technology



The Kronos and Microsoft partnership provides organizations with the **flexibility** and **extended capabilities** to better manage the workforce on all levels.

Kronos has worked with Microsoft to provide tools that help organizations streamline effective decision making. Because Kronos workforce management tools work with Microsoft SQL Server, Microsoft Office SharePoint Server, and the Microsoft Office suite of business applications, it's easier than ever for users to tap into reporting and analytics capabilities and utilize them to their potential. The Kronos and Microsoft partnership provides organizations with the flexibility and extended capabilities to better manage the workforce on all levels. When integrated, the solutions provide a competitive advantage by streamlining processes to help control labor costs, minimize compliance risk, and improve workforce productivity.

**Kronos Workforce Central® integrates easily with Microsoft technologies such as:**

### Client Technology

#### Microsoft Internet Explorer

The Kronos Workforce Central browser-based user interface provides application accessibility across most enterprise environments. Microsoft Internet Explorer is the market-leading Web browser technology in the U.S. and is fully supported by Workforce Central. The Kronos solution is designed to support Microsoft Internet Explorer 8 and Microsoft Internet Explorer 7.

### Server Technology

#### Microsoft SQL Server

Microsoft and Kronos continually work to find new ways to simplify workforce management. The Kronos Workforce Central suite, coupled with the Microsoft SQL Server 2008 R2 database software, provides employers with a complete strategic solution that helps control all aspects of workforce management. Organizations can streamline management processes using software solutions that enhance business performance — while getting the reliability and security of a scalable underlying foundation that offers a powerful database engine and fast, intuitive reporting and analysis.

#### Microsoft Windows Server

At the core of many enterprise application environments is the Microsoft Windows Server platform. The Kronos Workforce Central suite offers complete support for Microsoft Windows Server 2008 R2 (64-bit), Microsoft Windows Server 2008 (32- and 64-bit) and Microsoft Windows Server 2003 (32-bit only).

#### Microsoft IIS Server

Serving up the Kronos Workforce Central web-based user interface requires a powerful, enterprise class Web server platform such as Microsoft IIS Server. The Kronos solution provides complete support for IIS Server to meet necessary user interface demands.

### Virtualization

#### Microsoft Hyper-V

Virtualization is a critical IT strategy for many enterprise organizations. Kronos Workforce Central is designed to support Microsoft-based virtual server environments with support for Microsoft Hyper-V, allowing organizations to realize the full benefit of the Kronos workforce management solution while controlling IT infrastructure costs.



Kronos and Microsoft help organizations transform valuable enterprise data into shared information for **insightful, timely decisions** at a lower total cost of ownership.

## Reporting and Analytics

### Microsoft SQL Server Reporting Services

To be successful in today's competitive marketplace, organizations must exchange information beyond the walls of their organization and seamlessly interact with customers, partners, and suppliers in real time. With the help of Microsoft SQL Server Reporting Services, Kronos can enable organizations to transform valuable enterprise data into shared information for insightful, timely decisions at a lower total cost of ownership.

Microsoft SQL Server Reporting Services is a comprehensive, server-based solution that enables the creation, management, and delivery of both traditional, paper-oriented reports and interactive, web-based reports. An integrated part of the Microsoft Business Intelligence framework, Reporting Services combines the data management capabilities of Microsoft SQL Server and Microsoft Windows Server with familiar and powerful Microsoft Office applications, to deliver real-time information to support daily operations and drive decisions.

### Microsoft Office

Kronos Workforce Central integrates seamlessly with Microsoft business applications, providing extended reporting capabilities leveraging Microsoft Office Excel 2007. Excel users can immediately access workforce data without logging into the Workforce Central user interface screens. The Kronos Workforce Worksheet utility offers a Workforce Central login directly from Excel 2007 to access data produced by Kronos Workforce Genie® tools, HyperFind™ queries, or reports.

## Portal Technology

### Microsoft SharePoint

With the collaboration of Microsoft SharePoint Server technologies, the Workforce Central Portal™ provides an intuitive, simple, and quick way to access your Workforce Central data to help manage the workforce and achieve your planned operational results. Using the Workforce Central Portal, managers can quickly accomplish the required daily workforce management tasks. The portal view delivers real-time access to the information that managers need to monitor operational performance and take positive action. The Workforce Central Portal demonstrates both the power and the simplicity of the Kronos product offerings, allowing our customers to work the way they want to work. As a result, customers derive the maximum value from the flexibility of the suite.

## Application Integration

### Microsoft Dynamics

Kronos works together with Microsoft Dynamics to optimize an organization's three most important assets — the customer, the product and service offerings, and the employees — with a complete strategic solution to manage the overall organization more effectively. The Kronos solution controls and optimizes all aspects of workforce management from data gathering, analysis, and reporting to the payroll process. With out-of-the-box integration tools, Workforce Central software is designed to integrate seamlessly with Microsoft Dynamics organization management solutions to completely automate the essential timekeeping, human resources, and financial processes.

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## Partners Driving Technology Forward

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The Kronos and Microsoft partnership helps **drive innovation** to benefit our customers and meet the ever-changing needs of a **world powered by technology.**

The power of the Kronos and Microsoft partnership helps drive innovation to benefit our customers and meet the ever-changing needs of a world powered by technology. As we move forward together, we continue to challenge ourselves to look beyond the workforce management needs of today and develop smart solutions for tomorrow.

### Mobile

Kronos and Microsoft both have strategic initiatives in the area of mobile technology. Microsoft's market leadership with mobile operating systems such as Windows Embedded, Windows Embedded CE, and Windows XP Embedded has provided many innovative solutions across the supply chain, warehouse, retail POS, and transportation and logistics industries, to name a few. Windows Phone 7 is yet another mobile product by Microsoft that could influence Kronos solutions. Kronos recently launched its own mobile initiative with the introduction of Workforce Mobile™, providing mobile connectivity to Workforce Central. Future device support may include any of the Microsoft mobile platforms for phones, POS devices, hand-held computers, tablets, etc.

### Cloud computing

More and more businesses are moving toward cloud computing models in an effort to quickly address internal and customer needs with innovative, cost-effective, and reliable solutions. As Microsoft gains momentum with its cloud computing strategy, Kronos is embracing a variety of deployment and management models that may leverage many cloud and virtual computing technologies.

### HTML5

Kronos has pioneered the Next Generation of Workforce Management, embracing and adopting advanced user experience technologies to ensure ease of use across the Workforce Central suite. As new Web technologies such as HTML5 are adopted within the enterprise, and with the support of Microsoft Internet Explorer, Kronos will continue to adopt these new and innovative technologies across its suite of offerings.

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## Partners Delivering Value to Customers

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The Kronos-SQL Server solution has helped Aerotek lower total cost of ownership, increase system uptime, and improve its clients' **business insights** while minimizing compliance risk.

*"This solution has given our business a **significant competitive advantage.**"*

– Stephen Hill,  
National Director  
of Implementation  
Services,  
Aerotek, Inc.

Kronos understands that delivering value to our clients through alliances depends on an unwavering commitment to success. That commitment, combined with our uncompromising dedication to delivery excellence, enables us to provide value to organizations around the world.

As a Microsoft Gold Certified Partner, Kronos collaborates with Microsoft to deliver solutions that are easy to access, deploy, and use. Kronos solutions, combined with Microsoft technology, simplify and streamline workforce management. Together, Kronos and Microsoft solutions help organizations maximize workforce performance, reduce costs, increase productivity, improve employee satisfaction, and ultimately enhance the level of service they provide.

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*"Kronos is an **important partner** for Microsoft, particularly in the area of human resources technology. Kronos provides valuable feedback that plays a key role in **product development efforts** designed to help partners deliver new innovations based on Microsoft technologies."*

**Bill Gates, Chairman  
Microsoft**



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## About Kronos Workforce Central Suite

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Kronos Workforce Central is a complete workforce management solution that helps organizations manage their most valuable, and expensive, strategic asset — their workforce. Our easy-to-own workforce management solution includes time and attendance, scheduling, absence management, HR and payroll, hiring, and labor analytics. Workforce Central gives organizations the edge they need to control labor costs, improve workforce productivity, and minimize compliance risk to gain a competitive advantage.

The Workforce Central suite includes the following solutions:	
Time and Attendance	Kronos makes easy work of the tedious tasks involved with monitoring employee time and attendance. Our time-tracking software, working in tandem with our data collection devices, helps customers control labor costs, minimize compliance risk, and improve workforce productivity.
Scheduling	Scheduling a multifaceted workforce can be time-consuming, error-prone, and just plain frustrating. And even with the best efforts, mistakes are often made which reduce productivity, increase costs, and put organizations at risk of litigation and fines. Kronos labor forecasting and scheduling solutions help eliminate the guesswork and provide the tools organizations need for an optimized workforce deployment.
Absence Management	Employee absence has a huge impact on organizations. Whether the absence is planned, incidental, or extended, it carries costs, risks, and productivity hits. The best way to control the costs associated with employee absence is with advanced absence management software.
HR and Payroll	With Kronos HR and Payroll solutions, employers can simplify the day-to-day tasks for HR, managers, and employees to yield greater value from the entire workforce. Kronos HR and payroll solutions help organizations reduce time-consuming manual tasks, control labor costs, minimize compliance risk, and manage talent with ease.
Hiring	Hiring a frontline workforce is a high-volume, continuous process, and it requires an automated hiring management system that's easy for managers to use. Kronos Workforce Talent Acquisition™ helps operations minimize the time spent on hiring, to improve productivity while increasing the quality of their hires.
Labor Analytics	The Kronos Workforce Analytics™ employee performance analysis solution helps companies shed light on the complex and otherwise hidden workings of the organization. With high-quality information and data, organizations can make more accurate and guided decisions that will align business performance to help control labor costs and improve workforce productivity.
Industry Solutions	Today, virtually every organization — business, retailer, manufacturer, service provider, school, government, healthcare provider — faces a similar set of challenges: How can they achieve competitive advantage or true operational efficiency, especially when most are being asked to do more with less? While each organization has a unique set of needs, each has a similarly powerful yet frequently sub-optimized asset — the workforce. Thriving organizations are leveraging the integrated suite of Kronos applications designed to help them hire, schedule, and analyze their labor resources for optimum impact. Our goal is to take what we have learned from our customers and apply that knowledge to help other organizations address their workforce management needs.

Kronos helps organizations across a variety of industries manage their most valuable, and expensive, strategic asset — their workforce. How? By giving them the tools and services they need to help them control labor costs. Minimize compliance risk. And improve workforce productivity. The easy-to-own workforce management solutions and services from Kronos make complete automation and high-quality information a reality and deliver the experience our customers expect.

Our time and attendance, scheduling, absence management, HR and payroll, hiring, and labor analytics solutions, along with strategic services, give Kronos customers the edge they need to compete in the global marketplace. With thousands of installations in organizations of all sizes — including over half the Fortune 1000® — we're proving **workforce management doesn't have to be so hard.**

Put Kronos and Microsoft to work for you:  
**+1 800 225 1561 | [kronos.com/microsoft](http://kronos.com/microsoft)**



— [TIME & ATTENDANCE](#) — [SCHEDULING](#) — [ABSENCE MANAGEMENT](#) — [HR & PAYROLL](#) — [HIRING](#) — [LABOR ANALYTICS](#) —

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More information about Kronos customer success stories may be found at [www.kronos.com/resources](http://www.kronos.com/resources).