

What's New?

Built on a foundation of exceptional performance and reliability, Kronos® Workforce Central® 8 delivers new features and functionality that help free you to manage your workforce without limits — increasing your ability to control costs, improve productivity, and minimize compliance risks.

Workforce Central 8 is a complete workforce management solution that allows employees and managers to focus on business goals without being limited by outdated systems and manual processes — regardless of industry or region. In this latest release, we've included the features you've asked for: a simple, intuitive user interface; stronger functionality for solving industry-specific issues; insightful reporting and analytics; and the ability to meet global compliance requirements.

Discover Workforce Central 8: **No boundaries. More possibilities.**

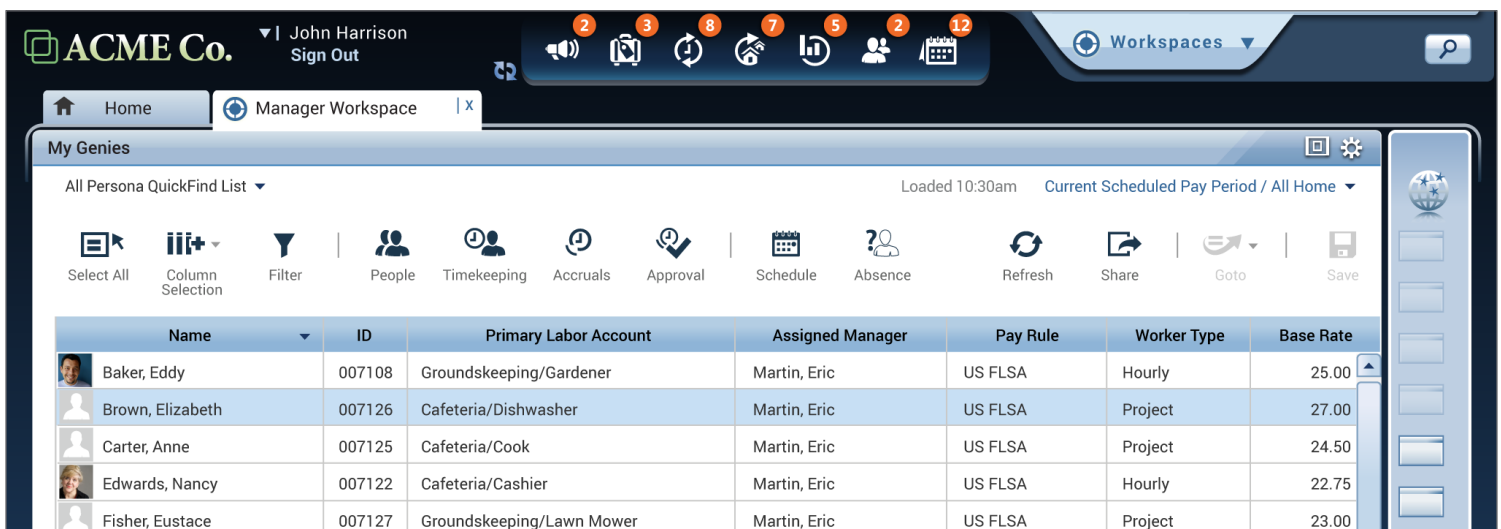
Intuitive User Experience

Workforce Central 8 features a reimagined user experience with significant enhancements to primary screens, including Timecards, Genies, Scheduling, and Activities. With its intuitive new look and feel, everything is just easier in Workforce Central 8:

- **Advanced HTML5 core technology** offers compatibility across a wide range of devices
- **Employee photos** help managers quickly find key employees, help prevent errors and buddy punching at Kronos InTouch® terminals, and engage employees by personalizing their experience
- **New Genies** help users easily group, filter, and summarize data as if it had first been exported to a spreadsheet, allowing users to solve problems quickly and effectively

Key Benefits

- > **INTUITIVE USER EXPERIENCE** for both employees and managers that extends across multiple devices for anywhere, anytime access
- > **ENHANCED INDUSTRY CAPABILITIES** to help you drive revenue, reduce costs, and improve customer satisfaction
- > **INSIGHTFUL REPORTING AND ANALYTICS** to help you make better decisions faster
- > **EXPANDED GLOBAL CAPABILITIES** to deliver best business results wherever you do business



The screenshot shows the 'Manager Workspace' interface. At the top, there's a navigation bar with 'Home' and 'Manager Workspace' tabs. Below that, a 'My Genies' section is displayed, which is a spreadsheet-like view of employee data. The spreadsheet has columns for Name, ID, Primary Labor Account, Assigned Manager, Pay Rule, Worker Type, and Base Rate. The data is as follows:

Name	ID	Primary Labor Account	Assigned Manager	Pay Rule	Worker Type	Base Rate
Baker, Eddy	007108	Groundskeeping/Gardener	Martin, Eric	US FLSA	Hourly	25.00
Brown, Elizabeth	007126	Cafeteria/Dishwasher	Martin, Eric	US FLSA	Project	27.00
Carter, Anne	007125	Cafeteria/Cook	Martin, Eric	US FLSA	Project	24.50
Edwards, Nancy	007122	Cafeteria/Cashier	Martin, Eric	US FLSA	Hourly	22.75
Fisher, Eustace	007127	Groundskeeping/Lawn Mower	Martin, Eric	US FLSA	Project	23.00

Genies allow you to group and filter data in a familiar spreadsheet view.

ENHANCED TIMECARD CAPABILITIES

Improvements in Workforce Central 8 provide more efficient and flexible timekeeping. For example, the Manager Timecard is end-user configurable and printable. Timecard Editor has been updated on HTML5 and includes dedicated buttons for traditional timecard tasks and add-ons to easily view timecard details. And the Audit feature enables managers and employees to view such details as comments, corrections, requests, timecard sign-off and approvals, and pay code and punch edits to easily spot issues and see patterns or trends in the data.

In addition, the once-complex process of historical timecard corrections has been redesigned and is now a simple, intuitive task. Users can select any previous pay period and perform such edits as entering missed punches or modifying vacation amounts.

Managing shifts in Workforce Central 8 is easier, too. With flexible open-shift management, managers can access a new Open Shifts section when approving time-off requests that allows them to decide whether to create open shifts for each date in the request.

GOING MOBILE

In today's workplace, mobile access isn't just a convenience. It's the preferred method of interaction. In response, Workforce Central 8 now includes improved mobile capabilities for anywhere, anytime access.

New offline punching capability allows you to continue working without a phone network or application server access. In offline mode, your device stores data until the next time it connects to a network. Once reconnected, the data is then recorded with the proper timestamps.

Kronos mobile and tablet solutions also now feature Geosensing and Geofencing capabilities. Geosensing allows a tablet user to define a perimeter around a particular location point so they can see data relative to their location. Geofencing allows managers to confirm that employees are actually where they say they are via mobile.

Employees and managers can now edit punches, transfers, pay codes, comments, and notes for hourly timecards — all from the convenience of their mobile devices. Employees can also utilize self service to request changes in their schedule from their mobile device.

Additionally, employees and managers may now view and edit Project Timecards from their mobile and tablet devices. This includes the ability to approve and sign off on timecards and edit durations, transfers, pay codes, comments, and notes.

KRONOS ENTERPRISE ARCHIVE

To improve application performance and streamline upgrade processes, Workforce Central 8 introduces Kronos Enterprise Archive™. This feature allows organizations to keep current production data and archive less important historical data. And it combines high-performance bulk archive capability with enterprise scalability and the ability to work in the cloud so users can archive and purge with zero downtime.

In addition, users can now read archive data from within the application as needed. The process is completed with one virtual archive and provides the option to archive to a file system or a database.

Enhanced Industry Capabilities

Workforce Central 8 is a complete solution — and nowhere is this more evident than in its improved industry capabilities. In the past, organizations were forced to implement multiple workforce management solutions to meet a variety of needs unique to their industries. Now, Workforce Central 8 delivers new, more flexible functions to meet the needs of all the industries we serve:

SELF-SERVICE EMPLOYEE SCHEDULING

Workforce Central 8 provides employees with powerful new self-service capabilities, including visibility into location schedule information and coverage. Employees can now help create their own schedules in a familiar weekly or monthly calendar view while viewing relevant information of colleagues working at a particular location.

Employees can now utilize self-service to drive changes in their schedule. For example, swapping shifts, requesting time off, changing availability, or requesting an open shift. Self-service empowers the employee to make these requests simple and easily, from their mobile devices. This results in higher retention and greater recruiting. It improves the productivity of both the manager and the employee as well.

PROJECTED OVERTIME

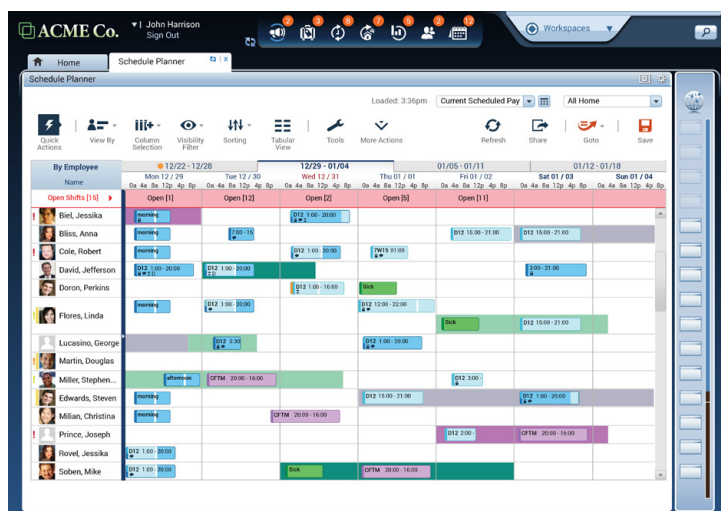
Workforce Central 8 fully automates the process of totaling actual hours worked with remaining scheduled hours for a selected time period. Users now have easy visibility into these metrics in the one place they need it most: the schedule screen.

Managers and schedulers have access to new overtime rule violations to make more efficient scheduling and staffing decisions, resulting in less unplanned overtime, less wasted labor expense, and happier employees. Less unplanned overtime also reduces the risk of accidents that stem from a fatigued workforce.

FATIGUE MANAGEMENT

Workforce Central 8 has a solution for all industries that wish to minimize fatigue in the workplace. Powerful new scheduling rules help improve employee satisfaction, increase workforce productivity, and minimize safety threats and compliance risk. You can now proactively generate best-fit schedules that comply with your organization's specific fatigue management guidelines.

- **Track:** Set parameters for minimum intervals between shifts and maximum hours scheduled in a period and monitor real-time totals for employee hours worked and remaining schedule
- **Alert:** Use scheduling rule violations to send proactive alerts to managers when employees approach undesired thresholds
- **Adjust:** Use advanced scheduling capabilities such as SMS Quick Fill, Call Lists, and the Staffing Management feature to help guide managers in making schedule changes that ensure fatigue guidelines are being met



With the new release of Workforce Scheduler, you can manage everything from employee fatigue to projected overtime.

LEADERBOARDS

With the introduction of game design and game thinking concepts to workforce management, our innovative new leaderboard feature rewards and recognizes employees, managers, and teams for positive job performance and for complying with an organization's time and attendance requirements. Leaderboards in Workforce Central 8:

- **Empower employees** to participate in company wide challenges
- **Engage and motivate employees and teams** through positive reinforcement of policies and procedures to foster a sense of structure, success, and accomplishment
- **Help organizations achieve better attendance and on-time performance**, allowing them to better control coverage issues and labor budget costs, and drive more efficient closing of pay period cycles for improved business results

Industry-Specific Solutions

As a single, complete workforce management solution, Workforce Central 8 is designed to enable better business outcomes for organizations in all of the industries Kronos serves.

Enhanced Task Management for Retail and Hospitality offers a more granular view of hours required to perform customer-facing, noncustomer-facing, and project-oriented tasks for making more intelligent staffing decisions. New task-driven workload functionality uses labor standards and Kronos forecasting information to provide guidance to ensure the right people are assigned the right tasks at the right times.

Current Week Reforecasting for Retail and Hospitality enables reforecasting of a week in progress based on the most recent data available to reflect unexpected outside influences such as weather, competitive activity, or other trends.

SMS QuickFill for Retail and Hospitality allows organizations to automate the process of filling open shifts by sending SMS messages out to employees based on staffing assignment business rules.

Advanced Staffing and Predictive Scheduling for Healthcare provides predictive volume forecasting to more accurately predict fluctuating workload volumes, quantification of workload intensity to assign the right nurse to the right patient, and shift-based productivity tracking for better clarity into operational challenges.

Grant & Project Tracking for Public Sector and Services & Distribution offers users an even more effective solution for tracking labor to projects and grants. Built upon existing Workforce Activities™ functionality, Grant and Project Tracking is a unique way to measure how labor aligns with key metrics such as budget, planned hours, and results to promote fuller resource and grant fund usage.

Insightful Reporting and Analytics

In Workforce Central 8, reporting and analytics functions have been advanced to give users the data they need and in ways that work best for them.

OPERATIONAL REPORTING

To enable efficient and effective problem-solving and insight into trends and issues, Workforce Central 8 now has an Excel-based solution that delivers editable standard templates through the reporting workspace. Users may now edit the underlying templates of each report to include only the data they want to see. By downloading the report and having the ability to modify it, users can easily meet their specific reporting needs.

WORKFORCE ANALYTICS 8

Organizations accumulate vast amounts of transactional workforce data, but gaining value from it can be challenging. Workforce Analytics™ 8 provides new capabilities that simplify access, enhance analysis, and deliver profound insight to common business issues that impact your bottom line every day.

- **Visually Compelling Insight** — Built on the MicroStrategy™ platform, Workforce Analytics 8 is loaded with features that include GIS map integration, multiple data feeds, and easier navigation.
- **Attendance Data Integration** — Now you can understand the effectiveness of your attendance policies and gain insight into incident trends, duration of attendance actions, and more.
- **Strategic Insight with Workforce Plug-ins** — New to Workforce Analytics, Workforce Plug-ins are service offerings that include bundled reports, analysis, and dashboards targeted for specific business problems. Current Workforce Plug-ins include Workforce Deployment, Labor Cost Variance, and Core Practice.

Expanded Global Capabilities

With Workforce Central 8, Kronos continues to extend its competencies to meet customer requirements across the globe with one complete solution for all.

SUPPORT COMPLIANCE AND FLEXIBLE SCHEDULING

Work rules vary greatly by country, especially when it comes to rest between shifts and number of hours worked in a period. Workforce Central 8 provides new international scheduling rules to plan and execute employee schedules that comply with country-specific legislation, collective agreements, and company policies.

- **New rest rules** in Workforce Central 8 allow organizations to set guidelines on either time off between shifts or within a period of time, such as 24 hours. Rest rules automate the process of creating flexible schedules that minimize fatigue, raise employee satisfaction, and maintain compliance.
- **New period rules** define a minimum or maximum number of hours for employees to work in an extended period of up to one year. These rules can also be set up to track average hours worked across a rolling period of time.
- **New leave rules** to support the many different calculations of paid leave based on local regulations.

As with pre-existing scheduling rules, the enhanced scheduling rules in Workforce Central 8 include scheduling rule violations and alerting capabilities for managers and schedulers.

No Boundaries. More Possibilities.

With the release of Workforce Central 8, Kronos continues to lead the industry in delivering solutions that address the changing needs of organizations around the world. Workforce Central 8 provides unmatched functional depth, an unrivaled user experience, comprehensive global capabilities, and proven cloud delivery — allowing organizations to manage their workforce without compromise — regardless of needs, industry, location, or how they choose to access or deploy the software.

