



County of Santa Clara  
Office of the County Executive  
Procurement Department  
150 W Tasman Dr., First Floor  
San Jose, CA 95134-1700  
Telephone 408-491-7400 • Fax 408-491-7496

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**SEVENTH AMENDMENT TO AGREEMENT 5500002708  
BY AND BETWEEN THE COUNTY OF SANTA CLARA AND KRONOS INCORPORATED**

This is the Seventh Amendment to the Agreement between the County of Santa Clara (County) and Kronos Incorporated (Kronos) (Contractor) entered into on February 17, 2016 to provide Kronos Workforce Management System hardware and software, and related maintenance, support and services for the County.

This Agreement is amended as follows effective June 17, 2020:

1. Key Provision, **AGREEMENT TERM** is revised to read: "This Agreement commences on February 17, 2016 and expires on June 17, 2022, unless terminated earlier or otherwise amended.
2. Replace the Exhibit B US COMMUNITIES/KRONOS AGREEMENT #14- JLR-003, **RENEWAL #1, EXHIBIT A, SECTIONS A AND B** from March 18, 2017 – March 17, 2018 per letter from Harford County Public Schools dated November 18, 2016 with the updated Omnia Partners (f/k/a US Communities) Public Sector Contract # 18220 by and between the Cobb County, GA ("Cobb County") and Contractor for the provision of Workforce Management Systems and Related Products, Services and Solutions (the "Cobb County, GA Contract") attached hereto and incorporated here within; and.
3. Replace **Exhibit D-2, PUBLIC SECTOR PRICEBOOK**, with the Exhibit D-3 attached hereto and incorporated herein by this reference.
4. Add **Exhibit I-2, PRICING SUMMARY AND STATEMENT OF WORK**, attached hereto and incorporated herein by this reference.
5. Section 67 of **EXHIBIT A, COUNTY OF SANTA CLARA eSTANDARD TERMS AND CONDITIONS FOR AGREEMENT FOR GOODS AND RELATED SERVICES** is revised to now read:

**"67. ORDER OF PRECEDENCE**

In the event of conflict between the terms and conditions of any of the documents comprising, related to, or participating in the Agreement, the following order of precedence will control:

1. County of Santa Clara Agreement 5500002708 Exhibits A, D, E, F, G and H.
2. Exhibit B – Omnia Partners Public Sector Contract # 18220, Exhibit A, All Sections.

3. Exhibit C – Supplemental US Communities/Kronos Terms and Conditions”

6. Exhibit A, County of Santa Clara Standard Terms and Conditions for Agreement for Goods and Services is revised to add:

**69. LIVING WAGE**

“Contractor shall not employ anyone working within the boundaries of Santa Clara County to provide services directly under this Agreement. If Contractor employs anyone working within the boundaries of Santa Clara County to provide services directly under this Agreement, Contractor shall notify County in writing in advance and the parties shall amend this Agreement to include the Living Wage provision as required by County Board Policy section [5.5.5.5](#) and County Ordinance Division B36.”

**70. CONTRACTING PRINCIPLES**

All entities that contract with the County to provide services where the contract value is \$100,000 or more per budget unit per fiscal year and/or as otherwise directed by the Board, shall be fiscally responsible entities and shall treat their employees fairly. To ensure compliance with these contracting principles, all contractors shall: (1) comply with all applicable federal, state and local laws and Contractor’s Code of Business Conduct & Ethics (attached hereto as a new Exhibit J and hereby incorporated into the Agreement); and (2) maintain financial records pertaining to the billing and invoicing under this Agreement (hereafter the “Records”), and make those Records available upon request (3) provide to the County copies of such Records that have been completed during the term of the Agreement; (4) upon the County’s request, provide the County reasonable access, through representatives of the Contractor, to the Records that are related to the purpose of the Agreement, except where prohibited by federal or state laws, regulations or rules.

**71. CONTRACTOR TRAVEL EXPENSES**

Each party shall be solely responsible for its own travel and out-of-pocket expenses. If a party is required to travel and/or incur reimbursable out-of-pocket expenses, the parties shall execute a written amendment to this Agreement to reflect travel and out-of-pocket expenses and payment.

All other terms and conditions of the Agreement remain in full force and effect. In the event of a conflict between the original Agreement and this Amendment, this Amendment controls.

Prepared and Administered by: Shaqib Kadri, Buyer II, at (408) 491-7476 or shaqib.kadri@prc.sccgov.org

The Agreement as amended constitutes the entire agreement of the parties concerning the subject matter herein and supersedes all prior oral and written agreements, representations and understandings concerning such subject matter.

By signing below, signatory warrants and represents that he/she executed this Amendment in his/her authorized capacity, that he/she has the authority to bind the entity listed below to contractual obligations and that by his/her signature on this Amendment, the entity on behalf of which he/she acted, executed this Amendment.

**COUNTY OF SANTA CLARA**

**KRONOS INCORPORATED**

DocuSigned by:

Scott Zimmer 6/18/2020  
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Scott Zimmer Date  
Senior Strategic Sourcing Officer

By: \_\_\_\_\_  
Print: \_\_\_\_\_  
Title: Manpreet Kaur Kronos Inc Jun 17 2020 7:59 PM  
Date: \_\_\_\_\_

DocuSigned by:

Gene Clark 6/23/2020  
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Gene Clark Date  
Chief Procurement Officer

DS  
aE



**APPROVED AS TO FORM AND LEGALITY**

DocuSigned by:

Robert Nakamae 6/17/2020  
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Robert Nakamae Date  
Deputy County Counsel

**ATTACHMENTS:**

- Exhibit D3: Public Sector Price Book
- Exhibit I2: Pricing Summary and Statement of Work

## EXHIBIT D-3 PUBLIC SECTOR PRICE BOOK

Item Description	Pricelist Name	List Price	Discount %	Final Price	Discount %	Final Price	Discount %	Final Price
<b>Workforce Central</b>								
WORKFORCE TIMEKEEPER V7 or V8	Workforce	\$ 59.00	39%	\$ 35.99	41%	\$ 34.81	43%	\$ 33.63
WORKFORCE MANAGER V7 or V8	Workforce	\$ 462.00	39%	\$ 281.82	41%	\$ 272.58	43%	\$ 263.34
WORKFORCE ACTIVITIES V7 or V8	Workforce	\$ 70.00	39%	\$ 42.70	41%	\$ 41.30	43%	\$ 39.90
WORKFORCE ANALYTICS FOR Public Sector V7 or V8	Workforce	\$ 80.00	39%	\$ 48.80	41%	\$ 47.20	43%	\$ 45.60
WORKFORCE SCHEDULER V7 or V8	Workforce	\$ 65.00	39%	\$ 39.65	41%	\$ 38.35	43%	\$ 37.05
WORKFORCE RECORD MANAGER V7	Workforce	\$ 6.00	39%	\$ 3.66	41%	\$ 3.54	43%	\$ 3.42
WORKFORCE ENTERPRISE ARCHIVE V8 (REPLACES WORKFORCE RECORD MANAGER V7)	Workforce	\$ 6.00	39%	\$ 3.66	41%	\$ 3.54	43%	\$ 3.42
WORKFORCE ABSENCE MANAGER V7 OR V8	Workforce	\$ 51.00	39%	\$ 31.11	41%	\$ 30.09	43%	\$ 29.07
WORKFORCE INTEGRATION MANAGER V7 OR V8	Workforce	\$ 13.00	39%	\$ 7.93	41%	\$ 7.67	43%	\$ 7.41
WORKFORCE ANALYTICS V7 OR V8	Workforce	\$ 55.00	39%	\$ 33.55	41%	\$ 32.45	43%	\$ 31.35
WORKFORCE EMPLOYEE V7 OR V8	Workforce	\$ 40.00	39%	\$ 24.40	41%	\$ 23.60	43%	\$ 22.80
WORKFORCE ATTESTATION TOOL KIT V7 OR V8	Workforce	\$ 15.00	39%	\$ 9.15	41%	\$ 8.85	43%	\$ 8.55
WORKFORCE LEAVE V7 OR V8	Workforce	\$ 46.00	39%	\$ 28.06	41%	\$ 27.14	43%	\$ 26.22
WORKFORCE ATTENDANCE V7 OR V8	Workforce	\$ 23.00	39%	\$ 14.03	41%	\$ 13.57	43%	\$ 13.11
WORKFORCE ACCRUALS V7 OR V8	Workforce	\$ 23.00	39%	\$ 14.03	41%	\$ 13.57	43%	\$ 13.11
WORKFORCE MOBILE MANAGER V7 OR V8	Workforce	\$ 65.00	39%	\$ 39.65	41%	\$ 38.35	43%	\$ 37.05
WORKFORCE TABLET V7 OR V8	Workforce	\$ 99.00	39%	\$ 60.39	41%	\$ 58.41	43%	\$ 56.43
WORKFORCE MOBILE EMPLOYEE V7 OR V8	Workforce	\$ 8.00	39%	\$ 4.88	41%	\$ 4.72	43%	\$ 4.56
Workforce HR/PR Administrator V7 OR V8	Workforce	\$ 420.00	39%	\$ 256.20	41%	\$ 247.80	43%	\$ 239.40
Workforce HR V7 OR V8	Workforce	\$ 68.25	39%	\$ 41.63	41%	\$ 40.27	43%	\$ 38.90
Workforce Payroll V7 OR V8	Workforce	\$ 68.25	39%	\$ 41.63	41%	\$ 40.27	43%	\$ 38.90
Workforce Employee HR/PR V7 OR V8	Workforce	\$ 36.75	39%	\$ 22.42	41%	\$ 21.68	43%	\$ 20.95
Workforce Manager HR/PR V7 OR V8	Workforce	\$ 210.00	39%	\$ 128.10	41%	\$ 123.90	43%	\$ 119.70
Workforce Payroll ADP Interface V7 OR V8(Site License)	Workforce	\$ 7,500.00	39%	\$ 4,575.00	41%	\$ 4,425.00	43%	\$ 4,275.00
Workforce Payroll Ceridian Interface V7 OR V8 (Site License)	Workforce	\$ 25,000.00	39%	\$ 15,250.00	41%	\$ 14,750.00	43%	\$ 14,250.00
QUICK TIME STAMP OFFLINE V7 OR V8	Workforce	\$ 25.00	39%	\$ 15.25	41%	\$ 14.75	43%	\$ 14.25
Workforce Budgeting V7 or V8	Workforce	\$ 65.00	39%	\$ 39.65	41%	\$ 38.35	43%	\$ 37.05
Workforce Task Management V7 or V8	Workforce	\$ 45.00	39%	\$ 27.45	41%	\$ 26.55	43%	\$ 25.65
Workforce Tips & Tokens V7 or V8	Workforce	\$ 20.00	39%	\$ 12.20	41%	\$ 11.80	43%	\$ 11.40
Workforce Forecast Manager for Healthcare V7 or V8 - BAA Required	Workforce	\$ 9.00	39%	\$ 5.49	41%	\$ 5.31	43%	\$ 5.13
Workforce Workload Manager for Healthcare V7 or V8 - BAA Required	Workforce	\$ 35.00	39%	\$ 21.35	41%	\$ 20.65	43%	\$ 19.95
Workforce Target Intelligence for Healthcare V7 or V8 - BAA Required	Workforce	\$ 20.00	39%	\$ 12.20	41%	\$ 11.80	43%	\$ 11.40
Technical Account Management TIMEKEEPER V7 OR V8 (One TAM per Solution)	Workforce TAM	\$ 65,000.00	39%	\$ 39,550.00	41%	\$ 38,350.00	43%	\$ 37,050.00
Timelink Direct Edition Server V5 For Intouch	Workforce	\$ 16,985.00	39%	\$ 10,360.85	41%	\$ 10,021.15	43%	\$ 9,681.45
Timelink Direct Edition Workforce Access License For Intouch	Workforce	\$ 17.00	39%	\$ 10.37	41%	\$ 10.03	43%	\$ 9.69
Timelink Direct Edition Weblock User License For Intouch	Workforce	\$ 15.00	39%	\$ 9.15	41%	\$ 8.85	43%	\$ 8.55
Timelink Connector For Intouch - Generic	Workforce	\$ -	39%	\$ -	41%	\$ -	43%	\$ -
Timelink Connector For Intouch - Sap Cats 2000+ Users	Workforce	\$ -	39%	\$ -	41%	\$ -	43%	\$ -
Timelink Connector For Intouch - Sap Cats Under 2000 Users	Workforce	\$ -	39%	\$ -	41%	\$ -	43%	\$ -
Timelink Connector For Intouch - Sap Pdc Hr 2000+ Users	Workforce	\$ -	39%	\$ -	41%	\$ -	43%	\$ -
Timelink Connector For Intouch - Sap Pdc Hr Under 2000 Users	Workforce	\$ -	39%	\$ -	41%	\$ -	43%	\$ -
Timelink Connector For Intouch - Sap Pdc Hr /Pp 2000+ Users	Workforce	\$ -	39%	\$ -	41%	\$ -	43%	\$ -
Timelink Connector For Intouch - Sap Pdc Hr /Pp Under 2000 Users	Workforce	\$ -	39%	\$ -	41%	\$ -	43%	\$ -
<b>Workforce Telestaff</b>								
TELESTAFF ENTERPRISE V7.1	Telestaff	\$ 135.00	39%	\$ 82.35	41%	\$ 79.65	43%	\$ 76.95
TELESTAFF GLOBAL ACCESS V7.1	Telestaff	\$ 25.00	39%	\$ 15.25	41%	\$ 14.75	43%	\$ 14.25
TELESTAFF GATEWAY MANAGER V7.1	Telestaff	\$ 5,000.00	39%	\$ 3,050.00	41%	\$ 2,950.00	43%	\$ 2,850.00
TELESTAFF INSTITUTION FOCUS V7.1	Telestaff	\$ 20.00	39%	\$ 12.20	41%	\$ 11.80	43%	\$ 11.40
TELESTAFF CONTACT MANAGER V7.1	Telestaff	\$ 15.00	39%	\$ 9.15	41%	\$ 8.85	43%	\$ 8.55
TELESTAFF BIDDING V7.1	Telestaff	\$ 50.00	39%	\$ 30.50	41%	\$ 29.50	43%	\$ 28.50
TELESTAFF ENTERPRISE V2, V4, V5, V6, OR V7.0	Telestaff	\$ 140.00	39%	\$ 85.40	41%	\$ 82.60	43%	\$ 79.80
TELESTAFF AUCTIONS V2	Telestaff	\$ 50.00	39%	\$ 30.50	41%	\$ 29.50	43%	\$ 28.50
TELESTAFF BIDDING V4, V5, V6, OR V7.0- (FORMERLY TELESTAFF AUCTIONS V2)	Telestaff	\$ 50.00	39%	\$ 30.50	41%	\$ 29.50	43%	\$ 28.50
TELESTAFF DATABASE SYBASE LICENSE - BASE SERVER	Telestaff	\$ 125.00	39%	\$ 76.25	41%	\$ 73.75	43%	\$ 71.25
TELESTAFF DATABASE SYBASE LICENSE - CONCURRENT LICENSE	Telestaff	\$ 125.00	39%	\$ 76.25	41%	\$ 73.75	43%	\$ 71.25
TELESTAFF DATABASE SYBASE LICENSE - CPU	Telestaff	\$ 2,500.00	39%	\$ 1,525.00	41%	\$ 1,475.00	43%	\$ 1,425.00
TELESTAFF WEB TIMECARD V2	Telestaff	\$ 2,500.00	39%	\$ 1,525.00	41%	\$ 1,475.00	43%	\$ 1,425.00
TELESTAFF GATEWAY MANAGER V2, V4, V5, V6 OR V7	Telestaff	\$ 5,000.00	39%	\$ 3,050.00	41%	\$ 2,950.00	43%	\$ 2,850.00
TELESTAFF REPORTING V2 & V4 (INCLUDED WITH THE SOFTWARE KIT FOR V4.1 AND BEYOND)	Telestaff	\$ 5,000.00	39%	\$ 3,050.00	41%	\$ 2,950.00	43%	\$ 2,850.00
TELESTAFF WEB ACCESS V2 - TSG HOSTED	Telestaff	\$ 19.61	39%	\$ 11.96	41%	\$ 11.57	43%	\$ 11.18

TELESTAFF INSTITUTION FOCUS V2, V4, V5, V6, OR V7.0	Telestaff	\$ 20.00	39%	\$ 12.20	41%	\$ 11.80	43%	\$ 11.40
TELESTAFF GATEWAY V2 I/F TO WFC V6/V7/V8	Telestaff	-	39%	-	41%	-	43%	-
WORKFORCE TELESTAFF GLOBAL ACCESS V4, V5, V6, OR V7.0	Telestaff	\$ 25.00	39%	\$ 15.25	41%	\$ 14.75	43%	\$ 14.25
WORKFORCE TELESTAFF CONTACT MANAGER V4, V5, V6, OR V7.0	Telestaff	\$ 15.00	39%	\$ 9.15	41%	\$ 8.85	43%	\$ 8.55
Workforce Telestaff Blueprints V6 - per Employee	Telestaff	\$ 15.00	39%	\$ 9.15	41%	\$ 8.85	43%	\$ 8.55
Item Description	Pricelist Name	List Price	Discount %	Final Price	Discount %	Final Price	Discount %	Final Price
<b>Workforce Telestaff IVR (formerly Aspect Voxeo)</b>			≤4,999 ee		5,000-9,999ee		≥10,000ee +	
Workforce Telestaff IVR License Per Port ( Platinum Support Only)	Aspect Voxeo	\$ 2,500.00	39%	\$ 1,525.00	41%	\$ 1,475.00	43%	\$ 1,425.00
Workforce Telestaff IVR Service - USAGE-ASPECT (Per Minute Pricing Based on Usage - Invoices Monthly in Arrears)	Aspect Voxeo	\$ 0.13	0%	\$ 0.13	0%	\$ 0.13	0%	\$ 0.13
Item Description	Pricelist Name	List Price	Discount %	Final Price	Discount %	Final Price	Discount %	Final Price
<b>Hardware *Discounts are based on # of Terminals per transaction</b>								
			1-24 Terminals		25-49 Terminals		50+ Terminals	
KRONOS INTOUCH DX, with Bar Code Badge Reader	Hardware	\$ 3,695.00	27%	\$ 2,697.35	32%	\$ 2,512.60	36%	\$ 2,364.80
KRONOS INTOUCH DX, with Magnetic Stripe Card Reader	Hardware	\$ 3,845.00	27%	\$ 2,806.85	32%	\$ 2,614.60	36%	\$ 2,460.80
KRONOS INTOUCH DX, with HID Proximity Card Reader	Hardware	\$ 4,295.00	27%	\$ 3,208.35	32%	\$ 2,988.60	36%	\$ 2,812.80
KRONOS INTOUCH DX, with Proximity Card Reader	Hardware	\$ 4,495.00	27%	\$ 3,281.35	32%	\$ 3,056.60	36%	\$ 2,876.80
KRONOS INTOUCH DX, with Smart Card Reader	Hardware	\$ 4,395.00	27%	\$ 3,208.35	32%	\$ 2,988.60	36%	\$ 2,812.80
Kronos Touch ID Biometric Option for InTouch DX	Hardware	\$ 1,200.00	27%	\$ 876.00	32%	\$ 816.00	36%	\$ 768.00
Wi-Fi Option Kit for InTouch DX & InTouch 9100 HR	Hardware	\$ 250.00	27%	\$ 182.50	32%	\$ 170.00	36%	\$ 160.00
InTouch Linear Imager Bar Code Scanner Option	Hardware	\$ 735.00	27%	\$ 536.55	32%	\$ 499.80	36%	\$ 470.40
InTouch DX NIMH Battery Backup Option	Hardware	\$ 290.00	27%	\$ 211.70	32%	\$ 197.20	36%	\$ 185.60
InTouch DX Transition Board Option (required if ordering one or more of the following options)	Hardware	\$ 100.00	27%	\$ 73.00	32%	\$ 68.00	36%	\$ 64.00
Universal Relay Option	Hardware	\$ 215.00	27%	\$ 156.95	32%	\$ 146.20	36%	\$ 137.60
InTouch Remote HID MiniProx Reader Option	Hardware	\$ 525.00	27%	\$ 383.25	32%	\$ 357.00	36%	\$ 336.00
InTouch Remote HID ProxPro Reader Option	Hardware	\$ 525.00	27%	\$ 383.25	32%	\$ 357.00	36%	\$ 336.00
KRONOS INTOUCH H4 Standard Enclosure, with Bar Code Badge Reader	Hardware	\$ 3,595.00	27%	\$ 2,624.35	32%	\$ 2,444.60	36%	\$ 2,300.80
KRONOS INTOUCH H4 Standard Enclosure, with Magnetic Stripe Card Reader	Hardware	\$ 3,745.00	27%	\$ 2,733.85	32%	\$ 2,546.60	36%	\$ 2,396.80
KRONOS INTOUCH H4 Standard Enclosure, with HID Proximity Card Reader	Hardware	\$ 4,295.00	27%	\$ 3,135.35	32%	\$ 2,920.60	36%	\$ 2,748.80
KRONOS INTOUCH H4 Standard Enclosure, with EM4102 Proximity Card Reader	Hardware	\$ 4,295.00	27%	\$ 3,135.35	32%	\$ 2,920.60	36%	\$ 2,748.80
KRONOS INTOUCH H4 Standard Enclosure, with Smart Card Reader	Hardware	\$ 4,395.00	27%	\$ 3,208.35	32%	\$ 2,988.60	36%	\$ 2,812.80
KRONOS INTOUCH H4, Slim Enclosure, with Magnetic Stripe Card Reader	Hardware	\$ 3,745.00	27%	\$ 2,733.85	32%	\$ 2,546.60	36%	\$ 2,396.80
KRONOS INTOUCH H4, Slim Enclosure, with HID Proximity Card Reader	Hardware	\$ 4,295.00	27%	\$ 3,135.35	32%	\$ 2,920.60	36%	\$ 2,748.80
KRONOS INTOUCH H4, Slim Enclosure, with EM4102 Proximity Card Reader	Hardware	\$ 4,295.00	27%	\$ 3,135.35	32%	\$ 2,920.60	36%	\$ 2,748.80
KRONOS INTOUCH H4, Slim Enclosure, with Smart Card Reader	Hardware	\$ 4,395.00	27%	\$ 3,208.35	32%	\$ 2,988.60	36%	\$ 2,812.80
Kronos Touch ID Plus Biometric Option for InTouch H3/H4 and H4	Hardware	\$ 1,200.00	27%	\$ 876.00	32%	\$ 816.00	36%	\$ 768.00
Kronos Touch ID Biometric Option for InTouch H3/H4	Hardware	\$ 1,200.00	27%	\$ 876.00	32%	\$ 816.00	36%	\$ 768.00
Wi-Fi Option Kit for H4 InTouch	Hardware	\$ 250.00	27%	\$ 182.50	32%	\$ 170.00	36%	\$ 160.00
InTouch H2, H3/H4, H4 Transition Board Option (required if ordering one or more of the following options)	Hardware	\$ 100.00	27%	\$ 73.00	32%	\$ 68.00	36%	\$ 64.00
InTouch Remote Bar Code Reader Option	Hardware	\$ 450.00	27%	\$ 328.50	32%	\$ 306.00	36%	\$ 288.00
Universal Relay Option	Hardware	\$ 215.00	27%	\$ 156.95	32%	\$ 146.20	36%	\$ 137.60
InTouch Remote HID MiniProx Reader Option	Hardware	\$ 525.00	27%	\$ 383.25	32%	\$ 357.00	36%	\$ 336.00
InTouch Remote HID ProxPro Reader Option	Hardware	\$ 525.00	27%	\$ 383.25	32%	\$ 357.00	36%	\$ 336.00
KRONOS INTOUCH H3/H4/H4 Standard Enclosure, with Bar Code Badge Reader	Hardware	\$ 3,595.00	27%	\$ 2,624.35	32%	\$ 2,444.60	36%	\$ 2,300.80
KRONOS INTOUCH H3/H4/H4 Standard Enclosure, with Magnetic Stripe Card Reader	Hardware	\$ 3,745.00	27%	\$ 2,733.85	32%	\$ 2,546.60	36%	\$ 2,396.80
KRONOS INTOUCH H3/H4/H4 Standard Enclosure, with HID Proximity Card Reader	Hardware	\$ 4,295.00	27%	\$ 3,135.35	32%	\$ 2,920.60	36%	\$ 2,748.80
KRONOS INTOUCH H3/H4/H4 Standard Enclosure, with EM4102 Proximity Card Reader	Hardware	\$ 4,295.00	27%	\$ 3,135.35	32%	\$ 2,920.60	36%	\$ 2,748.80
KRONOS INTOUCH H3/H4/H4 Standard Enclosure, with Smart Card Reader	Hardware	\$ 4,395.00	27%	\$ 3,208.35	32%	\$ 2,988.60	36%	\$ 2,812.80
KRONOS INTOUCH H3/H4/H4, Slim Enclosure, with Magnetic Stripe Card Reader	Hardware	\$ 3,745.00	27%	\$ 2,733.85	32%	\$ 2,546.60	36%	\$ 2,396.80
KRONOS INTOUCH H3/H4/H4, Slim Enclosure, with HID Proximity Card Reader	Hardware	\$ 4,295.00	27%	\$ 3,135.35	32%	\$ 2,920.60	36%	\$ 2,748.80
KRONOS INTOUCH H3/H4/H4, Slim Enclosure, with EM4102 Proximity Card Reader	Hardware	\$ 4,295.00	27%	\$ 3,135.35	32%	\$ 2,920.60	36%	\$ 2,748.80
KRONOS INTOUCH H3/H4/H4, Slim Enclosure, with Smart Card Reader	Hardware	\$ 4,395.00	27%	\$ 3,208.35	32%	\$ 2,988.60	36%	\$ 2,812.80
<b>Additional Options Available for Kronos InTouch H3/H4/H4 Standard Enclosure</b>								
Kronos Touch ID Plus Biometric Option for InTouch H3/H4/H4	Hardware	\$ 1,200.00	27%	\$ 876.00	32%	\$ 816.00	36%	\$ 768.00
Kronos Touch ID Biometric Option for InTouch H3/H4/H4	Hardware	\$ 1,200.00	27%	\$ 876.00	32%	\$ 816.00	36%	\$ 768.00
Biometric Enrollment PreScan Pad for Touch ID Plus	Hardware	\$ 15.00	27%	\$ 10.95	32%	\$ 10.20	36%	\$ 9.60
Wi-Fi Option Kit for H3/H4/H4 InTouch	Hardware	\$ 250.00	27%	\$ 182.50	32%	\$ 170.00	36%	\$ 160.00
InTouch Linear Imager Bar Code Scanner Option	Hardware	\$ 735.00	27%	\$ 536.55	32%	\$ 499.80	36%	\$ 470.40
InTouch Battery Backup Option	Hardware	\$ 290.00	27%	\$ 211.70	32%	\$ 197.20	36%	\$ 185.60
InTouch H3/H4/H4 Transition Board Option (required if ordering one or more of the following options)	Hardware	\$ 100.00	27%	\$ 73.00	32%	\$ 68.00	36%	\$ 64.00
InTouch Remote Bar Code Reader Option	Hardware	\$ 450.00	27%	\$ 328.50	32%	\$ 306.00	36%	\$ 288.00
Universal Relay Option	Hardware	\$ 215.00	27%	\$ 156.95	32%	\$ 146.20	36%	\$ 137.60
InTouch Remote HID MiniProx Reader Option	Hardware	\$ 525.00	27%	\$ 383.25	32%	\$ 357.00	36%	\$ 336.00
InTouch Remote HID ProxPro Reader Option	Hardware	\$ 525.00	27%	\$ 383.25	32%	\$ 357.00	36%	\$ 336.00
<b>Additional Options Available for Kronos InTouch H3/H4/H4 Slim Enclosure</b>								
Kronos Touch ID Plus Biometric Option for InTouch H3/H4/H4	Hardware	\$ 1,200.00	27%	\$ 876.00	32%	\$ 816.00	36%	\$ 768.00
Kronos Touch ID Biometric Option for InTouch H3/H4/H4	Hardware	\$ 1,200.00	27%	\$ 876.00	32%	\$ 816.00	36%	\$ 768.00
Biometric Enrollment PreScan Pad for Touch ID Plus	Hardware	\$ 15.00	27%	\$ 10.95	32%	\$ 10.20	36%	\$ 9.60
InTouch Linear Imager Bar Code Scanner Option	Hardware	\$ 735.00	27%	\$ 536.55	32%	\$ 499.80	36%	\$ 470.40
4500,FULL,NUM,PROX,EXP MEMORY	Hardware	\$ 3,995.00	27%	\$ 2,916.35	32%	\$ 2,716.60	36%	\$ 2,556.80
4500,FULL,NUM,MAG,EXP MEMORY	Hardware	\$ 3,445.00	27%	\$ 2,514.85	32%	\$ 2,342.60	36%	\$ 2,204.80
4500,FULL,NUM,B/C,EXP MEMORY	Hardware	\$ 3,295.00	27%	\$ 2,405.35	32%	\$ 2,240.60	36%	\$ 2,108.80
4500,FULL,N,PROX,EXP MEMORY	Hardware	\$ 3,995.00	27%	\$ 2,916.35	32%	\$ 2,716.60	36%	\$ 2,556.80
4500,FULL,N,MAG,EXP MEMORY	Hardware	\$ 3,445.00	27%	\$ 2,514.85	32%	\$ 2,342.60	36%	\$ 2,204.80
4500,FULL,N,B/C,EXP MEMORY	Hardware	\$ 3,295.00	27%	\$ 2,405.35	32%	\$ 2,240.60	36%	\$ 2,108.80
KRONOS HARDWARE ACCESSORIES AND SPARE PARTS	Hardware	Variable	27%	Variable	32%	Variable	36%	Variable
Item Description	Pricelist Name	List Price	Discount %	Final Price	Discount %	Final Price	Discount %	Final Price
<b>Hardware Support</b>								
Depot Exchange for KRONOS INTOUCH DX	Hardware	\$ 300.00	0%	\$ 300.00				

Depot Exchange for KRONOS INTOUCH H3/H4		Hardware	\$	285.00	0%	\$	285.00				
Item Description	Pricelist Name	List Price	Discount %	Final Price	Discount %	Final Price	Discount %	Final Price	Discount %	Final Price	
<b>Hardware Rentals *Discounts are based on # of Terminals per transaction</b>											
			1-24 Terminals			25-49 Terminals			50 + Terminals		
KRONOS INTOUCH DX, with Bar Code Badge Reader - per unit per month	Hardware	\$ 155.00	27%	\$ 113.15	32%	\$ 105.40	36%	\$ 99.20			
KRONOS INTOUCH DX, with Magnetic Stripe Card Reader - per unit per month	Hardware	\$ 160.00	27%	\$ 116.80	32%	\$ 108.80	36%	\$ 102.40			
KRONOS INTOUCH DX, with HID Proximity Card Reader - per unit per month	Hardware	\$ 165.00	27%	\$ 120.45	32%	\$ 112.20	36%	\$ 105.60			
KRONOS INTOUCH DX, with Smart Card Reader - per unit per month	Hardware	\$ 170.00	27%	\$ 124.10	32%	\$ 115.60	36%	\$ 108.80			
Kronos Touch ID Plus Biometric Option for InTouch DX	Hardware	\$ 50.00	27%	\$ 36.50	32%	\$ 34.00	36%	\$ 32.00			
Kronos InTouch 9000 H3/H4/H4, Standard, KR, B/C - per unit per month	Hardware	\$ 150.00	27%	\$ 109.50	32%	\$ 102.00	36%	\$ 96.00			
Kronos InTouch 9000 H3/H4/H4, Standard, Mag - per unit per month	Hardware	\$ 150.00	27%	\$ 109.50	32%	\$ 102.00	36%	\$ 96.00			
Kronos InTouch 9000 H3/H4/H4, Standard, HID Prox - per unit per month	Hardware	\$ 160.00	27%	\$ 116.80	32%	\$ 108.80	36%	\$ 102.40			
Kronos InTouch 9000 H3/H4/H4 Standard, EM4102 Prox - per unit per month	Hardware	\$ 160.00	27%	\$ 116.80	32%	\$ 108.80	36%	\$ 102.40			
Kronos InTouch 9000 H3/H4/H4 Standard, Smart Card - per unit per month	Hardware	\$ 170.00	27%	\$ 124.10	32%	\$ 115.60	36%	\$ 108.80			
Kronos InTouch 9000 H3/H4/H4 Slim, Mag - per unit per month	Hardware	\$ 150.00	27%	\$ 109.50	32%	\$ 102.00	36%	\$ 96.00			
Kronos InTouch 9000 H3/H4/H4 Slim, HID Prox - per unit per month	Hardware	\$ 160.00	27%	\$ 116.80	32%	\$ 108.80	36%	\$ 102.40			
Kronos InTouch 9000 H3/H4/H4 Slim, EM4102 Prox - per unit per month	Hardware	\$ 160.00	27%	\$ 116.80	32%	\$ 108.80	36%	\$ 102.40			
Kronos InTouch 9000 H3/H4/H4 Slim, Smart Card - per unit per month	Hardware	\$ 160.00	27%	\$ 116.80	32%	\$ 108.80	36%	\$ 102.40			
Touch ID Plus Option for H3/H4/H4 InTouch - per unit per month	Hardware	\$ 50.00	27%	\$ 36.50	32%	\$ 34.00	36%	\$ 32.00			
Touch ID Option for H3/H4/H4 InTouch - per unit per month	Hardware	\$ 50.00	27%	\$ 36.50	32%	\$ 34.00	36%	\$ 32.00			
Linear Images, InTouch - per unit per month	Hardware	\$ 30.00	27%	\$ 21.90	32%	\$ 20.40	36%	\$ 19.20			
Remote HID MiniProx Reader, InTouch - per unit per month	Hardware	\$ 25.00	27%	\$ 18.25	32%	\$ 17.00	36%	\$ 16.00			
Remote HID ProxPro Reader, InTouch - per unit per month	Hardware	\$ 25.00	27%	\$ 18.25	32%	\$ 17.00	36%	\$ 16.00			
<b>Workforce Teletime</b>											
WORKFORCE TELETIME IP V7 & V8, BASE SYSTEM, 5 LINES	Teletime IP Software	\$ 20,000.00	10%	\$ 18,000.00							
WORKFORCE TELETIME IP V7, ADD'L LINE (LINES 6-10)	Teletime IP Software	\$ 3,000.00	10%	\$ 2,700.00							
WORKFORCE TELETIME IP V7 & V8, ADD'L LINE (LINES 11+)	Teletime IP Software	\$ 1,000.00	10%	\$ 900.00							
WORKFORCE TELETIME IP V7 & V8, BASE SYSTEM, 5 LINES, 2ND LANGUAGE	Teletime IP Software	\$ 3,000.00	10%	\$ 2,700.00							
WORKFORCE TELETIME IP V7 & V8, ADD'L LINE (LINES 6-10), 2ND LANGUAGE	Teletime IP Software	\$ 300.00	10%	\$ 270.00							
WORKFORCE TELETIME IP V7 & V8, ADD'L LINE (LINES 11+), 2ND LANGUAGE	Teletime IP Software	\$ 150.00	10%	\$ 135.00							
WORKFORCE TELETIME IP V7 & V8, BASE SYSTEM, 5 LINES, 3RD LANGUAGE	Teletime IP Software	\$ 3,000.00	10%	\$ 2,700.00							
WORKFORCE TELETIME IP V7 & V8, ADD'L LINE (LINES 6-10), 3RD LANGUAGE	Teletime IP Software	\$ 3,000.00	10%	\$ 2,700.00							
WORKFORCE TELETIME IP V7 & V8, ADD'L LINE (LINES 11+), 3RD LANGUAGE	Teletime IP Software	\$ 150.00	10%	\$ 135.00							
WORKFORCE TELETIME IP V7 & V8, FAILOVER SYSTEM, 5 LINES	Teletime IP Software	\$ 10,000.00	10%	\$ 9,000.00							
WORKFORCE TELETIME IP V7 & V8, FAILOVER ADD'L LINE (LINES 6+)	Teletime IP Software	\$ 250.00	10%	\$ 225.00							
<b>Workforce iSeries</b>											
			≤4,999 ee			5,000-9,999ee			≥10,000ee +		
ISERIES v7 TIMEKEEPER	iSeries Software	\$ 40.00	39%	\$ 24.40	41%	\$ 23.60	43%	\$ 22.80			
ISERIES v7 MANAGER	iSeries Software	\$ 65.00	39%	\$ 39.65	41%	\$ 38.35	43%	\$ 37.05			
ISERIES v7 EMPLOYEE	iSeries Software	\$ 25.00	39%	\$ 15.25	41%	\$ 14.75	43%	\$ 14.25			
ISERIES v7 ABSENCE MANAGEMENT	iSeries Software	\$ 60.00	39%	\$ 36.60	41%	\$ 35.40	43%	\$ 34.20			
ISERIES v7 ACCRUALS	iSeries Software	\$ 70.00	39%	\$ 42.70	41%	\$ 41.80	43%	\$ 40.40			
ISERIES v7 SCHEDULER	iSeries Software	\$ 40.00	39%	\$ 24.40	41%	\$ 23.60	43%	\$ 22.80			
ISERIES v7 ACTIVITIES	iSeries Software	\$ 40.00	39%	\$ 24.40	41%	\$ 23.60	43%	\$ 22.80			
ISERIES v7 DEBIT	iSeries Software	\$ 20.00	39%	\$ 12.20	41%	\$ 11.80	43%	\$ 11.40			
ISERIES v7 ACCESS	iSeries Software	\$ 20.00	39%	\$ 12.20	41%	\$ 11.80	43%	\$ 11.40			
ISERIES v7 MOBILE MANAGER	iSeries Software	\$ 65.00	39%	\$ 39.65	41%	\$ 38.35	43%	\$ 37.05			
ISERIES v7 MOBILE EMPLOYEE	iSeries Software	\$ 8.00	39%	\$ 4.88	41%	\$ 4.72	43%	\$ 4.56			
WORKFORCE TABLE FOR ISERIES v7	iSeries Software	\$ 99.00	39%	\$ 60.39	41%	\$ 58.41	43%	\$ 56.43			
<b>Professional Services</b>											
Professional Services (Cost per Hour) Blended Rate	Professional Services	\$ 200.00	10%	\$ 180.00							
Professional Services Billing Roles - Project Manager	Professional Services	\$ 200.00	10%	\$ 180.00							
Professional Services Billing Role - Application Consultant	Professional Services	\$ 200.00	10%	\$ 180.00							
Professional Services Billing Role - Technical Consultant	Professional Services	\$ 215.00	16%	\$ 180.00							
Professional Services Billing Role - Education Consultant	Professional Services	\$ 200.00	10%	\$ 180.00							
Professional Services Billing Role - Integration Consultant	Professional Services	\$ 200.00	10%	\$ 180.00							
Professional Services Billing Role - Solution Consultant	Professional Services	\$ 200.00	10%	\$ 180.00							
Professional Services Billing Role - Solution Developer	Professional Services	\$ 225.00	20%	\$ 180.00							
Advisory Services (9990117-CON)	Professional Services	\$ 250.00	10%	\$ 225.00							
Workforce Dimensions Onboarding Services SMB (9990118-PRO)	Dimensions Services	\$ 180.00	10%	\$ 162.00							
Workforce Dimensions Readiness Advisory Services SMB (FIXED FEE WFD SMB)	Dimensions Services	\$ 5,000.00	10%	\$ 4,500.00							
Workforce Dimensions Migration SMB (999005-SEV)	Dimensions Services	\$ 50.00	10%	\$ -							
Workforce Dimensions Onboarding Services Enterprise (9990119-PRO)	Dimensions Services	\$ 200.00	10%	\$ 180.00							
Workforce Dimensions Readiness Advisory Services Enterprise (FIXED FEE WFD ENT)	Dimensions Services	\$ 10,000.00	10%	\$ 9,000.00							
Workforce Dimensions Migration Enterprise (999004-SEV)	Dimensions Services	\$ 50.00	10%	\$ -							
Workforce Dimensions Readiness Advisory Services SMB (9990118-CON)	Dimensions Services	\$ 215.00	10%	\$ 193.50							
Workforce Dimensions Advisory Services (9990119-CON)	Dimensions Services	\$ 250.00	10%	\$ 225.00							
Workforce Dimensions Advanced Testing Services (9990120-CON)	Dimensions Services	\$ 185.00	10%	\$ 166.50							
Workforce Dimensions Education Consulting (9999946-EDU)	Dimensions Services	\$ 200.00	10%	\$ 180.00							
Workforce Dimensions Train The Trainer Package (9990057-EDU)	Dimensions Services	\$ 2,400.00	10%	\$ 2,160.00							
Workforce Dimensions User Adoption Services (9990002-EDU)	Dimensions Services	\$ 200.00	10%	\$ 180.00							
Workforce Dimensions User Adoption Assessment (9990058-EDU)	Dimensions Services	\$ 2,400.00	10%	\$ 2,160.00							
Workforce Dimensions Analytics Promo Setup (9990006-SEV)	Dimensions Services	\$ -	10%	\$ -							

Workforce Dimensions Integration Build Services (9990122-PRO)	Dimensions Services	\$	100.00	10%	\$	90.00
Workforce Dimensions Advisory Services Fixed Fee (FIXED FEE WFD AS)	Dimensions Services	\$	215.00	10%	\$	193.50





Cloud Hosting WFC 24 Month Contract Term Startup Fee 6251 - 7500 EE	Cloud	\$	11,700.00	0%	\$	11,700.00
Cloud Hosting WFC 24 Month Contract Term Startup Fee 7501 - 10,000 EE	Cloud	\$	14,400.00	0%	\$	14,400.00
Cloud Hosting WFC 24 Month Contract Term Startup Fee 10,001 - 15,000 EE	Cloud	\$	23,400.00	0%	\$	23,400.00
Cloud Hosting WFC 24 Month Contract Term Startup Fee 15,001 - 20,000 EE	Cloud	\$	28,800.00	0%	\$	28,800.00
<b>Cloud Hosting WFC 36 Mo Startup Fee Cloud</b>						
Cloud Hosting WFC 36 Month Contract Term Startup Fee 0 - 750 EE	Cloud	\$	1,350.00	0%	\$	1,350.00
Cloud Hosting WFC 36 Month Contract Term Mo Startup Fee 751 - 1500 EE	Cloud	\$	1,890.00	0%	\$	1,890.00
Cloud Hosting WFC 36 Month Contract Term Startup Fee 1501 - 2500 EE	Cloud	\$	2,430.00	0%	\$	2,430.00
Cloud Hosting WFC 36 Month Contract Term Startup Fee 2501 - 5000 EE	Cloud	\$	3,420.00	0%	\$	3,420.00
Cloud Hosting WFC 36 Month Contract Term Startup Fee 5001 - 6250 EE	Cloud	\$	4,680.00	0%	\$	4,680.00
Cloud Hosting WFC 36 Month Contract Term Startup Fee 6251 - 7500 EE	Cloud	\$	5,850.00	0%	\$	5,850.00
Cloud Hosting WFC 36 Month Contract Term Startup Fee 7501 - 10,000 EE	Cloud	\$	7,200.00	0%	\$	7,200.00
Cloud Hosting WFC 36 Month Contract Term Startup Fee 10,001 - 15,000 EE	Cloud	\$	11,700.00	0%	\$	11,700.00
Cloud Hosting WFC 36 Month Contract Term Startup Fee 15,001 - 20,000 EE	Cloud	\$	14,400.00	0%	\$	14,400.00
<b>Cloud Hosting WFC Add Analytics Monthly Fee</b>						
Cloud Hosting WFC Add Analytics Monthly Fee 0 - 750 EE	Cloud	\$	1,500.00	0%	\$	1,500.00
Cloud Hosting WFC Add Analytics Monthly Fee 751 - 1500 EE	Cloud	\$	2,000.00	0%	\$	2,000.00
Cloud Hosting WFC Add Analytics Monthly Fee 1501 - 2500 EE	Cloud	\$	2,000.00	0%	\$	2,000.00
Cloud Hosting WFC Add Analytics Monthly Fee 2501 - 5000 EE	Cloud	\$	3,250.00	0%	\$	3,250.00
Cloud Hosting WFC Add Analytics Monthly Fee 5001 - 6250 EE	Cloud	\$	3,600.00	0%	\$	3,600.00
Cloud Hosting WFC Add Analytics Monthly Fee 6251 - 7500 EE	Cloud	\$	3,600.00	0%	\$	3,600.00
Cloud Hosting WFC Add Analytics Monthly Fee 7501 - 10,000 EE	Cloud	\$	3,900.00	0%	\$	3,900.00
Cloud Hosting WFC Add Analytics Monthly Fee 10,001 - 15,000 EE	Cloud	\$	4,250.00	0%	\$	4,250.00
Cloud Hosting WFC Add Analytics Monthly Fee 15,001 - 20,000 EE	Cloud	\$	4,500.00	0%	\$	4,500.00
<b>Cloud Hosting WFC Add Record Manager Monthly Fee Cloud</b>						
Cloud Hosting WFC Add Record Manager Monthly Fee 0 - 750 EE	Cloud	\$	700.00	0%	\$	700.00
Cloud Hosting WFC Add Record Manager Monthly Fee 751 - 1500 EE	Cloud	\$	750.00	0%	\$	750.00
Cloud Hosting WFC Add Record Manager Monthly Fee 1501 - 2500 EE	Cloud	\$	750.00	0%	\$	750.00
Cloud Hosting WFC Add Record Manager Monthly Fee 2501 - 5000 EE	Cloud	\$	900.00	0%	\$	900.00
Cloud Hosting WFC Add Record Manager Monthly Fee 5001 - 6250 EE	Cloud	\$	1,000.00	0%	\$	1,000.00
Cloud Hosting WFC Add Record Manager Monthly Fee 6251 - 7500 EE	Cloud	\$	1,000.00	0%	\$	1,000.00
Cloud Hosting WFC Add Record Manager Monthly Fee 7501 - 10,000 EE	Cloud	\$	1,250.00	0%	\$	1,250.00
Cloud Hosting WFC Add Record Manager Monthly Fee 10,001 - 15,000 EE	Cloud	\$	1,500.00	0%	\$	1,500.00
Cloud Hosting WFC Add Record Manager Monthly Fee 15,001 - 20,000 EE	Cloud	\$	1,750.00	0%	\$	1,750.00
<b>Cloud Hosting Teletime up to 96 Ports</b>						
Cloud Hosting Teletime 4 Port Monthly Fee	Cloud	\$	1,585.00	0%	\$	1,585.00
Cloud Hosting Teletime 4 Port 12 Mo Startup Fee	Cloud	\$	4,278.00	0%	\$	4,278.00
Cloud Hosting Teletime 4 Port 24 Mo Startup Fee	Cloud	\$	2,852.00	0%	\$	2,852.00
Cloud Hosting Teletime 4 Port 36 Mo Startup Fee	Cloud	\$	1,426.00	0%	\$	1,426.00
Cloud Hosting Teletime 8 Port Monthly Fee	Cloud	\$	1,685.00	0%	\$	1,685.00
Cloud Hosting Teletime 8 Port 12 Mo Startup Fee	Cloud	\$	4,551.00	0%	\$	4,551.00
Cloud Hosting Teletime 8 Port 24 Mo Startup Fee	Cloud	\$	3,034.00	0%	\$	3,034.00
Cloud Hosting Teletime 8 Port 36 Mo Startup Fee	Cloud	\$	1,517.00	0%	\$	1,517.00
Cloud Hosting Teletime 24 Port Monthly Fee	Cloud	\$	1,955.00	0%	\$	1,955.00
Cloud Hosting Teletime 24 Port 12 Mo Startup Fee	Cloud	\$	5,280.00	0%	\$	5,280.00
Cloud Hosting Teletime 24 Port 24 Mo Startup Fee	Cloud	\$	3,520.00	0%	\$	3,520.00
Cloud Hosting Teletime 24 Port 36 Mo Startup Fee	Cloud	\$	1,760.00	0%	\$	1,760.00
Cloud Hosting Teletime 48 Port Monthly Fee	Cloud	\$	2,428.00	0%	\$	2,428.00
Cloud Hosting Teletime 48 Port 12 Mo Startup Fee	Cloud	\$	6,558.00	0%	\$	6,558.00
Cloud Hosting Teletime 48 Port 24 Mo Startup Fee	Cloud	\$	4,372.00	0%	\$	4,372.00
Cloud Hosting Teletime 48 Port 36 Mo Startup Fee	Cloud	\$	2,186.00	0%	\$	2,186.00
Cloud Hosting Teletime 72 Port Monthly Fee	Cloud	\$	4,382.00	0%	\$	4,382.00
Cloud Hosting Teletime 72 Port 12 Mo Startup Fee	Cloud	\$	11,832.00	0%	\$	11,832.00
Cloud Hosting Teletime 72 Port 24 Mo Startup Fee	Cloud	\$	7,888.00	0%	\$	7,888.00
Cloud Hosting Teletime 72 Port 36 Mo Startup Fee	Cloud	\$	3,994.00	0%	\$	3,994.00
Cloud Hosting Teletime 96 Port Monthly Fee	Cloud	\$	4,855.00	0%	\$	4,855.00
Cloud Hosting Teletime 96 Port 12 Mo Startup Fee	Cloud	\$	13,110.00	0%	\$	13,110.00
Cloud Hosting Teletime 96 Port 24 Mo Startup Fee	Cloud	\$	8,740.00	0%	\$	8,740.00
Cloud Hosting Teletime 96 Port 36 Mo Startup Fee	Cloud	\$	4,370.00	0%	\$	4,370.00
Cloud Hosting Teletime Server R720 Monthly Fee	Cloud	\$	950.00	0%	\$	950.00
Cloud Hosting Teletime Server R720 Start up Fee	Cloud	\$	855.00	0%	\$	855.00
Cloud Hosting Dialogic BD 4 Port Analog Monthly Fee	Cloud	\$	66.00	0%	\$	66.00
Cloud Hosting Dialogic BD 4 Port Analog Start up Fee	Cloud	\$	59.40	0%	\$	59.40
Cloud Hosting Dialogic BD 24 Port Digital Monthly Fee	Cloud	\$	297.00	0%	\$	297.00
Cloud Hosting Dialogic BD 24 Port Digital Start up Fee	Cloud	\$	267.30	0%	\$	267.30
Cloud Hosting CT Bus Cable Monthly Fee	Cloud	\$	7.00	0%	\$	7.00
Cloud Hosting CT Bus Cable Start up Fee	Cloud	\$	6.30	0%	\$	6.30
Cloud Hosting T1 Cross Connect Monthly Fee	Cloud	\$	176.00	0%	\$	176.00
Cloud Hosting T1 Cross Connect Start up Fee	Cloud	\$	158.40	0%	\$	158.40
Cloud Hosting Analog Cross Connect Monthly Fee	Cloud	\$	36.00	0%	\$	36.00
Cloud Hosting Analog Cross Connect Start up Fee	Cloud	\$	32.40	0%	\$	32.40
<b>Cloud Hosting Teletime IP</b>						
Cloud Hosting Teletime IP First 25 Lines Fee Per Month	Cloud	\$	1,500.00	0%	\$	1,500.00
Cloud Hosting Teletime IP Additional 25 Lines Fee Per Month	Cloud	\$	500.00	0%	\$	500.00
<b>Cloud Hosting WFC Add App Server Monthly Fee</b>						
Cloud Hosting WFC Add App Server Monthly Fee 5001 - 6250 EE	Cloud	\$	1,000.00	0%	\$	1,000.00
Cloud Hosting WFC Add App Server Monthly Fee 6251 - 7500 EE	Cloud	\$	1,000.00	0%	\$	1,000.00
Cloud Hosting WFC Add App Server Monthly Fee 7501 - 10,000 EE	Cloud	\$	1,000.00	0%	\$	1,000.00
Cloud Hosting WFC Add App Server Monthly Fee 10,001 - 15,000 EE	Cloud	\$	1,000.00	0%	\$	1,000.00
Cloud Hosting WFC Add App Server Monthly Fee 15,001 - 20,000 EE	Cloud	\$	1,000.00	0%	\$	1,000.00

<b>Cloud Hosting WFC Add Non Prod Monthly Fee</b>	Cloud				
Cloud Hosting WFC Add Non Prod Monthly Fee 0 - 750 EE	Cloud	\$	700.00	0%	\$ 700.00
Cloud Hosting WFC Add Non Prod Monthly Fee 751 - 1500 EE	Cloud	\$	750.00	0%	\$ 750.00
Cloud Hosting WFC Add Non Prod Monthly Fee 1501 - 2500 EE	Cloud	\$	750.00	0%	\$ 750.00
Cloud Hosting WFC Add Non Prod Monthly Fee 2501 - 5000 EE	Cloud	\$	900.00	0%	\$ 900.00
Cloud Hosting WFC Add Non Prod Monthly Fee 5001 - 6250 EE	Cloud	\$	1,000.00	0%	\$ 1,000.00
Cloud Hosting WFC Add Non Prod Monthly Fee 6251 - 7500 EE	Cloud	\$	1,000.00	0%	\$ 1,000.00
Cloud Hosting WFC Add Non Prod Monthly Fee 7501 - 10,000 EE	Cloud	\$	1,250.00	0%	\$ 1,250.00
Cloud Hosting WFC Add Non Prod Monthly Fee 10,001 - 15,000 EE	Cloud	\$	1,500.00	0%	\$ 1,500.00

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<b>Cloud Hosting WFC Add Non Prod Monthly Fee 15,001 - 20,000 EE</b>	Cloud	\$	1,750.00	0%	\$ 1,750.00
<b>Cloud Hosting WFC Disaster Recovery Monthly Fee (for 1-20,000ee)</b>	Cloud				
Cloud Hosting WFC Disaster Recovery Monthly Fee 0 - 750 EE	Cloud	\$	1,100.00	0%	\$ 1,100.00
Cloud Hosting WFC Disaster Recovery Monthly Fee 751 - 1500 EE	Cloud	\$	1,200.00	0%	\$ 1,200.00
Cloud Hosting WFC Disaster Recovery Monthly Fee 1501 - 2500 EE	Cloud	\$	1,200.00	0%	\$ 1,200.00
Cloud Hosting WFC Disaster Recovery Monthly Fee 2501 - 5000 EE	Cloud	\$	1,600.00	0%	\$ 1,600.00
Cloud Hosting WFC Disaster Recovery Monthly Fee 5001 - 6250 EE	Cloud	\$	2,600.00	0%	\$ 2,600.00
Cloud Hosting WFC Disaster Recovery Monthly Fee 6251 - 7500 EE	Cloud	\$	2,600.00	0%	\$ 2,600.00
Cloud Hosting WFC Disaster Recovery Monthly Fee 7501 - 10,000 EE	Cloud	\$	3,200.00	0%	\$ 3,200.00
Cloud Hosting WFC Disaster Recovery Monthly Fee 10,001 - 15,000 EE	Cloud	\$	4,000.00	0%	\$ 4,000.00
Cloud Hosting WFC Disaster Recovery Monthly Fee 15,001 - 20,000 EE	Cloud	\$	4,800.00	0%	\$ 4,800.00
<b>Cloud Hosting WFC Disaster Recovery 12 Mo Startup Fee Cloud</b>	Cloud				
Cloud Hosting WFC Disaster Recovery 12Mo Startup Fee 0 - 750 EE	Cloud	\$	2,970.00	0%	\$ 2,970.00
Cloud Hosting WFC Disaster Recovery 12 Mo Startup Fee 751 - 1500 EE	Cloud	\$	3,240.00	0%	\$ 3,240.00
Cloud Hosting WFC Disaster Recovery 12 Mo Startup Fee 1501 - 2500 EE	Cloud	\$	3,240.00	0%	\$ 3,240.00
Cloud Hosting WFC Disaster Recovery 12 Mo Startup Fee 2501 - 5000 EE	Cloud	\$	4,320.00	0%	\$ 4,320.00
Cloud Hosting WFC Disaster Recovery 12 Mo Startup Fee 5001 - 6250 EE	Cloud	\$	7,020.00	0%	\$ 7,020.00
Cloud Hosting WFC Disaster Recovery 12 Mo Startup Fee 6251 - 7500 EE	Cloud	\$	7,020.00	0%	\$ 7,020.00
Cloud Hosting WFC Disaster Recovery 12 Mo Startup Fee 7501 - 10,000 EE	Cloud	\$	8,640.00	0%	\$ 8,640.00
Cloud Hosting WFC Disaster Recovery 12 Mo Startup Fee 10,001 - 15,000 EE	Cloud	\$	10,800.00	0%	\$ 10,800.00
Cloud Hosting WFC Disaster Recovery 12 Mo Startup Fee 15,001 - 20,000 EE	Cloud	\$	12,960.00	0%	\$ 12,960.00
<b>Cloud Hosting WFC Disaster Recovery 24 Mo Startup Fee Cloud</b>	Cloud				
Cloud Hosting WFC Disaster Recovery 24 Mo Startup Fee 0 - 750 EE	Cloud	\$	1,980.00	0%	\$ 1,980.00
Cloud Hosting WFC Disaster Recovery 24 Mo Startup Fee 751 - 1500 EE	Cloud	\$	2,160.00	0%	\$ 2,160.00
Cloud Hosting WFC Disaster Recovery 24 Mo Startup Fee 1501 - 2500 EE	Cloud	\$	2,160.00	0%	\$ 2,160.00
Cloud Hosting WFC Disaster Recovery 24 Mo Startup Fee 2501 - 5000 EE	Cloud	\$	2,880.00	0%	\$ 2,880.00
Cloud Hosting WFC Disaster Recovery 24 Mo Startup Fee 5001 - 6250 EE	Cloud	\$	4,680.00	0%	\$ 4,680.00
Cloud Hosting WFC Disaster Recovery 24 Mo Startup Fee 6251 - 7500 EE	Cloud	\$	4,680.00	0%	\$ 4,680.00
Cloud Hosting WFC Disaster Recovery 24 Mo Startup Fee 7501 - 10,000 EE	Cloud	\$	5,760.00	0%	\$ 5,760.00
Cloud Hosting WFC Disaster Recovery 24 Mo Startup Fee 10,001 - 15,000 EE	Cloud	\$	7,200.00	0%	\$ 7,200.00
Cloud Hosting WFC Disaster Recovery 24 Mo Startup Fee 15,001 - 20,000 EE	Cloud	\$	8,640.00	0%	\$ 8,640.00
<b>Cloud Hosting WFC Disaster Recovery 36 Mo Startup Fee Cloud</b>	Cloud				
Cloud Hosting WFC Disaster Recovery 36 Mo Startup Fee 0 - 750 EE	Cloud	\$	990.00	0%	\$ 990.00
Cloud Hosting WFC Disaster Recovery 36 Mo Startup Fee 751 - 1500 EE	Cloud	\$	1,080.00	0%	\$ 1,080.00
Cloud Hosting WFC Disaster Recovery 36 Mo Startup Fee 1501 - 2500 EE	Cloud	\$	1,080.00	0%	\$ 1,080.00
Cloud Hosting WFC Disaster Recovery 36 Mo Startup Fee 2501 - 5000 EE	Cloud	\$	1,440.00	0%	\$ 1,440.00
Cloud Hosting WFC Disaster Recovery 36 Mo Startup Fee 5001 - 6250 EE	Cloud	\$	2,340.00	0%	\$ 2,340.00
Cloud Hosting WFC Disaster Recovery 36 Mo Startup Fee 6251 - 7500 EE	Cloud	\$	2,340.00	0%	\$ 2,340.00
Cloud Hosting WFC Disaster Recovery 36 Mo Startup Fee 7501 - 10,000 EE	Cloud	\$	2,880.00	0%	\$ 2,880.00
Cloud Hosting WFC Disaster Recovery 36 Mo Startup Fee 10,001 - 15,000 EE	Cloud	\$	3,600.00	0%	\$ 3,600.00
Cloud Hosting WFC Disaster Recovery 36 Mo Startup Fee 15,001 - 20,000 EE	Cloud	\$	4,320.00	0%	\$ 4,320.00

**Cloud 2**

NOTE - Cloud 2 Base Fee Per Month Costs may apply for Initial Purchase or Initial Conversion Only. Cloud 2 Hosting Per Employee Fee Per Month Costs apply for Initial Purchase or Initial Conversion and also Capacity Adds.

<b>Cloud Hosting Workforce Central Base</b>	Cloud 2				
Cloud Hosting Workforce Central Base Fee per Month	Cloud 2	\$	1,000.00	0%	\$ 1,000.00
Cloud Hosting Workforce Central Per Employee Fee Per Month 1-20,000ee	Cloud 2	\$	0.90	0%	\$ 0.90
<b>Cloud Hosting Add Analytics</b>	Cloud 2				
Cloud Hosting Add Analytics Base Fee Per Month	Cloud 2	\$	1,000.00	0%	\$ 1,000.00
Cloud Hosting Add Analytics Per Employee Fee Per Month 1-20,000ee	Cloud 2	\$	0.15	0%	\$ 0.15
<b>Cloud Hosting Add Record Manager/Enterprise Archiver</b>	Cloud 2				
Cloud Hosting Add Record Manager Fee Per Month 1-20,000ee	Cloud 2	\$	1,000.00	0%	\$ 1,000.00
<b>Cloud Hosting Workforce TeleStaff Base</b>	Cloud 2				
Cloud Hosting Workforce TeleStaff Base Fee per Month	Cloud 2	\$	1,250.00	0%	\$ 1,250.00
Cloud Hosting Workforce TeleStaff Per Employee Fee Per Month	Cloud 2	\$	0.50	0%	\$ 0.50
<b>Cloud Hosting Teletime IP</b>	Cloud 2				
Cloud Hosting Teletime IP Base Fee Per Month	Cloud 2	\$	1,000.00	0%	\$ 1,000.00
Cloud Hosting Teletime IP per 25 Lines Fee Per Month	Cloud 2	\$	500.00	0%	\$ 500.00
<b>Cloud Hosting WFC Add App Server</b>	Cloud 2				
Cloud Hosting WFC Add App Server Monthly Fee 1-20,000ee	Cloud 2	\$	1,000.00	0%	\$ 1,000.00
<b>Cloud Hosting WFC Add Non Prod</b>	Cloud 2				
Cloud Hosting WFC Add Non Prod Monthly Fee 1-20,000ee	Cloud 2	\$	1,000.00	0%	\$ 1,000.00
<b>Cloud Hosting WFC Disaster Recovery</b>	Cloud 2				
Cloud Hosting Disaster Recovery Base Fee Per Month 1-20,000ee	Cloud 2	\$	1,000.00	0%	\$ 1,000.00
Cloud Hosting Disaster Recovery Per Employee Fee Per Month 1-20,000ee	Cloud 2	\$	0.25	0%	\$ 0.25
Cloud Hosting Temporary Non-Prod Monthly Fee	Cloud 2	\$	1,600.00	0%	\$ 1,600.00
<b>Cloud Hosting Workforce Extension for Healthcare</b>	Cloud 2				
Cloud Hosting Workforce Extensions For Healthcare Base Fee Per Month	Cloud 2	\$	1,000.00	0%	\$ 1,000.00

Cloud Hosting Workforce Extension for Healthcare Per Employee Fee Per Month up to 1,000,000 ee	Cloud 2	\$	0.90	0%	\$	0.90
<b>Cloud Hosting Workforce Extension for Healthcare Disaster Recory</b>	Cloud 2					
Cloud Hosting Workforce Extensions For Healthcare Disaster Recovery Base Fee Per Month	Cloud 2	\$	1,000.00	0%	\$	1,000.00
Cloud Hosting Workforce Extension for Healthcare Disaster Recovery Per Employee Fee Per Month	Cloud 2	\$	0.25	0%	\$	0.25
<b>Additional Cloud Addon Fees</b>	Cloud 2					
Cloud Hosting WFC Add One VPN Monthly Fee	Cloud 2	\$	75.00	0%	\$	75.00
Cloud Hosting WFC Add One Clria License Monthly Fee	Cloud 2	\$	50.00	0%	\$	50.00
Cloud Hosting WFC Add One FTP License Monthly Fee	Cloud 2	\$	25.00	0%	\$	25.00
Cloud Hosting WFC Add 100GB Storage Monthly Fee	Cloud 2	\$	43.00	0%	\$	43.00
Cloud Hosting WFC Add 100GB Backup Monthly Fee	Cloud 2	\$	18.00	0%	\$	18.00
<b>Cloud/SaaS Conversions</b>						
<i>For existing customers converting from their Perpetual/On-Premise Software Solution to Kronos SaaS</i>						
To Calculate:						
TAKE - Existing Annual Software Maintenance / 12 months / # employees = Maintenance Conversion PEPM	SaaS					
Then ADD - Maintenance Conversion PEPM + Associated Cloud 2 Hosting Costs Above = Monthly PEPM	Cloud 2					

EXHIBIT I2  
PRICING SUMMARY AND STATEMENT OF WORK

## Overview

This Statement of Work ("SOW") provides an overview of the project including scope, approach, costs, and how the project will be managed. To support a successful implementation, the customer will provide the required internal project resources.

## Project Objectives

Kronos will provide Professional Services to upgrade customer's existing Workforce Central to v8.1.

As part of the upgrade, services included to address the following pain points revealed during an onsite meeting:

- Global Time Off Request
- OT to charge to borrowing department
- Totals on Genies
- Reporting Consulting
- Change Management Consulting for change from Classic to Navigator
- Change Management for User Adoption of Self-Service
- Performance Validation and Stress Testing
- Peak Period Analysis with sizing

A Workforce Management Executive Operational Assessment (EOA) consists of remote services to review the current deployment of the Workforce Central solution and identify areas of misalignment with desired business objectives and/or Kronos recommended best practices. The 80-hour engagement includes:

- Analyze your current and desired operational state, working in collaboration with Santa Clara County's Kronos Team and Subject Matter Experts
- Identify key configuration gaps, challenges and risks
- Advise with actionable recommendations to optimize the configuration based on proven best practices

The EOA Strategist will document and present specific, actionable recommendations for enhancement of the Kronos solution to meet the County's goals and objectives based on the currently owned products. Depending on the recommendations included may be additional professional service hours to help implement the highest impact recommendations in a separate statement of work and billable project.

## Proposed Solution

Module	Project Type
Workforce Timekeeper	Upgrade
Workforce Manager	Upgrade
Workforce Employee	Upgrade
Workforce Integration Manager	Upgrade

Workforce Scheduler	Upgrade
Kronos Enterprise Archive	Upgrade

**PROFESSIONAL SERVICES / EDUCATIONAL SERVICES**

Item	Quantity	Unit Price	Total Price
<b>SOLUTION SERVICES CONSULTING</b>	<b>24 Hours</b>	<b>180.00</b>	<b>4,320.00</b>
KSS Consultant	24 Hours	180.00	
<b>PARAGON ENTERPRISE</b>	<b>1236 Hours</b>		<b>222,480.00</b>
Project Manager	312 Hours	180.00	
Solution Consultant	470 Hours	180.00	
Integration Consultant	216 Hours	180.00	
Technology Consultant	238 Hours	180.00	
<b>ADVISORY SERVICES</b>	<b>88 Hours</b>	<b>225.00</b>	<b>19,800.00</b>
Strategic Advisor	88 Hours	225.00	
<b>BILL-AS-YOU-GO INSTRUCTOR LEAD TRAINING</b>	<b>18950 Points</b>	<b>0.90</b>	<b>17,055.00</b>
<b>C/T, EDUCATION CONSULTING</b>	<b>376 Hours</b>		<b>67,680.00</b>
Education Consultant	160 Hours	180.00	
Education Consultant	216 Hours	180.00	
<b>Total Price</b>			<b>331,335.00</b>

**QUOTE SUMMARY**

Description	Total Pri
Subtotal	331,335.
Deposit	0.
Tax	0.
<b>Grand Total</b>	<b>331,335.</b>

Project duration is expected to be 36 working weeks, based upon our experience with our customers and products. Depending upon the preparation and engagement of your organization, there may be opportunity to complete the project in a compressed duration. However, if project resources are unprepared or unavailable, the duration of the project may need to be extended, increasing the budget required to successfully complete this scope of work. Requests for additional scope or activities outside of this planned project scope may be accommodated through the change process. In this circumstance, Kronos may issue a change order to ensure the appropriate budget is available.

Kronos will deliver the scope of this project utilizing a blended approach. A blended approach combines onsite and remote resources. For this project, Kronos is estimating 12 onsite visits at mutually agreed upon points of the project timeline. An onsite visit is defined as a single resource at the customer location for up to 5 consecutive business days. Throughout the project, Kronos will make recommendations for work mix based upon project objectives and deliverables.

### KnowledgePass

KnowledgePass provides tools that allow you to build role specific learning paths and assign them to your users. Kronos will guide you on the creation of 2 user roles, including title selection and learning path assignments. The offering is delivered by a KnowledgePass Mentor via a remote interactive workshop.

### Instructor Led Training

Kronos Instructor Led Training is purchased as Training Points. Training Points allow you to budget for training with the flexibility to adjust your plan during implementation. Technology training and additional content for new features is delivered in your KnowledgePass subscription.

**Core Team** training will help your key functional and technical users to make informed solution design, configuration decisions and provide core product knowledge.

Module	Description
Workforce Timekeeper	Public instructor led training for 10

**Train-the-Trainer Programs** prepares internal training teams to deliver user training to managers, supervisors and employees.

Module	Description
Workforce Timekeeper	Private instructor led training for 5
Workforce Scheduler	Private instructor led training for 5

### User Adoption – Change Management

A Kronos User Adoption Consultant during 160-hour engagement will help advise designated customer resources to support the delivery of change management and user training for managers and employees by providing:

- A structured change management and training framework
- Preparing for Change and User Training Workshop
- Change Impact Analysis

- Consulting to assist on Change Plan Execution
- Plans for Sponsorship, Coaching, Communication, Training, and Reinforcement

## User Adoption Tools

Kronos will develop user adoption tools to accelerate effective system use. The tools will incorporate your configuration, business process, and terminology – allowing end users to quickly move from learning tasks to performing them in your live environment.

- Five (5) custom videos will be delivered
  - How to read a Timecard: including accruals, audit trails, comments, sign-offs, requests, approvals, refreshing data and logging off
  - Scheduling: including editing/creating schedule pattern, schedules with pay codes, add comments, schedules with work rule transfers, delete schedule pattern or schedule group, replace an existing schedule pattern and schedule group name with a new schedule pattern and schedule group, view of schedule audit trail
  - Employee Time Requests – full and partial day off requests, training and overtime requests
  - Employee role - Time Request how to cancel/retract
  - Manager role –How to retract request & Approve
- Custom Job Aides for Timekeeping and Scheduling to cover the following topics
  - Genies - What are genies, how to use certain genies
  - HyperFinds - What are hyperfinds, how to use hyperfinds
  - Person Tab - How to navigate Person tab in People Editor including How to change Sequence
  - Job Assignment Tab - How to navigate Job Assignment tab in People Editor including How to change pay rules, How to change "Reports To" field, How to change badge number and device group in Job Assignment tab
  - Pay from Schedule - How to pay from schedule
  - Pay Codes - Information on pay codes
  - Addition of transfer codes onto timecard - How to enter transfers onto timecard
  - Accruals - Reporting - How to report on accruals
  - Comments - How to enter comments on timecard
  - Manager Timecard Approval - How to approve timecards as a manager, including identifying partial approvals
  - Timecard Tips & Tricks for Timekeepers - FAQ/timecard best practices
  - Submitted Request Retraction as Approver/Manager - How to retract request as approver/manager
  - Enter Pay Codes - How to enter pay codes as employee
  - Ad Hoc Reports – How to run ad hoc reports
  - Scheduled Reports - How to run scheduled reports

## Project Approach

The project team will collaborate to establish a project plan with tasks, responsibilities, and milestone dates and provide the foundation for project control. Kronos will complete an environment readiness review with your project team resources to ensure the server environment is available and pre-requisites have been installed. Kronos will perform test upgrade, deploy interfaces and complete validation testing of upgraded environment. Upon completion of customer user acceptance testing, Kronos will complete the upgrade to production.



## Project Leadership

Kronos will provide guidance through the life cycle of the project and provide best practices to implement the solution. As the main point of contact, the Kronos Project Manager will partner with the customer project leadership to develop the project plan to ensure objectives are achieved. The Kronos Project Manager will also deliver a collaborative workspace, which will serve as the dashboard for all aspects of the progress of the implementation.

- Kronos Project Manager will average 8 hours per week during the 36 working week anticipated project duration. This is an estimated average; some weeks will vary based on project activities.

## Solution Assumptions

### Workforce Central

- 2 Workforce Central environment(s) included in this deployment
- Customer has Oracle Database
  - Customer will upgrade their Oracle OS version as part of this upgrade
- The Primary Authentication method will be Single Sign On
- 6 existing Custom Reports
- County current uses the Classic User Interface, with the upgrade, this will change to Navigator User Interface

### Workforce Timekeeper

- 4 Standard Timeclocks will be upgraded

### Kronos Enterprise Archive

- Services to upgrade or implement archiving functionality is excluded from the scope.
- Setup Data Manager (SDM) functionality will be upgraded.

### Integration

- 58 existing interfaces included
- Santa Clara will be responsible for their 6 imports and 5 exports that are outside of WIM. Kronos has included a bucket of 16 hours to assist Santa Clara should they request help in troubleshooting. This bucket will be used as requested by the Santa Clara Project Manager.
- Additional existing or new integration are excluded from this scope

### Executive Operational Assessment (EOA)

EOA services include review of the current deployment of Workforce Central as well as related processes with a focus on identifying areas where there may be misalignment with desired business objectives and/or Kronos recommended best practices. The Strategic Advisor will identify and document specific, actionable recommendations for enhancement of the Kronos solution in a detailed Findings and Recommendations report. Recommendations will be focused on products currently owned by the County. A presentation of the recommendations will be delivered to the Core Team and in addition an Executive Level Review will be conducted.

Two Products – Timekeeping and Scheduling are included in this assessment.

### Performance Validation Stress Testing

Performance Validation & Stress Testing (PVST) is a load testing and environmental readiness service. PVST services verify the carrying capacity of your specific Kronos application(s) and your managers / employees by simulating the anticipated application use and user load — safely and securely in a pre-

production environment to prevent actual failure and data loss after go-live. Kronos Technology Consultants create real-life use cases simulating load for normal, and stressed scenarios. Testing concludes with comprehensive reporting on the results, remediation, and recommendations from this testing, tuning and optimization your Kronos environment. Kronos Technology Consultant will work with your team on implementing a plan of action for business practice recommendations to help your system perform more efficiently and effectively.

## Peak Period Analysis (PPA) with Sizing

County of Santa Clara is requesting a peak period analysis engagement including sizing recommendations to ensure that there is an understanding of the full server architecture requirements for their upgrade to v8.1. This activity will be done at the onset of this project.

The Peak Period Analysis is an analysis of your WFC system during your peak time. Monitoring occurs against the live system, this provides us with a compressive view of the Kronos WFC systems, and the performance metrics during this time. The deliverable is a detailed report of the activity on the system during the Peak Period.

An experienced Kronos Technology Consultant will methodically inspect, monitor, and document one environment. This thorough Peak Period Analysis includes reviews of your hardware, requisite software, database, application installation, system settings, and component distribution. You'll receive a comprehensive list of any issues uncovered during the Peak Period Analysis, along with recommendations for improvement. We will work with your team to implement a plan of action.

A sizing recommendation will be provided to address any stability or performance issues, provide architectural assistance as part of a technical upgrade and provide a more accurate hardware sizing.

Kronos will deliver the PPA utilizing a remote approach.

## Services Investment Detail

Professional Services by Product	
Workforce Central Technical Upgrade including PVST	\$199,680.00
Add on Configuration	\$17,280.00
Advisory Service - Executive Operational Assessment	\$22,800.00
PPA w Sizing	\$6,840.00

Education Services	
KnowledgePass	Assumes a current subscription
Training Points	\$17,055.00
User Adoption - Change Management	\$28,800.00
User Adoption Tools / Custom Training Materials	\$38,880.00

## Services Investment Summary

This SOW represents a time and materials engagement. Travel expenses are not included and will be invoiced separately as incurred.

Service Type	
Professional Services	\$246,600.00
Educational Services	\$84,735.00
	\$331,335.00
<b>Travel Expenses</b> (estimate based on 12 trips for single resource)	<b>\$36,000.00</b>
	<b>\$367,335.00</b>

## Signatures and Approvals

SUBMITTED AND APPROVED BY KRONOS REPRESENTATIVE

By: \_\_\_\_\_ Date: \_\_\_\_\_

Title: \_\_\_\_\_

This Statement of Work is subject to the COUNTY OF SANTA CLARA's Workforce Central SaaS or perpetual license agreement with Kronos governing Professional and Education Services. By signing below, the authorized COUNTY OF SANTA CLARA's representative agrees to purchase the services described herein.

ACCEPTED AND AGREED  
COUNTY OF SANTA CLARA

By: \_\_\_\_\_ Date: \_\_\_\_\_

Title: \_\_\_\_\_

COUNTY OF SANTA CLARA may make necessary copies of this document for the sole purpose of facilitating internal evaluation and/or execution of proposed project. Otherwise, the document or any part thereof may not be reproduced in any form without the written permission of Kronos Incorporated. All rights reserved. Copyright 2019.

**PROFESSIONAL SERVICES / EDUCATIONAL SERVICES**

Item	Quantity	Unit Price	Total Price
SOLUTION SERVICES CONSULTING	24 Hours	180.00	4,320.00
KSS Consultant	24 Hours	180.00	
PARAGON ENTERPRISE	1236 Hours		222,480.00
Project Manager	312 Hours	180.00	
Solution Consultant	470 Hours	180.00	
Integration Consultant	216 Hours	180.00	
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Education Consultant	216 Hours	180.00	
<b>Total Price</b>			<b>331,335.00</b>

**QUOTE SUMMARY**

Description	Total Price
Subtotal	331,335.00
Deposit	0.00
Tax	0.00
<b>Grand Total</b>	<b>331,335.00</b>

<b>COUNTY OF SANTA CLARA</b>	<b>Kronos Incorporated</b>
Signature: _____	Signature: _____
Name: _____	Name: _____
Title: _____	Title: _____
Effective Date: _____	Effective Date: _____
<p><i>Invoice amount will reflect deposit received. All professional services are billed as delivered with a payment term of Net Upon Receipt. Unless otherwise indicated above, this order is subject to the attached terms and conditions which the customer acknowledges have been read. THIS ORDER IS SUBJECT TO APPLICABLE TAXES. THE TAX AMOUNT SHOWN ON THIS ORDER IS ONLY AN ESTIMATE. THE ACTUAL TAX AMOUNT TO BE PAID BY CUSTOMER WILL BE SHOWN ON CUSTOMER'S INVOICE. The JBoss® Enterprise Middleware components embedded in the Software are subject to the End User License Agreement found at <a href="http://www.redhat.com/licenses/jboss_eula.html">http://www.redhat.com/licenses/jboss_eula.html</a>. Shipping and handling charges will be reflected on the final invoice. If you are tax exempt; please provide a copy of your "Tax Exempt Certificate" with your signed quote.</i></p>	

# Code of Business Conduct and Ethics

2019

This Code of Business Conduct and Ethics (the “Code”) details legal and ethical standards of conduct for employees of Kronos (the “Company”). This Code is intended to prevent wrongdoing and promote the conduct of all Company business keeping to high standards of integrity and in compliance with all applicable laws and regulations. This Code applies to the Company and all its subsidiaries and other controlled company business entities worldwide.

If you have any questions about this Code or its application to you in any situation, contact your department head, or any of the following:

Name	Title	Telephone	Email
	General Counsel	+1 978 250 9800	
Jim Haugen	Vice President - Compliance and Internal Audit	+1 978 947 4780	<a href="mailto:james.haugen@kronos.com">james.haugen@kronos.com</a>
David Almeda	Senior Vice President - Chief People Officer	+1 978 947 7774	<a href="mailto:david.almeda@kronos.com">david.almeda@kronos.com</a>



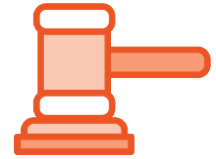
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## 1. Compliance with Laws, Rules and Regulations

The Company requires that employees obey all laws, rules, and regulations applicable to the Company wherever it does business. Good judgment and common sense to abide by all applicable laws, rules, and regulations is expected, as well as to ask for advice when you are uncertain about them.



If you become aware of any violation of the law, rule, or regulation by the Company, whether by its officers, employees, directors, or any third-party doing business on behalf of the Company, you have a responsibility to report the matter to your department head, General Counsel, Chief People Officer, or Vice President - Compliance and Internal Audit at once. Addressing all such matters internally is preferred, but, the content of this Code should not discourage you from reporting any illegal activity, including any violation of the securities laws, antitrust laws, environmental laws, or any other federal, state (or provincial), or foreign law, rule or regulation, to the right regulatory authority. Employees, officers, and directors shall not dismiss, demote, suspend, threaten, harass, or in any other manner discriminate or retaliate against an employee because he or she reports any such violation. If it is found that the report was made with knowledge that it was false, the employee will be subject to disciplinary action. This Code does not prohibit you from being able to testify, take part, or otherwise assist in any state or federal administrative, judicial, or legislative proceeding or investigation.

## 2. Conflicts of Interest

Employees must act in the best interests of the Company. Do not engage in any activity or have a personal interest that presents a conflict of interest. A conflict of interest occurs when your personal interest interferes, or appears to interfere, with the interests of the Company. A conflict of interest can arise whenever you, as an officer, director, or employee, act or have an interest whereby you are unable to fulfil your Company duties and responsibilities honestly, objectively, and effectively.

### Employees must not:

- perform services as a consultant, employee, officer, director, advisor, or in any other capacity, for a significant customer, significant supplier, or competitor of the Company, other than at the request of the Company;
- have, a financial interest in a competitor of the Company, other than an investment representing less than one percent (1%) of the outstanding shares of a publicly-held company;
- supervise, review, or influence the job evaluation or compensation of a member of his or her immediate family or any person with a close personal relationship; or
- engage in any other activity or have any other interest that the Board of Directors of the Company determines to present a conflict of interest.



Please inform and obtain approval from your immediate manager if you intend to do work for any other company, organization, or on your own behalf, and if you think that doing so would be in conflict with the above, or when the outside work exceeds twenty (20) hours per week or any work that would impact your ability to fully perform your role at the Company. In any event, outside work cannot be done on Company time, nor may you use the Company's equipment, materials, resources or inside information for outside work. Do not solicit business or clients or do outside work on the Company's premises.





Employees can spend reasonable time on civic responsibilities, professional associations, or as a member of a Board of Directors of another company. But, when participation in such activities involves time during the business day or use of Company facilities or resources, first obtain permission from your immediate supervisor. Participation as a member of a Board of Directors of an outside “for profit” company by a member of the Company's Executive Committee requires permission from the Company's CEO. Any other Company employee requires permission from their functional VP. Participation as a member of a Board of Directors of a non-profit, charitable organization does not need consent, provided participation during work hours is reasonable.

Some minor personal use of such items as the Company fax machines or the telephone system for proper compliant activities is acceptable. But, extensive personal use of any Company property is prohibited.

**Definitions:**

- *Immediate family:* a close relative and a parent, sibling, child, mother- or father-in-law, son- or daughter-in-law, or brother- or sister-in-law.
- *Significant customer:* any customer that has made during the Company's last full fiscal year, or proposes to make during the Company's current fiscal year, payments to the Company for property or services more than one percent (1%) of (i) the Company's consolidated gross revenues for its last full fiscal year or (ii) the customer's consolidated gross revenues for its last full fiscal year.
- *Significant supplier:* any supplier to which the Company has made during the Company's last full fiscal year, or proposes to make during the Company's current fiscal year, payments for property or services more than one percent (1%) of (i) the Company's consolidated gross revenues for its last full fiscal year or (ii) the customer's consolidated gross revenues for its last full fiscal year.

Your responsibility is to disclose any significant transaction or relationship to the General Counsel where it would be reasonable to expect that a conflict of interest could occur.

### 3. Insider Trading



Employees with access to important non-public information about other companies, including our suppliers and customers, because of their relationship with the Company, may not by law and Company policy trade in securities of such companies, or communicate such information to others who might trade based on that information. To help make sure that you do not engage in prohibited insider trading and avoid even the appearance of an improper transaction, the

Company has adopted an Insider Trading Policy, which is available by clicking on “Handbook” under the HR section of [Kronos Home](#).

If you are uncertain about the restrictions on your purchase or sale of the securities of any company that you are familiar with, by your relationship with the Company, consult with the General Counsel before any such purchase or sale is made.



## 4. Confidentiality

Employees must protect confidential information entrusted to them by the Company or other companies, including our suppliers and customers, except when disclosure is authorized by a department head or legally directed. Unauthorized disclosure of any confidential information is prohibited. Employees should also make sure that confidential or sensitive business information, whether proprietary to the Company or another company, is not communicated within the Company except to those employees where the information is necessary to fulfill their job responsibilities.

### Third Party Confidentiality and Media Inquiries

Third parties may ask you for information concerning the Company. Employees (other than the Company's authorized spokespersons) must not discuss internal Company matters with, or distribute internal Company information to, anyone outside the Company, except as necessary to fulfil their Company duties and after a proper confidentiality agreement is in place. Media inquiries about the Company are subject to this prohibition. All responses to inquiries on behalf of the Company must be made only by the Company's authorized spokespersons. If you receive any such inquiries, you must decline to comment and refer the inquirer to one of the Company's authorized spokespersons. Any questions about these prohibitions should be directed to the General Counsel or the Chief Administrative Officer – +1 978 947 4770 - [mark.julien@kronos.com](mailto:mark.julien@kronos.com).



### Proprietary Rights and Confidentiality

As a condition of employment, and included within employment documents, is a provision where ideas developed by an employee relating to the Company or its products are the sole property of the Company. The principle expressed in such documents and the implied trust required is expected of each employee. You must also abide by any lawful obligations that you have to your former employer. These obligations may include restrictions on the use and disclosure of confidential information, restrictions on the solicitation of former colleagues to work at the Company, and non-competition obligations.

## 5. Data Privacy



All employees must apply care and discretion handling personal data. Personal data is information that can identify an individual, including employees, contractors, directors, shareholders, customers, and anyone else with whom the Company does business. In many cases, laws exist that govern how we collect, use, and dispose of personal data. For these reasons, we must follow Company policies and guidelines for handling personal data. You may access the full Data Privacy policy

here: <https://www.kronos.com/privacy-policy>.

## 6. Honest and Ethical Conduct and Fair Dealing

Employees are expected to deal honestly, ethically and fairly with the Company's suppliers, customers, competitors, and employees. Statements about the Company's products and services must not be false, misleading, deceptive or fraudulent. Do not



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take unfair advantage of anyone through manipulation, concealment, abuse of privileged information, misrepresentation of important facts, or any other unfair-dealing practices.

**Interactions with Suppliers:** A supplier is any business or individual which furnishes goods or services of the Company. Kronos policy selects suppliers in an impartial manner based upon price, quality, and services offered. Any action which would imply selection of a supplier on any basis other than in the best interest of the Company or that would give one supplier an unfair advantage over another must be avoided. Employees who deal with suppliers have an obligation to avoid even the appearance of a beneficial relationship with suppliers. Because of their position and entrusted responsibility, their actions must conform to the highest standards of ethical conduct.

**Interactions with Customers:** The Company's success depends largely on our ability to serve our customers well. It has always been the Company's policy to offer the best possible products and services. We must sell on the merits of our own products and services, not by criticizing competitors or their products and services. Our competitive appeal must be based on this concept of quality and service and the competence and honesty of our sales presentations. No payments or other inducements should be made (or offered) to, or accepted (or requested) from, any person, public official or political party, either domestic or foreign, to influence that person or party to assist the Company in obtaining or retaining business.

There may also be antitrust concerns related to our customers and suppliers that could be determined to be "restraint of trade." The General Counsel can guide you on the areas of your business that raise concerns.

**Agreements and Contacts with Competitors:** We must be very careful when we have any contact with our competitors. Antitrust laws prohibit any agreements with competitors that might "restrain trade." Communications with competitors that feel completely innocent might even foster accusations. Exchanging any information with a competitor can raise concerns, so seek a recommendation from the General Counsel before you do so.

**Relations with the Public and Host Communities:** As a growing multinational company with facilities throughout the world, we may have country-specific responsibilities where we do business. These responsibilities could include:

- Understanding and abiding by the local laws and customs
- Becoming part of the host community
- Behaving as citizens rather than as foreigners
- Making a responsible contribution to the societies within which we operate

The future of the Company requires that it operate in a strong and free society. We recognize that we can only exist when people are well educated and free to make their own decisions. We have an obligation to help foster such a culture. The Company conducts its business according to accepted principles of free and open competition and trade. Employees shall not discuss or agree to take part in a boycott of any country's goods or services nor shall any employee, officer or director, enter into any arrangements or agreements with competitors affecting pricing, market conditions, marketing policies, customers, or products.

**Respect for Others:** During the typical workday, we have contact with fellow employees, job applicants, suppliers, customers and others. Those that we come into contact with may have educational



backgrounds, racial characteristics, religious beliefs, political affiliations, and other points of view that are different from our own. We have created an environment where such differences are welcomed and part of our corporate culture. The Company will not tolerate any situation within a Company setting or while representing Kronos outside of the Company, where an employee treats others in a discriminatory or hostile manner based upon race, religious belief, gender, sexual preference, age, physical appearance, or any other basis protected by federal, state/provincial, or local law. Incidents of such discrimination, sexual or other forms of harassment, must be reported to your manager or a corporate officer as soon as discovered. Additionally, employees should not engage in dating relationships between a supervisor or manager and a staff member in their chain of command or engage in any relationship that interfere with the Company's culture of teamwork, harmonious work environment, or the productivity of employees. These actions may be illegal and clearly unethical. Such matters will be aggressively investigated by the Human Resources department and senior management and will be dealt with accordingly.



## 7. Protection and Proper Use of Corporate Assets

Employees must protect the Company's assets. Theft, carelessness, and waste have a direct impact on the Company's financial performance. Employees must use the Company's assets and services solely for legitimate business purposes of the Company and not for any personal benefit or the personal benefit of others.

Employees must advance the Company's legitimate interests when the opportunity to do so arises. You must not take advantage of personal opportunities that are discovered through your position with the Company or use of property or information of the Company.

## 8. Gifts and Gratuities

Company funds or assets for gifts, gratuities, or other favors to any person, including employees or government officials, is prohibited, except to the extent that such gifts are in compliance with applicable law, and only then, if nominal in amount, and not given in consideration or expectation of any action by the recipient.

Employees must not solicit or accept, or let any member of his or her immediate family solicit or accept, any gifts, gratuities, or other favors from any customer, supplier, or other person doing or seeking to do business with the Company if prohibited by applicable law, or this Code; and if not so prohibited, only items of nominal value, such as a coffee cup, may be accepted. Any gifts that are not of nominal value should be returned at once and reported to your supervisor. If immediate return is not practical, they should be given to the Company for charitable disposition or such other disposition as decided by the Company.



Common sense and moderation should prevail when engaged in business entertainment activities on behalf of the Company. Employees may offer, or accept, business entertainment to or from those doing business with the Company, only if it is not prohibited by applicable law, and then only if the entertainment is infrequent, modest, and intended to serve legitimate business goals. If you have any questions or wish to seek an approval for any actions or item expenditures associated with Kronos marketing or prospecting activities, please send an email to the Company's General Counsel, clearly stating the business case for such expenditure.



Bribes and kickbacks are criminal acts, strictly prohibited by law. You must not offer, give, solicit, or receive any form of bribe or kickback anywhere in the world in violation of the Foreign Corrupt Practices Act (“FCPA”), the UK Bribery Act 2010 (“UKBA”), or other local law(s). If you have any questions as to whether a payment may be acceptable under the FCPA or UKBA, or other applicable law(s), please contact the General Counsel.



## 9. Accuracy of Books and Records and Public Reports

All business transactions reported by employees must be honest and accurate. You are responsible for the accuracy of your records and reports. Accurate information is essential to the Company's ability to meet legal and regulatory obligations.

All Company books, records, and accounts shall be maintained in keeping with all applicable regulations and standards and accurately reflect the true nature of the transactions they record. The financial statements of the Company shall conform to generally-accepted accounting rules and the Company's accounting policies. No undisclosed or unrecorded account or fund shall be set up for any purpose. No false or misleading entries shall be made in the Company's books or records for any reason, and no disbursement of corporate funds or other corporate property, shall be made without adequate supporting documentation.

The policy of the Company is to deliver full, fair, accurate, prompt, and understandable disclosure in reports and documents filed with, or sent to, the Securities and Exchange Commission and in other public communications.

## 10. Concerns Regarding Accounting or Auditing Matters

Employees with concerns about questionable accounting or auditing matters or complaints about accounting, internal accounting controls or auditing matters may confidentially, and anonymously (if they wish), send such concerns or complaints in writing to the Company's Audit Committee by using the confidential and anonymous website: [http://accounting.kronos.com/auditing\\_concerns.htm](http://accounting.kronos.com/auditing_concerns.htm). All such concerns and complaints will be sent to the Chair of the Audit Committee of the Board of Directors and the General Counsel of the Company.



The Audit Committee and General Counsel will evaluate the merits of any concerns or complaints received and authorize such follow-up actions, if any, as it deems necessary or proper to address the concern or complaint.

The Company will not discipline, discriminate against, or retaliate against any employee who reports a complaint or concern. If it is found that the report was made with knowledge that it was false, the employee will be subject to disciplinary action. The Company encourages the confidential reporting of violations of this Code by contacting the General Counsel by fax at +1 978 367 5909 or mail at 900 Chelmsford Street, Lowell, MA 01851. In addition, you may use the anonymous website at [http://legal.kronos.com/ethics\\_concerns.htm](http://legal.kronos.com/ethics_concerns.htm) (must be on the Kronos network to access and ensure delivery) where you may leave an e-mail message about any violation or suspected violation of this Code. While we prefer that you identify yourself when reporting violations so that we may follow up with you as necessary, you are welcome to leave messages anonymously. We provide a safe and confidential reporting environment as it is important that we have the ability to follow up on all reported



incidents. If you do choose to report anonymously, please ensure that you provide enough detail to allow for research and closure since we will not be able to connect with you.



## 11. Waivers of this Code of Business Conduct and Ethics

While some of the policies contained in this Code must be strictly adhered to and no exceptions can be allowed, certain special exceptions may be possible. Any employee or officer who believes that an exception to any of these policies is appropriate in his or her case should first contact his or her department head. If the department head agrees that an exception is fitting, the approval of the Vice President, Human Resources must be obtained. The Chief People Officer is responsible for maintaining a complete record of all policy exception requests as well as the disposition of such requests. Any executive officer or director who seeks an exception to any of these policies should contact the Chair of the Audit Committee. Any waiver of this Code for executive officers or directors, or any change to this Code that applies to executive officers or directors, may only be made by the Board of Directors of the Company and will be disclosed as required by law or stock market regulation, if applicable.

## 12. Reporting and Compliance Procedures

Every employee, officer, and director have the responsibility to ask questions, seek guidance, report suspected violations, and express concerns about compliance with this Code. Any employee, officer or director who knows or believes that any other employee or representative of the Company has engaged or is engaging in Company-related conduct that violates applicable law or this Code, should report such information to his or her supervisor or to the General Counsel, as described below. You may report such conduct openly or anonymously without fear of retaliation. The Company will not discipline, discriminate against, or retaliate against any employee who cooperates in any investigation or inquiry about such conduct or who reports such conduct, unless it is found that the report was made with knowledge that it was false. Any supervisor who receives a report of a violation of this Code must inform the General Counsel at once.



### **If the General Counsel receives information about an alleged violation of this Code, he or she shall:**

- (a) evaluate such information,
- (b) inform the Chief Executive Officer and Board of Directors of the alleged violation, if the alleged violation involves an executive officer or a director,
- (c) decide whether to conduct an informal inquiry or a formal investigation and, if so, start such inquiry or investigation, and
- (d) report the results of any such inquiry or investigation, together with a recommendation as to disposition of the matter, to the General Counsel and the Chief People Officer for action, or if the alleged violation involves an executive officer or a director, report the results of any such inquiry or investigation to the Board of Directors or a committee thereof.



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You may report violations of this Code, on a confidential or anonymous basis in the manner as described above in the section entitled, “Concerns Regarding Accounting or Auditing Matters.”

Full cooperation with any inquiry or investigation by the Company about an alleged violation of this Code is expected. Failure to cooperate with any such inquiry or investigation may result in disciplinary action, up to and including dismissal.

The Company shall decide whether violations of this Code have occurred and, if so, shall define the disciplinary measures to be taken against any employee as a result. If the alleged violation involves an executive officer or a director, the Chief Executive Officer and the Board of Directors, respectively, shall decide whether a violation of this Code has occurred and, if so, shall define the disciplinary measures to be taken against such executive officer or director.

Failure to keep to the standards outlined in this Code will result in disciplinary action including, but not limited to, reprimands, warnings, probation, or suspension without pay, demotions, reductions in salary, dismissal, and repayment. Certain violations of this Code may force the Company to refer the matter to the right governmental or regulatory authorities for investigation or prosecution. Also, any supervisor who directs or approves of any conduct in violation of this Code, or who has knowledge of such conduct and does not report it right away, also will be subject to disciplinary action, up to and including dismissal.

### 13. Dissemination and Amendment

This Code shall be distributed to each new employee, officer, and director of the Company upon commencement of his or her employment or other relationship with the Company and shall also be distributed annually to each employee, officer, and director of the Company, and each employee, officer, and director shall certify that he or she has received, read, and understood the Code and has complied with its terms.



The Company reserves the right to amend, alter, or terminate this Code at any time for any reason. The most current version of this Code can be found by clicking on Handbook under the HR section of [Kronos Home](#).

This document is not an employment contract between the Company and any of its employees and does not alter the Company's at-will employment policy (where recognized under applicable law).

