

Kronos for Aerospace and Defense

Time tracking, attendance, and labor management to meet your complex needs

Direct and indirect labor costs. Government regulations. Customer requirements. Employee experience. It's a delicate balance. To maximize profitability and enable on-time delivery of high-quality goods and services for government contracts, aerospace and defense companies need a workforce management solution that meets the complex needs of their businesses while minimizing disruption to employees.

The solution?

The Kronos Workforce AutoTime™ comprehensive workforce management suite is designed to help aerospace and defense companies simplify time and attendance and labor management, which ultimately helps boost profitability by improving operational efficiencies and controlling labor expenses, while supporting DCAA and other compliance requirements.

Kronos proudly delivers workforce management solutions to **80%** of the Fortune Top 20 Aerospace and Defense Companies.¹



Key Benefits

- » **CONTROL LABOR COSTS**
by accurately allocating and tracking labor data, resulting in visibility to your true labor costs
- » **MINIMIZE COMPLIANCE RISK**
with automated time tracking and centralized policy management so you're audit-ready
- » **IMPROVE PRODUCTIVITY**
with real-time visibility into your operations, leading to more effective decision making
- » **ENGAGE YOUR EMPLOYEES**
with easy-to-use tools that minimize disruption and provide valuable information that empowers your most valuable asset — your people



¹ 2017 Fortune 500, Top 20 Aerospace & Defense Sector, <http://fortune.com/fortune500/list/filtered?sector=Aerospace%20%26%20Defense> and Kronos Customer Database.



Time and Attendance Key Capabilities

- Real-time validation of clocking events
- Simple inputs from a variety of data-collection devices
- Employee messaging/attestation
- Support for complex work schedules
- Native support for 9-80 schedules
- Customer-defined attendance events
- Attendance point tracking
- Web-based electronic timesheet to record elapsed time or exceptions to automatically posted time
- Automatically checks for timecard mistakes
- Tracks multiple time-off bank balances and automates request process
- Control of overtime offering and review
- Supervisor dashboard optimizes supervisor review process
- Complete audit trail of all transactions
- Online help documents



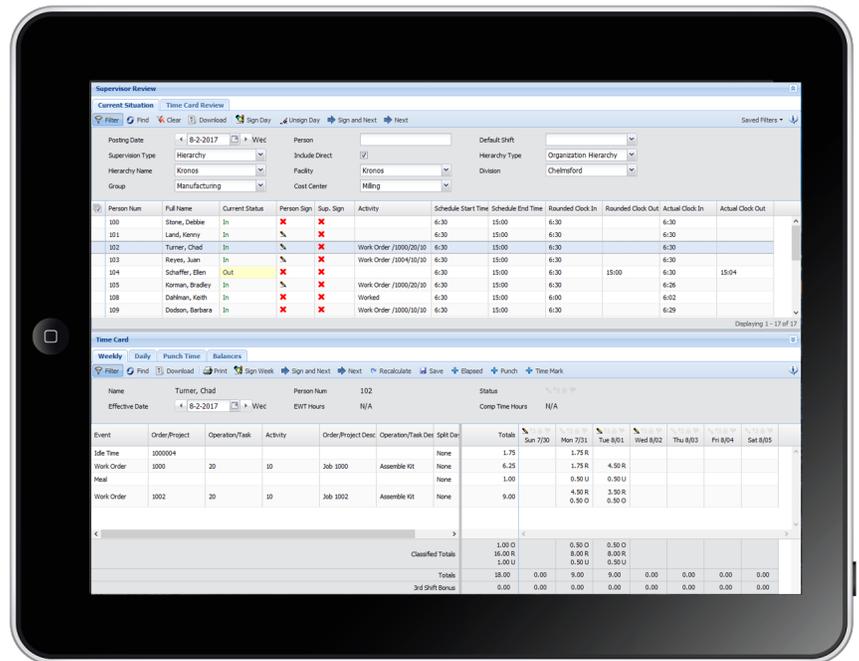
Workforce AutoTime collects time, attendance, and labor information through a variety of methods, including the Kronos InTouch time clock and Workforce AutoTime InTeract, a PC-based data collection client, as well as Android / iOS mobile devices.

Labor Tracking Key Capabilities

- Real-time validation of labor events supports charge filtration
- Tracks direct and indirect labor charges
- Direct labor can be charged to a wide range of cost drivers
- Indirect labor can be charged to account numbers or cost centers
- Customer-defined charge details can capture operation steps, activities, tasks, etc.
- Tracks simultaneous charges through batch or multiple-job processing
- Easy management of employee assignments to another pay class, department, schedule group, etc.
- Supervisor dashboard optimizes labor review process
- Ability to monitor current activities
- Individual employee or group review enforces exception-based management
- Delegation of supervisory authority



Workforce AutoTime simplifies labor tracking for employees by providing access to only those work orders, projects, departments, cost centers, tasks, or other customer-defined parameters they are authorized to allocate time to.



Workforce AutoTime gives managers and supervisors tools that provide real-time visibility to operations, enabling more effective decision making (such as the Current Situation dashboard pictured above).

Labor Costing Key Capabilities

- Application of different calculations to a single transaction can generate unique cost allocations for labor, financial, or payroll outputs
- User-defined calculations utilize definable variables to generate the desired results
- Retroactive calculations can be defined to facilitate retroactive payments
- Calculations support Total Time Reporting for uncompensated overtime, to assist support compliance with FAR 31.201-4 and FAR 9904.401
- Calculations can control charges to overhead accounts not charged directly, such as shift premiums, overtime premiums, or other employee entitlements
- Control mechanism defines when calculations, such as day completed, week completed, supervisor approved, payroll locked, etc., are to be executed.
- Productivity, utilization, efficiency, and variance calculations are supported



Workforce AutoTime provides labor analysis tools which provide meaningful visibility to key performance metrics such as productivity, utilization, and efficiency.

To learn more about how Workforce AutoTime can help aerospace and defense companies accurately track labor costs to drive efficiencies and support compliance, please visit <https://www.kronos.com/products/workforce-autotime> today.

About Kronos

Kronos® is a leading provider of workforce management and human capital management cloud solutions. Kronos industry-centric workforce applications are purpose-built for businesses, healthcare providers, educational institutions, and government agencies of all sizes. Tens of thousands of organizations — including half of the Fortune 1000® — and more than 40 million people in over 100 countries use Kronos every day. Visit www.kronos.com. **Kronos: Workforce Innovation That Works™.**

Put Kronos for Aerospace and Defense to work for you:
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