

KEY BENEFITS

- Improve reporting accuracy and avoid overspending by automatically allocating labor to grants
- Control labor costs by tracking time, attendance, and absenteeism
- Meet accountability requirements with detailed workforce reporting and analytics
- Quickly identify and resolve workforce-related problems with improved visibility and control

Maximize the Impact of ARRA-Funded Jobs and Grants with Kronos

The American Recovery and Reinvestment Act (ARRA) provides nearly \$100 billion for education, including a significant portion from the State Fiscal Stabilization Fund. It opens up opportunities to create and save hundreds of thousands of jobs. Modernize schools. Increase college affordability. And support school districts through fiscal relief, tax cuts, and educational grants. The goal is to deliver long-lasting results for students across early learning, K-12, and post-secondary programs, and lay the foundation for a robust and sustainable 21st-century economy.

As an ARRA fund recipient, you're expected to publicly report on how you're spending the money. Accurately measure and track results. Prevent waste and fraud. And optimize fund effectiveness. In fact, every taxpayer dollar spent on economic recovery will be subject to unprecedented levels of transparency, accountability, and oversight. Given that labor costs account for as much as 80 percent of education's operating costs, it stands to reason that you need to track all ARRA job-related expenses. Down to the penny.

Be prepared with Kronos workforce management

You've applied for grants and await fund allocations. You're ready to fill jobs and put people back to work. But are you prepared to meet the federal government's transparency and accountability requirements? Can you monitor and track employee time, attendance, and absenteeism to help ensure productive use of taxpayer dollars? Do you have the systems in place to report on grant-related spending? If not, Kronos workforce management solutions can help.

Kronos solutions empower public school districts and state colleges and universities to manage their workforces more effectively. They help uncover new ways to control labor costs. Minimize compliance risk. And improve employee productivity. Our easy-to-own workforce management solutions provide complete automation and high-quality information. So you can be sure that ARRA grants and jobs are maximizing return on taxpayer dollars.

Track new workers and control labor costs

When it comes to tracking employee time, attendance, and absenteeism, manual processes just don't cut it. They leave too much room for error. And they don't provide a detailed audit trail. Kronos solutions automate these processes to improve operational efficiencies and reduce payroll inflation. And they consistently enforce work and pay policies for a diverse workforce — food services, transportation, facilities, and even student workers — to minimize compliance risk.

Kronos solutions also align employee schedules with demand. They take the guesswork out of scheduling and provide tools for optimizing workforce deployment. The results? Fewer setbacks due to insufficient staffing. Less wasteful overscheduling. And improved student outcomes. Kronos helps you put the right people in the right place at the right time for greater educational impact at a lower cost.

Eliminate grant reporting effort through automation

Manual tracking of grant-related data is fraught with inaccuracies. Setting off red flags for further auditing. And jeopardizing future stimulus funding. Kronos solutions enable you to automatically allocate labor to grants for accurate reimbursement and reconciliation.

Real-time visibility into workforce data shows exactly how grant-funded positions are being utilized. You can track expenditures in real time and disable labor accounts as grant funds approach zero. Eliminating overspending. And helping to ensure cost-effective use of taxpayer dollars.

Meet transparency and accountability requirements

Kronos solutions provide complete automation — with a fully documented audit trail — making it easy to track and report on stimulus dollars invested in saving or creating jobs. Intelligent data collection eliminates data entry errors and enforces pay, attendance, and union policies at the time of punch. Reducing system abuse. And improving payroll accuracy. Centralized policy administration enables consistent application of pay and work rules associated with collective bargaining agreements and government regulations. So you know employees are working the hours they should.

Kronos rich reporting environment leverages a central database of real-time labor-related information. You can even drill down into data for further analysis and more detailed reporting on stimulus-related spending. Enabling you to meet federal government transparency requirements. And show taxpayers exactly where their money is going.

Gain greater visibility and control

Kronos solutions provide real-time, high-quality information for unparalleled visibility and control. Dashboards, views, and reports provide at-a-glance visibility into workforce performance. Real-time alerts for critical labor-related Key Performance Indicators allow you to proactively spot trends and identify labor-related problems. And root cause analysis lets you figure out the source of the problem and take appropriate corrective action.

Employee absenteeism a concern? Kronos solutions provide insight into absenteeism patterns among staff: transportation, maintenance, food service, teachers, and faculty, to name a few. Automated alerts let you know when an employee's absenteeism exceeds acceptable level. This detailed workforce intelligence provides the leverage you need to minimize absenteeism rates, reduce costs, and, ultimately, enhance student success.

Partner with the workforce management leader

Kronos helps organizations manage their most valuable, and most expensive, strategic asset — the workforce. How? By providing tools to help control labor costs. Minimize compliance risk. And improve workforce productivity. Our easy-to-own workforce management solutions make complete automation and high-quality information realities. With thousands of installations in organizations of all sizes, Kronos is proving that workforce management doesn't have to be so hard.



TIME & ATTENDANCE SCHEDULING ABSENCE MANAGEMENT HR & PAYROLL HIRING LABOR ANALYTICS

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16202-59110