

Workforce Dimensions and Easy Metrics Labor Performance Platform

Features/Benefits

- » **ACCESS TO LABOR COSTS** by activity, process, facility, employee, customer, product group, and equipment type
- » **LABOR FORECASTING** to better understand how much labor you need, for which shifts, and on which processes and departments
- » **EMPLOYEE PRODUCTIVITY AND UTILIZATION** through performance scores against labor standards and based on the percentage of the day spent on productive activities
- » **METRICS and KPIs** for supervisors to coach and train employees who need improvement and acknowledge employees who are exceeding goals
- » **EMPLOYEE ENGAGEMENT** through incentive-based pay funded by productivity gains

Every aspect of the **Workforce Dimensions™** solution — the underlying architecture, integration, user experience, functionality, data access, delivery, and support — is designed to help you optimize your people. Powered by the industry-first **Kronos D5™ platform**, Workforce Dimensions provides a breakthrough employee experience and an unprecedented level of operational insight into your workforce management practices. Whether your goals are to increase productivity, improve compliance, control labor costs, or achieve better business outcomes, Kronos® provides the technology tools you need to manage your workforce of the future, today.

As the enterprise leader in workforce management applications, Kronos understands the need for strong integrations between software applications. That's why we've built a robust developer portal with access to our API layer. The Workforce Dimensions Technology Partner program is designed to facilitate this interoperability and drive business results.

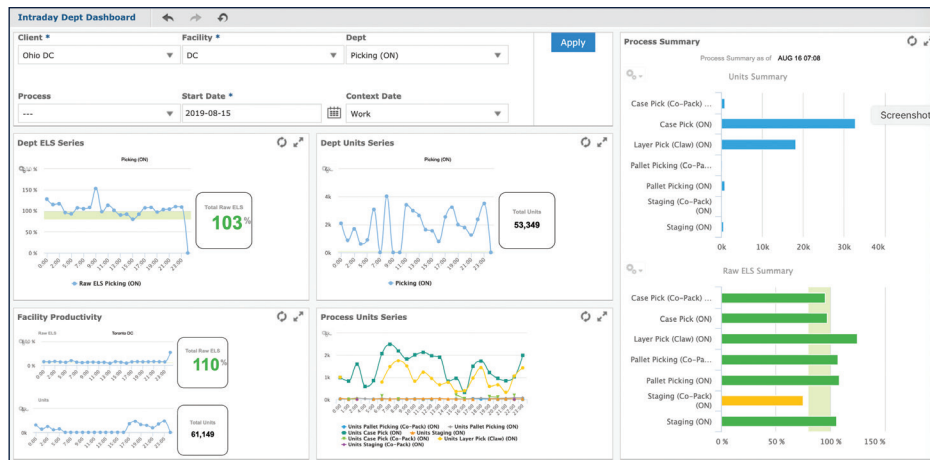


Easy Metrics is a labor data platform featuring powerful employee labor analytics that helps companies with labor-intensive operations identify and optimize their labor costs.

Easy Metrics unlocks your labor costs and performance data by integrating the time clock data within Workforce Dimensions with your warehouse management system (WMS) as well as with ERP, robotics, WES/WCS, TMS, wearables, and more. The combination of Easy Metrics and Workforce Dimensions provides a flexible data collection layer that intelligently captures data from multiple sources and provides KPIs and reports to run your operation more efficiently every day.

If you don't have visibility into what's happening during your team's working hours and the labor costs associated with the time spent, you won't have the power to make changes for the better. If you don't know whether you are pricing your products and services accurately, or which employees should be praised or rewarded, or which supervisors are managing well, you have no frame of reference for offering competitive wages.

Easy Metrics tracks labor costs and productivity data down to the individual activity, process, facility, employee, customer, product group, and equipment type.



Integration with Your Time Clock and WMS

Easy Metrics has developed a proprietary technology called Logic Writer® that enables the integration of multiple, disparate data sources seamlessly into Easy Metrics. All you have to do is provide a basic flat file export in CSV format from your various data systems, and Easy Metrics will do the rest. In as little as two weeks, you can onboard Easy Metrics with minimal IT involvement.

Cloud Based

Easy Metrics is a cloud-based labor management system that runs on the Google Cloud Platform, complying with the highest standards of system reliability and security. Users simply need an internet connection and a web browser. There's no costly hardware to manage and no need for system administrators to maintain the system. Because the system is cloud based, upgrades are done automatically and require no effort on your part.

Machine Learning Labor Standards

Today's operations are complex, and order and picking variability are constantly changing. Traditional labor standards are normally computed by human engineers and spreadsheets and can quickly become obsolete. Easy Metrics' machine learning goes far beyond single metric "units per hour" by creating multiple metric labor standards that are flexible and easy to update within minutes. You'll have labor standards that are fair and accurate, no matter how much your operation is changing. Your teammates will know how they are performing against those standards, with easy-to-understand reports that contain their KPIs and daily metrics.

ROI and Results

Through Easy Metrics, many new customers aim to reduce labor costs by 10 percent and increase productivity by 20 percent, which for most operations is an achievable, conservative goal. By reducing wasted time, minimizing hours spent on indirect tasks, and driving accountability in the workforce, our customers regularly see an ROI of 8 to 10X on their Easy Metrics subscription license.

FOR MANAGEMENT — VISIBILITY

"Where is my money going?"

- Labor cost analytics
- Cost-to-serve by customer
- Forecasting
- KPIs

FOR SUPERVISORS — ACCOUNTABILITY

"Who are my top performers?"

- Performance modeling
- Employee rankings
- Visibility by employee

FOR EMPLOYEES — ALIGNMENT

"My goals match my company's goals."

- Employee engagement
- Fair bonus structure
- Rewarding and coaching

A productive workforce is an engaged workforce. Contact us for a demo at www.easymetrics.com/request-a-custom-demo/ to learn how to drive down your labor costs by 10 percent or more — and increase your team's productivity by 20 percent.



Workforce Innovation
That Works™

kronos.com