



HAYWOOD COUNTY
BOARD OF COMMISSIONERS

AGENDA REQUEST

Must be presented to the County Manager's Office
NO LATER THAN 5 P.M. FRIDAY 10 DAYS BEFORE THE MEETING

DATE OF REQUEST: 04/22/2016

FROM: Lori Tomlin, Director, Technology & Communications

MEETING DATE REQUESTED: **05/02/16**

*Regular meetings: First (1st) Monday of the month at 9:00 am
Third (3rd) Monday of the month at 5:30 pm*

SUBJECT: Kronos Timekeeping Software Upgrade and Support Funds

REQUEST:

Approval to spend \$73,050.12 to upgrade the Kronos Timekeeping software and pay the annual maintenance fees that have been budgeted.

BACKGROUND:

Kronos will be paid \$55,955 in FY15-16 with budgeted funds for the Kronos Timekeeping software upgrade to be completed by 6/30/16. In addition, Kronos software support and maintenance fees for FY16-17 are budgeted at \$17,095.12. The total amount they will be paid to the vendor is \$73,050.12.

IMPLEMENTATION PLAN:

Software implementation is being executed with Kronos Professional Services Project team and key HCG staff (HR, Finance, and IT) over a six week period.

FINANCIAL IMPACT STATEMENT:

Project upgrade total cost is \$55,955 has been budgeted in the FY15-16 budget. An additional \$17,095.12 will be budgeted in FY16-17 for ongoing support and maintenance fees.

SUPPORTING ATTACHMENTS: YES NO HOW MANY?
LIST:

PowerPoint Presentation: YES NO

PERSON MAKING PRESENTATION AT MEETING: Lori Tomlin

TITLE Director

PHONE NUMBER: 828.356.2731

E-MAIL: ltomlin@haywoodnc.net

THIS SECTION FOR OFFICE USE ONLY

Received (Date/Time): _____

County Manager / Clerk to the Board Comments: _____



Services Scope Statement

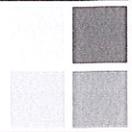
Haywood County, NC - 6077565

Educational Services for the upgrade of Workforce Central to v8.0

Sales Executive	Keith Martin	Presales Consultant	
Expiration Date	5/30/2016	Service Portfolio Consultant	Scott Kopco
Customer Name	Haywood County, NC	File Name Control ID	2014-4807
SSS Create Date	3/11/2014	Revision #	2
Project Type	Upgrade with Add-on	Status	Approved

(c) 2014, Kronos Incorporated. All rights reserved. Information within is subject to change without notice.

CONFIDENTIAL - Not to be disclosed to third parties without specific written consent from Kronos.



1. PROJECT SCOPE

This Services Scope Statement (also known as the "SSS") documents the agreement between Kronos Incorporated and Haywood County, NC concerning the services to be performed by Kronos, including the deliverables, the costs of the project, the responsibility of each party and how the project will be managed.

1.1. PROJECT OVERVIEW

Kronos will provide Educational Services for the upgrade of Workforce Central to v8.0.

2. EDUCATIONAL SERVICES

2.1. INTRODUCTION

As part of your overall solution, Kronos Educational Services are included to help secure maximum user adoption. Kronos Educational Services has included an education strategy to train the implementation, functional and technical project team members and end users. The curriculum is structured by employee job role to ensure that each member of your team who interacts with the application has a clear learning path designed to develop knowledge in a logical sequence.

2.2. EDUCATIONAL SERVICES IN SCOPE

Educational Service	Description
Project Team Training	<p>Includes product classes designed for key project team member based on individual job roles. All course delivery is purchased via training points to allow you to plan and budget training for your organization, yet give you flexibility to select specific courses to meet your implementation and continuing education needs. Training points can be used toward instructor-led training in the virtual classroom, in the traditional classroom, and for onsite training. Online course descriptions include the training point value. Each course has a point value that equals the price of the class.</p> <p>Pricing for public classes, both virtual and in a Kronos classroom, is based on one student per paid seat. Pricing for each private event is based on a daily rate for the number of planned attendees. If additional students attend training, additional fees may be incurred. The total training points and associated cost will be reflected on your Sales Agreement.</p>



2.3. PROJECT TEAM TRAINING

Course Name	# of Seats/Qty	Unit of Measure	Points	Total Points
WFC Administering Navigators	2	Seat	600	1200
WTK 7.0 Managing Timecards & Schedules	1	Seat	275	275
WFC Configuring Navigators	1	Unlimited	0	0
Workforce Central Preparing to Upgrade	1	Unlimited	0	0
WTK New Features Overview Project Team	1	Unlimited	0	0
WTK Assessing the Impact of Pay Rbule Changes	1	Unlimited	0	0
Kronos KnowledgePass Mentoring - Tier 1	1	PTS	1200	1200

2.4. END USER TRAINING

Service Name	Quantity	Unit of Measure
WFC Employee User Adoption Kit	1	Unlimited
WTK Train-the-Trainer 400-1500,1 participant	4	Program

3. PROJECT COSTS AND RATE SCHEDULES

All estimates are quoted in USD.

3.1. EDUCATIONAL SERVICES

Product Name	Part Number	Quantity	Unit of Measure	Rate	Total
Bill-As-You-Go Instructor Lead Training	BAYG-ILT	2675	PTS	\$0.90	\$2,407.50
WTK TTT - 400-1500 (1 participant)	BAYG-ILT	4000	PTS	\$0.90	\$3,600.00
Total Estimated Educational Services					\$6,007.50



8. SIGNATURES AND APPROVALS

SUBMITTED AND APPROVED BY KRONOS REPRESENTATIVE

By: _____ Date: _____

Title: _____

This Services Scope Statement is subject to Haywood County, NC's agreement with Kronos governing Professional, Education and Cloud Services. By signing below, Haywood County, NC's authorized representative agrees to purchase the services described herein.

ACCEPTED AND AGREED

Haywood County

By: _____ Date: _____

Title: _____

Haywood County, NC 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 2014.



Services Scope Statement

Haywood County, NC - 6077565

Professional Services for the upgrade of Workforce Central to v8.0

Sales Executive	Keith Martin	Presales Consultant	
Expiration Date	5/30/2016	Service Portfolio Consultant	Scott Kopco
Customer Name	Haywood County, NC	File Name Control ID	2014-4807
SSS Create Date	3/11/2014	Revision #	2
Project Type	Upgrade with Add-on	Status	Approved

(c) 2014, Kronos Incorporated. All rights reserved. Information within is subject to change without notice.

CONFIDENTIAL - Not to be disclosed to third parties without specific written consent from Kronos.



1. PROJECT SCOPE

This Services Scope Statement (also known as the "SSS") documents the agreement between Kronos Incorporated and Haywood County, NC concerning the services to be performed by Kronos, including the deliverables, the costs of the project, the responsibility of each party and how the project will be managed.

1.1. PROJECT OVERVIEW

Kronos will provide Professional Services for the upgrade of Workforce Central to v8.0.

1.2. PRODUCT SUMMARY

The following products are considered in scope for the services and fees defined within this document, unless otherwise noted below. Additional products and/or licenses may incur additional fees.

Product	Implementation Type	Version
Workforce Timekeeper	Upgrade with Features	8.0
Workforce Employee	Upgrade	8.0
Workforce Manager	Upgrade	8.0
Workforce Integration Manager	New	8.0
Workforce Accruals	Upgrade	8.0
KSS Tools – Attestation Toolkit	New	8.0
KSS Tools – FT/PT Analysis Report	New	8.0

1.3. PROJECT DURATION

Depending upon Haywood County, NC resource availability and project task capability, the duration of the project may need to be extended. This will increase the number of hours required for tasks that are performed on a weekly basis such as managing project communications, managing/updating project plans, facilitating project meetings and updating project status reports.

Estimated Duration of Project	10 weeks
-------------------------------	----------



2. PROJECT GUIDELINES

2.1. CHANGE CONTROL

If the Scope of Services defined in this document changes at any time during the course of this project, Kronos and Haywood County, NC will review and adjust the scope and budget of services through standard Kronos change control procedures.

Please review the Kronos Change Control Policy:

<http://www.kronos.com/professionalservicesengagementpolicies.aspx>

2.2. CUSTOMER APPROVAL OF SERVICE DELIVERABLES

As part of the project, service deliverables may be provided to Haywood County, NC for approval and/or acceptance. Delays in customer approval/acceptance of deliverables will result in an extension of the project timeline and may result in additional services being required. To avoid project delays and increased costs, Haywood County, NC should expect to approve/accept deliverables or provide written notification of errors to Kronos within five (5) business days after receipt of the deliverable. Following the receipt of a revised deliverable, Haywood County, NC will then have an additional five (5) business days to report that all errors have been resolved and provide deliverable acceptance.

2.3. ENGAGEMENT RECOMMENDATIONS

Haywood County, NC is responsible for developing their workforce management policies and for documenting and disseminating business procedures and policy changes to support the Kronos system prior to Kronos implementing the policies. The Haywood County, NC Project Team will attend appropriate Kronos training prior to and while participating in the implementation. Haywood County, NC understands that Kronos recommends setup of both a DEVELOPMENT and PRODUCTION environment.

Commitment from Haywood County, NC upper management is crucial to the success of the project. Kronos assumes Haywood County, NC will assign a Project Executive Sponsor. The Executive Sponsor is responsible for implementing the necessary change management for Haywood County, NC to embrace using an automated Workforce Management system and for ensuring the Project Team is appropriately staffed, made available and is executing their tasks according to the Project Plan.



3. PROJECT MANAGEMENT

3.1. PROJECT PLANNING AND MANAGEMENT

Kronos will deliver a project workbook or checklist and facilitate periodic status meetings.

Project Management Description	
Remotely Delivered Project Support Services	Average 3 hours per week

4. KRONOS UPGRADE PROCESS

4.1. UPGRADE PHASES AND ACTIVITIES

Below is a high-level summary of general upgrade phases and activities, including Kronos and Haywood County, NC responsibilities. The Kronos and Haywood County, NC Project Managers will work to coordinate and schedule these and any additional project-specific activities as part of the Plan phase of the project.

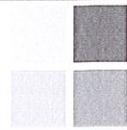
Plan Phase Activities	Resources Responsible
Project Initiation Call/ Sales to Service Call	Kronos PM
Introduction Call with the Customer	Kronos PM, Kronos Lead TC, Customer
Technical Environment Discover (part of Intro Call)	Kronos PM, Kronos Lead TC, Customer
Provide Technical Readiness Call Agenda and Finalize Date	Kronos PM
Provide Interface Assessment Agenda and Finalize Date	Kronos PM
Provide KnowledgePass™ Upgrade Learning Path	Kronos PM
Engage Education Services for End User Upgrade Education Package	Kronos PM
Review Training Schedule based on Classes outlined in SOW (if applicable)	Kronos PM
Create Initial Project Schedule	Kronos PM
<i>Milestone: Customer Assessment Readiness</i>	

Assess Phase Activities	Resources Responsible
Server environment available and Pre-Requisites have been installed	Customer IT
Schedule Technical Readiness Call with Lead TC	Kronos PM

Assess Phase Activities	Resources Responsible
Schedule Interface Assessment with Interface AC	Kronos PM
Conduct Technical Readiness Call with Customer <ul style="list-style-type: none"> Discuss Test Upgrade Date Verify Software Downloads Verify Licenses 	Kronos Lead TC, Customer
Conduct System Check (may be part of TRC)	Lead TC, Customer
Conduct Interface Assessment	Kronos IC, Customer
Confirm Test Upgrade Date	Kronos PM, Customer PM
Review Project Schedule (and Training Plan, if applicable)	Kronos PM, Customer PM
Enroll Customer in Courses based on agreed-upon Training Plan	Kronos PM
Assessment of New Features (if applicable)	Kronos AC

Solution Build Phase Activities	Resources Responsible
Perform Test Upgrade	Kronos TC
Test Clock Communications	Kronos TC
AC Configuration Test Upgrade <ul style="list-style-type: none"> Implement new features, if applicable Configuration of Clocks and Testing Configuration of Standard Navigators, if applicable Validation of Test Upgrade 	Kronos AC
Interface Test Upgrade <ul style="list-style-type: none"> Upgrade and deploy interfaces 	Kronos IC
Kronos Unit Testing	Kronos Team
Attend Training Courses based on agreed-upon Training Plan	Customer Testing Team
Review Project Schedule	Kronos PM

Test and Certify Phase Activities	Resources Responsible
Test Workshop & System Overview <ul style="list-style-type: none"> Review New Features (ex. Navigator) Review Testing Checklist 	Kronos AC, Customer
Validate Test Clock with Upgraded System	Customer, Kronos AC
Customer Validation	Customer



Test and Certify Phase Activities	Resources Responsible
Interface Testing Workshop	Kronos IC, Customer
Kronos Unit Testing	Kronos Team
Attend Training Courses based on agreed-upon Training Plan	Customer Testing Team
Review Project Schedule	Kronos PM
Milestone: Solution Acceptance	

Deploy and Support Phase Activities	Resources Responsible
Deployment Readiness <ul style="list-style-type: none"> Internal Project Team Go-Live Prep Call Go-Live Readiness Call / Review Deployment Checklist 	Customer, Kronos Team
Perform Production Upgrade	Kronos TC
Post-Upgrade Validation	Kronos AC, Kronos IC
Customer Validation	Customer
Go-Live Support <ul style="list-style-type: none"> Payroll Processing Support 	Kronos Team
Transition / Project Close	Kronos PM, Customer
Milestone: Production	

5. PROJECT SCOPE DETAIL

5.1. APPLICATION BUILDING BLOCKS

General Information	
Number of Employees in Project Scope	650
Number of Sites (facilities, locations etc.)	1
Decentralized	No
Unions	No
Number of Managers that will be supported	90
Workforce Central Technology Factors	
Total number of environments	2
The database platform will be	SQL Server



Workforce Central Technology Services Scope	
• 1 Active Directory Synchronization	
Workforce Timekeeper	
This product will be implemented in phase	1
Number of Employees within Scope	650
Number of Assessment Groups	1
Number of Deployment Groups	1
Workforce Timekeeper Professional Services Scope	
<ul style="list-style-type: none"> • 1 Standard Upgrade • 1 Workforce Central Core Technical Upgrade • 1 Workforce Central Upgrade - GoLive Support • 2 Environments: Workforce Central Upgrade • 6 Pay rules/work rules • 1 Time Off Requests • 1 Alerts Package • 8 Workforce Worksheet: # of workstations • Upgrade or rewrite of Custom Reports is not in scope 	
Workforce Integration Manager	
This product will be implemented in phase	1
Number of Employees within Scope	650
Integrations In Scope	
<ul style="list-style-type: none"> • 1 Integration Assessment • 3 Interfaces to be Upgraded 	
Workforce Accruals	
This product will be implemented in phase	1
Number of Employees within Scope	650
Workforce Absence Manager or Accruals, Attendance, Leave Professional Services Scope	
• 1 Workforce Absence Manager Upgrade - Calculated Accruals	
KSS Tools	
This product will be implemented in phase	1
Number of Employees within Scope	650
KSS Tools Professional Services Scope	



- Attestation: 2 app servers per environment: installation mentorship: remote survey: design document: configure 1 employee profile & terminal in English. User configuration & maintenance mentoring. Modification of Person Import to add ATK groups.
- Full Time / Part Time Analysis Report will be implemented: The functionality for the FT-PT Analysis Report and Forms (1094C & 1095C) includes the remote installation of the report and forms on up to 2 application servers per environment as well as installation mentorship. Kronos will create one combined pay code to facilitate the worked hours calculation. The report will be added to one report data access profile.

Additional Professional Services Scope

- Cascading Pay Codes will be configured to enforce the "draw-down" of one accrual balance first over others further automating policies and minimizing the opportunity for error.
- 1000 Hour Rule will be configured. Certain employees who work over 1000 hours should contribute to the retirement fund. Kronos can help identify those employees, saving you time and helping to stay compliant with policy.
 - An Accrual rule will be configured to count the number of hours worked and trigger a notification to appropriate parties.
 - Hours in accrual bucket will expire after one year creating a true rolling year count of hours.

6. EDUCATIONAL SERVICES

6.1. INTRODUCTION

As part of your overall solution, Kronos Educational Services are included to help secure maximum user adoption. Kronos Educational Services has included an education strategy to train the implementation, functional and technical project team members and end users. The curriculum is structured by employee job role to ensure that each member of your team who interacts with the application has a clear learning path designed to develop knowledge in a logical sequence.

6.2. EDUCATIONAL SERVICES IN SCOPE

Educational Service	Description
KnowledgePass™ Subscription	KnowledgePass™ is an online educational portal that provides 24/7 anytime-anywhere access to in-depth training content to help your employees maximize productivity and achieve their goals from implementation to optimization. Gain instant access to helpful tutorials, job aids, in-depth, hands on tools, webinars, and educational documents to help your team succeed.



7. PROJECT COSTS AND RATE SCHEDULES

All estimates are quoted in USD.

7.1. PROFESSIONAL SERVICES - BY ROLE

Role	Quantity	Unit of Measure	Part Number	Rate	Total
Project Manager	38	HR	9990002-ONL	\$180.00	\$6,840.00
Application Consultant	141	HR	9990002-ONL	\$180.00	\$25,380.00
Technology Consultant	38	HR	9990002-ONL	\$180.00	\$6,680.00
Totals:	217				\$39,060.00

7.2. EDUCATIONAL SERVICES

Product Name	Part Number	Quantity	Unit of Measure	Rate	Total
KnowledgePass™	8602748-001	1	EA	\$1,890.00	\$1,890.00
Total Estimated Educational Services					\$1,890.00

7.3. SOLUTION SUMMARY

Service Type	Estimated Cost
Professional Services	\$39,060.00
Educational Services	\$1,890.00
Total Estimated Investment	\$40,950.00



8. SIGNATURES AND APPROVALS

SUBMITTED AND APPROVED BY KRONOS REPRESENTATIVE

By: _____ Date: _____

Title: _____

This Services Scope Statement is subject to Haywood County, NC's agreement with Kronos governing Professional, Education and Cloud Services. By signing below, Haywood County, NC's authorized representative agrees to purchase the services described herein.

ACCEPTED AND AGREED

Haywood County

By: _____ Date: _____

Title: _____

Haywood County, NC 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 2014.

APPENDIX A

1.1. ENGAGEMENT GUIDELINES

Please review the Kronos engagement guidelines:

<http://www.kronos.com/professionalservicesengagementpolicies.aspx>

1.2. SAMPLE PROJECT TIMELINE

	Week 1	Week 2	Week 3	Week 4	Week 5	Week 6	Week 7	Week 8	Week 9	Week 10	PHASE
Project Kickoff & Readiness Calls	█										█
System Design Assessment		█									
Solution Build (Upgrade Test Instance)			█	█							
Test & Certify					█	█					
Deploy and Support (Upgrade Production)							█	█	█	█	



Kronos Incorporated
297 Billerica Road
Chelmsford, MA 01824

10-MAR-2016
LORI TOMLIN
HAYWOOD COUNTY FINANCE
Solution ID: 6077565

Subject: Kronos Support Services Quote for HAYWOOD COUNTY FINANCE
Contract #: 1176107 R04-MAR-16

Dear LORI,

The support services and benefits provided under your existing maintenance services terms are due to expire. In order to continue to receive support services and benefits for your Kronos products, you will need to renew the maintenance support for another year. Please review the attached quote so that we can ensure that the upcoming invoice we send to your Accounts Payable organization accurately reflects your Kronos investment. (Please be aware that per the terms of your agreement Kronos will send an invoice 60 days prior to the start of your contract.) **If the attached quote matches your records, please sign the quote and return a copy to me within 10 business days.**

If your organization requires a Purchase Order for payment, please forward me a copy at this time so I can make sure it is referenced on the invoice.

When the invoice is paid, your organization is acknowledging that they are renewing the maintenance support services for another year under the existing terms and conditions with Kronos. If the invoice is not paid, your support services for the products will be cancelled and Kronos will require you to sign a new support services contract, with applicable charges, in order to reactivate your service.

I encourage you to visit the Kronos Customer Portal at <http://customer.kronos.com> for access to SuperSearch, eCase management, Customer Forums, Product Documentation, Training tips and so much more! Experience the array of services Kronos offers.

Please contact me at the email address or telephone number provided below if you have any questions regarding your renewal.

Thank you for your business.

Regards,

Andrea Alexis
Contract Administrator

tel:
fax:
email: Andrea.Alexis@Kronos.com



Support Services Quote

Page 1 of 2

Payment Terms: Net 30 Days
Currency: USD
Customer PO Number:

Quote Type: Renewal
Customer: HAYWOOD COUNTY FINANCE
Solution ID: 6077565
Contract #: 1176107 R04-MAR-16
Date: 10-MAR-2016
Prepared by: Andrea Alexis / US Southeast1

Bill To: HAYWOOD COUNTY FINANCE
 215 N MAIN ST - C/H ANNEX
 WAYNESVILLE NC 28786
 UNITED STATES

Ship To: HAYWOOD COUNTY FINANCE
 215 N MAIN ST - C/H ANNEX
 WAYNESVILLE NC 28786
 UNITED STATES

Contact: LORI TOMLIN
Email: LTomlin@haywoodnc.net

CONTRACT SUMMARY

Contract Period: 01-JUL-2016 - 30-JUN-2017

Description	Support Services	Estimated Tax	Subtotal
Software Support Services	\$17,095.12	\$0.00	\$17,095.12
Total	\$17,095.12	\$0.00	\$17,095.12

Annualized Contract Value: \$17,095.12

The Annualized Contract Value is the value of the contract if all services are priced for 365 days. The Annualized Contract Value does not include estimated tax. Please note that this quote may include services priced for prorated periods.

IMPORTANT NOTES

Support Services are subject to applicable taxes. The tax amount shown on this quote is only an estimate. The actual tax due will be reflected on the invoice.

HAYWOOD COUNTY FINANCE

KRONOS INCORPORATED

Signature: _____

Signature: _____

Name: _____

Name: _____

Title: _____

Title: _____

Date: _____

Date: _____



Support Services Quote

Page 2 of 2

Payment Terms: Net 30 Days
Currency: USD
Customer PO Number:

Quote Type: Renewal
Customer: HAYWOOD COUNTY FINANCE
Solution ID: 6077565
Contract #: 1176107 R04-MAR-16
Date:
Prepared by: Andrea Alexis / US Southeast1

Bill To: HAYWOOD COUNTY FINANCE
215 N MAIN ST - C/H ANNEX
WAYNESVILLE NC 28786
UNITED STATES

Ship To: HAYWOOD COUNTY FINANCE
215 N MAIN ST - C/H ANNEX
WAYNESVILLE NC 28786
UNITED STATES

Contact: LORI TOMLIN
Email: LTomlin@haywoodnc.net

SOFTWARE SUPPORT SERVICES

Line	Support Service Level	Covered Product	License Count	Start Date	End Date	Duration (days)
1	Gold	TACS/TTE-WFC/ISERS V5,DDI INTRFCE		01-JUL-2016	30-JUN-2017	365
2	Gold	TTE2000 v5 4 CH ANALOG		01-JUL-2016	30-JUN-2017	365
3	Gold	WORKFORCE ACCRUALS V6	650	01-JUL-2016	30-JUN-2017	365
4	Gold	WORKFORCE CONNECT V6.0,PRIMARY,EMPLOYEE	650	01-JUL-2016	30-JUN-2017	365
5	Gold	WORKFORCE CONNECT V6.0,PRIMARY,I/F	1	01-JUL-2016	30-JUN-2017	365
6	Gold	WORKFORCE EMPLOYEE V6	325	01-JUL-2016	30-JUN-2017	365
7	Gold	WORKFORCE MANAGER V6	90	01-JUL-2016	30-JUN-2017	365
8	Gold	WORKFORCE TIMEKEEPER V6	650	01-JUL-2016	30-JUN-2017	365

	Support Services	Estimated Tax	Subtotal
Software Support Services	\$17,095.12	\$0.00	\$17,095.12



ORDER FORM

Quote#: 528784 - 1
Expires: 02-JUL-2016
Sales Executive: Martin, Keith L

Order Type: Upgrade US
Date: 21-APR-2016
Page: 1/2

Bill To: HAYWOOD COUNTY
215 N MAIN ST- C/H ANNEX
WAYNESVILLE
NC 28786
United States

Ship To: Attn:LORI TOMLIN
HAYWOOD COUNTY
215 N MAIN ST- C/H ANNEX
WAYNESVILLE
NC 28786
United States

Solution ID: 6077565

Contact: Lori Tomlin
Email: ltomllin@haywoodnc.net
Ship To Phone: 1 828 356-2731

Payment Terms: N30
Currency: USD
Customer PO Number:

FOB: Shipping Point
Ship Method:
Freight Term: Prepay & Add

Order Notes:

This order entered into between the Customer and Kronos is subject to the terms and conditions of the Contract #14-JLR-003 dated March 18th, 2014 between the Lead Agency (acting as the "Owner") and Kronos Incorporated (as the "Contractor"), as amended.

PROFESSIONAL SERVICES / EDUCATIONAL SERVICES

Item	Quantity	Unit Price	Total Price
BILL-AS-YOU-GO INSTRUCTOR LEAD TRAINING	6675 Points	0.90	6,007.50
Total Price			6,007.50

QUOTE SUMMARY

Description	Total Price
Subtotal	6,007.50
Deposit	0.00
Tax	0.00
Grand Total	6,007.50

HAYWOOD COUNTY

Signature: _____

Name: _____

Title: _____

Effective Date: _____

Kronos Incorporated

Signature: _____

Name: _____

Title: _____

Effective Date: _____

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 http://www.redhat.com/licenses/jboss_eula.html. Shipping and handling charges will be reflected on the final invoice.



ORDER FORM

Quote#: 528790 - 1
Expires: 02-JUL-2016
Sales Executive: Martin, Keith L

Order Type: Upgrade US
Date: 21-APR-2016
Page: 1/2

Bill To: HAYWOOD COUNTY
 215 N MAIN ST- C/H ANNEX
 WAYNESVILLE
 NC 28786
 United States

Ship To: Attn:LORI TOMLIN
 HAYWOOD COUNTY
 215 N MAIN ST- C/H ANNEX
 WAYNESVILLE
 NC 28786
 United States

Solution ID: 6077565

Contact: Lori Tomlin
Email: ltomllin@haywoodnc.net
Ship To Phone: 1 828 356-2731

Payment Terms: N30
Currency: USD
Customer PO Number:

FOB: Shipping Point
Ship Method:
Freight Term: Prepay & Add

Order Notes:

This order entered into between the Customer and Kronos is subject to the terms and conditions of the Contract #14-JLR-003 dated March 18th, 2014 between the Lead Agency (acting as the "Owner") and Kronos Incorporated (as the "Contractor"), as amended.

Kronos agrees to provide Customer 12 months of no cost software support maintenance at the level of support indicated on this Order Form. The value of the 12 months of free software support maintenance is \$1,979.45. Upon expiration of the first 12 months of support, a renewal will be generated at the annualized rate subject to the terms of the agreement.

Your Kronos solution includes:

SOFTWARE

Item	License/Qty	Total Price
KSS TOOL,ATTESTATION TOOL KIT V8	650	
KSS TOOL,FT-PT ANALYSIS REPORT V8	1	
	Total Price	8,997.50

SUPPORT SERVICES

Item	Duration	Total Price
GOLD SUPPORT SERVICE	1 YR	0.00
	Total Price	0.00

*Support values listed above are total for all applicable products in each section of this order form

PROFESSIONAL SERVICES / EDUCATIONAL SERVICES

Item	Quantity	Unit Price	Total Price
MOMENTUM ONLINE REMOTE TEAM	217 Hours		39,060.00
Project Manager	38 Hours	180.00	
Application Consultant	141 Hours	180.00	
Technology Consultant	38 Hours	180.00	
KNOWLEDGE PASS	1 Each	0.00	0.00
ED SERVICES SUBSCRIPTION	1 Contract	1,890.00	1,890.00
	Total Price		40,950.00

Kronos | Time & Attendance • Scheduling • Absence Management • HR & Payroll • Hiring • Labor Analytics

QUOTE SUMMARY

Description	Total Price
Subtotal	49,947.50
Deposit	0.00
Tax	0.00
Grand Total	49,947.50

<p>HAYWOOD COUNTY</p> <p>Signature: _____</p> <p>Name: _____</p> <p>Title: _____</p> <p>Effective Date: _____</p>	<p>Kronos Incorporated</p> <p>Signature: _____</p> <p>Name: _____</p> <p>Title: _____</p> <p>Effective Date: _____</p>
<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 http://www.redhat.com/licenses/jboss_eula.html. Shipping and handling charges will be reflected on the final invoice.</i></p>	