PURCHASE ORDER

WESTERN SUFFOLK BOCES
507 DEER PARK ROAD
P O BOX 8007
HUNTINGTON STATION, NY 11746-9007

PO Date		Purchase Order No.
7/20/2021		**22-01314**

Order To:	Ship To:
KRONOS SAASHR INC 900 CHELMSFORD STREET LOWELL, MA 01851 006142	WESTERN SUFFOLK BOCES 507 DEER PARK ROAD P O BOX 8007 HUNTINGTON STATION, NY 11746-9007

KALICATA   **Bid/Catalog:** UDBID   **Category:** SECUR

Requestor	Requisitioner	Division	PO Location

Order Quantity	Item Description	Unit Cost	Extended Cost
25.00 EA	KRONOS INTOUCH 9100 H4 STANDARD HID PROX NORTH AMERICA POWER ADAPTER FOR EXTERNAL OUTLET INTOUCH STD	1,977.2500	49,431.25
1.00 EA	DEPOT EXCHANGE SUPPORT SERVICE - 12 MONTHS	7,125.0000	7,125.00
	Send Invoices via e-mail to: Western Suffolk BOCES Accounts Payable at accountspayable@wsboces.org **To reach us by phone (631) 549-4900 or Fax (631) 623-4923** **VENDOR SHALL SUBMIT WITH ALL DELIVERIES OF PRODUCTS, MSDS SHEETS ON ALL APPLICABLE ITEMS LISTED ON PURCHASE ORDER . THIS SHEET MUST ALSO LIST NAME OF VENDOR & WESTERN SUFFOLK BOCES P.O. NUMBER. FAILURE TO FOLLOW ABOVE PROCEDURE MAY CAUSE DELAY OF PAYMENT.** **AS PER RFP #19-20-61P-ESI-LH 6/8/2021 BOARD**		

			Total	56,556.25

Budget Code	Percentage	PO Amount	Encumbrance
A-712-7711-408-00-000	100.00%	56556.25	56556.25
	TOTAL	56556.25	56556.25

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ORDER FORM

Quote#: Q-66304
Expires: 6/30/2021
Sales Executive: Nancy Bauma

Order Type: Quote
Date: 6/23/2021

Bill To Contact: Warren Taylor

Bill To: WESTERN SUFFOLK BOCES SECOND
SUPERVISORY DISTRICT SUFFOLK COUNTY
507 DEER PARK RD
DIX HILLS, NY 11746-5207 USA

Ship To Contact:Warren Taylor

Ship To: WESTERN SUFFOLK BOCES SECOND
SUPERVISORY DISTRICT SUFFOLK COUNTY
507 DEER PARK RD
DIX HILLS, NY 11746-5207 USA

Ship to Phone: 631-549-4900
Ship to Mobile:
Contact:Warren Taylor
Email:wtaylor@wsboces.org

Currency: USD
Customer PO Number:
Solution ID: 6177014
Term:Co-Term
Billing Start Date: Upon Signature of Order Form
Data Center Location:

Shipping Terms: Shipping Point
Ship Method:
Freight Term: Prepay & Add
Renewal Term:12 months
Payment Term: Net 30 Days

Order Notes:

Customer has issued the Request for Proposal #19/20-61P/ESI-LH: HUMAN RESOURCE SOFTWARE (the "RFP"). As a result of this RFP, the parties agree that this Order Form shall be governed by the terms and conditions of the Master Agreement Reference #18221 dated March 18th, 2019 between the Lead Agency (acting as "Owner") and Kronos Incorporated (as the "Contractor"), as amended (collectively referred to as the "US Communities Agreement #18220")."
Estimated shipping cost: $368.00

Equipment Purchase
Billing Frequency: Invoiced Upon signature of the Order form

Item	Quantity	Unit Price	Total Price
KRONOS INTOUCH 9100 H4,STANDARD,HID PROX	25	USD 1,977.25	USD 49,431.25
Total Price			**USD 49,431.25**

Hardware Support
Billing Frequency: Invoiced Upon signature of the Order form

Item	Duration(Months)	Total Price
Depot Exchange Support Service	12	USD 7,125.00
Total Price		**USD 7,125.00**

Accessories
Billing Frequency: Invoiced Upon the Signature of the order form

Item	Quantity	Unit Price	Total Price
NORTH AMERICA POWER KIT FOR EXTERNAL OUTLET, INTOUCH STD	25	USD 0.00	USD 0.00
Total Price			**USD 0.00**

Quote Summary

	Total Price
Total Equipment Purchase and Accessories Fee	USD 49,431.25

	Total Price
Total Support Fee	USD 7,125.00

WESTERN SUFFOLK BOCES SECOND SUPERVISORY DISTRICT SUFFOLK COUNTY

Signature: _W. Warren Taylor_

Name: ___Warren Taylor___

Title: _____CFO_____

Effective Date:___6/29/21___

Kronos SaaShr, Inc.

Signature:_____

Name:_____

Title:_____

Effective Date:_____

Invoice amount will reflect deposit received. All professional services are billed as delivered with payment due, in accordance with the Payment Term set out in this Order Form. Unless otherwise indicated above, this order is subject to the relevant Kronos Terms and Conditions executed between the parties. THIS ORDER IS SUBJECT TO APPLICABLE TAXES. THE ACTUAL TAX AMOUNT TO BE PAID BY CUSTOMER WILL BE SHOWN ON CUSTOMER'S INVOICE. Shipping and handling charges will be reflected on the final invoice. The Monthly Price on this Order Form has been rounded to two decimal places for display purposes. As many as eight decimal places may be present in the actual price. Due to the rounding calculations, the actual price may not display as expected when displayed on your Order Form. Nonetheless, the actual price on your invoice is the true and binding total for this order for purposes of amounts owed for the term. If you are tax exempt; please provide a copy of your "Tax Exempt Certificate" with your signed quote.

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ORDER FORM

Quote#: Q-66219
Expires: 6/30/2021
Sales Executive: Nancy Bauma

Order Type: Quote
Date: 6/23/2021

Bill To Contact: Warren Taylor

Bill To: WESTERN SUFFOLK BOCES SECOND SUPERVISORY DISTRICT SUFFOLK COUNTY
507 DEER PARK RD
DIX HILLS, NY 11746-5207 USA

Ship To Contact:Warren Taylor

Ship To: WESTERN SUFFOLK BOCES SECOND SUPERVISORY DISTRICT SUFFOLK COUNTY
507 DEER PARK RD
DIX HILLS, NY 11746-5207 USA

Ship to Phone: 631-549-4900
Ship to Mobile:
Contact:Warren Taylor
Email:wtaylor@wsboces.org

Currency: USD
Customer PO Number:
Solution ID: 6177014
Initial Term:60 months
Billing Start Date: 90 Days from Execution of Order Form
Data Center Location: Not Applicable

Shipping Terms: Shipping Point
Ship Method:
Freight Term: Prepay & Add
Renewal Term:12 months
Payment Term: Net 30 Days

Order Notes:

Customer has issued the Request for Proposal #19/20-61P/ESI-LH: HUMAN RESOURCE SOFTWARE (the "RFP"). As a result of this RFP, the parties agree that this Order Form shall be governed by the terms and conditions of the Master Agreement Reference #18221 dated March 18th, 2019 between the Lead Agency (acting as "Owner") and Kronos SaaShr, Inc. (as the "Contractor"), as amended (collectively referred to as the "US Communities Agreement #18221").

Notwithstanding anything to the contrary outlined in US Communities Agreement #18221, Kronos agrees that for the first Renewal Term (Year 6) immediately following the Initial Term, Kronos may increase the Monthly Service Fee rates in the amount not to exceed four percent (4%). Western Suffolk BOCES agrees to a new 3 year term (Years 6, 7 and 8) with obligated minimum contract value of a renewal locked-in uplift not to exceed four percent (4%) for the 3 years. The next renewal uplift will be assessed at the end of year 8/ beginning of year 9 in the amount not to exceed four percent (4%).

The purpose of the Setup Fee listed herein is to add up to 10 additional EIN's which will impact the HR Module. The engagement is estimated to be completed within 10 months from project kick off.

Kronos and Customer acknowledge that the professional services required to implement the Software listed herein will be provided by Worldgate. If Customer requires professional services from Kronos, they will be provided on a time and materials basis at Kronos' then current standard rates.

SaaS Services
Billing Frequency: Monthly in Arrears

Product Name	Quantity	PEPM	Monthly Price
WORKFORCE READY TIME KEEPING	1,200	USD 3.62	USD 4,344.00
WORKFORCE READY ACCRUALS	1,200	USD 1.00	USD 1,200.00
WORKFORCE READY LEAVE	1,200	USD 1.00	USD 1,200.00
WORKFORCE READY HR	1,200	USD 3.62	USD 4,344.00
WORKFORCE READY PERFORMANCE MANAGEMENT	1,200	USD 1.00	USD 1,200.00
WORKFORCE READY ATTESTATION	1,200	USD 0.50	USD 600.00
WORKFORCE READY TALENT ACQUISITION	1,200	USD 1.00	USD 1,200.00
WORKFORCE READY INTEGRATION HUB	1	USD 0.00	USD 0.00
Total Price			USD 14,088.00

One Time Setup Fees
Billing Frequency: 3 consecutive equal monthly payments, commences at signing

Item	Total Price
One Time Setup Fees	USD 83,000.00

Optional Services
Billing Frequency: Billed 100% upon signature of the order form

Item	Total Price
WFR Other Services Fee	USD 10,000.00
Total Price	USD 10,000.00

Quote Summary

Item	Total Price
Minimum Monthly SaaS Service & Equipment Rental Fee	USD 14,088.00

Item	Total Price
Minimum Annual SaaS Service & Equipment Rental Fee	USD 169,056.00

	Total Price
Total One Time Fees	USD 93,000.00

WESTERN SUFFOLK BOCES SECOND SUPERVISORY DISTRICT SUFFOLK COUNTY

Signature: _[signature]_

Name:___Warren Tayler_____

Title:___CFO_____

Effective Date:___6/29/21_____

Kronos SaaShr, Inc.

Signature: _DocuSigned by:_ Debra Carriere _7074C511ADA043B_

Name:___Debra Carriere_____

Title:___Lead Order Processing Analyst_____

Effective Date:___6/29/2021_____

Invoice amount will reflect deposit received. All professional services are billed as delivered with payment due, in accordance with the Payment Term set out in this Order Form. Unless otherwise indicated above, this order is subject to the relevant Kronos Terms and Conditions executed between the parties. Shipping and handling charges will be reflected on the final invoice. The Monthly Price on this Order Form has been rounded to two decimal places for display purposes. As many as eight decimal places may be present in the actual price. Due to the rounding calculations, the actual price may not display as expected when displayed on your Order Form. Nonetheless, the actual price on your invoice is the true and binding total for this order for purposes of amounts owed for the term. If you are tax exempt; please provide a copy of your "Tax Exempt Certificate" with your signed quote.

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6/23/2021

Professional Services Engagement Overview

Purpose and Overview of Engagement

This Professional Services Engagement Overview outlines the scope of services to be provided by Kronos for the Setup Fees indicated on the applicable Order Form, to WESTERN SUFFOLK BOCES SECOND SUPERVISORY DISTRICT SUFFOLK COUNTY ("Customer") related to the Core Modules, Value-add Modules, and/or Optional Services contained in the document. Our Professional Services engagements are designed to help our Customers successfully implement your Core Modules, as well as enable you to easily layer Value-add Modules and functionality over time based on your priorities, schedule, and resources.

The Kronos® Workforce Ready® (WFR) Professional Services engagement described herein is fixed price based and is subject to the terms and conditions governing your Kronos Workforce Ready – Software as a Service (the "Agreement"). Unless otherwise defined herein, words and expressions defined in the Agreement shall have the same meaning in this Professional Services Engagement Overview.

Your Workforce Ready SaaS Solution

WESTERN SUFFOLK BOCES SECOND SUPERVISORY DISTRICT SUFFOLK COUNTY and Kronos are deploying the following WFR modules with 1 location(s), 2 EINS and 10 collective bargaining agreements(s).

Core Modules	Employees	Deployments	Estimated Duration
WORKFORCE READY TIME KEEPING	1200	1	132 Days
WORKFORCE READY ACCRUALS	1200	1	
WORKFORCE READY HR	1200	1	
Value Add Modules	**Employees**	**Deployments**	**Estimated Duration**
Kronos Workforce Ready Attestation	1200	1	10 Days
Workforce Ready Talent Acquisition	1200	1	30 Days
Workforce Ready Performance Management	1200	1	30 Days
Workforce Ready Leave	1200	1	30 Days

WESTERN SUFFOLK BOCES SECOND SUPERVISORY DISTRICT SUFFOLK COUNTY and Kronos Collaboration

A successful Professional Services Engagement will require close collaboration between WESTERN SUFFOLK BOCES SECOND SUPERVISORY DISTRICT SUFFOLK COUNTY and Kronos. The Kronos Professional Services team is equipped to help keep you on target for meeting project milestones and requirements, as well as to assist you in configuring and deploying the Kronos Workforce Ready solution that meets your organization's specific requirements. Your organizations participation and commitment to the project goals and timeline are critical to help ensure success.

The Estimated Duration stated above is an estimate based upon our experience with our customers and products. Depending upon the preparation and engagement of your organization, there may be opportunity to accelerate the completion of this engagement. However, the Estimated Duration may be exceeded based on the level of preparedness, bandwidth, and skill level of your available resources. Other examples that may extend the Estimated Duration include: separate deployments of the solution, having a unionized workforce, and policies that vary across employee groups.

Core Functionality Deliverables

Working in close collaboration, WESTERN SUFFOLK BOCES SECOND SUPERVISORY DISTRICT SUFFOLK COUNTY and Kronos will deploy the following core modules and functionality in 132 estimated days from project kick-off. Any quantified deliverables listed herein are based on services deliverables and are not to be considered system constraints.

WFR Core	Kronos Delivered Value

Time Keeping Module	WFR Time Keeping deployment gets you started with the ability to accept punches and pay employees accurately through these core components:
	• Total Cost Centers
	• Profiles
	   • Timesheet
	   • Time Off Request
	   • Pay Calculations
	   • Pay Prep
	   • Security
	   • Points
	• Tables
	   • Rate
	   • Holiday
	• Manager Levels
	• Employee Perspective Scorecards
	• Workflows

	• Time Off Requests
	• Timesheet Change Requests
	• Schedules
	    • Daily Rules
	    • Work Schedule Profiles
	• Pay Periods
	• Counters
	• Time Off Categories
	• Reports
	    • 61 commonly used pre-configured reports are included in the implementation
	    • Kronos will configure up to 5 additional custom reports using the standard functionality in the software
	• Timekeeping Admin Training

Accruals Module	WFR Accruals module adds comprehensive accrual administration to Workforce Ready Time Keeper by automatically enforcing your time off policies through:
	    • Consistent enforcement of policy
	    • Configurable calculation methods & grants
	    • Time-Off routing & approval workflow (requires Timekeeper)
	    • Time-Off requests at data collection devices
	    • Automatic updates to schedule & timecard (requires Timekeeper)
	    • Visibility to projected balances
	    • Automatic balance reduction (requires Timekeeper or Payroll)
	    • View time-off calendars for groups
	    • Mobile access
	    • One-Time data load using customer-supplied data for current year in a standard Kronos-supplied format
	    • Accrual balance interface with 3rd party payroll system
	    • Configure accruals profiles and assign to employees
	
	Please note that WFR accruals requires WFR Timekeeper.

HR Module core functionality	WFR HR *core functionality* deployment gets you started by establishing HR as the system of record for employees, one of the most important foundational components, through:
	    • Core employee demographics
	    • Onboarding
	    • Checklists
	        • Up to 10 will be configured by the Kronos project team, however the Customer can configure as many as needed
	    • Personnel management
	    • Benefits administration
	    • Open enrollment / life event
	    • Work Flows
	        • Up to 10 will be configured by the Kronos project team, however the Customer can configure as many as needed
	    • HR documents & forms
	        • Up to 10 custom forms will be configured by the Kronos project team, however the Customer can configure as many as needed
	    • Incident tracking
	    • Certification / Credential
	    • Asset management
	    • Compliance reporting
	    • Standard reporting
	    • One-Time data load using customer-supplied data for current year in a standard Kronos-supplied format
	    • Interface bundle using customer supplied data in standard file formats
	    • HR Admin Training

Value-Add Functionality Deliverables

Once your core functionality is deployed, Kronos will work in close collaboration with WESTERN SUFFOLK BOCES SECOND SUPERVISORY DISTRICT SUFFOLK COUNTY to deploy the following Value-Add modules and/or functionality over time in short, agile deployments aligned with your priorities, schedule, and resources:

Value-Add	Kronos Delivered Value

Leave Manager Module	WFR Leave Manager adds comprehensive leave administration through:
	    • Federal & state leave policy enforcement
	    • Employer-specific leave policy enforcement
	    • Qualifying questionnaire
	    • Leave eligibility, type & duration determination
	    • Leave case routing workflow
	    • Leave case life cycle monitoring
	    • Leave hour interface with timesheets
	    • Employee self-service leave request & history
	    • Standard reporting & email notification alerts

	• One-Time data load using customer-supplied data – current leave cases, leave case entries & entitlement balances in a standard Kronos-supplied format **Please note:** This module provides maximum value when used with WFR Time Keeping, Accruals & HR

Attestation Module	WFR Attestation module provides documentation proof of compliance for required administration to Workforce Ready TimeKeeper by automatically enforcing your policies through:
	    • Configurable questions & response choices
	    • Automated notification & reminders
	    • Several employee prompts with workflows
	        • Prompts differ based on attestation prompt
	    • Work Flows
	        • Up to 3 will be configured by the Kronos project team, however the Customer can configure as many as needed
	    • Functionality for the InTouch Clock vs. the Web may differ
	    • Full Audit Report
	
	Please Note: WFR Attestation requires WFR Timekeeper

Performance Management	WFR PM provides performance management process from defining programs and guidelines through budgeting and modeling to routing proposals for approval through:
	    • Full Performance Configuration
	    • Up to 3 review profiles will be configured by the Kronos project team, however the Customer can configure as many as needed
	    • Performance Development - Customer will be trained on how to setup Goal Categories, Goal Types and how to assign them to Employees. Customer will be responsible for the setup of each development area.
	
	Please Note: WFR PM requires WFR HR

Talent Acquisition	WFR TA provides proactive administration of your Recruitment strategy across the Workforce Ready solution through:
	    • Applicant Configuration
	    • Job Requisitions
	    • Work Flows
	        • Up to 5 will be configured by the Kronos project team, however the Customer can configure as many as needed
	    • Applicant Administration
	    • Checklists
	        • Up to 5 will be configured by the Kronos project team, however the Customer can configure as many as needed
	    • Tracking/recruitment custom forms
	        • Up to 5 custom forms will be configured by the Kronos project team, however the Customer can configure as many as needed
	    • Talent tracking – training, skills, certifications
	    • Communication and Notification templates
	        • Up to 5 will be configured by the Kronos project team, however the Customer can configure as many as needed
	    • Standard reporting
	
	Please Note: WFR TA requires WFR HR

Integration Hub	WFR Integration Hub enables data to flow between WFR and 3rd party applications and/or vendors. If the 3rd party application and/or vendor does not accept the standard Workforce Ready formatting and/or methods for automated delivery, a formatted file will be delivered instead. The customer is responsible for providing import files to Kronos in the standard Workforce Ready format and utilizing the standard Workforce Ready delivery method. Kronos will deliver a standard bundle of up to 5 interfaces as part of this project. Each direction (To/From) any 3rd party system and Kronos is considered a separate interface. Interfaces will be accomplished via standard file Exchange. Customer will work with Kronos and 3rd party vendors to facilitate design and testing. The Method of the file exchange will be determined by Kronos WFR Professional Services Delivery Team. Kronos will provide standard Import/Export files using Integration Hub. Customer will work with the 3rd parties and Kronos to provide the data in the Kronos format for imports. Kronos will create a report from standard Workforce ready fields in the 3rd party format to send to the 3rd party system. The types of interfaces/integrations that can be supplied under this project include:
	    • Timekeeping Interface bundle using customer-supplied data in standard file formats
	    • Work schedule import from unlimited 3rd party scheduler systems in Kronos file format
	    • Pay data export to 3rd party payroll system
	    • Accruals Interface bundle using customer-supplied data in standard file formats
	    • Accrual balance interface with 3rd party payroll system
	    • HR Interface bundle using customer supplied data in standard file formats
	    • Benefit enrollment exports
	    • Employee deduction election imports
	    • Employee demographic exports
	Kronos will use commercially reasonable effort to ensure all integrations/interfaces provide for the vendors below are designed in a manner in which they can successfully pass data contained in standard WFR data fields to said 3rd party vendor and/or can accept data from said 3rd party vendor into WFR standard data fields

| | • John Hancock Retirement Planning Service
• Blue Cross Blue Shield of Texas
• HSA Bank
• Discovery Benefits
• Bankers Fidelity
•The Standard |
| | **Please note:** Non-standard, multi-directional, or API based integrations/interfaces are not included in the scope of this project. Custom Reports that cannot be delivered through the standard software functionality are also not included. If such integrations or reports are required, a separate quote will be provided after all requirements and specifications have been received. |

Administrator and Super User Training

Included in each Customer's software subscription, Kronos will provide the following training:

WR Core Training	Kronos Delivered Value

Administrator and Super User Training	Each Customer will have access to:
	• Ready's learning management system and training delivery platform, for each user. Learning experiences found within include, but not limited to:
	   •Interactive self-paced, on-demand modules
	   •"How to" videos and snippets
	   • Printable job aids
	•Recommended learning plan(s) aligned to each user's roles within Workforce Ready
	• Online, public instructor-led class(es)
	• "Train the Trainer" enablement and materials
	   •Editable templates and tools to be leveraged by the administrators to deliver manager and employee training
	   •Manager and employee-focused job aids for common tasks within Workforce Ready

Change Management and User Adoption Training	Each Customer will have access to: •Change management training for the project team on building a change management plan for Customer's organization •Change management toolkit that includes pre-populated templates and supporting resources to be leveraged to deliver Customer's change management plan

Assumptions & Notes

Kronos has used the following assumptions and dependencies in preparing this Professional Services Engagement Overview:
- All services will be delivered remotely, unless otherwise stated in the Order Form or this Professional Services Engagement Overview.
  - Please note that In the event that Customer requests Kronos to travel to Customer's location during the implementation, Customer agrees to pay any travel expenses, such as airfare, lodging, meals and local transportation, incurred by Kronos.
  - Such expenses shall be subject to the then-current standard Kronos travel and expense policies, which Kronos will provide to Customer upon request.
  - Kronos shall bill Customer for such travel expenses and payment thereof shall be due net thirty (30) days from date of invoice.
- The project kick-off date will be determined based on complexity of the implementation and resource availability, and may occur up to 30 days after a Workforce Ready Order Form is executed by the Customer.
- The customer agrees to accept specific responsibilities as part of this project including:
  - Completing all required, Kronos supplied templates used to complete the Discovery process
  - Physical installation and/or mounting of all time clocks associated with this project.
    - Kronos will complete the configuration of up to 5 clocks and will provide training to the Customer's staff to replicate additional configurations
    - The Customer will configure any additional clocks unless otherwise agreed upon by both parties
  - Configuring the Customer's network to allow inbound/outbound communications to and from the clocks, based on specifications provided by Kronos
  - Providing all required tax and wage history information (when applicable) for the configuration of Tax Filing services
  - Providing all required data imports in the approved Kronos format
  - Providing all required specifications for any exports from Kronos to a 3rd party system
- Prior to the start of the configuration build, the Customer will confirm (in writing) the business and technical requirements of the project as part of the WFR Professional Services Discovery process.
- Kronos will communicate with Customer's Project Manager, the appointed Point of Contact for Customer on this project. He/she will be responsible for all communications and project management among all Customer parties (staff, vendors, consultants) and for the escalation and resolution of any issues for Customer.
- Customer is responsible for all hardware, software, and services provided by other consultants or third party vendors that may also be involved with the project.
- Kronos will not be responsible for troubleshooting the Customer's environment such as their operating system, hardware resources, database schema, or any applications and/or hardware not provided by Kronos.

• Change Orders are subject to scope review and may impact the project timeline or cost. If additional work beyond the initial scope of this Professional Services Engagement Overview is required as a result of a Change Order, the Customer may be charged.
• During the testing phase, the customer will be responsible for leading testing and providing documentation of testing results back to the Kronos implementation team.

PROJECT DELAYS

Should the need arise to place a project on hold due to issues not controlled by Kronos, Kronos will collaborate with a client to ensure appropriate project hold/delay procedures are executed. Secondly, Kronos reserves the right to execute project hold/delay procedures as a result of, but not limited to (1) a client not attending or cancelling more than three scheduled meetings or (2) if the client has been unable to contribute required deliverables to milestones to close the project or (3) has become non-responsive after 10 business days. Please note that any project hold and/or delays, whether approved or otherwise, will not impact the Fees and Payment Terms of the Agreement unless otherwise agreed to by both parties.

When resuming the project Kronos will follow normal assignment and staffing procedures. This may result in a new or modified project team based on resource availability at the time of re-engagement.

Change Orders
Requests for change to this Professional Services Engagement Overview or the project it covers must be submitted to your Kronos Sales Executive and Kronos Workforce Ready Consultant in writing.

Any of the following items will be considered Out of Scope and require a Change Order:
- Material changes in the Scope or effort (i.e. # of deployments or EIN's, request of onsite assistance, etc.)
- Material changes in the number or type of Deliverables to meet the defined scope of effort (i.e. additional integrations, profiles, etc.)
- Changes to the project resource requirements
- Changes to scheduled dates after acceptance of the Project Plan

Kronos will estimate the time and fixed cost needed to implement the change and the impact it may have on the delivery of project covered under this Professional Services Engagement Overview. Kronos will perform the requested work once the Change Order has been completed and signed by the Customer.

Completion Criteria
The project covered under this Professional Services Engagement Overview will be considered complete when any one of the following completion criteria is met. Once one of these is met, no further work will be completed. If additional work is required, a Change Order or new Professional Services Engagement Overview must be generated.

Completion Criteria:
- The Customer has approved in writing
- The system has been used to generate, retain, or export data that is used to produce a live pay statement for an active employee
- More than twelve (12) months has passed since the date of signature of the Workforce Ready Order Form

The Customer may provide approval in writing via email or an alternative agreed upon method.

Kronos/UKG (Ultimate Kronos Group)
Updated 5/25/21

Year	SaaS Fee	Implementation Cost	Add Symptom Attestation which would replace Isonas	Total Revised Cost to Include Symptom Attestation	Net Annual Cost Less Other Services Identified Below (highlighted items)
1	$162,095.04	$90,000.00	$9,960.96	$262,056.00	$180,541.96
2	$162,095.04		$6,960.96	$169,056.00	$84,541.96
3	$162,095.04		$6,960.96	$169,056.00	$84,541.96
4	$162,095.04		$6,960.96	$169,056.00	$84,541.96
5	$162,095.04		$6,960.96	$169,056.00	$84,541.96
6	$168,578.84		$6,960.96	$175,539.80	$91,025.76
7	$168,578.84		$6,960.96	$175,539.80	$91,025.76
8	$168,578.84		$6,960.96	$175,539.80	$91,025.76
		8 Year TCO	$58,687.68	$1,464,899.40	$791,787.08

Kronos updated quote to include Symptom Attestation. That increased the one-time services by $3000 and added annual cost of approx $7k

Other Services (Would not need to purchase if Purchase Kronos)	One-time cost	Annual Cost (Offset costs to be deducted above)	
Right Reason Technology		$29,500.00	yes - can get rid of
*Isonas	$38,122.00	$1,600.00	
MyWorkBadge		$12,375.00	
Frontline (Aesop)			won't get rid of this
GCN		$1,400.00	will integrate - can't get rid of
BenefitFocus		$48,000.00	
	$91,475.00	$94,914.00	

*Card readers are one-time purchases (20/21 cost identified above)

NEW BUSINESS B-

HUMAN RESOURCE SOFTWARE RFP #19/20-61P-ESI-LH

Requests for Proposals for HUMAN RESOURCE SOFTWARE RFP #19/20-61P-ESI-LH were duly received and opened on July 5, 2019. The Empire State Online Bid System notified 90 matching suppliers, 31 proposals were downloaded and 5 proposals were received as follows:

Automatic Data Processing (ADP)   InfoLob Solutions   PowerSchool
Kronos/Ultimate Kronos Group (UKG)   Nimble Hiring, PBC

Tabulation of evaluations and summary of responses are on file in the Purchasing Office.

RECOMMENDATION FOR AWARD

RESOLVED, that the purchase order(s) for Human Resource Software RFP #19/20-61P-ESI-LH be issued to the vendor recommended for award in accordance with the specifications dated June 19, 2019.

AWARDED VENDOR / DESCRIPTION OF SERVICES	ESTIMATED EXPENDITURE
Kronos/Ultimate Kronos Group (UKG) SaaS includes System Attestation One-time Set up fee	$14,088/month **$93,000**
Kronos Intouch 9100 H4 Standard HID PROX (25 clocks) Depot Exchange Hardware Support Service (Annual)	$49,431.25 $7,125/year

For the purpose of providing Human Resource Software to Western Suffolk BOCES.

MOVED BY: _____   SECONDED BY: _____
June 8, 2021 Board meeting