

# UKG 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 UKG AutoTime™ (formerly 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, all while supporting DCAA and other compliance requirements.

## 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

## UKG for Aerospace and Defense

### 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

### 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

**UKG proudly delivers workforce management solutions to 80% of Fortune's top aerospace and defense companies.**

Data based on 2020 Fortune 1000 list

## 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 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

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Our purpose is people

Building on 70 years of experience from two leaders in HR solutions, UKG combines the strength and innovation of Ultimate Software and Kronos. Individually, we've always put people at the center of everything we do. Together, we're committed to inspiring workforces and businesses around the world, helping to pave the way forward for our people, customers, and industry.