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TO: Kronos Incorporated  
900 Chelmsford Street  
Lowell, MA 01851

March 23, 2022

SUBJECT: DIRECTED CHANGE ORDER, UTA Contract # 19-2956

ATTN: David R. Beaver  
Director, Public Sector  
[David.Beaver@kronos.com](mailto:David.Beaver@kronos.com)

Dear Mr. Beaver,

UTA's understanding is that all issues regarding contract Modification One have been resolved to the satisfaction of both Parties. However, for reasons unknown to UTA, Kronos has been unable to formally execute a bilateral modification which is preventing UTA from bringing Kronos payments up to date.

Therefore, UTA has no other alternative but to issue a directed change order to the contract under the Section 16 (Changes). In accordance with the Changes Clause, UTA may issue a directed change. Kronos may subsequently request an equitable adjustment to its contract if UTA's directed change results in additional financial impact to Kronos.

UTA hereby issues the following directed Change Order as Modification One to UTA Contract No. 19-2956.

1. Term: There is no change in the term of the Contract. Extension to the implementation phase was required.
2. Changes to Contract Requirements:
  - a. The new system originally was planned and scoped to replace the timekeeping processes for hourly employee only. During implementation, the decision was made to move salaried employees from the JDE system into Kronos, simplifying timekeeping at UTA.
  - Additional Licenses and configuration
    - Invoice 11635180 \$11,766.38
    - Invoice 11661814 \$1,294.25
    - Invoice 11687980 \$1,303.66
    - Total \$14,364.29

- b. During testing, it was determined that the number of time clocks estimated in the contract was insufficient and created pinch points in the process. In addition to clocking in and out, the timeclocks serve as a request point for vacation and planned sick leave for employees that do not have access to a computer at work. Additional timeclocks are needed at key locations allowing employees to enter leave requests without creating bottle necks in the process for other employees waiting to clock in and out.

➤ Additional Timeclocks

- Invoice 11671816 \$14,175.00
- Invoice 11674775 \$10,125.00
- Invoice 11634905 \$27,699.84
- Invoice 11714077 \$16,200.00

Total additional Clocks = \$68,199.84

- c. It was also discovered that additional Leave of Absence and collective bargaining configuration was needed. Along with a penalty for delaying go-live.

➤ Additional Configuration

- Invoice 11755548 \$90.00
- Invoice 11716875 \$1,260.00
- Invoice 11716876 \$180.00
- Invoice 11755549 \$1,440.00

Total additional Configuration = \$2,970.00

- d. Add Workforce Dimension Microsoft Outlook Plugin in accordance with Q59631. This is a monthly charge, December 1, 2020, as follows:

Year 1: December 1, 2020 to February 28, 2021 : 2 mo x \$125.00 = \$250.00

Year 2: March 1, 2021 to February 28, 2022: 12 mo x \$125.00 = \$1,500.00

Year 3: March 1, 2022 to February 28, 2023: 12 mo x \$125.00 = \$1,500.00

Year 4: March 1, 2023 to February 28, 2024: 12 mo x \$125.00 = \$1,500.00

Year 5: March 1, 2023 to February 29, 2024: 12 mo x \$125.00 = \$1,500.00

Change Order Amount = \$6,250.00

Total 1<sup>st</sup> year Change order amount = \$87,034.13

3. Subsequent years. The total per year contract subsequent year cost was \$60,630.00. With the changes made for additional licenses and time clocks, and the Outlook plugin the 2nd year invoices total \$88,508.44, resulting in a yearly change order of \$

2<sup>nd</sup> – 5<sup>th</sup> year yearly Change order \$27,878.54

Total 2<sup>nd</sup> – 5<sup>th</sup> year total change order \$111,513.76

4. Compensation and Fees:

Year 1: Contract Invoices \$245,000.72 plus change orders \$87,034.13 = Total \$332,034.85

Year 2: Contract Invoices \$60,630.00 plus change orders \$27,878.54 = Total \$88,508.44

Year 3: Contract Invoices \$60,630.00 plus change orders \$27,878.54 = Total \$88,508.44

Year 4: Contract Invoices \$60,630.00 plus change orders \$27,878.54 = Total \$88,508.44

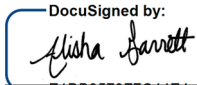


Year 5: Contract Invoices \$60,630.00 plus change orders \$27,878.54 = Total \$88,508.44

Total: 5 Year Contract \$487,520.72 plus change orders \$198,547.89 = \$686,068.61

5. Other Terms Remain in Effect: All other terms and conditions remain unchanged.

IN WITNESS WHEREOF, UTA hereby executes this Modification One effective as of the last date of signature below.

**UTAH TRANSIT AUTHORITY**

_____ Jay Fox Executive Director	_____ Date
DocuSigned by:  E1DB3579F7C44E4...	3/30/2022
_____ Alisha Garrett Chief Enterprise Strategy Officer	_____ Date
DocuSigned by:  70E33A415BA44F6...	3/25/2022
_____ Michael Bell Assistant Attorney General	_____ Date
DocuSigned by:  CB0FE5CC1B7E447...	3/25/2022
_____ Kyle Brimley IT Director	_____ Date