

Product Roadmap

April 2024

Updated April 2024





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Our Vision

To Make Work Easy for today's connected, global workforce with solutions that maximize the business value of your HCM digital transformation while improving your employees at work experience, wherever work happens.





2024

Key Product Investment Themes



Unified Suite Experience



Mobile-First Time &
Scheduling



HCM Ecosystem Integration



Enterprise Cloud Platform
Scalability

Unified Suite Experience

Bringing your workforce closer together with integrated communications that improve employee experiences and drive business outcomes



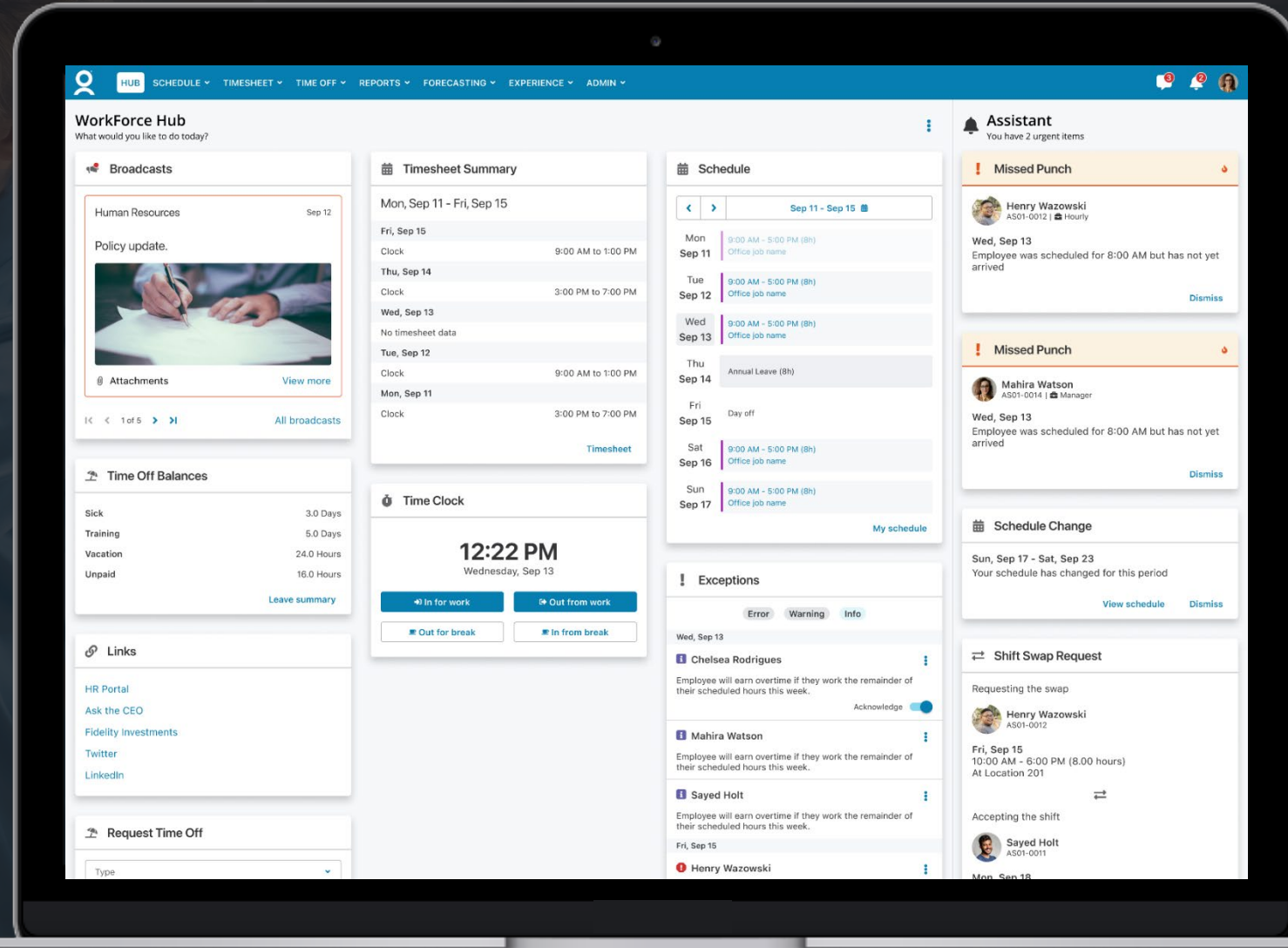
Task templates for frequently issued tasks and new Tasks hub card for improved consistency, visibility, and efficiency

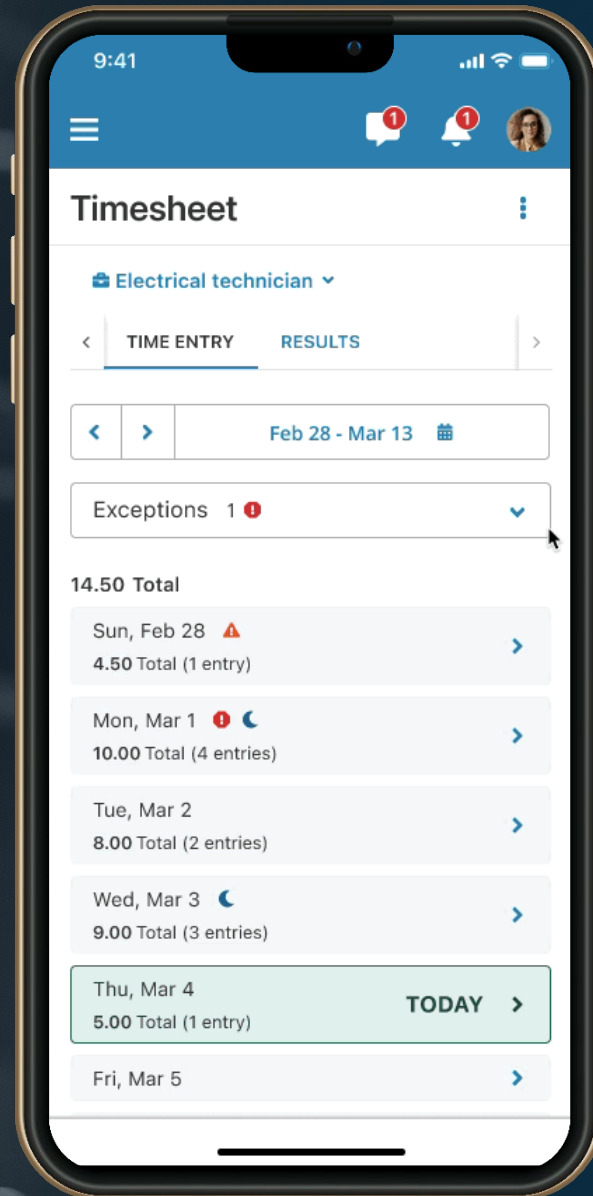
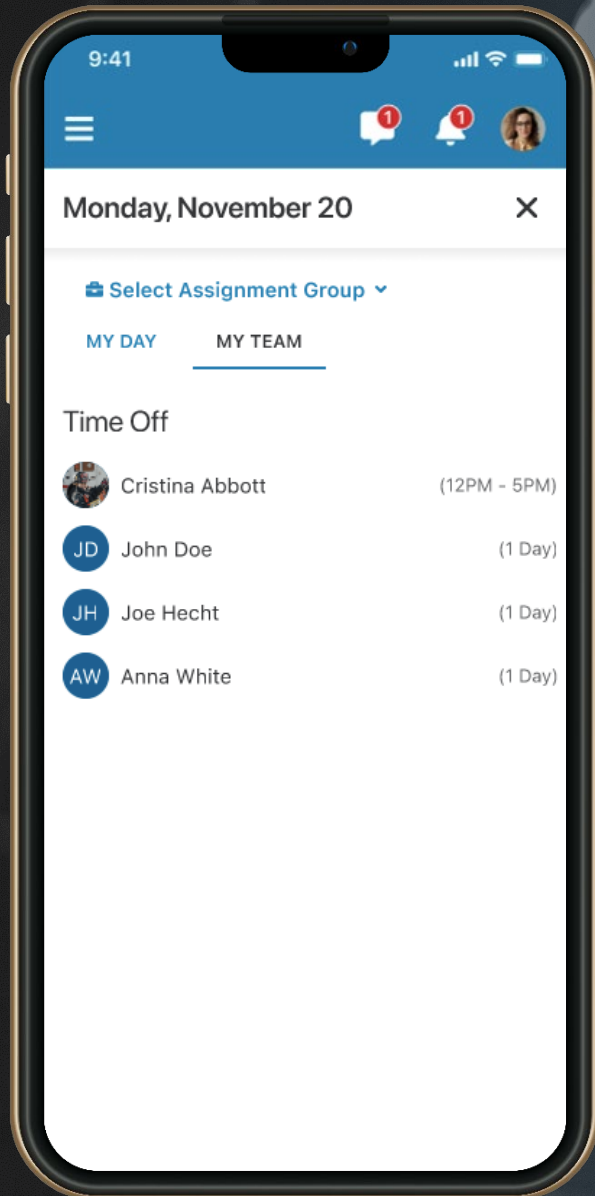


Document authentication for enhanced file security and compliance ensuring integrity and origin of documents



Consolidated notifications for Suite and Experience with deepened data utilization and modernized user experience





Mobile-First Time

Placing the industry's most powerful time & attendance solution in the hands of your employees no matter where work happens



Enterprise-grade time, consumer grade experience



Track absences for your entire team in one place, never be short-staffed again



Improve employee trust and avoid Payroll queries with transparent pay results in the mobile app



Support employees with multiple jobs with an upgraded Hub clocking tile

Mobile-First Scheduling

Advanced scheduling solutions for every employee group in your business paired with the convenience of mobile access on any device



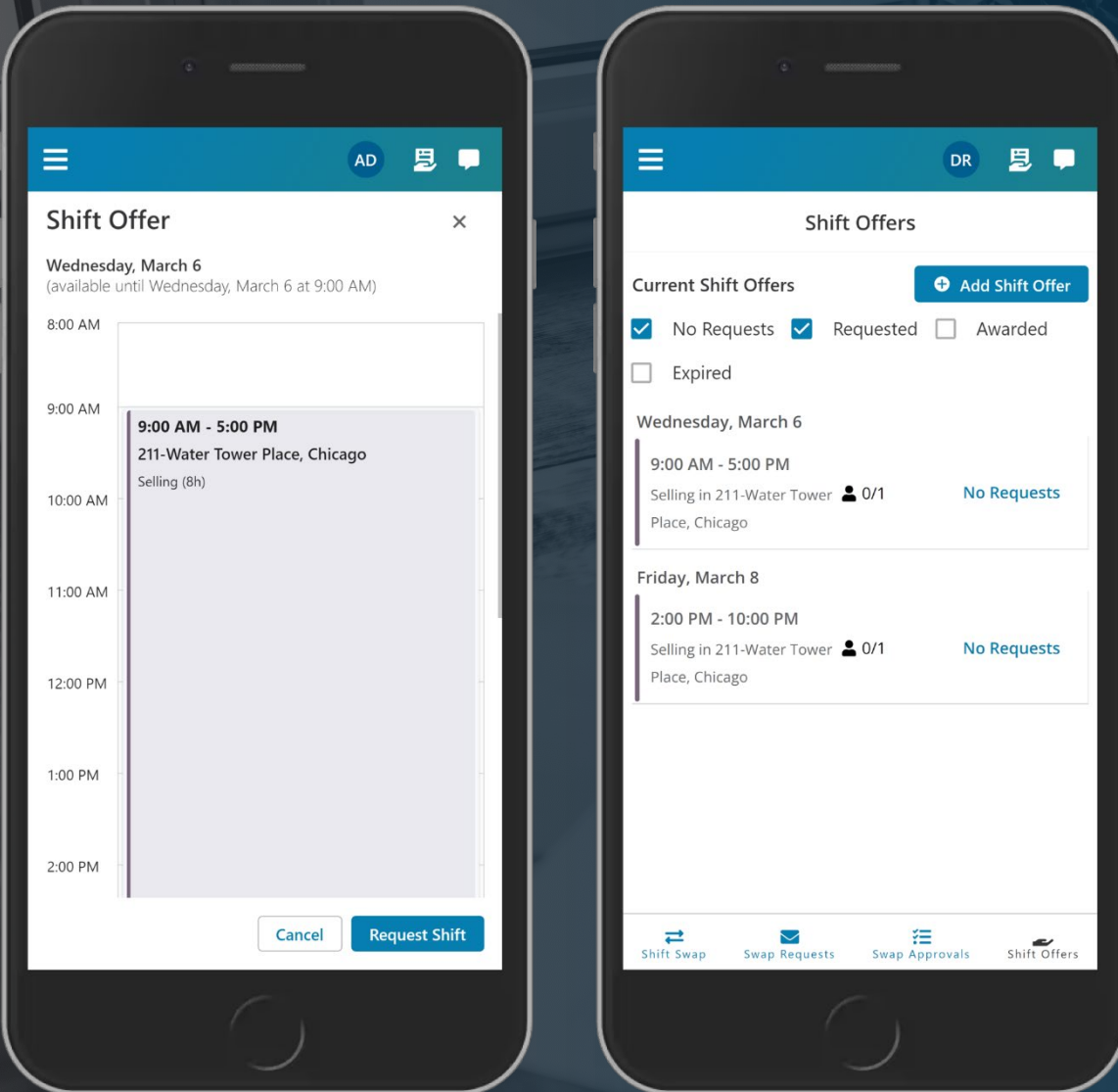
Upgraded mobile shift swap capabilities for Job Scheduling for employee led swaps on mobile devices to enhance flexibility



Accessibility of mobile shift offering for Demand Scheduling in the Suite mobile app for a more unified experience



New schedule template feature for Demand Scheduling to support CSV file import and export for improved data access and efficiency



Roadmap

Feature | Target Quarter



TIME, ABSENCE, & CLOCKS

▲ Indicates Early Adopter

NOW



Absence

- › Absence Calendar – Multiple Assignment Support | Q2 ▲
- › Time Off Request Assistant Approval Workflows | Q3

Time

- › Mobile Timesheet Labor Distribution Display and Copy/Paste | Q2
- › Mobile Timesheet Approvals | Q2 ▲
- › Exception Hub Card Sorting Enhancements | Q3
- › Exception message text formatting | Q3

Clocks

- › Attestation Auditing | Q2 ▲

T&A Platform

- › Startup/Update Performance improvements | Q3
- › Table Normalization | Q4
- › Timesheet Calculation Performance | Q3

NEXT



Absence

- › Mobile Time Off Request Management
- › Ability to Enter Time Off Request for Existing Absence Cases on Hub
- › Ability to Dismiss Time Off Request Assistant Cards

Time

- › Acknowledgeable Exceptions on Hub
- › Mobile Timesheet Amendments and Labor Distribution Defaulting

Clocks

- › Hub Clock – Labor Distribution Defaulting
- › Hub Clock – Multiple Assignment Support
- › Hardware Upgrade Error Handling

T&A Platform

- › Zero Downtime Updates
- › Screen Performance

LATER



Absence

- › Absence Improvements (under investigation)
- › Vacation Bidding

Time

- › Desktop Timesheet Redesign
- › Group Entry Redesign
- › Line Item/Over Time Approval

Clocks

- › Hub Clock Kiosk Mode
- › Clock Manager Administrator Badges
- › Hub Clock – Offline Clocking
- › Hardware Automated Upgrades

T&A Platform

- › Architecture Improvements

NOW

is work being done right now.

NEXT

is planned work to prioritize once the current work is completed.

LATER

is work of high importance that we are exploring.



Roadmap

Feature | Target Quarter

▲ Indicates Early Adopter



SCHEDULING

Now



Job

- › Performance & Scalability | Q2

Demand

- › Suite Mobile: Shift Offering | Q3
- › Absence Integration | Q3

Next



Job

- › New Modify Schedule Screen
 - › Costing of Schedule
 - › Schedule Breaks

Demand

- › New Edit Schedule Screen
 - › Multi-task Shifts

Later



- › Fairness & Availability
- › What if Scenarios
- › Schedule Approval Process
- › Shift Bidding
- › Group Calendar

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Roadmap

Feature | Target Quarter

▲ Indicates Early Adopter



SUITE,
EXPERIENCE,
& INTEGRATIONS

NOW



Integrations

- › Workday HCM Connector | Q2 ▲
- › Oracle HCM Connector | Q2 ▲
- › Time Off API | Q2
- › Shifts API Extensions | Q2-3

Suite & Experience

- › Task Hub Cards | Q2
- › Suite Admin Navigation Menu Refinements | Q2

NEXT



Integrations

- › Calculated Time API Extensions
- › Time API Extensions
- › Roles API
- › Clock API Extensions
- › Clock Employees API

Suite & Experience

- › Suite - Collapsible Assistant
- › Direct Messaging Refresh

LATER



Integrations

- › OData APIs
- › Labor Distribution API
- › Shifts API
- › Bank Balances API Extensions
- › Job Status API

Suite & Experience

- › Suite/Experience Notification Preferences
- › Single Task Data Export (CSV)

NOW

Is work being done right now.

NEXT

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Time Roadmap Details

Roadmap Timing	Roadmap Item	Description
NOW	Mobile Timesheet	Continued evolution of the new mobile first timesheet user experience. › Display of additional configured columns that appear in Labor Distribution lookup and suggest lists providing a more comprehensive view on a mobile device › Rollout of Cut, Copy, and Paste functionality for individual, day, and week of time records enhancing user flexibility & efficiency
	Mobile Timesheet Approvals	Early Adopter availability for the addition of timesheet approvals to the Suite Mobile App streamlining the approval process
	Exceptions Hub and Assistant Card Enhancements	Additional sorting options within the Exceptions Hub card optimizing the management of exceptions in WFM processes. These enhancements empower users with more personalized dashboard views, enabling quick identification and prioritization of critical issues.
	Exception Message Text Formatting	Adding support for text formatting in exception messages displayed in the Suite ensuring that important messages stand out, facilitating quicker action and supporting more efficient workflow management. › Exceptions Hub and Assistant cards › Mobile Timesheet › WebClock and Hub Clock cards
NEXT	Mobile Timesheet	Continued evolution of the new mobile first timesheet user experience. › Amendment and timesheet version support, ensuring greater accuracy and accountability in timesheet submissions › Defaulting of Labor Distribution fields on time records, streamlining the entry process, reducing manual input and the potential for errors
	Hub Acknowledgeable Exceptions	Adding support for Acknowledgeable Exceptions from the Hub and Assistant allowing users to quickly acknowledge and address exceptions directly within the Hub and Assistant interface, enabling immediate action or acknowledgment without navigating away from their current workflow.
LATER	Desktop Timesheet Redesign	Updated desktop timesheet user experience improving manager and employee workflows and productivity.
	Suite Timesheet Approvals	Enhancing the desktop Timesheet Approval UI and overall performance.
	Line Item/Over Time Approval	Enhancing Line-Item Approval and integrating into the Suite, allowing users to approve overtime and other specific time entry types that have been assigned to them.



Absence Roadmap Details

Roadmap Timing	Roadmap Item	Description
NOW	Absence Calendar – MA Support	Support for employees with Multiple Assignments that use the Team Absence Calendar, ensuring that all assignments are accurately represented and managed within the Team Absence Calendar. This provides a holistic view of an individual's schedule across various roles.
	Time Off Request Assistant Approval Workflows	Support in the Assistant for customers that utilize multiple or complex approval workflows for Time Off Requests—providing support for diverse approval workflows, including conditional, multi-tiered, and cross-departmental paths. This enables managers and HR professionals to navigate intricate approval dynamics efficiently, ensuring timely and accurate processing of requests.
NEXT	Mobile Time Off Request Management	New Time Off Request screens that give users a mobile-first experience reimagining the Time Off Request process with new, user-centric screens optimized for mobile devices, ensuring that employees can easily navigate and submit requests with just a few taps. This empowers users to manage their time off more efficiently, anytime and anywhere.
	Ability to Enter Time Off Request for Existing Absence Case on Hub	Adding the ability for employees that have intermittent cases to enter Time Off Requests using the Hub that are attached to the Absence case. This provides a more streamlined, accurate, and user-friendly experience.
	Ability to Dismiss Time Off Request Assistant Cards	Give users the ability to dismiss Time Off Request assistant cards. This will equip users with greater control over their dashboard and allow them to clear cards that are no longer relevant or needed – significantly improving the user experience and enabling a cleaner, more organized view that focuses on current and actionable items.
	Vacation Bidding	Improved support for vacation and job bidding use cases and automation – designed to transform the way bidding is conducted within your organization by streamlining the entire bidding process and automating key aspects of the bidding process to significantly reduce manual intervention, minimize biases, and expedite decision-making. This saves administrative time and boosts employee satisfaction by providing a clear, equitable, and swift path to securing desired vacations and positions.
LATER	Absence Improvements	Potential Absence improvements include mobile case intake, automatic case assignment, improved employee self-service, and bulk printing. Each of these enhancements is aimed at simplifying the complexity of absence management, reducing administrative burdens, and providing a more intuitive, accessible, and efficient process for all stakeholders involved.



Clocks Roadmap Details

Roadmap Timing	Roadmap Item	Description
NOW	Hub Clock – Attestation Storage	Create dedicated storage of attestation answers to safeguard the integrity and security of attestation data by preventing unauthorized edits and modifications. This not only ensures compliance with regulatory standards but also greatly facilitates the process of generating accurate and reliable compliance reports.
NEXT	Clock Hardware Upgrade Handling	Improving the upgrade experience for traditional clocks by placing guardrails in Clock Manager to limit damaging upgrade scenarios and streamlining access to clock logs, elevating both security and efficiency. This dual approach not only enhances the security and reliability of the upgrade process but also simplifies maintenance tasks, leading to increased operational uptime and a better overall user experience.
	Hub Clock – Labor Data Defaulting	Improving Labor Distribution collection by adding Labor Distribution defaulting/copy to the time clock hub card. This enhancement revolutionizes the way labor data is collected by enabling automatic defaulting or easy copying of frequently used data fields, significantly streamlining the data entry process. By reducing the need for manual input, this feature not only speeds up the timekeeping process but also minimizes the potential for errors, ensuring a higher level of accuracy in labor tracking.
	Hub Clock – Multiple Assignments	New capabilities adding Multiple Assignment support to the Hub Clock enabling employees to effortlessly switch between roles within the timekeeping system, ensuring that hours are accurately allocated and recorded for the appropriate positions.
LATER	Hub Clock - Kiosk Mode	Adding new capability for the Time Clock Hub Card to be displayed in a kiosk mode to allow for high-throughput clocking scenarios making it an ideal solution for workplaces with peak times or large numbers of employees needing to clock in and out simultaneously. This streamlined, touch-friendly interface significantly speeds up the clocking process, reducing wait times and improving user experience during busy periods.
	Admin Badges for Clock Manager	Adding new capability to create administrator badges in Clock Manager to allow for those without assignments to perform clock maintenance by streamlining access for maintenance activities. This update significantly reduces downtime and enhances operational efficiency, allowing administrative staff to swiftly address and resolve any clock-related issues.
	Hub Clock – Offline Clocking	Adding new capability for the time clock hub card to collect transactions while offline, eliminating the risk of data loss due to connectivity issues and ensuring that every clock-in and clock-out is captured without fail.
	Clock Upgrade Improvements	Creating a common software repository to allow customers easy access to new clock software binaries, ensuring that updating your clock systems is as straightforward and hassle-free as possible.



Scheduling Roadmap Details

Roadmap Timing	Roadmap Item	Description
NOW	Job- Performance & Scalability Q2	Scaling up scheduling capabilities to 1 million employees for very large-scale enterprises.
	Demand- Suite Mobile: Shift Offering Q3	New mobile capabilities for Demand Scheduling users who are moving to the Suite mobile first environment, ensuring prior capabilities and workflows can be preserved while reducing change management overhead.
	Demand- Absence Integration Q3	For improved handling of absences from external sources so that shifts are updated accurately.
NEXT	Job- New Modify Schedule Screen	This screen will be in addition to Modify Schedule screen with a new modern UI/UX and additional features for better user experience.
	Demand- New Edit Schedule Screen	This screen will be in addition to Edit Schedule screen with a new modern UI/UX and additional features for better user experience.
LATER	Fairness & Availability What if Scenarios Schedule Approval Process Shift Bidding Group Calendar	Continuous innovation in scheduling functionality to address unique and emerging scheduling needs to meet the evolving demands of customers.



Suite & Experience Roadmap Details

Roadmap Timing	Roadmap Item	Description
NOW	Tasks Hub Cards	Adding Suite Tasks Hub Cards for Task Creators and Assignees to improve visibility of task assignment and completion rate.
	Suite Admin Menu Navigation Refinements	Improve usability of Suite Admin Navigation Menu by adding hierarchical structure and logical feature groupings for increased productivity and enhanced user experience.
NEXT	Suite - Collapsible Assistant	Allow the user to collapse or expand the Assistant on the Hub as desired for flexible interface and user-driven preference.
LATER	Direct Messaging Refresh	Deeper integration of Direct Messaging into Suite with improved usability and scalability.
	Suite/Experience Notification Preferences	Consolidate and expand notification preferences within the Suite, providing both account-wide and user controls.
	Single Task Data Export	Provide Task Creator with ability to export data from an individual task for compliance purposes.



Integrations Roadmap Details

Roadmap Timing	Roadmap Item	Description
NOW	Workday HCM Connector	Workday approved, pre-mapped and configuration ready connector built with modern technology for direct connection to Workday HCM.
	Oracle HCM Connector	Pre-mapped and configuration ready connector, built with modern technology for direct connection to Oracle Cloud HCM.
	Time Off API	New API making it easier to exchange Time Off data and seamlessly integrate with the broader HCM ecosystem.
	Shifts API Extensions	Extensions making it easier to exchange data and seamlessly integrate with the broader HCM ecosystem.
NEXT	Calculated Time API Extensions	Extending Calculated Time Data Feed API giving access to a wider range of query parameters.
	Time API Extensions	Extending Time API giving access to individual employee time through a wider range of query parameters.
	Roles API	New API making it easier to exchange user role related data, enhancing integration with the broader HCM ecosystem.
	Clock API Extensions	Provision of additional data fields to better support 3rd party clocks.
	Clock Employees API	New API to provide clock employee data to support 3rd party clock integration for extended data management.
LATER	OData APIs	New APIs allowing easier integration with popular enterprise analytics and business intelligence services.
	Labor Distribution API	New API making it easier to exchange Labor Distribution data and seamlessly integrate with the broader HCM ecosystem.
	Shifts API	New API making it easier to exchange shifts data and seamlessly integrate with the broader HCM ecosystem.
	Job Status API	Keeping track of the status of jobs in the solution via API for added job data transparency.
	Bank Balances API Extensions	Extending Balances API giving access to individual employee balances via a range of query parameters.



Platform Roadmap Details

Roadmap Timing	Roadmap Item	Description
NOW	Startup/Update Performance Improvements	Altering the way the database stores translation data to reduce the duration of startups and incremental updates. This optimization means users will experience faster access and reduced waiting times when launching or updating the system, thus enhancing productivity and streamlining the user journey.
	Table Normalization	Bringing the database more in line with industry standards, which will decrease data storage costs and increase performance.
	Timesheet Calculation Performance	Increase the throughput of the calculation engine to be able handle more concurrent calculations at one time, effectively boosting processing power and reducing wait times for computation-intensive tasks. Users will benefit from a marked improvement in performance, particularly during peak processing periods, enabling a more efficient and streamlined workflow.
NEXT	Zero Downtime Updates	Providing a solution to incrementally update WT&A while maintaining application uptime.
	Screen Performance	Resolving common performance issues with specific screens, as well as adjusting each screen to scale for larger customers.
LATER	Architecture Improvements	Optimizing the way data is stored in WT&A architecture to improve scalability and processing efficiency.



