

UKG (Ultimate Kronos Group) is a leading workforce management and human capital management (HCM) technology company specializing in cloud-based solutions for HR, payroll, and employee scheduling. Below is a multi-page breakdown detailing the company's history, product lines, technological innovations, and its market positioning.

#### Company Overview

UKG was established in 2020 from the merger of Ultimate Software and Kronos Incorporated, creating a powerhouse in workforce management with dual headquarters in Massachusetts and Florida. The company is known for its commitment to people-centric innovation, reflected in its motto "Our purpose is people." UKG offers AI-enabled workforce solutions unified under a single platform to help organizations optimize payroll, HR, scheduling, compliance, and employee engagement for both SMBs and global enterprises.

Recently, UKG rebranded itself with the campaign "When Work Works, Everything Works," emphasizing the critical role of AI-powered workforce intelligence in addressing burnout, hybrid work challenges, and frontline complexity. The company serves over 12,000 employees and is considered one of the largest HR tech vendors alongside ADP, Workday, Ceridian, and more.

#### Core Solutions and Product Lines

UKG's core products are tailored for different organization sizes and sectors, covering everything from timekeeping to payroll, talent management, and compliance. Key offerings include:

##### 1. UKG Pro

Offers a comprehensive HCM suite for midsize to large organizations integrating HR, payroll, talent, and workforce management.

Supports advanced global HR processes, payroll, analytics, and AI-driven insights for enhanced business transformation.

Enables self-service for employees and robust compliance for IT and HR departments.

##### 2. UKG Ready

Geared towards small and mid-size businesses for streamlined HR, talent, payroll, and time solutions in a single platform.

Delivers mobile access, flexible scheduling, compliance tools, and payroll across 160+ countries and 120+ currencies.

Includes employee self-service for pay stubs, direct deposit, and payroll management.

##### 3. UKG Dimensions

Specializes in AI-powered workforce management for complex industries needing dynamic scheduling, operational analytics, and productivity enhancement.

Provides tailored industry experiences and deep operational insights for informed decision-making.

Includes tools for time and attendance, absence management, and personalized dashboards.

#### Specialized Products

UKG One View: Global payroll management across multiple countries.

UKG InTouch DX: Modern, intuitive self-service time clock solution.

UKG TeleStaff Cloud: Automated scheduling for public safety.

UKG Virtual Roster Cloud: Casino resort workforce scheduling and communications.

EZCall: Scheduling for healthcare professionals in dynamic clinical environments.

UKG Wallet: Earned wage access for employee financial wellness.

UKG Talk: Employee communication and engagement platform.

#### Technical Innovations and AI Leadership

UKG integrates artificial intelligence (AI) and machine learning (ML) to automate timekeeping, optimize schedules, analyze labor costs, and improve employee engagement. With its Workforce Operating Platform, UKG turns large workforce datasets into actionable insights, helping leaders make smarter decisions and reduce burnout.

Recent advancements include partnerships (e.g., with Google Cloud for Agentic AI), industry-specific analytics, mobile scheduling apps, and AI-powered compliance tools that ensure regulatory adherence. UKG's AI-first strategy powers operational efficiencies from the front office to the frontline.

#### Payroll and Compliance Solutions

UKG offers robust payroll technology that automates recurring processes, ensures real-time compliance, and gives employees control over earnings. Solutions support flexible pay delivery, earned wage access, early direct deposit, global payroll management, and secure data workflows.

Global payroll solutions integrate with ERP/HCM systems for hybrid deployments.

Regulatory compliance is managed for more than 160 countries, adapting to local laws and supporting over 120 currencies.

Employee self-service empowers individuals to manage pay, benefits, and payroll changes on any device.

#### Recent News, Leadership, and Industry Impact

In 2025, UKG announced Suresh Vittal as Chief Product Officer, continuing its innovation drive.

UKG partnered with OpenSesame to provide 40,000 online business courses through UKG Ready, emphasizing ongoing learning and retention.

Continuing its culture of belonging, UKG champions salary equity, diversity, and employee wellbeing across its platform and services.

Industry research positions UKG as a leader in workforce data analytics and HR technology transformation.

#### UKG's Market Position and Vision

UKG is recognized globally for its ability to empower organizations to create better workplace experiences through people-first AI, unified HCM, payroll, and workforce management platforms.

With an unmatched collection of workforce data and industry insights, UKG drives operational efficiency, compliance, talent engagement, and financial wellness for its clients.

Its continued focus on inclusivity, innovation, and employee empowerment has made it a top choice for companies seeking modern workforce solutions.

In summary, UKG stands as a global leader in HCM and workforce management, offering a broad ecosystem of solutions powered by AI and cloud technology to support businesses and employees across every sector.