

WE MAKE THE COMPLEX SIMPLE.

People-Focused HR Technology
Consulting & Implementation

At Covalence, we believe in the power of people. With multiple UKG Partner Awards under our belts, our implementation and support teams are experts at breaking down the barriers between HR technology and worker.

We offer 15+ years of experience in UKG implementation while working hand in hand with UKG by utilizing their methodology and implementation processes.

Our proven results with HCM and WFM implementation span across multiple industries. We have assisted enterprise clients in, Public Sector, Manufacturing, Healthcare, Casino & Gaming, Entertainment, Hospitality, Transportation, Retail, and more.



**Hundreds of UKG
projects delivered**



**25+ years of
HCM industry
experience**



**15+ years of
UKG experience**



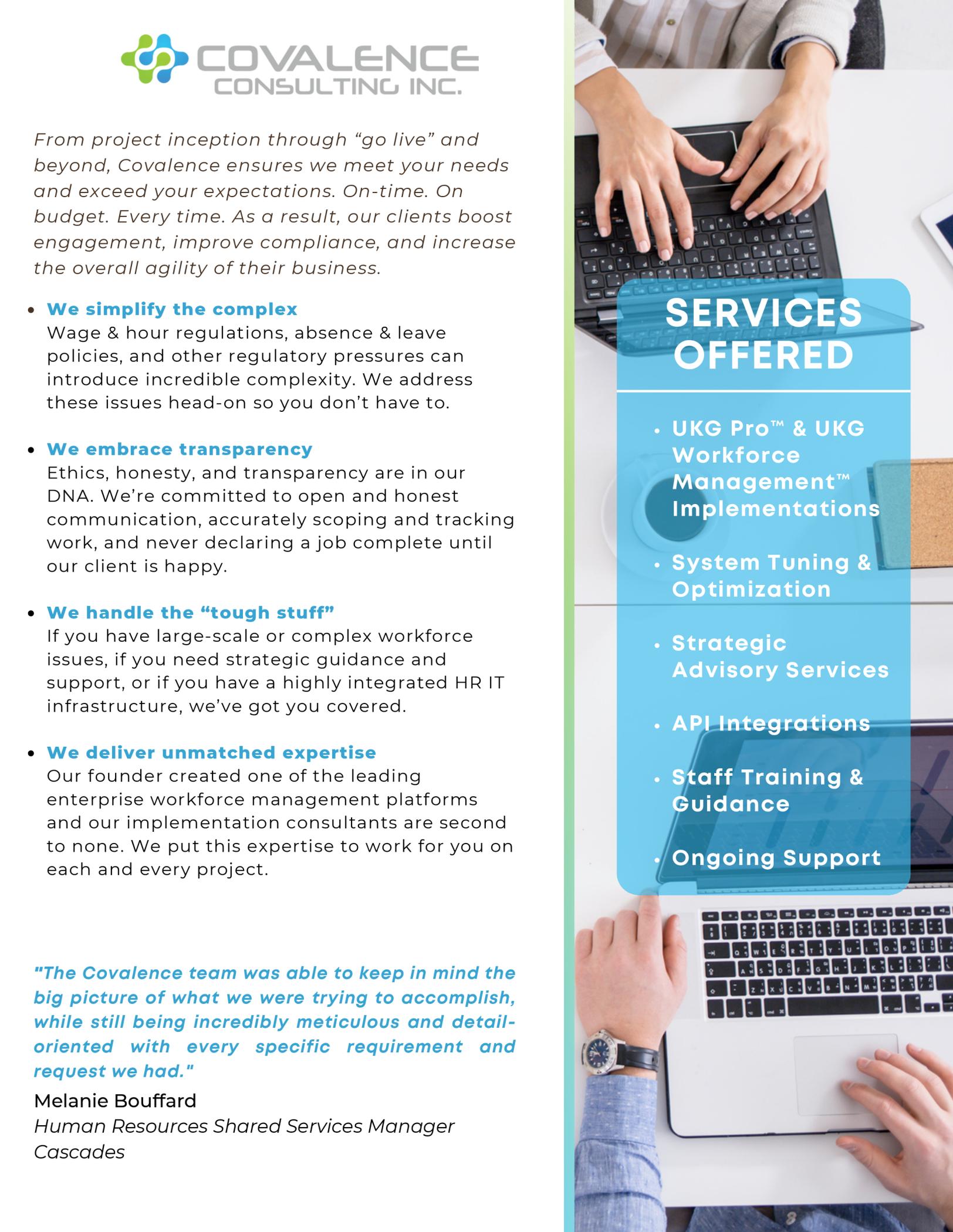
**Full suite UKG Pro™
Implementation
Partner**

From project inception through “go live” and beyond, Covalence ensures we meet your needs and exceed your expectations. On-time. On budget. Every time. As a result, our clients boost engagement, improve compliance, and increase the overall agility of their business.

- **We simplify the complex**
Wage & hour regulations, absence & leave policies, and other regulatory pressures can introduce incredible complexity. We address these issues head-on so you don't have to.
- **We embrace transparency**
Ethics, honesty, and transparency are in our DNA. We're committed to open and honest communication, accurately scoping and tracking work, and never declaring a job complete until our client is happy.
- **We handle the “tough stuff”**
If you have large-scale or complex workforce issues, if you need strategic guidance and support, or if you have a highly integrated HR IT infrastructure, we've got you covered.
- **We deliver unmatched expertise**
Our founder created one of the leading enterprise workforce management platforms and our implementation consultants are second to none. We put this expertise to work for you on each and every project.

"The Covalence team was able to keep in mind the big picture of what we were trying to accomplish, while still being incredibly meticulous and detail-oriented with every specific requirement and request we had."

Melanie Bouffard
Human Resources Shared Services Manager
Cascades



SERVICES OFFERED

- UKG Pro™ & UKG Workforce Management™ Implementations
- System Tuning & Optimization
- Strategic Advisory Services
- API Integrations
- Staff Training & Guidance
- Ongoing Support



THE COVALENCE CONSULTING WAY

*A decidedly unique approach for
addressing today's most pressing
HCM & WFM challenges*

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**MELANIE BOUFFARD
HUMAN RESOURCES SHARED SERVICES MANAGER
CASCADES**



DIVERSE SERVICES FOR A COMPLEX WORLD

At Covalence, we focus on ensuring your HCM investment is easy to use, easy to own, and works in perfect harmony with other platforms and applications throughout your business. Here's how we work:

- **Detailed discovery processes** ensure we thoroughly understand your business and operational goals before work begins
- **Thorough and transparent reporting** keeps you and your team in the loop throughout the entire project
- **Comprehensive testing** ensures we identify and address any potential issues before they impact your business
- **Ongoing support services** deliver access to our team of experts on an ongoing basis so your implementation can always keep pace with your business needs
- **Assessment & optimization services** help to identify opportunities for improvement within your existing HCM and WFM implementations, even if you originally used another implementation partner



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