



Description of program equipment

KS wages

of the company

KS-program, spol. s r.o Vsetín



1. KS wages

the system of working out wage and personnel agenda has been verified for a long time. Nowadays it is being used by more than 236 customers. Every month more than 152 170 wages of employees are calculated as well as social and health insurance and taxes.

Information system KS wages is the application program equipment which enables complete information database about employees (about 260 data), working-out their wages in real time and offering important information about employees not only to wage department but also to HR managers, middle and top management of the company.

Advantages of KS wages system

- Lowering the costs on routine activities connected with working out wages and personnel activities
- Quick access to information and their working out for important strategic and tactic decisions
- Providing better information service about HR
- Easier access to searching reports for state authorities and company management
- Integration of personnel policy and personnel processes

Supposed contribution

- Quick accessibility of information at all stages of controlling HR (each member of middle or top management has possibility – in accordance with the setting of access rights – to obtain in real time information for controlling HR, making decisions – e.g. wage costs, awards, motivation of employees, overviews of employees, etc.)
- Users' comfortable environment (Windows, users are familiar with – there is no need to get used to different users' environments).
- Possibility of creating own documents (possibility of creating any kind of documents by the user – employee's information is put in automatically according to user's setting, possibility of mass print).
- Application is not demanding for operating (processes are easy to use, there are not useless steps).
- Perseverant check-out of data and changes (possibility of identification of an error caused by a human factor. There are checking sets for calculation of wages, which are able to ensure the user that all data are correct and he did not make a mistake).



Basic features of KS wages system

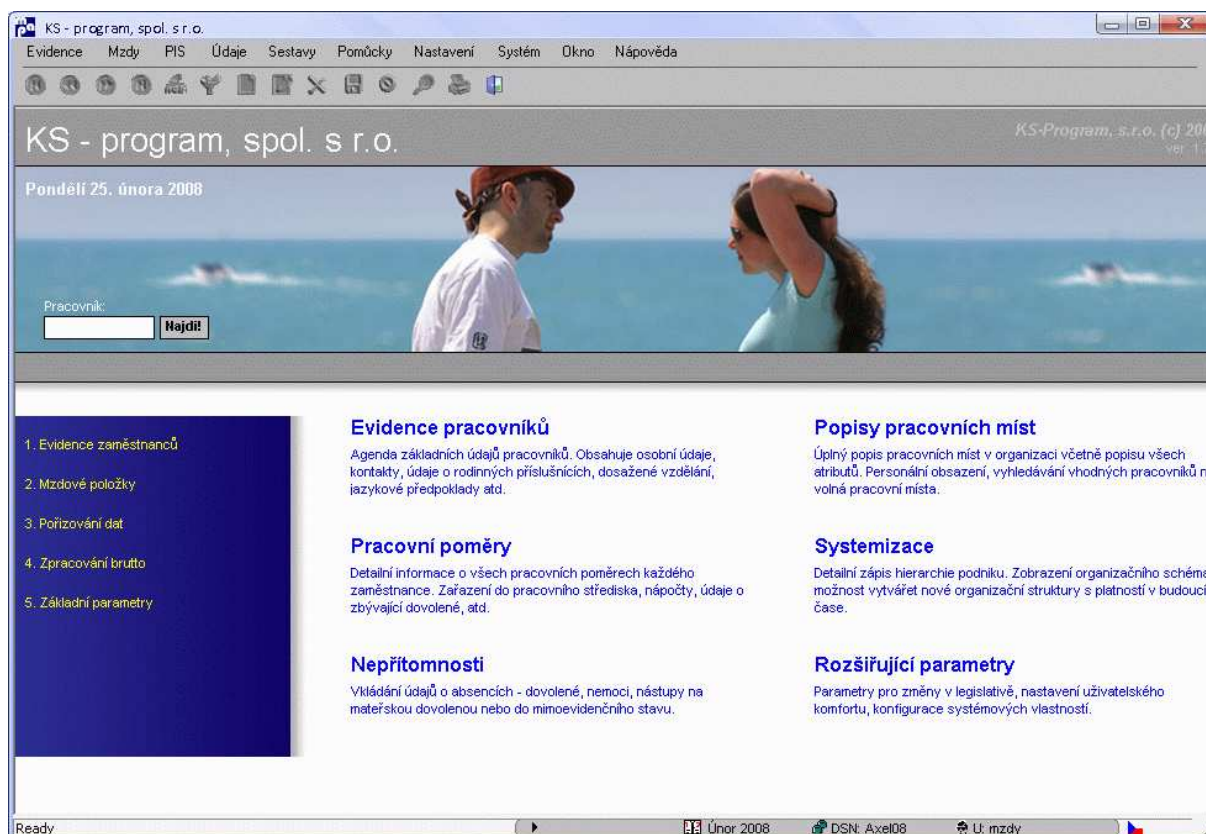
- Calculation of all kinds of wages
- Calculation of wages for all kinds of companies
- Parametrical set-up of ways of calculation, parametricall set-up the scale of wage items (calculations and behaviour of items of wages or salaries)
- Access right set up according to user's wish, menu defined acc. to user's needs
- Connection with other company inner systems (SAP, Microsoft Dynamics AX, Microsoft Dynamics AX, iScala, IS KARAT, and others...)
- Print generator of configurations
- Connection to outer information systems (social insurance, banks, Czech Statistical Authority, Trexima,...)
- Support of ISO 9001:2001 certificate

Basic functions of KS wages system

- Calculation of all kinds of wages, taxes, and withdrawals for health insurance for all kinds of companies even non-profit ones
- All kinds of job positions
- Possibility of utilization of all state scales (e.g. KZAM, types of education, zip codes, etc.)
- Scales can be arranged in accordance with company's needs
- Algorithm of calculation, way of taxation, counterbalance for relating to employment average, health insurance, social insurance, excluded periods, and other features of wage (salary) items are stored in the scale which can be set up according to user's needs
- Working calenders – planning, weekly, monthly, cyclic (each employee can have his individual calender)
- Automatical calculation of time fund according to the type of a calender of the employee
- Possibility of continual putting in different kinds of being absent, together with they paying and printing corresponding configurations, recapitulation and statistical reports
- Automatical calculation of averages for illness and illness allowance generated in the month of starting work
- Reverse working out of illness allowances
- Automatical payment of extra payments together with parametrical set-up of their level
- Deductions, disability, use of company car, etc. are taken into consideration in tax calculation
- Calculation of premiums, awards and shares on profit can be set up parametrically based on collective agreement
- Payment of deductions from the bank account or by post to the permanent address (alimony, execution, savings, insurance, loans, pension insurance, phones, rent, etc.). It is possible to make inner payments e.g. company's own saving system.
- Automatical calculation of the deductions given by the legal system.
- Printing of payrolls and their automatic recording. Graphic or symbol printing (into coded envelopes).
- Set-up "Mincovka" and "Confirmation" of taking over
- Automatical calculation of year taxation
- Access right for departments, groups of departments, each person or each menu item
- Individual sorting out the configurations of the given user, it can be stored for next usage
- Configurations can be exported from the system to different formates – e.g. .xls (Microsoft Excel), .pdf (Adobe), .txt (pure text) and others.
- Support for three-level organizational structure (company-division-department)
- Working out of cumulative payment commands for Czech and Slovak banks
- Following the cash flow to each department
- Temporary (for one month) rise or lowering of advance payment or wage deduction
- System of notes for each employee
- Generators of configurations defined by the user. Possibility of mutual data connection through so called cross filters
- Warning announcement pointing out on changes in employees' records (i.e. end of probation period, end of definite period of work, expiry of validity of training, coming back from the maternity leave, etc.).
- Possibility of defining and recording of tasks sent between users inside the KS wages system
- Filing system of calculations and data changes



- Automatic generation of tasks – this shall ensure information on changes carried out by other users
- Calculation of wage (salary) of the employee (employees) can be repeated as often as possible till the moment of monthly closure. There are plenty of possibilities for setting this up: each employee, employees of the given department, only non-calculated employees, etc.
- Checking the correct procedure in working out the wages (the last step must be calculation of the employee)
- Checking configurations and procedures for formal checking of correct wage work-out
- Automatic re-calculation of averages for legal reasons and illness in monthly closure
- Automatic work-out of so called multi year-quarter awards into calculation of average for legal reasons together with arrangement of the proportional part according to already worked period
- Automatic calculation of holiday entitlement and its overcalculation in case of change of relevant data either with normal calendar or other kinds of calendars
- Possibility of mass setting of premiums or deductions – for chosen employees, chosen departments, etc.
- Possibility of importing of amounts of premiums or deductions from the already prepared file (.txt - text file or .xls Microsoft Excel)
- Possibility of putting in a number of meal vouchers with following automatic calculation of food deduction
- Deductions – automatic actualization of the remaining sum of money based on basic sum already put in and monthly deductions and automatic end of deductions
- Deductions – outlook of deductions (account numbers and sums of money) in previous periods
- Deductions – possibility of putting in substitute symbols for a month and a year in constant, specific and variable symbols
- Automatic calculation of forfeit
- Automatic switching on the item which is used mostly




2. WAGES

Subsystem WAGES enables complex working out of all kind of wages, calculation of taxes and transfers to social insurance, health insurance for all kinds of working positions. System of parametrical and useful scales is the base of the subsystem WAGES.

2.1. Basic characteristics of the WAGES subsystem

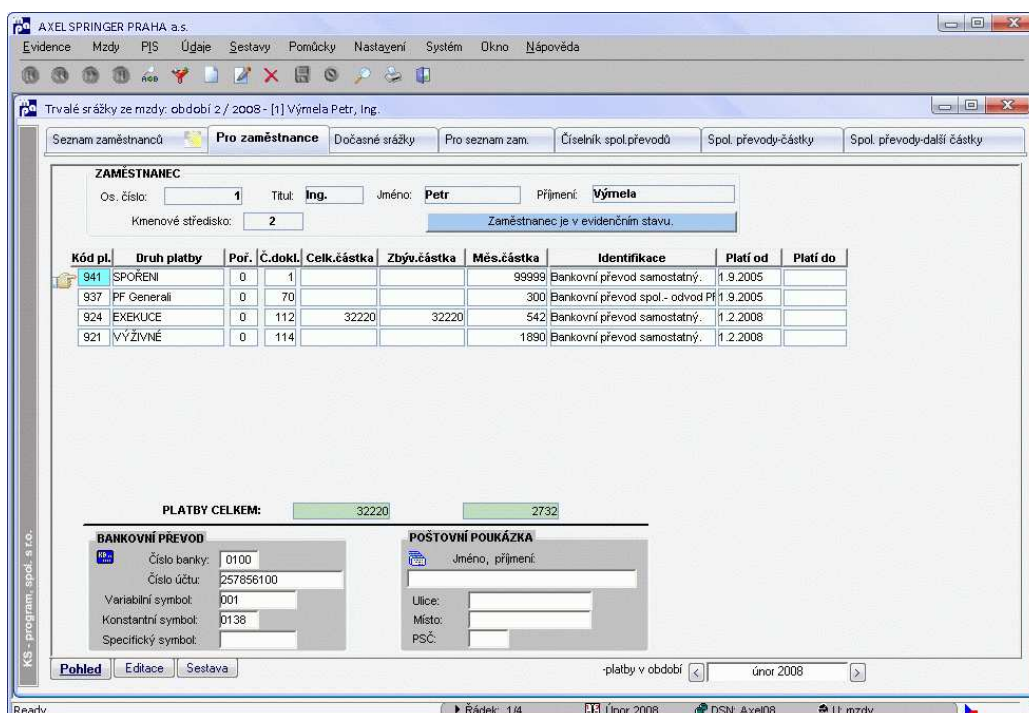
Through the parameters the automatic counting of presence can be set up in accordance with the time fund according to a kind of calender of each employee. Each employee can be given an individual calender or it is possible to connect this to the system of recording of presence at work (automatized attendance systems with use of chip and magnetic cards).

Putting-in all kinds of absence is very easy and it can be done perpetually. It enables following long-term absence, transfer into out-of-file status together with reverse calculation of illness allowances. At the same time it is possible to create a configuration and recapitulation of illness allowances together with statistic overviews of illnesses and employment injuries.

Simultaneously it enables automatic payment of extra wages with possibility of parametrical set-up of the level of rates and putting in the redundancy payments.

Calculation of taxes is influenced by parameters of basic deductible amount set up by the user, children allowance, inclusion of borrowing the company car into individual tax.

Wage deductions together with payment of wages in cash or by bank transfer can be set up individually for each employee. This enables carrying out deductions to the bank account, by post to the permant place of residence (alimony, execution, savings, insurance, loans, pension insurance, phones, rent, etc.) in accordance with chronological order given by the legal system. All can be done automatically through compactible medium for all kinds of bank transfers (savings, bank, post, post forms type H). At the same time transfers inside the company can be carried out – i.e. company's saving system, transfer of mass payment commands into the accounting module. It is possible to set up the connection on the automatic nourishing system (magnetic cards) with possibility of automatic deduction of meal fees.



The screenshot shows a software window titled "AXEL SPRINGER PRAHA a.s." with a menu bar including "Evidence", "Mzdy", "PJS", "Údaje", "Sestavy", "Pomůcky", "Nastavení", "Systém", "Okno", and "Nápověda". The main window is titled "Trvalé srážky ze mzdy: období 2 / 2008 - [1] Výmela Petr, Ing." and contains a form for employee data and a table of deductions.

ZAMĚSTNANEC
 Os. číslo: 1 Titul: Ing. Jméno: Petr Příjmení: Výmela
 Kmenové středisko: 2 Zaměstnanec je v evidenčním stavu.

Kód pl.	Druh platby	Poř.	Č.dokl.	Celk.částka	Zbýv.částka	Měs.částka	Identifikace	Platí od	Platí do
941	SPORĚNÍ	0	1			99999	Bankovní převod samostatný.	1.9.2005	
937	PF Generali	0	70			300	Bankovní převod spol. - odvod PF	1.9.2005	
924	EXEKUCE	0	112	32220	32220	542	Bankovní převod samostatný.	1.2.2008	
921	VÝŽIVNÉ	0	114			1890	Bankovní převod samostatný.	1.2.2008	

PLATBY CELKEM: 32220 2732

BANKOVNÍ PŘEVOD
 Číslo banky: 0100
 Číslo účtu: 257856100
 Variabilní symbol: 001
 Konstantní symbol: 0138
 Specifický symbol:

POŠTOVNÍ POUKÁZKA
 Jméno, příjmení:
 Ulice:
 Místo:
 PSČ:

Platby v období: únor 2008

Picture No.1 :File of wage deductions of the employees



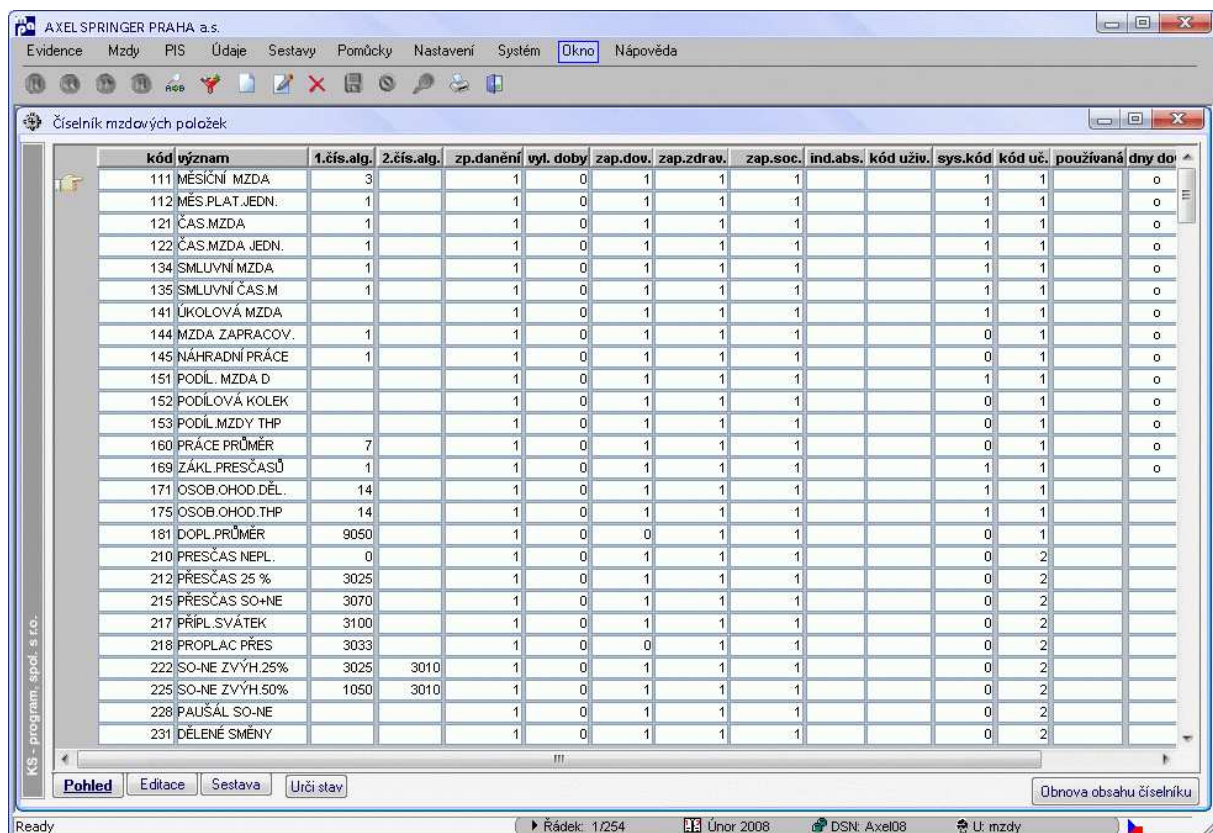
In the frame of implementation we offer special individual arrangements of these bounds and calculations

Outputs are automatically transferred into set-ups which can be pictured or printed on a user's printer. All set-ups are made according to given access rights (for all access departments, divisions, etc.) Way of sorting out can be set up parametrically. The system consists of generators of set-ups for creating set-ups by the user. Standard set-ups contain health insurance, health insurance companies (possibility of creating a diskette), overviews of averages, statistical analysis for TRIXIMA wage recapitulations, set-ups of deductions, awards, tariffs, redundancy payments, etc.

Mass work-out of wages is possible. Or they can be carried out with department or individual employee. Following costs of wages compared with orders or departments with automatized transfer into bookkeeping can be parametrically set up. Paying attention to a minimal wage and employees' debts to the company. Such calculation can be repeated any time. To be able to check the calculation a special support has been developed which exists in a form of checking configurations and tests of the calculation and it also checks correctness of the calculation and it is able to produce a protocol that points out mistakes or problems in working out each employee.

Annual accounting can be repeated in a frame of one period. The output consists of the annual accounting, wage lists approved by a tax advisor, grounds for electronical sending the lists of evidence, average set-ups, holiday claims together with shortening and tax balancing.

The Parameter scale is the indivisible part which has been divided into some groups (legislation parameters, parameters for sorting out the set-ups, wage parameters, etc.). Most of the legislative constants can be changed by the user upon legislative changes.



kód	význam	1.čís.alg.	2.čís.alg.	zp.danění	vyt.doby	zap.dov.	zap.zdrav.	zap.soc.	ind.abs.	kód uživ.	sys.kód	kód uč.	používaná	dny do
111	MĚSÍČNÍ MZDA	3		1	0	1	1	1			1	1		o
112	MĚS.PLAT.JEDN.	1		1	0	1	1	1			1	1		o
121	ČAS.MZDA	1		1	0	1	1	1			1	1		o
122	ČAS.MZDA.JEDN.	1		1	0	1	1	1			1	1		o
134	SMLUVNÍ MZDA	1		1	0	1	1	1			1	1		o
135	SMLUVNÍ ČAS.M	1		1	0	1	1	1			1	1		o
141	ÚKOLOVÁ MZDA			1	0	1	1	1			1	1		o
144	MZDA ZAPRACOV.	1		1	0	1	1	1			0	1		o
145	NÁHRADNÍ PRÁCE	1		1	0	1	1	1			0	1		o
151	PODÍL. MZDA D			1	0	1	1	1			1	1		o
152	PODÍLOVÁ KOLEK			1	0	1	1	1			0	1		o
153	PODÍL.MZDY THP			1	0	1	1	1			0	1		o
160	PRÁCE PRŮMÉR	7		1	0	1	1	1			0	1		o
169	ZÁKL.PRESČASŮ	1		1	0	1	1	1			1	1		o
171	OSOB.OHOD.DĚL.	14		1	0	1	1	1			1	1		o
175	OSOB.OHOD.TH.P	14		1	0	1	1	1			1	1		o
181	DOPL.PRŮMÉR	9050		1	0	0	1	1			0	1		o
210	PRESČAS.NEPL.	0		1	0	1	1	1			0	2		o
212	PRESČAS.25%	3025		1	0	1	1	1			0	2		o
215	PRESČAS.SO+NE	3070		1	0	1	1	1			0	2		o
217	PŘÍPL.SVÁTEK	3100		1	0	1	1	1			0	2		o
218	PROPLAC.PRES	3033		1	0	0	1	1			0	2		o
222	SO-NE.ZVÝH.25%	3025	3010	1	0	1	1	1			0	2		o
225	SO-NE.ZVÝH.50%	1050	3010	1	0	1	1	1			0	2		o
228	PAUŠÁL.SO-NE			1	0	1	1	1			0	2		o
231	DĚLENÉ SMĚNY			1	0	1	1	1			0	2		o

Picture No. 2: Scale of wage items



All outputs have been created for a concrete user in accordance with his rights defined by his supervising user or administrator of the system. The administrator can use a modul for setting up the accessory rights on departments, employees, users, charts and columns. The module for menu operators enables access to each menu item for chosen users. A module of administration the system helps the administrator to detect any problems easily. This module is capable to detect, in each part of the program, the environment, the user, the program and it can picture the error protocol. Employee's history is automaticale recorded and this can be pictured or printed out any time. The history pay attention to important changes and it records former value, new value, date of change and its author who has made the change (the user).

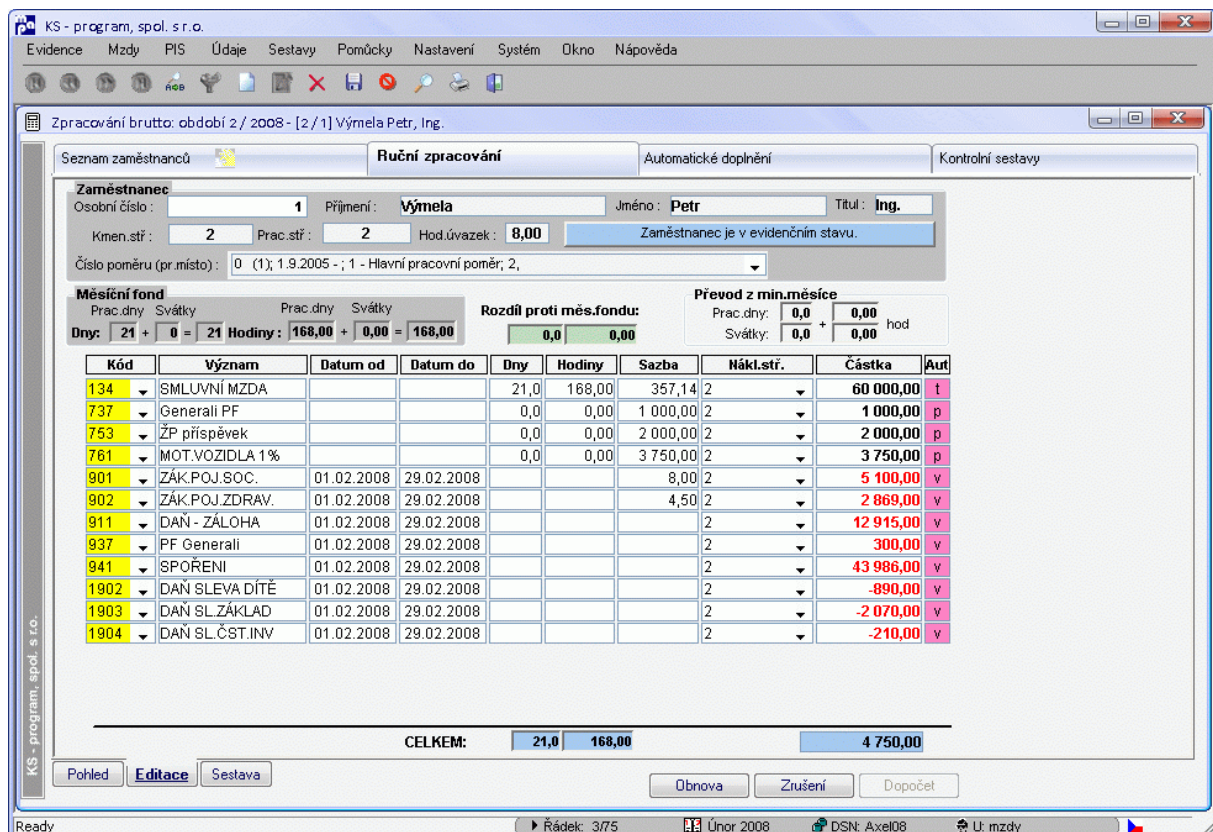
2.2. Basic agendas of Wage subsystem

- Complete personnel agenda for all kinds of companies
- Agenda for working out of all kinds of working positions, agreements and activities
- Agenda for working out all kinds of permanent deductions
- Agenda for permanet extra pays and short-term supplementary pays
- Agenda for working out the situation of being absent
- Putting in and working out the wage items, possibility of automatic additional calculation
- Calculation and putting in the awards
- Working out the advance wages with outputs for the wage department
- Working out the wages with outputs for the wage department
- Monthly and annual statistic overviews, annual accounting
- Monthly and annual closures with average calculations
- Filing and following the overtime work
- Book of attendance
- Pension insurance and life insurance
- Calenders:
 - Planning calenders
 - Shift calenders
 - Calenders for week schedules (individual calenders)
 - Calenders for monthly funds of working time
 - Calenders of cyclic schedules of working time (e.g. continual operations)
- File of changes already carried out
- Possibility of putting in the future changes
- Outlook of the personal career and changes of the employee inside the company
- Wages sent by post (postage forms type H)
- Scales:
 - Wage items
 - Tarifs, grades and wage steps
 - Divisions
 - Departments
 - Groups of departments
 - Bank houses
 - Health insurance companies
 - Working/job categories
 - Job positions etc.
- Set-up generators
- Statistical overviews for the Czech Statistics Authority and for Trexima Zlín
- Paying attention to life and working anniversaries
- Form printing:
 - Work agreements, changes of work agreements
 - Agreements on working activities
 - Wage assessments, working positions, inclusion lists, payrolls (bags)
 - Filing lists
 - Wage lists
 - Confirmation of taxable incomes, confirmation of quarter or annual incomes
 - Confirmation of incomes, etc., ...



2.3. Description of the routine operation

During the normal routine operation it is possible to perpetually put down changes in personal and wage data of employees, changes in working positions, payments, additional payments. Absences, awards, premiums and redundancy payments are also recorded. Advance payments (if the company uses such a tool) can be calculated for the required period. The monthly form of worked hours shall be filled in at the end of a month. Already put in absences, awards, additional payments are pictured out automatically. Employees of the wage department are supposed to complete the wage items or they just switch for the automatic calculation of resting hours. After completing the form it is possible to check whether all data have been filled in or not. Just after that it is possible to start wage calculation. This calculation can be started repeatedly. Reports of payrolls and statistic data will follow. Getting to the following periode of time shall be carried out through agenda "Completing the month".



Zpracování brutto: období 2 / 2008 - [2 / 1] Výmela Petr, Ing.

Seznam zaměstnanců | **Ruční zpracování** | Automatické doplnění | Kontrolní sestavy

Zaměstnanec: Osobní číslo: 1 | Příjmení: Výmela | Jméno: Petr | Titul: Ing.
 Kmen.stř: 2 | Prac.stř: 2 | Hod.úvazek: 8,00 | Zaměstnanec je v evidenčním stavu.
 Číslo poměru (pr.místo): 0 (1); 1.9.2005 - ; 1 - Hlavní pracovní poměr; 2,

Měsíční fond: Prac.dny: 21 | Svátky: 0 = 21 | Prac.dny: 168,00 | Svátky: 0,00 = 168,00
 Rozdíl proti měs.fond: 0,0 | 0,00
 Převod z min.měsíce: Prac.dny: 0,0 | Svátky: 0,0 = 0,00 hod

Kód	Význam	Datum od	Datum do	Dny	Hodiny	Sazba	Nákl.stř.	Částka	Aut
134	SMLUVNÍ MZDA			21,0	168,00	357,14	2	60 000,00	t
737	Generali PF			0,0	0,00	1 000,00	2	1 000,00	p
753	ŽP příspěvek			0,0	0,00	2 000,00	2	2 000,00	p
781	MOT.VOZIDLA 1%			0,0	0,00	3 750,00	2	3 750,00	p
901	ZÁK.POJ.SOC.	01.02.2008	29.02.2008			8,00	2	5 100,00	v
902	ZÁK.POJ.ZDRAV.	01.02.2008	29.02.2008			4,50	2	2 869,00	v
911	DAŇ - ZÁLOHA	01.02.2008	29.02.2008				2	12 915,00	v
937	PF Generali	01.02.2008	29.02.2008				2	300,00	v
941	SPOŘENÍ	01.02.2008	29.02.2008				2	43 986,00	v
1902	DAŇ SLEVA DÍTĚ	01.02.2008	29.02.2008				2	-890,00	v
1903	DAŇ SL.ZÁKLAD	01.02.2008	29.02.2008				2	-2 070,00	v
1904	DAŇ SL.ČST.INV	01.02.2008	29.02.2008				2	-210,00	v
CELKEM:				21,0	168,00			4 750,00	

Pohled | **Editace** | Sestava | Obnova | Zrušení | Dopočet

Ready | Řádek: 3/75 | Únor 2008 | DSN: Axel08 | U: mzdy

Picture No. 3: Monthly report of working time

2.4. Following and planning of the wage means

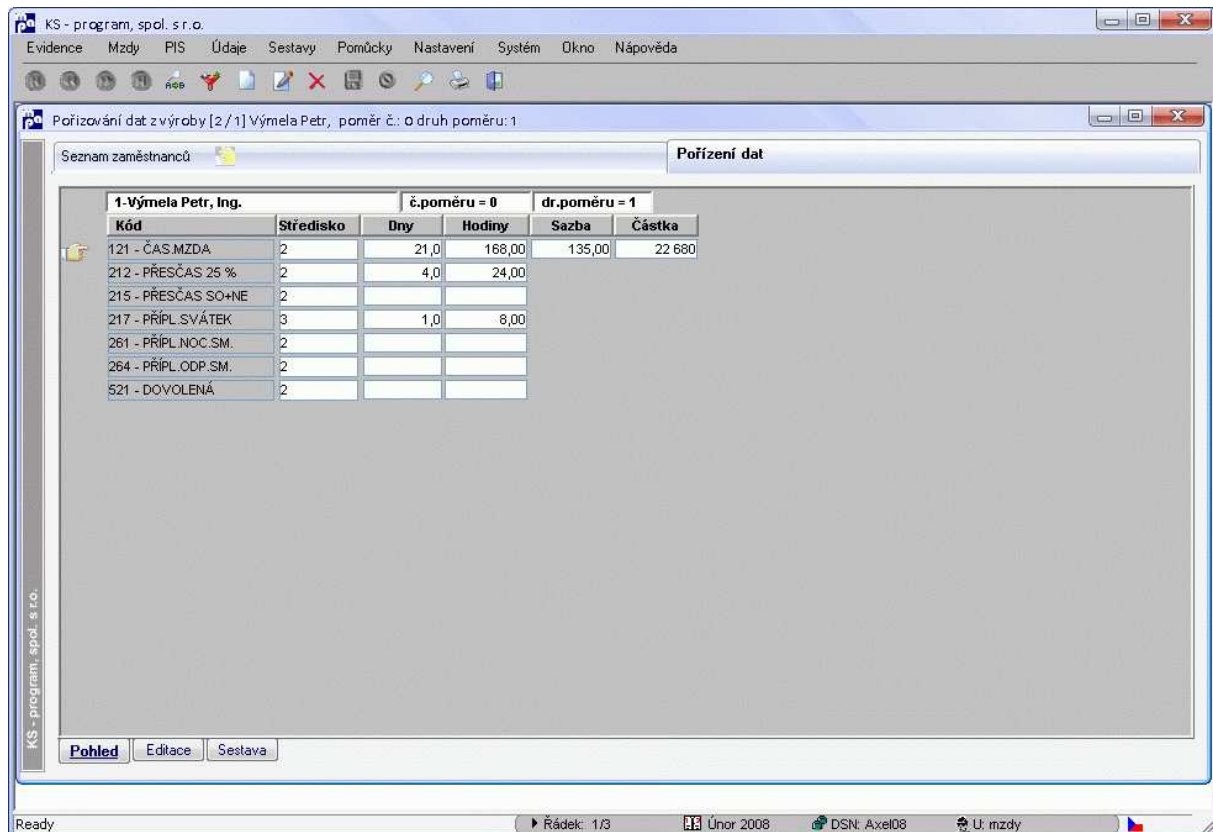
This module allows planning and following the wage means. Planning has been defined as setting the withdrawal of wage means for the whole year and after that monthly comparison with reality. At this stage it is possible to establish your own kind of structure of the report (plan). Each established report has its own appearance.



2.5. Making Data

The main purpose of this module is to make it accessible for other users as well as giving them possibility to use chosen data for wage work-out.

It is possible to define certain wage items into submenu Wage Items which will be made by the users and at the same time we can define with chosen items concrete data (days, hours, rate, sum). Submenu Making Data serves for concrete making data. User will go from the first backup LIST (SEZNAM) to the second backup MAKING DATA (POŘÍZENÍ DAT) where each employee obtains his data.



1-Výmela Petr, Ing.		č.poměru = 0		dr.poměru = 1	
Kód	Středisko	Dny	Hodiny	Sazba	Částka
121 - ČAS.MZDA	2	21,0	168,00	135,00	22 680
212 - PŘESČAS 25 %	2	4,0	24,00		
215 - PŘESČAS SO+NE	2				
217 - PŘÍPL.SVÁTEK	3	1,0	8,00		
261 - PŘÍPL.NOC.SM.	2				
264 - PŘÍPL.ODP.SM.	2				
521 - DOVOLENÁ	2				

Picture No. 4: Making Data

2.6. Piece rate wage

This standard module helps to work out the piece rate wage. In submenu ACTIVITIES (ČINNOSTI) the user shall define all activities carried out by employees together with financial evaluation for one measured unit, or time unit.

In submenu FILE OF THE PIECE RATE WAGE (EVIDENCE ÚKOLOVÉ MZDY) the user shall take from backup LIST (SEZNAM) employees and from backup PIECE RATE WAGE he shall add activities and number of measured units. At the same time he shall define the cost department a date of making. At the end of each period the transfer of making the piece rate wage is made into the wage part of the application with a button TRANSFER INTO WAGES (PŘENOS DO MEZD).

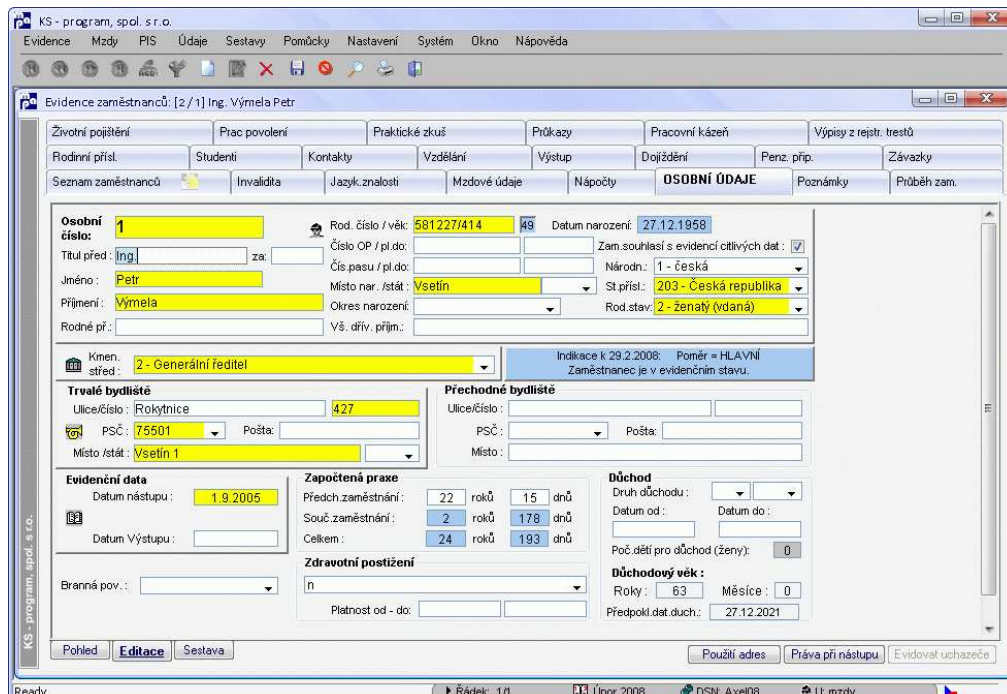


3. PERSONNEL

This subsystem has been developed for following the personnel activities. Except from the basic personnel data about an employee it enables following other data such as education, language skills, phone and e-mail contacts, boundaries to the company, commuting and its possible effects on wage, practical experience, behaviour, identification cards, course of employment, and others. It is even possible to create own notes (shorter or longer texts) with employees. We can parametrically set up works with actual date base or with database of employees who have already left.

3.1. Characteristics of subsystem Personnel

- File of employees
- Print of forms:
 - Working agreements
 - Agreements on working activities, Agreements on carrying out work
 - Wage rates
 - Inclusion lists
 - Personal questionnaire and other documents
- Telephone directories of employees
- Following the course of employment in present as well as in previous jobs
- Reading photographs and making personal identity cards
- Changes can be recorded through change of working or wage arrangements
- Anniversaries of employees can be watched from different points of view (years already worked, life anniversaries, retiring, number of children with women)
- File of family members can be created in accordance with needs of the company
- Configurations of statistical overviews serve for needs of statistics
- System of notes for each employee helps to watch other information
- There are two generators of configurations for making own configurations
- File of practical knowledge of an employee



The screenshot shows a software window titled 'Evidencia zaměstnanců: [2 / 1] Ing. Výmela Petr'. The main form is 'OSOBNÍ ÚDAJE' (Personal Data). Key fields include:

- Osobní číslo:** 1
- Rod. číslo / věk:** 581227/414 49
- Datum narození:** 27.12.1958
- Jméno:** Petr
- Příjmení:** Výmela
- Místo nar. / st.:** Vsetín
- St. příst.:** 203 - Česká republika
- Rod. stav:** 2 - ženatý (vdaná)
- Kmen. střed:** 2 - Generální ředitel
- Indikace k 29.2.2008:** Poměr = Hlavní Zaměstnanec je v evidčním stavu.
- Trvalé bydliště:** Ulice/číslo: Rokytnice 427, PSČ: 75501, Místo / st. Vsetín 1
- Pracovní údaje:** Datum nástupu: 1.9.2005, Předch. zaměstnání: 22 let, 15 dní; Souč. zaměstnání: 2 let, 178 dní; Celkem: 24 let, 193 dní
- Důchod:** Druh důchodu, Datum od, Datum do, Poč. dětí pro důchod (ženy): 0
- Důchodový věk:** Roky: 63, Měsíce: 0, Předpokl. dat. duch.: 27.12.2021

Picture No. 5 – Basic personal data

3.2. Basic Personnel

Module Basic Personnel keeps and works out more 260 pieces of information about an employee. It keeps all information needed for wage department and personnel department. At the same time it makes the base for Personnel information system and ensures unity of the data base of the information system.



4. Bounds of KS wages application with surroundings

Possibility of interface between KS wages system and its surroundings (information system of the company, banks, post, ...). These interfaces can be used for different information systems SAP, Microsoft Dynamics AX, Microsoft Dynamics NAV, iScala, IS KARAT, LCS Helios, BAAN, CS3, MAX, MFG/PRO, MONEY, RIS etc.)

Bound with the Main Bookkeeping Book

Automatized transfer of information from wages into module of the Main Bookkeeping Book of company's information system.

There are different forms of transfer of information and different structures of transferred data (e.g. transfer and accounting in divisions, groups of departments, trunk departments, working or cost departments, working categories, orders and combinations of above mentioned). After agreement and carrying out an analysis it is possible to transfer and accounting of data according to other criteria.

Bound with attendance system

Automatized data transfer from attendance system into application KS Wages PROFi, s.r.o. Vsetín. For example ANeT Brno, COMINFO Zlín, S.A.I. Terezín.

Bound with already started production

Transfer of data from production into wages. Reverse transfer of data is also possible. The company obtains this way more accurate information about costs on non-finished production.

Bound with portal of State administration

Electronical sending of ELDP (File for pension insurance) on the portal of State administration and electronical answering of employees for health insurance through the portal of state administration. The application will create a file (files) in .xml format. Special software of the third party shall ensure sending on coding the data, e.g. NZ servis (www.nzservis.cz).

Bound with health insurance companies

Possibility of automatic making of reports for these companies in the form of configuration, diskette or electronical transfer.

Bounds with banks, homebanking and ebanking

The system enables bounds with ČNB, ČS, KB, ČSOB, Raiffeisenbank, ABN AMRO BANK, Volksbank, CITIBANK, GE CAPITAL BANK and other. Other bounds are possible after mutual agreement and carrying out an analysis.

Bounds with inner company bank

Automatized data transfer into inner company bank. Transfer into any kind of inner company bank is possible.

Bound of pension funds

AEGON Pension Fund, Allianz pension fund, AXA pension fund, ČSOB PF Progres, ČSOB PF Stabilita, Generali pension fund, ING Pension fund, PF of Czech Saving Bank, of Czech Insurance Bank, Komerční Bank, State Pension fund. Creation of files for pension funds in format of Association of pension funds.

Bounds with Czech Statistical Authority resp. Trexima Zlín

The system creates basic configurations for statistics of the Czech Statistical Authority (ÚNP, NemÚr, Prům, Práce) and backing files in configuration needed for straight import to the Czech Statistical Authority for ISPV (Trexima).

Bound with nourishing system

Automatized data transfer from nourishing system into wages. (ANeT, EUREST, SODEXHO, and others).



5. General features of the system

- Support of Windows standards
- Export into products like Microsoft Excel, Lotus 1,2,3, and formates .sql, .txt, html, pdf...
- Generator for creating outputs and configurations
- Tools for administration and filing the documents
- Checking of given and processed data
- Parametrical set-up of incoming reports
- Parametrical set-up of way of calculating
- Users´defined scales
- File of audit data and setting up changes in the future
- Parallel work with more agendas
- Graphical outputs (forms, graphs, ...)
- Multilanguage outputs

6. Supported software platforms

Server:	minimal configuration	recommended configuration
Operational system	Microsoft Windows NT 4.0, Unix, Linux	UNIX, LINUX, Windows 2003 Server
CPU	Intel Pentium III	Intel Pentium IV
RAM memory	256 MB	512 MB
Spare room on HDD	800 MB	1 GB
Net connection	100 Mbps	100 Mbps
Database server	MS SQL Server, Informix, DB2, Oracle, Sybase, PostgreSQL, MySQL	MS SQL Server, Informix, DB2, Oracle, Sybase, PostgreSQL, MySQL

Client:	minimal configuration	recommended configuration
Operational system	Microsoft Windows 98 SE, 2000	Microsoft Windows XP, Vista
CPU	Intel Pentium	Intel Pentium III
RAM memory	128 MB	512 MB
Spare room on HDD	300 MB	300 MB
Monitor	800x600, 16 barev	1024x768, TrueColor



7. Provided services

There are a lot of other services connected with purchase of information system which make use the system easier, e.g.:

- Installation, implementation and integration of the system according to customer's needs
- Integration of the system into present information system
- Implementation of the system:
 - Preliminary training
 - Set-up of basic parameters
 - Set-up of access rights
 - Functional testing of the system
 - Training of users
 - Cooperation in data transfer
- Changes according to special wishes of the customer
- Authorized supervision with duplicate version
- Authorized supervision with routine version
- Methodical and legislation support
- Complete documentation
- Technical support:
 - Delivery of legislation changes
 - Priority delivery of new versions
 - HOT- LINE
 - Warranty together with legislation changes
 - Automatic offering of legislation changes
- Providing of methodical and advisory services in the areas supported by the system
- Design and creation of other application software
- Possibility of payment by installments, leasing, hiring, etc.

8. Technical support

KS - program, spol s r.o. shall ensure other services to the user connected with this project, changes of programs, perpetual service based on customer's order. Carrying out the program changes and their taking over shall be done by attachments of the contract.

Firma KS – program, spol. s r.o. provides technical support to all users in the following volume:

- Providing legislation changes acc. to the valid law rules
- Providing new versions of program equipment
- Providing new versions from the point of view of legislation changes at least at the moment of validity of changes
- Creation of customers' arrangements of application KS Personnel
- Support with setting the competence, set-up of access rights
- Methodology of working out the wages with help of KS Wages system
- Possibility of authorized supervision in working out the wages
- Written notification of legislation changes with description of parameters set-up
- Written notification of change of methodology

Possibility of communication:

Hot line 571 499 489
HelpDESK <http://helpdesk.ksprogram.cz/>
E-mail support@ksprogram.cz



9. Warranty conditions

KS-program, spol. s r.o. provides two-year warranty on program equipment. Our company shall ensure preliminary training of users before starting the system. We also offer cooperation in data transfer and filing other trunk files and also cooperation in routine operation. The user is obliged to cover costs of invalid reclamation.

After handing over the program equipment and putting into routine operation the contractual parties can conclude so called service contract on delivery legislation changes and/or new versions.

The user has no right to change the system. The customer shall name an administrator responsible for program equipment and administration of the database. In case of breaking this rule the Deliverer is not responsible for any harm caused by misuse of the system.

CONTACT

KS - program, spol. s r.o.

Legal form limited company

Place of business

Town Vsetín
Address Rokytnice 413

Post code 755 01

District Vsetín

Phone: 571 499 499

E-mail: ksprogram@ksprogram.cz, obchod@ksprogram.cz

Http: www.ksprogram.cz

Statutory representatives

ing. Jiří Baroš acting agent

ing. Petr Zbránek acting agent

Other identification data

Ident No. 43963617

Tax ident. No. CZ43963617

Business Register: Area Courthouse in Ostrava volume C insert 2189

Bank Komerční banka Vsetín

Bank account No. 453647-851/0100

Subject of business Providing software

Date of founding 1991

