Cross Product Release Notes

October 2020

R71

This document contains detailed descriptions of release notes for the release date/month shown above, as well as explanations of resolved issues.

Enhancements

We are listening! Enhancements marked with the light bulb icon are a direct result of IDEAS submitted in Community. Visit Community Ideas, upvote the best items, and keep the feedback coming!

The following enhancements have been added to this release.

Affordable Care Act (ACA)

Break in Service Error in ACA Profile Configuration

WFR-166576: In ACA Profiles, if the *Apply Break In Service Rules* is not checked, an error message will now display informing users to check the setting. Checking the setting will ensure the measurement and stabilization periods will calculate correctly when the employee has been rehired.

Line 15 Logic When Multiple Medical Plans are Offered

WFR-181762: To assist users responsible for ACA reporting, the system now considers each plan the employee is eligible for separately instead of all together when determining the Line 15 code to be used, so users can be assured that the amount being reported is correct.
When more than one Benefit Plan exists where the Base Type is Health, the system runs the employee through the eligibility filters and determines which plan(s) the employee is eligible to enroll in. If the employee is eligible for only one plan, the Line 15 amount should be driven based on that one Benefit Plan and the Line 14 code. Line 15 should only be populated when Line 14 is either 1B, 1C, 1D, 1E, 1J, or 1K.
If the employee is eligible for more than one plan, system logic looks to the ACA Settings widget of the plans the employee is eligible for before determining the lowest monthly cost to the employee. The system looks for the lowest monthly cost of the plans that provide at least MEC and MV to the Employee. For example, if an employee is eligible for two plans:

- Plan A offers MEC to Employee only and does not offer MV to Employee, lowest cost is $90.00
- Plan B offers MEC to Employee, Spouse, Dependent, and MV to Employee only, lowest cost is $187.50

Line 15 will be $187.50 based on Plan B.
NOTE: The system can now look to one plan for the Line 14 code and another plan for the Line 15 amount, and this is a change to the current functionality.

Line 14 Coding Logic when Multiple Medical Plans Offered

WFR-181760: To assist users responsible for ACA reporting, the system now considers each plan the employee is eligible for separately instead of all together when determining the Line 14 code to be used, so users can be assured that the code is correct.
When more than one Benefit Plan exists with a Base Type of Health, the system runs the employee through the eligibility filters and determines which plan(s) the employee is eligible to enroll in. If the employee is eligible for only one plan, the Line 14 code is driven based on that one Benefit Plan.
If the employee is eligible for more than one plan, system logic looks to the ACA Settings widget of the plans the employee is eligible for to determine the Maximum Offer of Coverage to the employee. This is where the highest number of *Yes* results appear in the *Minimum Essential Coverage* and *Providing Minimum Value* columns.

2B Coding to Report when Employee is Not ACA FT Employee and Not Enrolled

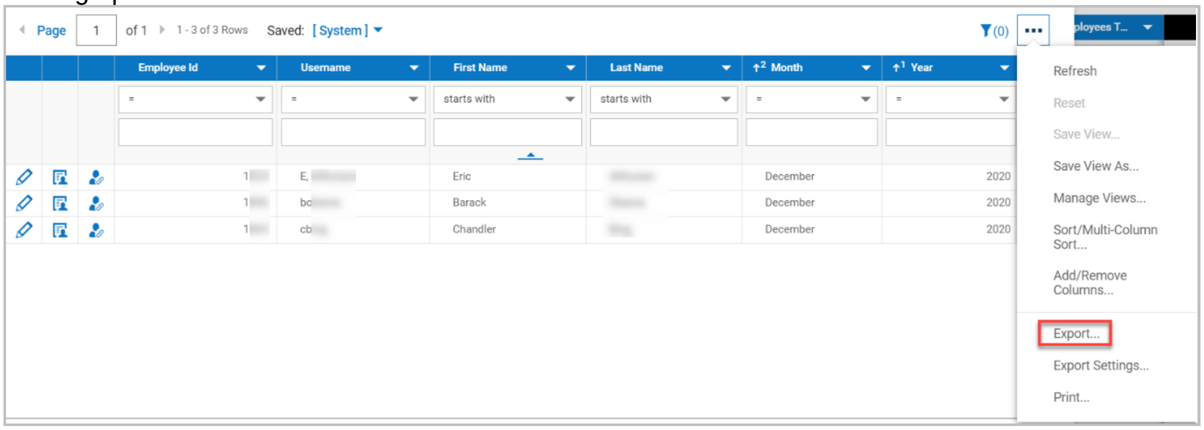
WFR-186927: For any employee who is Part Time (PT) with no Series 2 codes found for any months, code 2B populates in Line 16, especially in the case of code 1H. The system now uses code 2B to indicate the employee was not a Full Time (FT) employee when no other codes apply. Manual adjustments may not be needed for each employee's Timeline at the end of the year, ensuring correct reporting.

If an employee is ACA PT and none of the following codes apply for Line 16, code 2B populates in Line 16:

- **2A** (indicates the individual was not an employee)
- **2C** (indicates the employee was enrolled in coverage offered)
- **2D** (indicates the employee was in the initial measurement period)

Export Functionality in the ACA Data Summary Report

WFR-173839: Users with access to the ACA Data Summary report (*Team > Benefits > ACA > ACA Data Summary*) can export the results of the Employee listing so they can easily see all of the employees making up the count at the same time and in various formats. .



From the ACA Data Summary report, when a user clicks on any one of the hyperlinks for the data values listed below, a list of employee included in the count displays, including an option to Export. The following columns include a hyperlink:

- *ACA Status FT*
- *ACA Status PT*
- *Affordable Plan Offered*
- *Minimum Value Plan Offered*
- *Compliance Alert*
- *Approaching ACA FT*
- *Possible Downgrade*
- *Employees Tested Next Month*

- *In Administrative Period*

Custom Fields

Dates in Custom Fields Display in User's Format

WFR-181995: Custom field values of date types will now be stored in the user's format as follows.

- Custom Fields are shown in the user's date format in reports (new entries) - HR Custom Fields, Demographic Custom Fields, Time Entry Extra Fields, Applicant Custom Fields, Job Requisition Custom Fields.
- Custom Fields are shown in the user's date format in PDF.
- Employees Import: User should use Date Format column for entering a date in the desired format (see Instructions tab in the import template.) Otherwise, the user's date format will be used. Note: dd (lower cases) - days, MM (upper case) - month, yy or yyyy (lower cases) - year.

Dashboards

Classic Dashboard in the Desktop Application

WFR-196928: The Classic Dashboard will continue to be supported in the Desktop application. The Dashboard button is displayed in the hamburger menu, and when a user applies the *Dashboard* button, the Classic Dashboard is displayed.

Dashboard Layout Profile Label Change

WFR-198577: The name of menu item *New UI Dashboard Layout Profiles* has changed to *Dashboard Layout Profiles* (under *Company Settings > Profiles/Policies*). The menu item moved slightly in the menu order because of the name change.

Dashboard Layout Profile Updates

Profile Report Page Updates

WFR-190169, WFR-187643, WFR-190169: The following updates have been made to the (New UI) Dashboard Layout Profiles page under *Company Settings > Profiles/Policies > Dashboard Layout Profiles*.

- Menu item ***New UI Dashboard Layout Profiles*** has been renamed to ***Dashboard Layout Profiles*** and is now formatted to be consistent with the New UI environment.
- The ***New Layout Profile*** button has been renamed ***Add New***.
- A new column has been added to the report to indicate the ***Type*** of Dashboard (i.e. *Home*)

User Modification of Dashboards

WFR-185291: For users who do not have permission to modify dashboards, updates have been made to reflect their permissions.

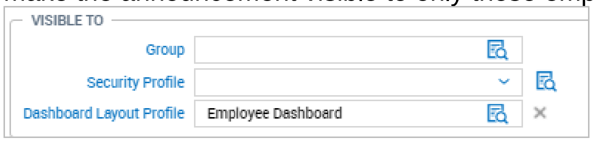
- Previously: Max of 9 tiles are allowed to be displayed per dashboard.
  - Now: You do not have permission to modify this dashboard. Please contact your system administrator.
- Previously: Users without modify permission were shown the options to re-arrange tiles, change the layout display, or resize the tiles.
  - Now: These users will not see these options.

Dashboard Layout Profile Schedules

Link to Announcements for Dashboard Schedule Changes

WFR-149753: Administrators and users with access to dashboard profiles will now have an ***Announcements*** button available within each profile. This button will open the maintenance page for company announcements where the users can create an announcement to announce to employees that their dashboards have or are being updated.

In the new announcement, you can add a dashboard layout profile in the *Visible To* section, which will make the announcement visible to only those employees assigned to that profile.



WFR-147938: When administrators create a new dashboard schedule, they will receive a warning message when the new schedule is created and then saved.

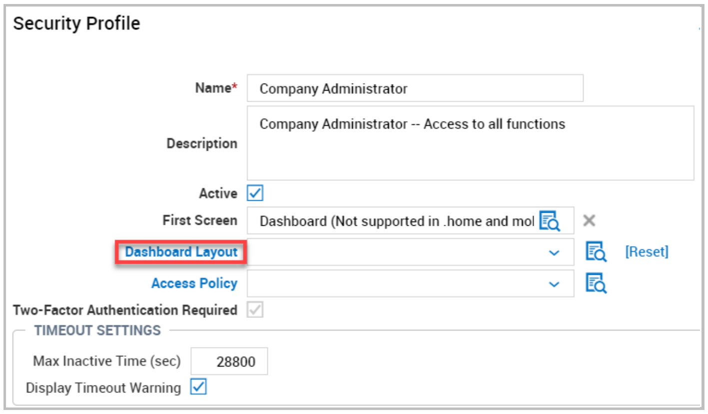
- *Introducing a new schedule period will automatically switch employee dashboard views at time of schedule change.*

WFR-148098: When an announcement has been created to announce a dashboard schedule change, employees will receive a message stating their administrator has updated their dashboard layout and no action is needed on their part.

- *Your administrator has updated your dashboard layout. No action is needed.*

Security Updates Related to Dashboard Layout Profile

WFR-188103: The Dashboard Layout Profile is now embedded in the Security Profile so that assignments can be controlled via the Security Profile (Personas/Roles/Permissions) at both the Admin (via Mass Edit) and company level. The Dashboard Layout Profile is available in Security Profiles near the *First Screen* and *Access Policy*.



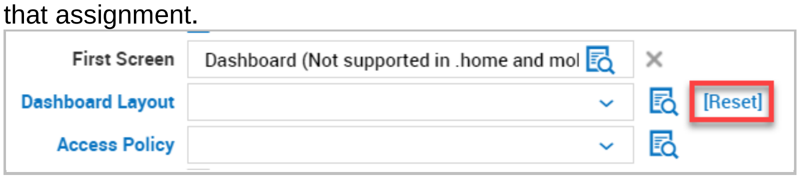
Selecting the Dashboard Layout hyperlink takes you to the Dashboard Layout Profiles report (*Company Settings* > *Profiles/Policies*) to view a list of available, active profiles.

WFR-193860: With the Dashboard Layout Profile embedded in the Security Profile, assignments can be controlled via the Security Profile (personas/roles/permissions). When Dashboard Layout Profile assignments are made, the following logic is used to determine precedence:

Case	Employee Record	Security Profile	Use Profile From:
1	Assigned	Not Assigned	Employee Profile
2	Not Assigned	Assigned	Security Profile
3	Assigned	Assigned	Employee Profile

The same pattern exists for the First Screen assignment as it appears in both the Security Profile and the Employee Record.

WFR-193878: A ***Reset*** link is provided next to the Dashboard Layout Profile lookup in the Security Profile, as the system continues to support the Dashboard Layout Profile reset. When applied in the Security Profile, the ***Reset*** action impacts all users that are assigned to that Security Profile. When the ***Reset*** action is applied via the Dashboard Layout Profile, it affects all users and Security Profiles using that assignment.



Dashboard Notifications

Controlling New Widget Notifications

WFR-182444: System Administrators can now control the New Widget Notification functionality. This is controlled in the dashboard layout profiles. A new ***Show New Widget Notifications*** checkbox has been added to the Dashboards Visibility widget in the profiles. When checked, and users access their dashboards, they will be shown the new widgets pop-up which displays the new widgets added since the last system release.

WFR-185407: For users with authority to edit their own tabs, the pop-up will display upon log in to inform the users when new widgets have been added to the system since the last release. The notification has been updated to include new widgets in this (October/November 2020) release, such as the *Links*, *Websites*, and *Time Off Awaiting My Approval* widgets.
Example images display for the new widgets added during the current release. If an image has not been added, a default image is displayed.

Dashboard Widgets

Renaming of ESS Widgets

WFR-178562: To be consistent across the platform, all ESS (Employee Self Service) widgets will be prefixed with "My" and then the name of the widget. Some widgets already have this prefix. The following widgets will be renamed to follow this pattern. These will be seen in the dashboards, in the Add Widgets pop-up, and in the Allowed Widgets of security profiles.

- *Benefits = My Benefits*
- *Accrual Balances = My Accrual Balances*
- *Timesheet Chart = My Timesheet Chart*
- *Time Statistic = My Time Statistics*
- *Clock = My Clock*
- *Sticky Notes = My Sticky Notes*

Sizing of Widget Tiles Updated

WFR-156347: We have updated the process to resize tiles within widgets. This new method requires fewer clicks.
You will now see one option titled ***Adjust Size***. Upon clicking the option, the Tile/Row parameters will immediately display without further clicks.

- You can click the Plus and Minus symbols multiple times to adjust the size to your liking.
- If you are widening the tile, any tiles next to it will wrap to the next row.

- The tile will maintain the minimum size when shrinking, and when doing so, the Minus signs will gray out.

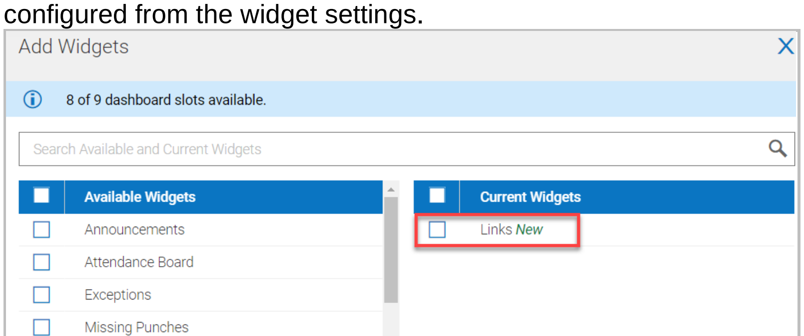
New! Time Off Awaiting My Approval Widget

WFR-174241 & WFR-146153: The ***Time Off Awaiting My Approval*** widget has been added as a new widget, which allows users to view submitted time offs that are pending approval. In the widget, users can select one or more time offs to approve/reject, in addition to selecting all rows shown.

IMPORTANT NOTE: *The Links, Timesheets Awaiting My Approval, and Websites widgets will not be available immediately following the release. The widgets will be made available via a gradual rollout across the 3-4 weeks following the October/November 2020 release (based on the initial release date for each POD).*

New! Links Widget

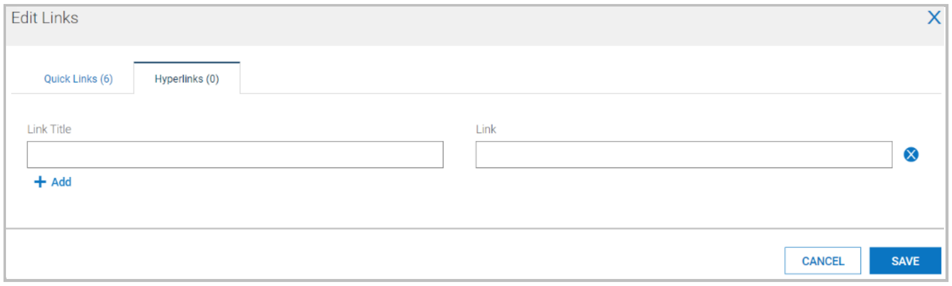
WFR-150930: Users can click links to important reports/screens that they access frequently in the application and/or hyperlinks from the *Links* widget, previously labeled the Quick Links widget. The updated widget now includes two tabs; one for *Quick Links* and one for *Hyperlinks*. Both tabs can be configured from the widget settings.



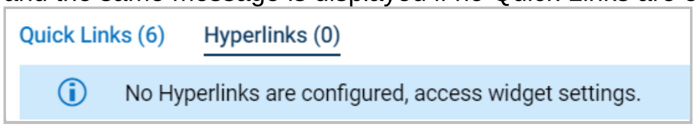
When both the *Quick Links* and *Hyperlinks* Allowed Widgets permissions are disabled in a user's assigned Security Profile, the Links widget is not displayed.

The *Hyperlinks* tab displays links enabled for a user via widget configuration by either a layout set by an administrator or by user modification.

The configuration of *Hyperlinks* is done via the gear icon for widget settings. Users are presented with a single initial configuration field for a Hyperlink that includes fields for the *Link Title* and the *Link*, and the **+Add** option provides the ability to add additional rows. There is no limit of links that can be created.



If only the label is input without the actual Link, nothing is created for that link. An inline informational message displays if no Hyperlinks are enabled, *No Hyperlinks are configured, access widget settings*, and the same message is displayed if no Quick Links are enabled.

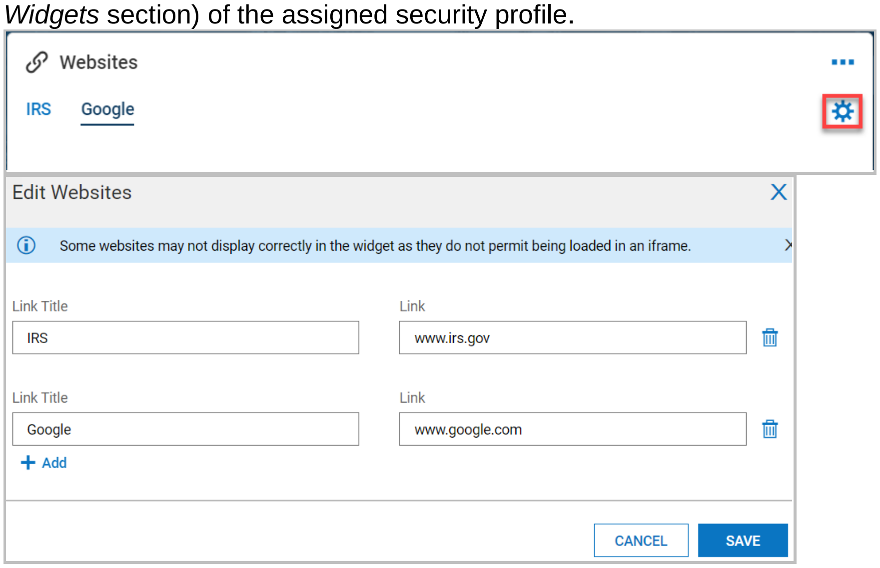


NOTE: Links without **http://** or **https://** entered in the Link field that are written as *wikipedia.org* or *www.wikipedia.org* will automatically open with **https://** protocol when clicked. To open links with **http://**, the protocol should be explicitly included into the Link field.

IMPORTANT NOTE: *The Links, Timesheets Awaiting My Approval, and Websites widgets will not be available immediately following the release. The widgets will be made available via a gradual rollout across the 3-4 weeks following the October/November 2020 release (based on the initial release date for each POD).*

New! Websites (External URL) Widget

WFR-143623: Users can expose one or more websites inside the *Websites* (External URLs) widget in the Dashboard. Administrators can configure the *Websites* widget via a New UI Dashboard Layout Profile Schedule. Users can edit the configuration from a Dashboard tab when the *Websites* widget is included in the Dashboard Layout and the widget is enabled in the Allowed Widgets (*Dashboards* tab, *Dashboard Widgets* section) of the assigned security profile.



The widget allows up to 5 tabs to be configured with URLs, and users have options to +Add or remove/delete extra tabs/URLs. If a website uses HTTPS or only HTTP, users should include this piece in the URL within the Link field. When a Link Title is not configured, the link displays instead.

Each tab displays the name of the URL Link Title. In a single column width and mobile view, the tabs are shown as a drop-down. When user clicks on a tab, the website is reloaded. If multiple tabs are configured, the last tab visited by a user (on the Desktop version) is displayed to the user when they login and view their Dashboard tab.

An informational message displays in the configuration popup that states *Some websites may not display correctly in the widget as they do not permit being loaded in an iframe*.

IMPORTANT NOTE: *The Links, Timesheets Awaiting My Approval, and Websites widgets will not be available immediately following the release. The widgets will be made available via a gradual rollout across the 3-4 weeks following the October/November 2020 release (based on the initial release date for each POD).*

Team Perspectives Widget: Configure Button Added

WFR-184546: Users can now configure the Team Perspectives widget from the Dashboard Layout Profile. In the Layout Profile, users can select the *Configure* button in the Team Perspectives tile, which opens the Team Perspectives Panel where users can apply Filters. The following are selected by default:

- **Employee Filter** = All Employees
- **Date Range** = Past Month

Users can change the above default filters as needed.

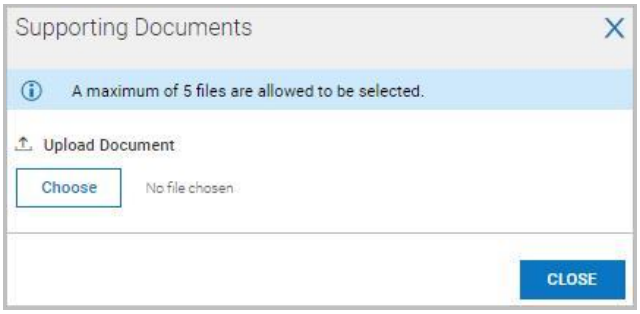
If the user does not choose the *Configure* button, the default fields are available to the end user. The end user's security/Group Permissions dictate which employees are visible. The *Configure* button is not available for the end user, but they can edit the configuration.

Documents

Multiple Uploads Allowed Across Platform

WFR-184745: To prevent users from having to access a document upload link/button multiple times in order to upload multiple documents, all document upload pop-ups/screens will now allow users to upload up to 5 documents without leaving the page. Upon clicking *Choose*, you can select multiple documents by using the *Ctrl* or *Shift* key on your keyboard and selecting between 1 and 5 documents from your computer at the same time. The documents will load, and you can then add an optional *Document Type* or use the *Trash* icon to remove an unwanted documented. After clicking *Upload*, all the selected documents will be added.

NOTE: This functionality is not available in any of the Classic UI views across the platform.

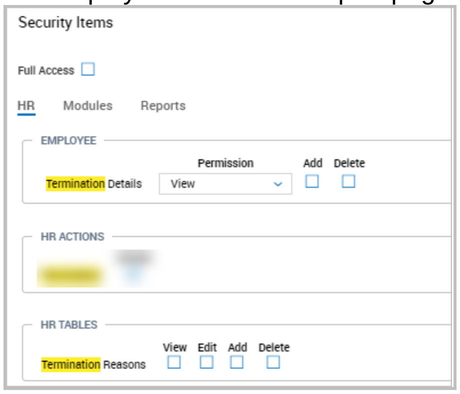


Employee Information

The following enhancements were made within the new employee Information experience. Users can choose to use the New Employee experience as their default when clicking the New Look toggle.

Employee Information Report Showing Unwanted Termination Details

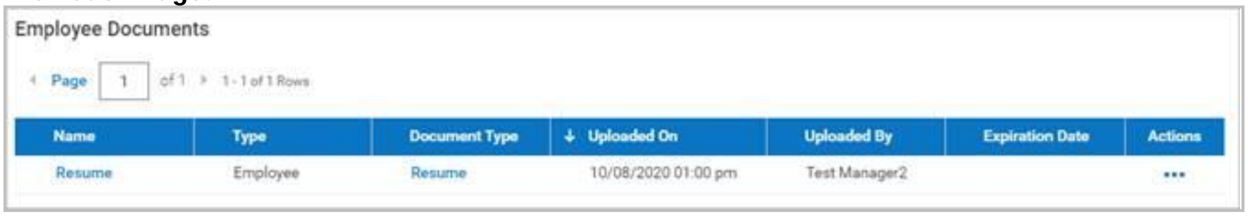
WFR-188592: Previously, users without permission to *Termination Reasons* in their security profile were able to see the *Termination Reason (Last)* column in the Employee Information report page. Moving forward, the *Termination Reasons* permissions will be tied to users' ability to view termination reasons in the Employee Information report page.

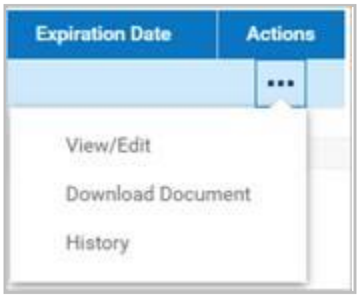


Employee Documents Widget Converted to Report

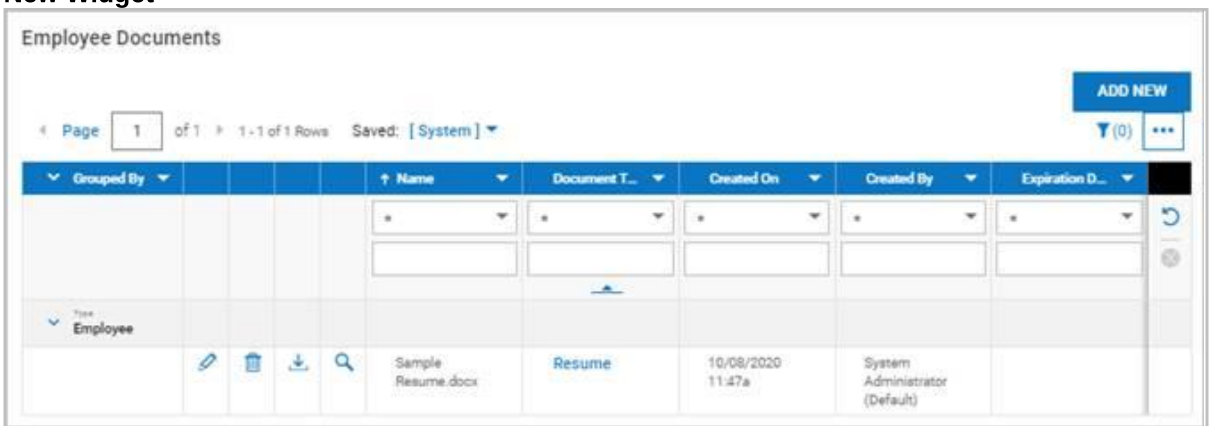
WFR-195371: The Employee Documents widget has been updated as report widget. Document can now be added directly from the widget. Each column now has the standard filtering options and additional reporting options are available from the Actions ellipses. Row level actions are now available to edit, delete, download, and view download history.

Previous Widget



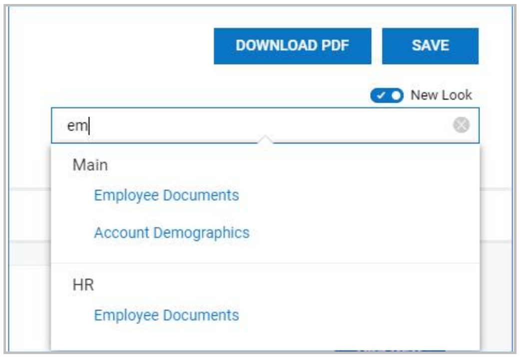


New Widget



Employee Profile Search Widget Names

WFR-100816, WFR-168764: When the New Look is enabled for the Employee Information, users can search for widget names from within the Employee Profile using the Search field that is available for Employee Information (MSS) and My Profile (ESS).



The search is performed on widget names across all Tabs and the Employee Profile (Field names are coming in a future release). The search will execute after a few characters are entered and a pause, allowing for the search results to be seen by the user so s/he can determine if a more specific search is needed. The search results are displayed in a drop-down list and are grouped by Tab name.
Once the results are loaded and a user selects one of the widget options, the user is directed to the appropriate tab, with the selected widget in focus. The search field will be updated to reflect the selected value.
To clear the Search, users can:

- Click the X in the Search bar.
- Navigate away from the Employee Profile.
- Refresh the browser or log out of the system.

All relevant search results and labels are translated appropriately. Partial searches return results. For example, if “Ben” is entered, the Search will return Widgets with Benefits in their name.

Error Message for Violations of Pay Grade Range

WFR-170948: In Company Setup, when the ***Treat Pay Grade Violation As*** setting is set to *Error* or *Warning*, and Pay Grades with values have been added to employees, if a user adds base compensation values that exceed the Maximum value or is below the minimum for the assigned Pay Grade, the system will generate either the Error or Warning message. Previously, this wasn’t occurring, and the system would save the value without generating the messages.

Scheduled Cost Centers Widget: Columns Added

WFR-187058, WFR-184751: The *Scheduled Cost Centers* widget in employee profiles will now contain additional columns. These columns will not have to be added and will be there by default. Data for these new columns is pulled from cost center defined under *Company Settings* > *Global Setup* > *Cost Centers*.

- Cost Center: # Level
  - Label = Level
- Cost Center: Full Abbr. Name
  - Label = Full Abbr. Name
- Cost Center: External ID

- Label = External ID

Sort Order for Most Recent Items within Widgets in Employee Profiles

WFR-184947: The content within the following widgets of employee profiles will be sorted by the most recent content at the top of the list. Users can still sort the items in any order.

- Disabilities: Sorted by Most Recent "Start Date" first
  - Disabilities with no Start Dates will be sorted last
- Asset Assignment: Sorted by most recent "Issued" date first
- Additional Compensation: Sorted by most recent "Effective From" date first
- All Forms: Sorted by most recent "Created" date first
- Assignments to Positions: Sorted by most recent "Start Date" first
- Badges: Sorted by most recent "Start Date" first
- Incidents: Sorted by the most recent "Incident Date" first
  - Incidents with no Incident Date will be sorted last
- Vehicles: Sorted by the most recent "Issue Date"
  - Vehicles with no Issue Date will be sorted last
- Job Change History: Sorted by the most recent "Effective Date"

Additionally, sorting of the Level column has been added to the following widgets.

- Scheduled Cost Centers
- Managed Scheduled Cost Centers

Utilities Button Added to Header of Employee Profiles

WFR-184743: A Utilities button has been added to the header of Employee Profiles. When selected, the Employee Quick Links pop-up will open, and dependent on the user's permissions, will display selectable common quick link options. The options here will be same as the Employee Utilities/Quick Links icon next to the employee's name.

Managed Cost Centers Widget Search

WFR-192538: Previously available in the Classic UI, in the Desktop version of Mobile, a search bar has been added to the *Managed Cost Centers* widget in the Employee Profile to allow customers with a large number of cost centers to easily find the cost center that they need.

Viewing Compensation in Job Change History Widget

WFR-183910: Previously, users with View or View/Edit permissions to Job Change History without View or View/Edit access to Base Compensation records were able to see salary amounts in the *Annual Amount* column within the *Job Change History* widget of employee accounts. Moving forward, the security setting controlling access to compensation records will now prevent users from seeing these fields, and any other compensation fields, unless they have View or View/Edit access in their security profiles to Base Compensation.

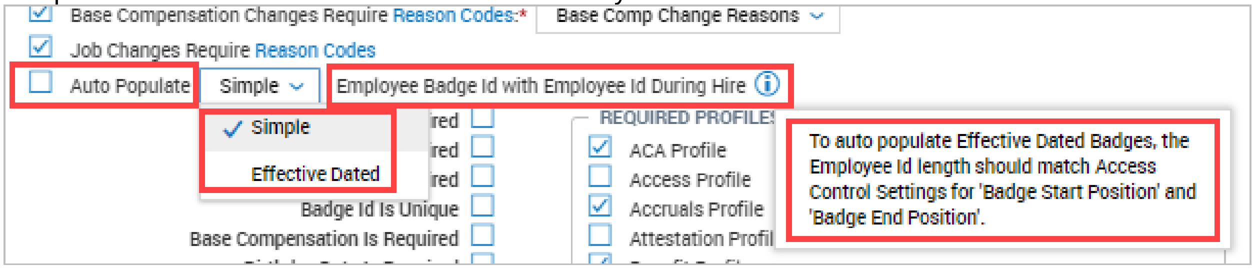
Hiring

Auto Population of Effective Dated/Simple Badges Added to Hiring Process

WFR-180411: An option is now available in Company Setup to auto-populate simple or effective-dated employee badges during the hiring process whether using a Hire HR Action or through manually hiring in Employee Information.

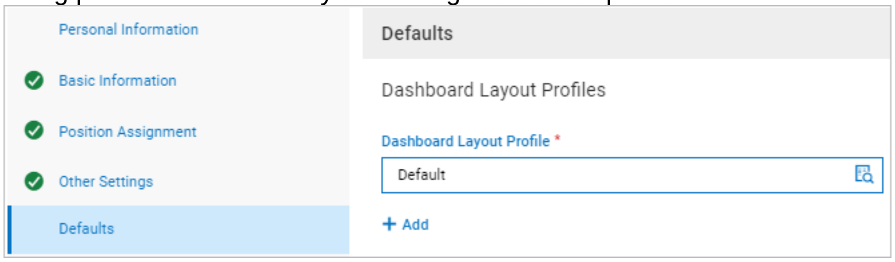
- This will work if Employee IDs are being auto-generated.
- If using Effective Dated badges, the employees Hire Date will be used as the badge's Start Date.

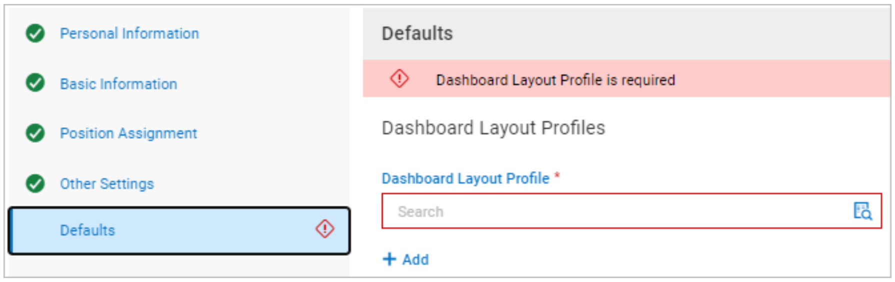
In the Account Policies widget of Company Setup, an ***Auto Populate*** field has been added with options to select ***Simple*** or ***Effective Dated*** badges. The Info icon message on this field will only display for companies who also have the Access Control sub-system enabled.



Manual Hire: Dashboard Layout Profile Options

WFR-163251: To help users select the correct Dashboard Layout Profile during the manual hire process, we have made some changes to the behavior of the default profile that is auto-added when enabled in Company Setup.
Previously, when a Dashboard Layout Profile was set as a default profile to be added during the hiring process, the field was then unable to be edited until the hiring process was complete; then users could come back and edit the profile.
In this release, users with the proper security permissions can now swap out the profile during the manual hiring process even if the system assigns a default profile.





Additionally, if the Dashboard Layout Profile is set as required in the Account Policies widget of Company Setup, the profile must be added at the time of manual hire and be assigned to employees at all times during the employee life cycle.

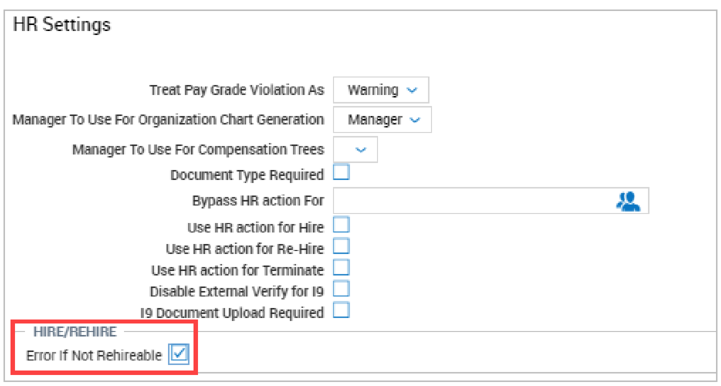
If there is no default profile set in Company Setup, the field will be blank and editable during the manual hire, and if required, must contain a value.

Rehireable Error Checkbox Added to Company Setup/HR Settings

WFR-188830, WFR-188023, WFR-187426: To prevent hiring managers from hiring a previously terminated employee from one EIN into another who was not designated as Rehireable, an error message can be enabled to stop the hiring process.

A new ***Error if Not Rehireable*** checkbox has been added to Company Setup. This will be available for the default company as well as for each EIN. As with other Company Setup settings, this will carry over to any newly created EINs.

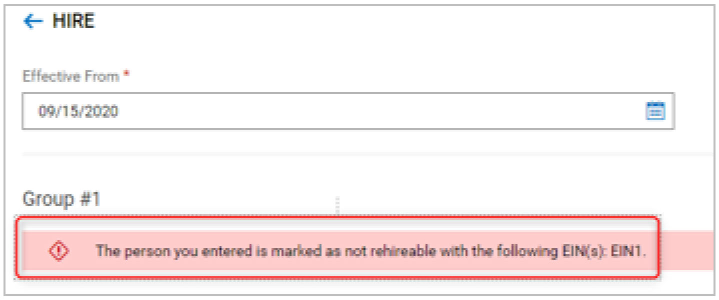
- *Company Settings > Global Setup > Company Setup* in the *HR Settings* widget
- *Company Settings > Global Setup > Company EINs* in the *HR Settings* widget



When checked, if a terminated employee does not have the *Rehireable* checkbox checked in their *Termination Detail* section, users will receive an error and the hiring process will be halted.

In the event the employee should be hired, the employee's *Termination Detail* will need to be edited with the *Re-Hireable* checkbox checked and the hire process attempted again.

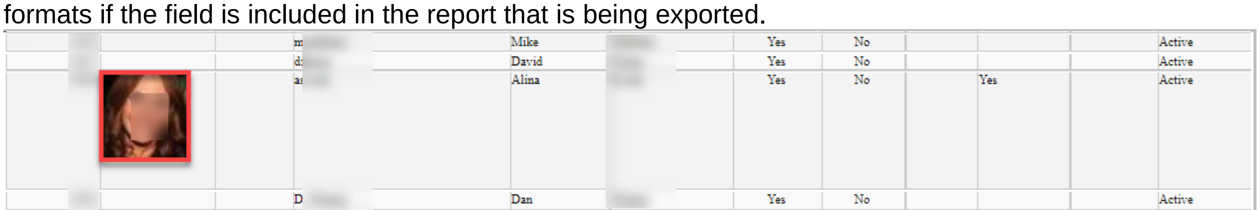
This error message will be generated for all methods of hire/rehire (HR Action or Manual hire).



Imports/Exports

Employee Picture Column in HTML and HTML (Paged) Formats

WFR-192812: The *Employee: Picture* column is now exported in both the HTML and HTML (Paged) formats if the field is included in the report that is being exported.



Marketplace Features

eBN Updated from FTP to SFTP

WFR-185290: Companies using eBN sometimes received only partial files after file transfers. This is fixed, and eBN now transfers files via SFTP to ensure the transfer of complete files.

Mobile Application

Expiration of Secured Token on Logout

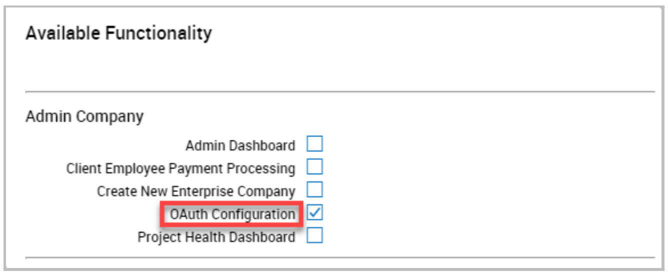
WFR-172133: To increase the security of the logout process, the secured login token expires when a user explicitly logs out from the Mobile Application. Based on the Mobile Settings within the *New UI Preferences* widget of the security profile, the following setting interactions occur:

- **No Login Information Pre-Populated** - The user is returned to the Login page with no fields pre-populated.
- **Username Saved** – The user is returned to the Login page with no fields pre-populated.
- **Username and Password Saved** – The user is returned to the Login page with no fields pre-populated.
- **Biometrics** – The user is returned to the Login page with no fields pre-populated.

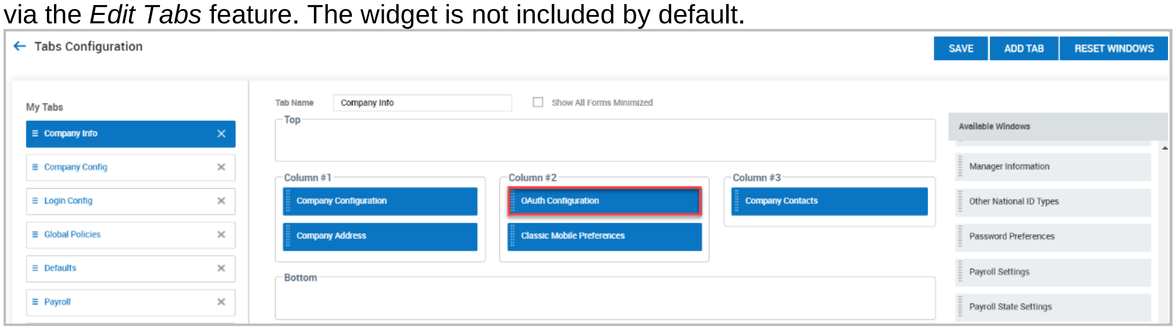
Open Authorization 2.0 (OAuth 2.0)

WFR-180966: OAuth 2.0 (Open Authorization) provides clients secure delegated access to server resources on behalf of a resource owner. It specifies a process for resource owners to authorize third-party access to their server resources without sharing their credentials.
The system now supports Open Authorization (OAuth) 2.0 as an alternative standard to using SAML 2.0 with the Single Sign On (SSO) functionality. Users can add and configure OAuth 2.0 for Admin and Holding companies and it is available to Partner resellers as well as direct customers/clients. OAuth 2.0 must be configured for each individual company, as the configuration does not cascade down to all companies.
To enable the OAuth Configuration widget, the OAuth Configuration feature must be enabled in the *Available Functionality* section on the *Company Information* screen (*Maintenance > Companies > All System Companies, Edit Company*). The OAuth Configuration widget is available on an Admin level (*Company Information* screen) and on a company level.

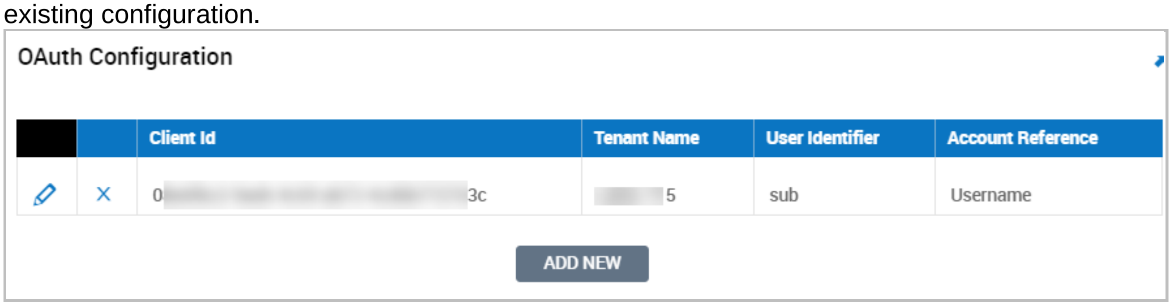
- *Company Settings > Global Setup > Company Setup* for a client company
- *Maintenance > Admin Company > Company Configuration* for an Admin company



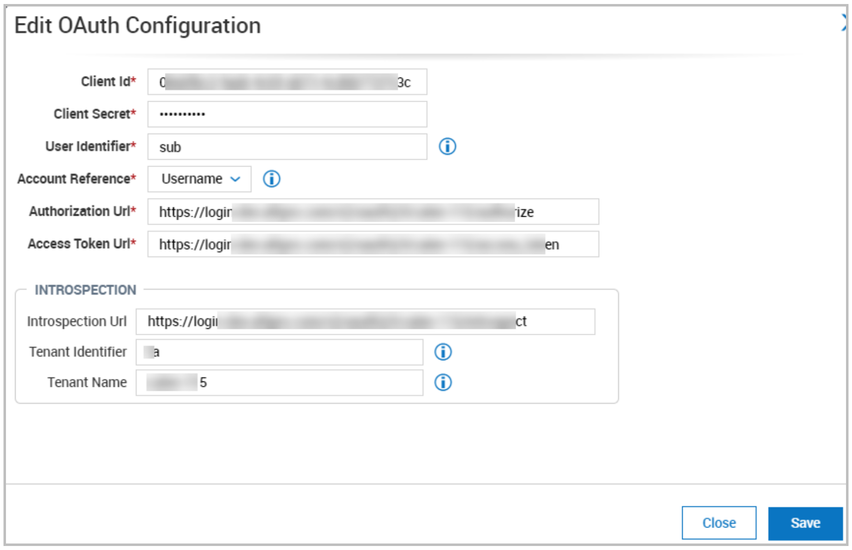
Once the functionality is enabled, the OAuth widget can be added to the appropriate Company Setup tab via the *Edit Tabs* feature. The widget is not included by default.



Users can choose **Add New** to create a new OAuth Configuration or *Edit OAuth Configuration* to edit an existing configuration.



There are multiple OAuth vendors available. Once you have chosen one and have set up your account, the vendor will provide you with the information you need to complete the OAuth Configuration widget. The data for the configuration fields comes from the Authorization and Resource servers, except for the selection for the *Account Reference* field.

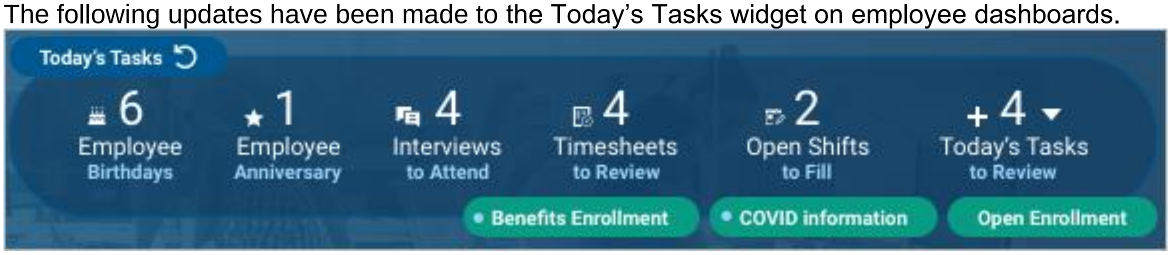


Both OAuth 2.0 and SAML 2.0 can be used for web Single Sign On (SSO), with SAML2.0 more commonly used for enterprise SSO and OAuth 2.0 more commonly used for internet and mobile applications. Terminology varies slightly between the two. For example, SAML 2.0 uses the terms *Identity Provider* and *Service Provider*, where OAuth 2.0 uses the terms *Authorization Server* and *Resource Server*, respectively.

Personalized Experience

Today's Tasks Widget

The following updates have been made to the Today's Tasks widget on employee dashboards.



Interviews to Attend

WFR-166625: Recruiters with access to *Security Profile > Security Items > HR tab > Recruitment section > Applicants* will now have an ***Interviews to Attend*** task in the Today's Tasks bar. This will be available on the Home dashboard and Recruitment dashboards. The information in the task will have an icon, number, and link to the content. Selecting the widget will direct users to *Recruitment > Candidates > Applicant Interviews*.

Employee Anniversary

WFR-164173: Managers with access to *My Reports > HR Reports > Calendar > Anniversary Calendar (Security Profile > Reports tab > Employee Information Reports > Anniversary Calendar)* will now have an ***Employee Anniversary*** task in the Today's Tasks bar. This will be available on the Home dashboard and Team dashboards. The information in the task will have an icon, number, and link to the content. Selecting the widget will direct users to *HR > Reports > Anniversary Calendar filtered by Type: Started*.

Employee Birthdays

WFR-164170: Managers with access to *HR > Reports > Calendar > Anniversaries by Month (Security Profile > Reports tab > Employee Information Reports > Anniversary Calendar)* will now have an ***Employee Birthdays*** task in the Today's Tasks bar. This will be available on the Home dashboard and Team dashboards. The information in the task will have an icon, number, and link to the content. Selecting the widget will direct users to *HR > Reports > Anniversary Calendar filtered by Type: Birthday*.

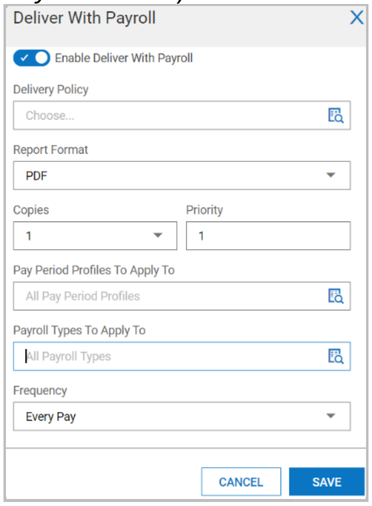
Reports

Advanced Filter: Sharing Reports

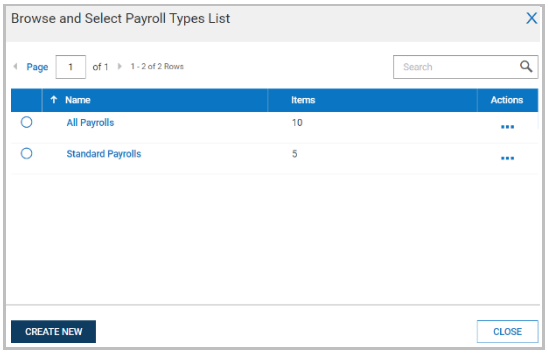
WFR-184056: When sharing a saved report view with other users in your company, previously if you set an advanced filter for the selection it would not successfully allow users to view the saved view via My Saved Reports. Now, the selection made via an advanced filter is working correctly for sharing the report view.

Deliver with Payroll – View and Edit Payroll Types Lists

WFR-186714, WFR-189479: Users can view and/or edit the Payroll Types List so they can configure the *Deliver With Payroll* feature for reports appropriately, to properly execute a report once a payroll is processed. Users must have the **Schedule Reports To Deliver With Payroll** security item enabled in their assigned Security Profile (*Company Settings > Profiles/Policies > Security > Payroll* tab, in the *Payroll* section) to use the *Deliver With Payroll* functionality inside Saved Views.



Users should also have Add/Edit permissions to the **Payroll Types** security item (*Company Settings > Profiles/Policies > Security > Global* tab, in the *Object Lists* section) to edit the list of Payroll Types while configuring the *Deliver With Payroll* option.



Users can edit the List Name in the (View/) Edit Payroll Types List pop-up, located above the Search field.

- List Name is a required field.
- The maximum length is 180 characters.
- Users can save the list with no selected items.

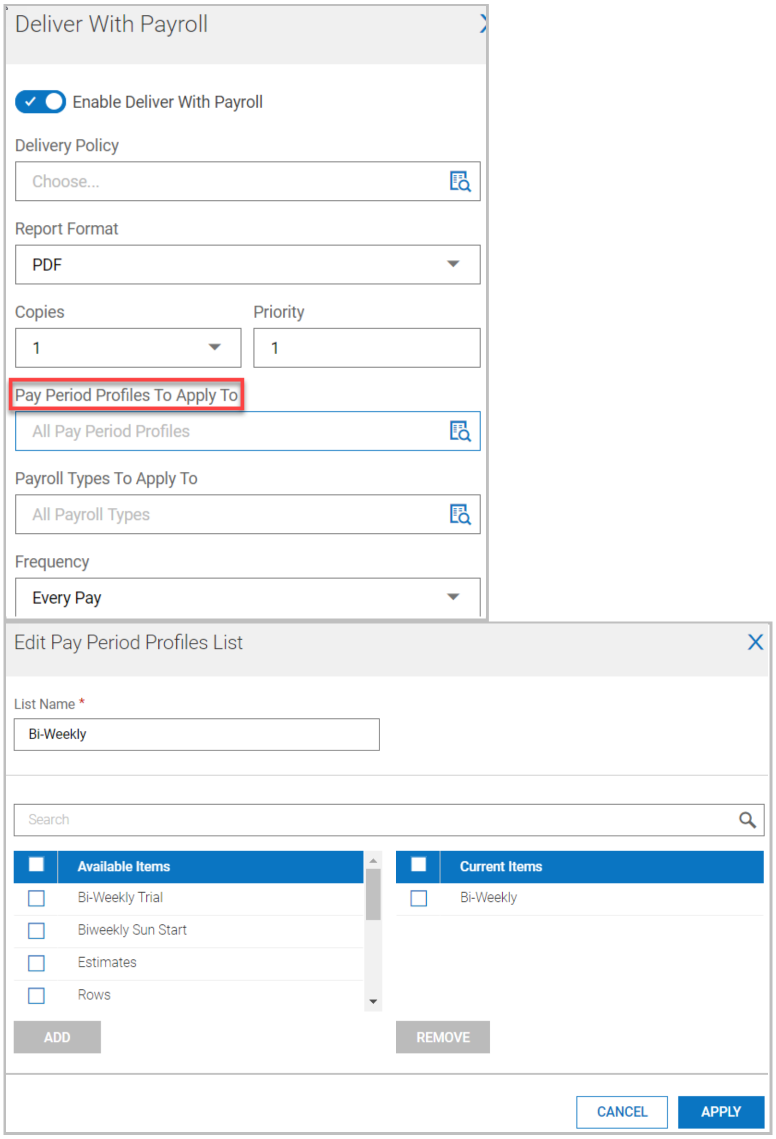
Users can view/modify selection of the list as well as available items When a user clicks **Apply**, changes made are saved. A user can leave the pop-up by clicking **Cancel**.
In the Mobile App, the following apply:

- The Current Items appear first, and the user must click the **+** to access the Available Items list.
- The Delete option is next to the **+**, and users can click the checkboxes for one or more Current Items.
- In Available Items, the Add button is at the bottom.
- Users can return to the Current Items list by clicking the **X** or adding one or more items.

The Search field searches across both Available and Current Item lists. If a user inputs search criteria, an info message displays in either the Available Items and/or Current Items lists that states *Sorry, but nothing matches your search items. Please try again with different parameters* when no results can be returned. If no results are found in either Available Items or Current Items lists, then the info message *No Data to Display* is shown.
When a user only has *View* access to Payroll Types, checkboxes are disabled and the user cannot delete items from the Current Items, nor can they add items from the Available Items into Current Items.
NOTE: Deletion of Payroll Types Lists is not currently supported, and this capability will be provided in a future release.

Deliver with Payroll - View (Selected/Not Selected) and Edit Pay Period Profiles Lists

WFR-189477, WFR-186713, WFR-186712, WFR-96716: Users can view and/or edit a Pay Period Profiles List so they can review or update the configuration for the *Deliver With Payroll* functionality for Saved Views of reports appropriately, to properly execute a report once a payroll is processed.
Users must have the **Schedule Reports To Deliver With Payroll** security permission (*Company Settings > Profiles/Policies > Security > Payroll* tab, in the *Payroll* section) enabled in their assigned Security Profile to utilize the *Deliver With Payroll* functionality inside Saved Views. Users must also have access to View and Add/Edit the **Pay Period Profile** security item (*Global* tab, in the *Object Lists* section) to view or edit the list of Pay Period Profiles while configuring the *Deliver With Payroll* option.



Users can edit the List Name in the same pop-up as the selection, and the List Name field is located above the Search field.

- List Name is a required field.
- The maximum length is 180 characters.
- Users can save the list with no selected items.

Users can View/Modify the selection of the list as well as the available items. The available list displays all of the configured Pay Period Profiles (*Company Settings* > *Profiles/Policies* > *Pay Periods*), and there is no limit to the number of profiles that can be selected for inclusion in the list. When users click *Apply*, the changes that were made are saved. Users can leave the pop-up by clicking/pressing *Cancel*.
In the Mobile Application:

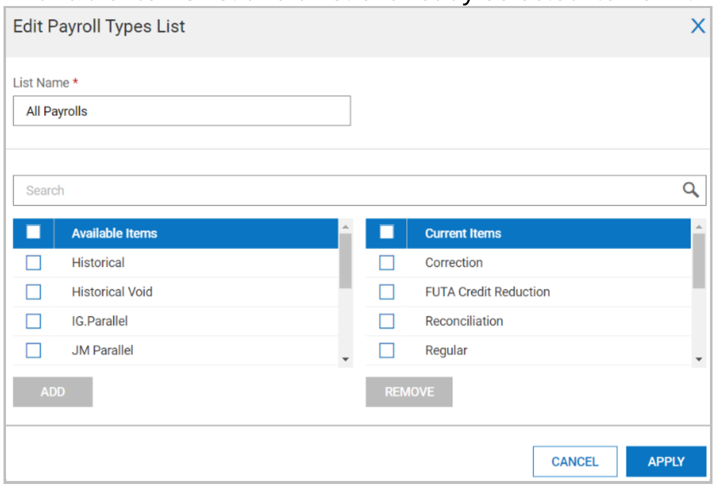
- The Current Items appear first, and the user must click the **+** to access the Available Items list.
- The Delete option is next to the **+**, and users can click the checkboxes for one or more Current Items.

- In Available Items, the *Add* button is at the bottom.
- Users can return to the Current Items list by clicking the **X** or adding one or more items.

The Search field searches across both the Available and Current Item lists. If users input search criteria, an informational message displays in either the Available Items and/or Current Items lists that states no results can be returned (*Sorry, but nothing matches your search items. Please try again with different parameters*). If no results are found in either the Available Items or Current Items lists, the message *No Data to Display* is shown.
When users have only View access to Pay Period Profiles, the checkboxes are disabled and users cannot delete items from the Current Items, nor can they add items from the Available Items into the Current Items.
NOTE: Deletion of Pay Period Profiles Lists is not currently supported, and this capability will be provided in a future release.

Deliver with Payroll: Add/Remove List Items in Deliver With Payroll

WFR-190111: Users can Create New lists or View/Edit existing lists where they can add and remove items tied to profiles (*Pay Period Profiles*) and definitions (*Payroll Types*) for use in the *Deliver With Payroll* configuration. In addition to editing items, users can also optionally change the name of a list. As is common throughout the system, users can view a list of available items for selection within the **Available Items** list and a list of already selected items within the **Current Items** list.



Users can search for Items in both the **Available Items** and **Current Items** lists based on the inputted value in the Search field.

- The results are highlighted in bold in the listed values when one or more characters are matched.
- Only matching items remain in the lists.

If a user does not have permission to modify a selection, the user can only view Available and Current items in both lists.

Export Report with Employee Picture Time Out

WFR-174537: If a report has the Employee Picture column added, and at least one employee has a picture uploaded, if the report has more than 200 records (i.e., the Employee Information report), all export formats now have improved performance and will not time out.

Time Zone Corrections in Reports

WFR-184205: Time Zones in reports now reflect the correct time zone based on the time zone in the *Locale Settings* for the current user/company. In a Multi-EIN company, the Time Zone follows the Company EIN the user belongs to. If the user EIN is set, it takes precedence over the Company EIN Time Zone.
This update was done in previous releases for other reports and continues in this release with the following reports or report pages.

- Data Removal Requests
- Job Info History
- Assignment History

WFR-189388: Additionally, the following reports have also been updated to reflect the correct time zones.

- Leave Request History/History
- IntelligentUnitDoor.xml
- IntelligentUnitReader.xml
- AccountSchedulePlannerShifts.xml
- LOARequestHistory.xml
- MyLOARequests.xml

Security

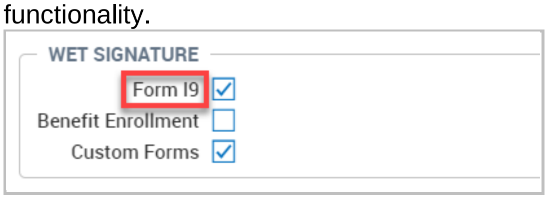
RSA Token Tables, Columns and Associated Items Removed

WFR-179295: All RSA related columns, tables, and associated items have been removed from the system.

Signature Settings

Form I9 Wet Signature & Biometric Signature Support

WFR-169191, WFR-191548: Users can now "wet sign" the I9 Form document in cases where an actual written signature is required. A **Form I9** checkbox can be selected in the *Wet Signature* section of the *Signature Settings* widget (*Company Settings* > *Global Setup* > *Company Setup*) to enable this functionality.



Wet signature displays within the Download and Print functions.

- If Biometrics is configured, the user is prompted for the biometrics entry, but can access the Wet Signature option if needed.

- If Wet Signature and Biometrics are not configured, the form is signed with the standard signature type.
- If Wet Signature is configured and biometrics is not configured, the user does not have the availability to sign the form with the standard signature type, as Wet Signature will substitute for the functionality of standard signature type.

When the user adds a signature, selects *Clear Signature* and then selects *I Agree*, a red frame in the signature field is displayed and the user cannot proceed.
When an I9 form is signed with a Wet Signature, the audit reports will show **Wet** under Signature Type.

Biometrics Signature

WFR-172218: Users can now sign with biometrics on their mobile devices using either their face or Touch ID.

Pre-Requisites

- *Company Settings* > *Global Setup* > *Company Setup* > *Global Policies* > *Employee Signature Uses* with the *If possible: use Biometric (mobile) signature* option is selected.
- Employee has enabled e-signature within My Profile - Biometrics widget. Unchecked by default.

Using Biometric Signatures

1. The employee user can proceed with signing the I9 Form by selecting the *Submit I9* button in both enabled and disabled Biometrics widget flows.
2. In an enabled flow, the employee user is presented with a biometrics message.
3. In a disabled flow, the employee user can opt-out and enter their company configured signature.
4. The manager can sign their part of the I9 form by selecting the *Save and Verify* button in both enabled and disabled Biometrics widget flows.
5. Biometrics authentication will be shown only when the user has the option enabled in their Biometrics widget in their employee profile.
6. A Success inline message will be shown if the form is successfully signed; the signature will be populated in the I9 signature field.
7. The Failed message will be shown if the signature is unsuccessful; limits for Touch Id: Android - 5 tries, iOS - 3 tries; Face Id - no limits.
8. Audit Reports are properly updated on the successful signing of an I9 form.
9. FaceID and Touch ID is supported for iOS phones. Android phones will revert to TouchID only, even if the phone supports FaceID.

Custom Forms Wet Signature Support

WFR-171025: Users can now “wet sign” Custom Forms in cases where an actual written signature is required. A **Custom Forms** checkbox can be selected in the *Wet Signature* section of the *Signature Settings* widget (*Company Settings* > *Global Setup* > *Company Setup*) to enable this functionality.

Wet Signature displays within the Signature section of the Custom Form, and users can use Wet Signature for the signing of the Custom Form. Wet Signature is displayed within the Download and Print functions.

When a Custom Form is signed with a Wet Signature, the audit reports will show **Wet** under Signature Type.

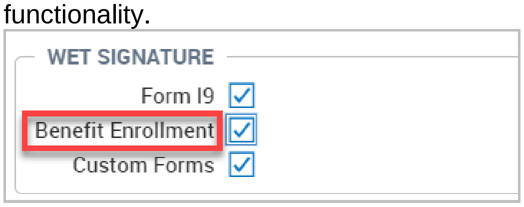
- If Biometrics is configured, the user is prompted for the biometrics entry, but can access wet signature option if needed.
- If Wet Signature is not configured and Biometrics is not configured, the form is signed with the standard signature type.
- If Wet Signature is configured and Biometrics is not configured, the user does not have the availability to sign the form with the standard signature type, as Wet Signature should substitute for the functionality of the standard signature type.

When a user enters his/her signature, chooses *Clear Signature* and then selects *I Agree*, a red frame in the Signature field is displayed and the user cannot proceed.

NOTE: This functionality excludes Applicant Custom Forms.

Benefit Enrollment Wet Signature Support

WFR-193118: Users can now “wet sign” a Benefit Enrollment form in cases where an actual written signature is required. A **Benefit Enrollment** checkbox can be selected in the *Wet Signature* section of the *Signature Settings* widget (*Company Settings* > *Global Setup* > *Company Setup*) to enable this functionality.



Wet signature is displayed on a Printed/Downloaded enrollment document after it is signed.

Admins can configure Benefit Enrollment within the Signature Settings widget under *Company Settings* > *Company Setup* > *Global Policies*. Users can use Wet Signature to sign a Benefit Enrollment request (*Confirm & Submit* step and *Modify* step). If a user does not have permissions for MSS, the e-signature audit report will show the text **Benefit Enrollment** in the *Signature Details* column.

When Benefit Enrollment is signed, the audit reports will show **Wet** under Signature Type.

- If Biometrics is configured, the user is prompted for the biometrics entry but can access the Wet Signature option if needed.
- If Wet Signature is not configured and Biometrics is not configured, the request is signed with the standard signature type.
- If Wet Signature is configured and Biometrics is not configured, the user does not have the possibility to sign the Benefit Enrollment with the standard signature type, as Wet Signature substitutes for the functionality of standard signature type.

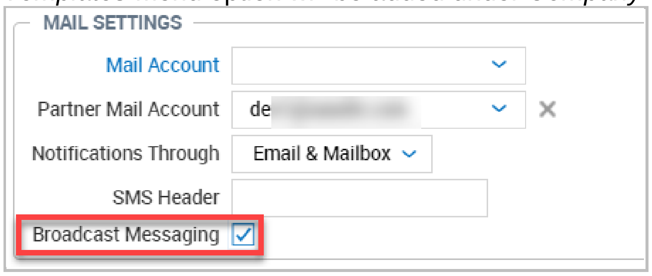
When a user enters his/her signature, chooses *Clear Signature* and then selects *I Agree*, the signature field frame becomes red and the user cannot proceed.

Twilio/Broadcast Messaging

WFR-183105: In this release, we are introducing messaging that allows managers and administrators to send messages to their employee en masse. A single message can be sent to employee at the same time using a one-time message or using a template that can be edited for each message.
This new messaging is named Broadcast Messaging and can be created and delivered through Email, Mailbox, Notifications, or SMS (which requires the download of the SMS with Twilio Marketplace App and an account with Twilio).

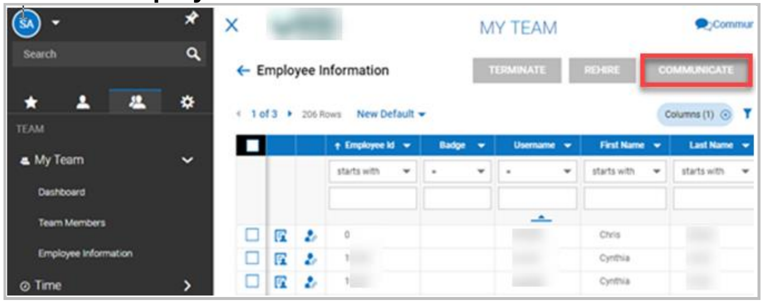
Broadcast Messaging Configuration

WFR-180315: Users can now turn the **Broadcast Messaging** functionality on or off from within the *Mail Settings* widget on the *Company Info* tab under *Company Settings > Global Setup > Company Setup*. This provides users with more control over whether or not clients can use this functionality.
You must save the setting, exit the application and when you return, a new *Broadcast Message Templates* menu option will be added under *Company Settings > Global Setup*.

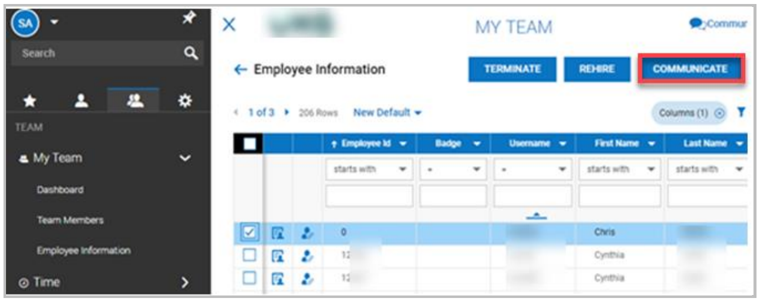


In order to create a Broadcast Message, the manager/authorized user should navigate to *Team > My Team > Employee Information*. When one or more employee(s) is/are selected, the **Communicate** button on the top right is enabled for selection. The **Communicate** option is inactive until you select at least one employee in the Employee Information list.

With No Employee Selected:

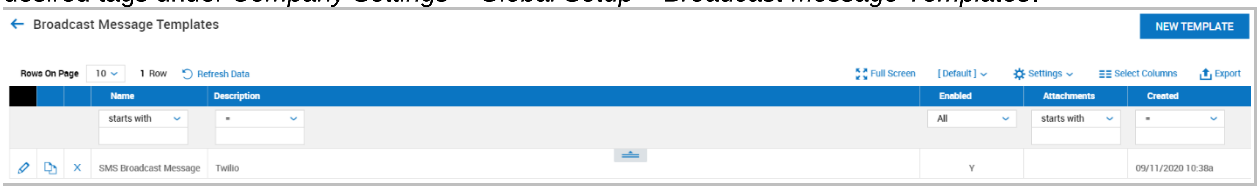


With At Least One Employee Selected:



Configure Template Broadcast Message (SMS)

WFR-180322, WFR-193978: Users can configure each notification to send out via email so they can easily add or update the configuration as needed so that the exact message they want to send is sent. A new Broadcast Message template (for SMS and Email) has been added in the system along with the desired tags under *Company Settings > Global Setup > Broadcast Message Templates*.



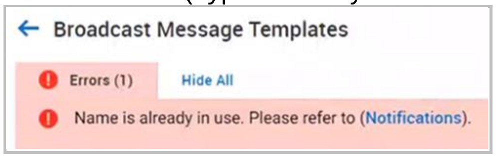
Users can build new Broadcast Messaging Templates by cloning an existing template rather than building each new template from scratch.

Error Message for Duplicate Template Name

WFR-194784: Users are provided with a clear message when attempting to name a Broadcast Message the same as an existing message template. When a user tries to save a Broadcast Message template named the same as an existing communication template or system notification template, an error displays.

If a user is on the notification page (*Company Settings > Global Setup > Notifications*) and tries to create a notification with same name, the error message *Name is already* in use displays. If a user is on a filtered notification page such as Broadcast Message Templates and tries to create a notification with the same name, one of the following messages displays:

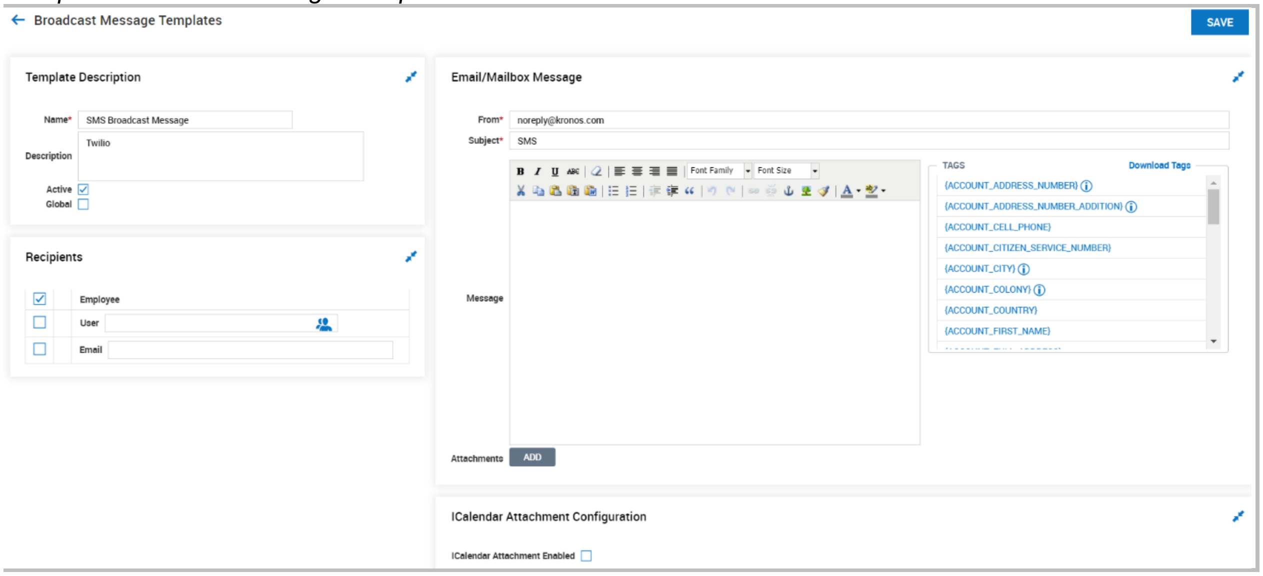
- If the user has permission to view system Notifications, the message reads: *Name is already in use. Please refer to* (hyperlink to system *Notifications* page) [*to review conflicts].*



- If the user does not have permission to view the system Notifications, the message reads: *Name is already in use. Please refer to Company Settings > Global Setup > Notifications to review conflicts*.

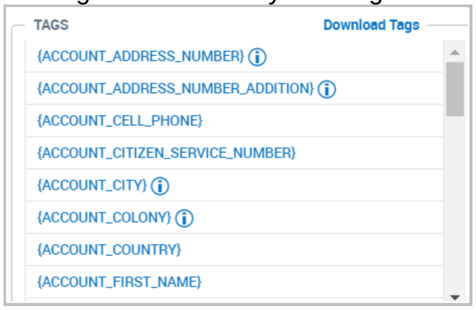
Broadcast Messaging Template

WFR-180317: Users can access the Broadcast Messaging setup under *Company Settings > Global Setup > Broadcast Message Templates*.



Available Tags for Broadcast Message Templates

WFR-181939: When building out the content for an Email or SMS Broadcast Message, users can leverage established system tags to make message targeting easier.



Configure Template Broadcast Message (Email)

WFR-180321: Users can configure each notification to send out via a specific email address so they can easily add or update the configuration as needed so that the exact message they wish to send via email (which will be used for push notification as well) is sent.

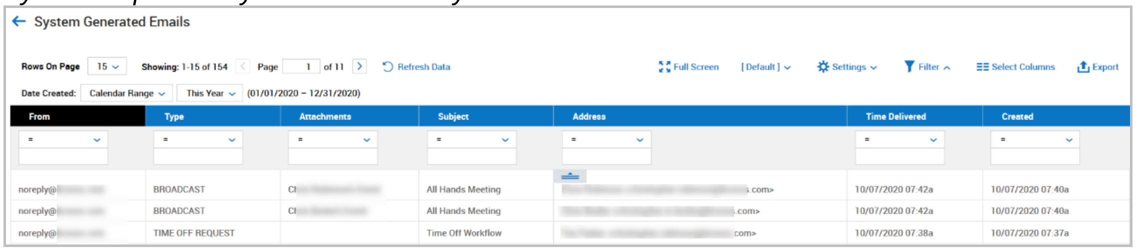
Configure Template Broadcast Message (iCalendar Attachment)

WFR-192409: Users can configure each notification to send out via email so they can easily add or update the configuration so that the exact message they wish to send via email, including an iCalendar Attachment, is sent.

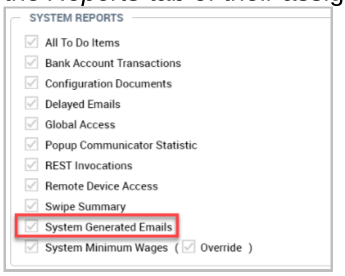
Reports Related to Broadcast Messaging

System Generated Email Report

WFR-169962, **WFR-180332**: Users can view the history of outgoing Email communications within their company for proper accounting using the System Generated Emails report under *My Info > My Reports > System Reports > System Utilities > System Generated Emails*.

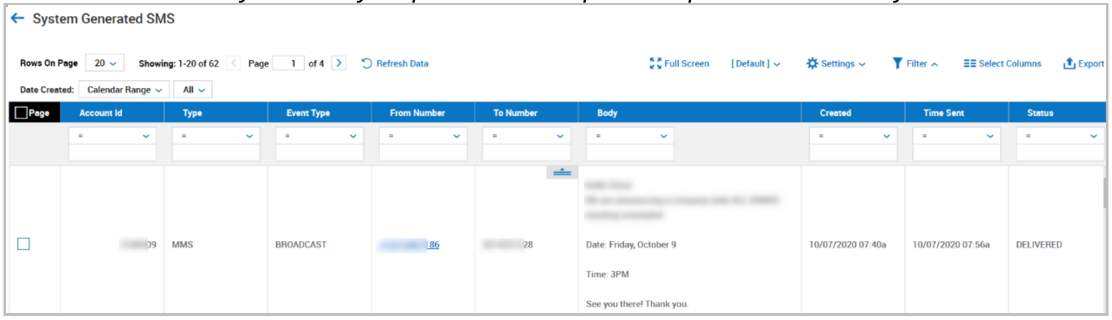


Users must have the **System Generated Emails** security item enabled in the *System Reports* section on the *Reports* tab of their assigned Security Profile to access this report.

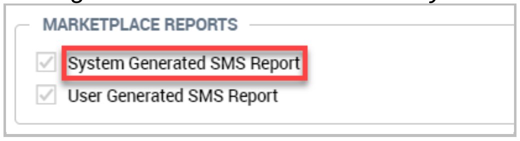


System Generated SMS Report

WFR-169958: Users with the appropriate security settings can view the history of outgoing SMS communications within their company to allow for proper accounting. The System Generated SMS report is available under *My Info > My Reports > Marketplace Reports > Twilio > System Generated SMS*.

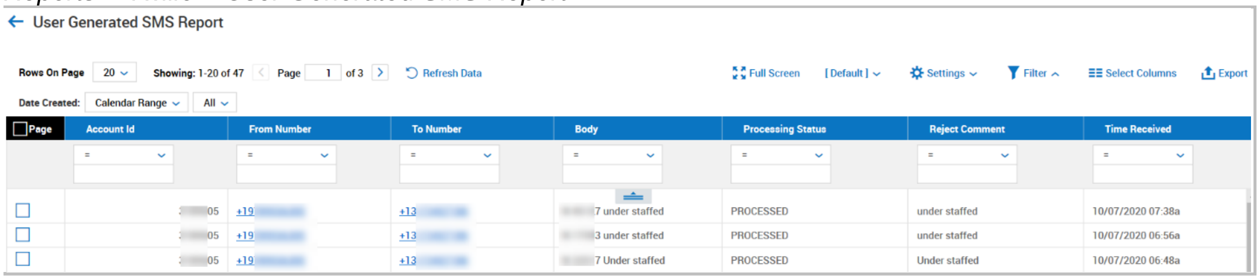


This report is only visible if the **SMS Integration with Twilio** Marketplace item is added to the company. In addition, users must have the **System Generated SMS Report** security item enabled in the *Marketplace Reports* section on the *Reports* tab in their assigned Security Profile under *Company Settings > Profiles/Policies > Security*.

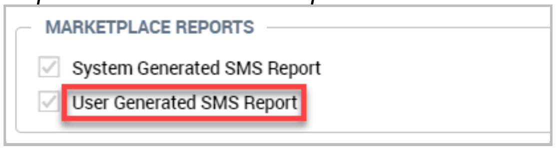


User Generated SMS Report

WFR-181505: Users can view the history of responses to SMS Communications within their company for proper accounting using the User Generated SMS report under *My Info > My Reports > Marketplace Reports > Twilio > User Generated SMS Report*.



This report is only visible if the SMS Integration with Twilio Marketplace item is added to the company. In addition, users must have the **User Generated SMS Report** security item enabled in the *Marketplace Reports* section on the *Reports* tab of their assigned Security Profile to access this report.



System Generated SMS Report ***Partner Resellers Only***

WFR-186882: In the System Generated Emails report, a new default column titled ***Event Type*** has been added that will display the specific type of method used for the message (for example: Broadcast, HR Action Request, etc.).

Workflows Related to Broadcast Messaging

Two Way SMS Workflows – Required Comment

WFR-191044: Admins can configure a Workflow to allow for a SMS response to Approve or Reject, plus any required Comment, so that users can Approve/Reject a Workflow that includes a Comment and submit it via SMS. When the Workflows listed below are sent through SMS 2-Way, the user is notified that a Comment is required in addition to their Approve/Reject and unique code.

- Time Off Request
- Timesheet
- Timesheet Change Request
- Schedule
- Schedule Open Shift
- Schedule Request for Coverage
- Schedule Shift Swap
- Compensation Proposal Request

REST APIs

This section contains information and enhancements for REST API webservices. For full documentation, refer to the REST API guides for your region.

- [US Rest Documentation]
- [European Rest Documentation]
- [Australian Rest Documentation]

REST API Bug Fixes

Web Services: Could not Check Statuses on Child Companies via REST API

WFR-176863: The REST API endpoint for checking statuses on child companies now functions as expected. Previously, checking these statuses via REST API caused an error.

Feature Retirements

The tables below document functionality that has been retired or is planned to be retired. These tables will be updated as needed with every system release.

Retired Features

Product/ Component	Feature	Menu Path	User Experience	Reason	Planned Retirement Date
HR SBE – Partner Resellers Only	HR Small Business Edition	N/A	All	Deprecation	December 2020
Classic Mobile App - WFR	Workforce Ready	N/A	Classic UI	Update to New UI version, *Kronos Workforce Ready*	August 2020
Classic Mobile App - Partners	TotalHRWorks	N/A	Classic UI	Update to New UI version *HCMToGo*	August 2020
Our Company in Company Settings **My Company in My Info**	Wiki Functionality	*Company Settings > Our Company* *Also removed from Online Help*	New UI	Functionality Removed	August 2020
TLM > Timesheet Profiles	Non-supported Timesheet Profiles	*Company Settings > Profiles/Policies > Timesheets*	New UI	Non-Supported Timesheet Profiles	October 2020
Platform	Report Retired	ADMIN level Mobile Log Statistic (Unique Users) report	Classic UI and New UI	This report has been removed.	June 2020
Platform	Report Retired	ADMIN level Mobile Log Statistic (Requests) report	Classic UI and New UI	This report has been removed.	June 2020
Platform	Report Retired	ADMIN level Mobile Demo Request report	Classic UI and New UI	This report has been removed.	June 2020
Platform	HTML Code in the HTML Editor	Multiple - System wide	Classic UI and New UI	This feature will be removed due to a potential security vulnerability	December 2019
HR Marketplace EverythingBenefits	Menu Move	Old Menu Path: *Team > Benefits > EverythingBenefits*	New UI	Menu being moved to *Company Settings > Marketplace > EverythingBenefi*	December 2019

				ts in December release	
HR Marketplace EverythingBenefits	Message Removed	Old Menu Path: *Team > Benefits > EverythingBenefits*	New UI	The warning message *This report will be moved to Admin > Company Settings > Marketplace > EverythingBenefits in the December release* has been removed from: Benefit Packages COBRA Carrier Remittances COBRA Initial Notices COBRA Qualifying Events COBRA Qualifying Events (ER Approval)	December 2019
Scheduler	Menu Removed	*Team > Schedule > Team Schedule View > Overview > Overview*	New UI Desktop	Consolidated the view under one Overview menu item. *Team > Schedule > Team Schedule View > Overview > Schedule Overview*	December 2019
Scheduler	Menu Removed	*Team > Schedule > Team Schedule View > Overview > Overview (Monthly)*	New UI Desktop	Consolidated the view under one Overview menu item. *Team > Schedule > Team Schedule View > Overview > Schedule Overview*	December 2019
Scheduler	Menu Removed	*Team > Schedule > Team Schedule View > Overview > Overview (Weekly)*	New UI Desktop	Consolidated the view under one Overview menu item. *Team > Schedule > Team Schedule View > Overview*	December 2019

				> Schedule Overview	

Planned Retirements

Product/ Component	Feature	Menu Path	User Experience	Reason	Planned Retirement Date
Scheduler> Schedule Templates	Schedule screen	*Scheduler > Schedules > View by Employee*	New UI	Replaced with new schedule views	TBD
Scheduler> Schedule Templates	Schedule screen	*Scheduler > Schedules > View by Cost Center*	New UI	Replaced with new schedule views	TBD
Scheduler> Schedule Templates	Schedule screen	*Scheduler > Schedules > Schedule Table View*	New UI	Replaced with new schedule views	TBD
Scheduler> Schedules	Schedule screen	*Scheduler > Schedules > View by Employee*	New UI	Replaced with new schedule views	TBD
Scheduler> Schedules	Schedule screen	*Scheduler > Schedules > View by Cost Center*	New UI	Replaced with new schedule views	TBD
Scheduler> Schedules	Schedule screen	*Scheduler > Schedules > Schedule Table View*	New UI	Replaced with new schedule views	TBD
Scheduler> Schedules	Schedule screen	*Scheduler > Schedules Overview*	New UI	Replaced with new schedule views	TBD

Bug Fixes

The following issues have been resolved with this release.

Middleware: Field Missing from Device Settings

WFR-189088: For Middleware users, the Device Settings for Upload Time were missing the *Local Temp Directory* field. This is fixed, and the *Local Temp Directory* field now displays as expected. Users must upgrade Middleware to the latest version to receive this fix.

My Teams: Viewing Timesheets, Time Offs in Team Member Page, My Team Widget

WFR-200397: In the Desktop environment of the application, the ability to view Timesheets and Time Offs en-masse is no longer available within the Team Members page nor the My Team widget, but the functionality is still available in the Mobile environment.

Reports: Could Not Edit or Delete Reports from Widget on Classic Dashboard

WFR-198944: On Classic Dashboards, the *My Saved Reports* widget did not allow users to edit or delete reports. This is fixed, and users can now edit or delete reports from the widget as expected.

Reports: Characters é, è, ç, à, ù Did Not Display Correctly

WFR-200133: Account Extra Fields columns and Account Custom Dates columns now correctly display the characters é, è, ç, à, ù.

Security: Reactivating Manager Field did not Recreate Auto Groups

WFR-110013: In Company Setup, when a Manager field is deactivated and then reactivated, the system recreates the Manager auto groups as expected. Previously, in this situation, the system sometimes did not recreate the Manager auto groups.

Security: Characters (##) in User's System Menu

WFR-187683: Each time a user's Global Security Profile was Mass Edited, that user's *My Info* tab in the system menu displayed ## before the *Links* option. This is fixed, and the Mass Edits can occur without adding characters to a user's system menu.

Visualization: Error when Adding Chart to Weekly Schedules Report

WFR-169084: In a *Weekly Schedules* report with columns for *Manager 1* and *Total Scheduled Time,* users can add a chart to the report as expected. Previously, adding a chart sometimes caused a *Difficulty retrieving data* error.

Visualization: Admin Company Could Not Select from All Links to Configure Client Company Start Widgets

WFR-185551: System administrators in an Admin company can now adjust the Start widget configuration of client companies by navigating to *Maintenance* > *Companies* > *Client Resources* > *Global*. There they can select from all possible links from all Sub-Systems, all Available Functionality, and all Marketplace Products.

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