

Workday Benefits Network™

Workday Benefits Network provides HR organizations a catalog of pre-built integrations that connect to benefits providers, giving HR organizations the ability to evaluate, select, and offer the most appropriate plans for their workforce. With the Workday Benefits Network, HR organizations avoid the costs and headaches of building and maintaining custom integrations to benefits providers.

Eliminate the Integration Hassle

A competitive benefits package is an increasingly important element of attracting, motivating, and retaining employees. Modifying benefits plans and providers is a natural part of the business cycle, but along with these modifications comes the burden of building and maintaining costly custom integrations to benefits providers. Workday Benefits Network eliminates this custom integration burden.

- **Simple Setup:** Choose from a pre-populated list of benefits providers without having to deal with the providers' technical specifications. Workday automatically populates relevant personnel information and presents the templates, maps, and required company-specific information to the benefits administrator.
- **No Maintenance Required:** When benefits providers change their specifications, Workday Benefits Network updates the integration with no additional IT investment required from the customer.
- **Efficient for IT:** Workday Benefits Network delivers the integrations, allowing IT resources to be redeployed on strategic activities instead of building and maintaining complex integrations.

Workday at a Glance:



SaaS Leads to Savings:

Tight budgets are driving enterprises to optimize every dollar spent. SaaS is quickly becoming recognized as a lower cost delivery model for business applications. Because there is no hardware, software, middleware, database or business intelligence tool to buy, install or maintain, SaaS solutions can save money in the short- and long-term over traditional ERP implementations.



Rapid Deployment Is a Reality:

Gone are the elongated implementation and upgrade cycles of the past. Thanks to advanced configurability options, Workday can save time and money by getting companies up and running in weeks, not the standard months or even years many companies experience with traditional on-premise applications.



A Modern Core for Modern Enterprises:

Legacy on-premise enterprise applications leave you running today's businesses on yesterday's technology. ERP applications were built before the Internet transformed business, before business became global, and before the introduction of key governmental regulations. Workday gives businesses an entirely new approach to managing their people, money, and things by transforming a new core and foundation for today's modern enterprise.

Automatic Updates

Changes in the lives of employees is a given, but each change—whether a marriage, new child, or new address—requires updates to each benefits provider used by the employee.

- **Schedulable Updates:** Workday Benefits Network greatly simplifies the information update process by allowing Benefit Administrators to schedule updates and/or make ad hoc updates as needed. Setting up the schedule is simple, and once set, updates run automatically.
- **Secure Data:** The data transmitted to providers is always secure, from the time it is generated to the time it is transmitted in encrypted form or via secure FTP. There is no manual intervention in the process that compromises security.
- **Built-in Compliance:** Workday Benefits Network supports all applicable standards and protocols, including the HIPAA 834 standard and all its variations to proprietary formats.

Full Range of Benefits Providers

By providing integrations to a broad spectrum of providers, Workday Benefits Network gives confidence to Benefits Administrators that all required provider integrations are addressed.

- **Expanding Network:** Workday is constantly adding providers to the Benefits Network—more than 120 will be in the network by the end of 2009.
- **Customer Driven:** Integrations to providers are driven by customer requirements. If an integration doesn't already exist, Workday will add it to the Benefits Network at which point it becomes available to all customers.
- **Responsive Team:** Workday works closely with customers and prospects to understand the

requirements for provider integrations. When changes to plans or providers occur, the Workday team incorporates the changes without disruption to customer operations.

Leverage Investment in Workday Human Capital Management

Built as a part of the Workday Human Capital Management solution, Workday Benefits Network uses the same core data as HCM—worker information, benefits data, benefits plans, and provider information—to streamline the process of administering benefits plans.

- **Use Data from HCM:** Benefits information from open enrollment, new employee onboarding, terminations, or life events are automatically fed through the Workday Benefits Network.
- **A Consistent User Experience:** With Workday HCM and Workday Benefits Network, Benefits Administrators can now manage open enrollment, ongoing changes to benefits plans, and integrations to providers—all in one system and all with the same intuitive user interface.
- **Shared Foundation:** Workday Benefits Network shares the same foundation as Workday Human Capital Management. Manage a single set of role-based security permissions, workflow, approvals, rules, and routings with HCM, thereby eliminating data redundancy and duplicate data entry.



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