

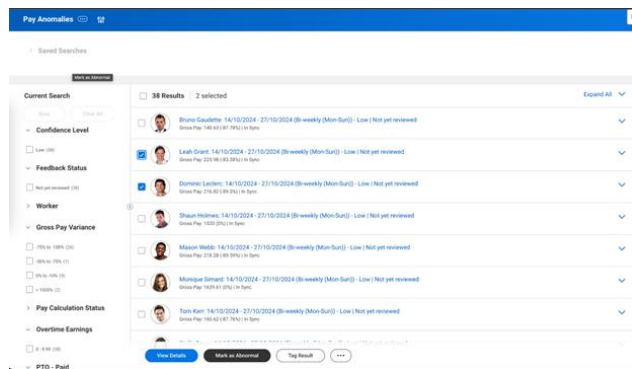
Workday Payroll For Canada

Payroll, a crucial HR and finance function, often faces complex and time-consuming processes that affect the employee experience. It has never been more crucial for businesses to stay ahead of compliance, governance, and strategic payroll management. In today's evolving workplace and regulatory landscape, it is critical to have accurate and timely payroll as well as strategic business insights. Adopting AI-powered automation, improving employee understanding of their pay, and streamlining data workflows is the key.

Workday Payroll for Canada is embedded in a powerful, connected AI platform for HR and finance and empowers payroll teams to deliver AI-powered experiences, optimize workflows, deliver on change with confidence, and unlock valuable insights to become a data-driven business partner.

AI-powered experiences.

With Workday Payroll for Canada, enjoy simple, efficient experiences that use AI to make HR, workforce, and pay information intuitive for workers—supercharging productivity so payroll professionals can focus on their strategic role. Empower your employees and unlock the strategic potential of your payroll team through the AI-empowered Payroll Agent eliminating repetitive manual tasks and enhancing your payroll team's productivity. Drive employee engagement and satisfaction by enabling them to easily view and manage both their HR and pay information in one system.



Enable AI to audit payroll results to detect anomalies that need to be addressed.

Key Benefits

- Reduce costs with a single cloud-based system
- Save time through running payroll your way with the flexibility and control to make changes in real time
- Improve accuracy with a continuous payroll processing that handles changes immediately
- Support compliance with automatic tax, garnishment, and legislative updates delivered in the cloud
- Improve visibility into pay results and the general ledger with built-in reporting and analytics
- Improve payroll accuracy with comprehensive audits
- Increase productivity with self-service for TD1 and TD1X tax elections, access pay slips and year-end forms in English and French
- Increase engagement meeting worker financial needs with model my pay and pay on-demand features

Results

- 60% reduction in time spent on payroll inputs (Payroll Agent Input Skill)
- 55% reduction in time to retrieve data at cost savings of \$11,000 per practitioner (Payroll Agent - Conversational Data Inquiry)
- 50% reduction in input errors (Payroll Agent Input Skill)
- Significant savings and in compliance with provincial minimum wage requirements (Payroll Agent Compliance Skill)
- 81% reduction in payroll processing times
- 62% reduction in payroll cycle time
- 50% reduction in time spent on the year-end payroll cycle

Optimize Workflows.

Streamline end-to-end processes with a single unified platform across HR and finance. Channeling high-volume of HR, compensation, and time data into payroll, then feeding post-payroll data directly into finance, results in faster, more precise accounting. The connected solution manages the entire worker lifecycle to attract, manage, and pay workers to be able to navigate what comes next. Workday payroll seamlessly connects to a trusted network of global and local payroll partners to provide an end-to-end experience and have a comprehensive view of your entire global payroll operation.

A unified platform minimizes integration cost and supports data integrity across the enterprise. Utilize the Global Payroll Hub to take decisive action across country payrolls and gain foresight into your general ledger with automated impact previews.

Deliver on change with confidence.

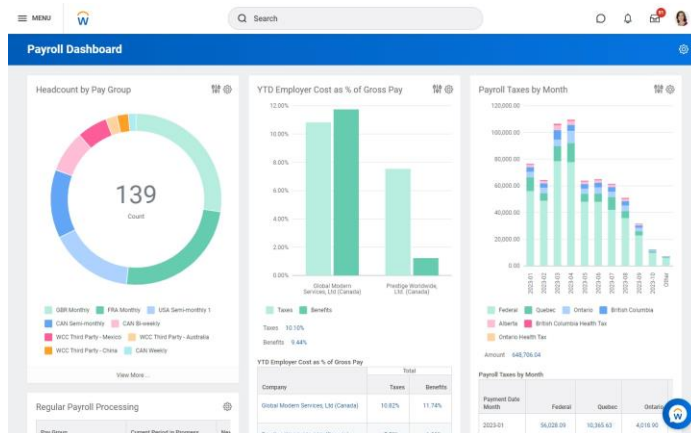
Champion new ways of working by removing the risk of non-compliance. Instead of rigid, hard-coded packages, Workday Payroll for Canada utilizes AI and a configurable framework designed to handle complex payroll calculations and evolving Canadian regulations requirements. Stay ahead of legislative changes with updates delivered automatically as part of your standard service, allowing you to drill into the details for effortless reporting. With Workday, you gain the scalability and precision needed to avoid penalties and focus on strategy.

Workday Payroll Agent automates the heavy lifting of compliance—such as seamlessly adjusting to provincial minimum wage updates—through proactive, AI-powered skills.

Become a data-driven business partner.

Using the most complete, trusted source of data possible, Workday Payroll for Canada offers access to built-in analytics and reporting in the same system as HR and payroll—enabling real-time insights about workforce costs, payroll, tax, and compliance to inform faster, better decisions. Access pay results for any worker or period at any time by running configurable reports, such as audit, pay-balance, labor costs, and pay calculations—unlocking actionable insights that allow you to retrieve and act on payroll data immediately, decreasing time to resolution.

Interactive dashboards allow users to monitor pay results and drill into the underlying data for greater insight into actual labor costs to inform on strategic workforce plans.



Run standard, pre-built payroll reports or customize your own.

Core Capabilities

AI-powered capabilities and Payroll Agent

- Utilize Workday Payroll Agent to automate and streamline payroll processes by orchestrating end-to-end workflows across personas who interact with payroll, reducing manual work, increasing accuracy, and improving the payroll experience for administrators, managers, and employees. (Payroll Agent Skills: Payroll Data Insights, Pay Input, Compliance)
- Leverage Workday Self-service Agent, an AI-powered conversational assistant that leverages large language models and real-time employee data to provide personalized, context-aware support for HR and finance tasks, and payslip details directly within an employee's natural flow of work (Workday, Sana, MSFT Teams, Slack, etc.).
- Predict most commonly used tasks with AI-empowered Payroll Prompt Recommendations eliminating to manually through a long list of pay components.
- Alert users in real time of unusual entry of Payroll Input amounts using Data Entry Check for Pay Input.
- Enable AI to audit payroll results to detect anomalies that need to be addressed with Pay Anomalies

Employee Self-Service

- View pay slip information.
- Add or edit federal and provincial withholding elections.
- Add or edit payment elections (direct deposit).
- View tax documents (T4, T4A, RL-1, RL2, T4A-RCA, and NR-4) and use paperless opt-in for payroll and tax documents.
- Compare pay slips and pay components over time with the employee pay self-service dashboard.
- Enable self-service for voluntary deductions.
- Configure instructions how to maintain their payment elections with the Maintain Payment Elections Help Text.

Earnings and Deductions

- Benefit from an unlimited number of earnings and deductions and define a set of rules.
- Use intuitive mapping to compensation elements or benefits from Workday HCM.
- Set eligibility criteria and scheduling logic.
- Use the flexible worktag feature to identify allocations.
- Determine labor allocation splits.
- Configure arrears calculations and net pay validations.

Payroll Processing

- Calculate on any earning, deduction, or accumulation for any time period.
- Calculate in batch mode for pay groups at the worker level or in real time with continuous calculation.
- Calculate workers' compensation and health taxes.
- Determine how gross-to-net is calculated for different types of payroll runs.
- Define criteria for specific earnings and deductions, including gross-up calculations.
- Manage each pay cycle, from pre- to postprocessing activities, with the Pay Cycle Command Center.

Core Capabilities

Audit and Reporting

- Schedule recurring audits to run automatically.
- Run common predefined reports, such as payroll register and pay calculation results.
- Configure reports to display any earning, deduction, or balance values and at the summary, pay group, or worker level.
- View, track, and manage audit exceptions in real time via the payroll audit exceptions summary or report.
- Define criteria to perform audits against pay results.
- Configure new or edit current audit rules based on worker eligibility and severity levels.
- Compare payroll results across periods.
- Act on a pay calculation result via a one-click report.
- Configure earnings or deductions views for security groups (such as managers or benefits partners).
- Export reports directly to Excel or a PDF with a single click or use worksheets to collaborate in teams.
- Lock payroll at the pay group detail level not to affect the already calculated payroll result.

Year-end Processing

- Leverage year-end dashboard to get access to strategic trends and metrics across the year-end process. Preview year-end information anytime.
- Configure, audit, preview, and generate T4, T4A, RL-1, RL-2, T4A-RCA, and NR4 year-end forms.

Accounting and Compliance

- Configure payroll chart of accounts and define account posting rules.
- Drill-down analysis with the payroll accounting report.
- Use worktags, which allow for easy allocation to project cost centers, funds, grants, custom organizations.
- Get tax and garnishment updates, delivered seamlessly and automatically with the Workday cloud model.
- Deliver tax remittance, workers' compensation, and health tax reporting for tax filing.
- Use the Workday Time Tracking statutory holiday support for federal as well as provincial workers.
- Retroactively calculate statutory holiday pay changes.
- Generate Record of Employment (ROE) data to send to Service Canada.
- Integrate tax-filing and web services to the tax filing service you choose.
- Use the CPP2/QPP2 Pier Exception Report and support the Box G-1 QPP for leave workers.
- Eliminate the cumbersome correction process of backdating the accounting allocation of a grant with Payroll Accounting Reallocation.

To learn more about Workday Payroll for Canada, please visit workday.com/payroll.

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