

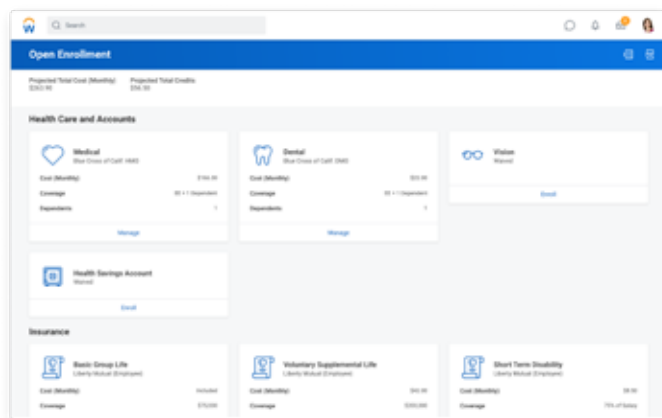
## Workday Benefits

In today's business climate, designing a holistic approach to employee benefits and wellness is a top priority. Workers want to feel supported and expect programmes that keep them healthy and productive. Flexible benefits programmes could be the competitive differentiator when it comes to attracting and retaining employees.

### Total rewards that work for everyone

The benefits workers now want and need are core health benefits, which provide financial and mental support when most needed. Whether organisations want to roll out new benefits such as mental health programmes, update caregiver leave policies or provide legal assistance, companies need to deliver personalised benefits that enhance every worker's overall well-being.

With a single source for human capital management and benefits data, Workday enables customers to shift from tactical work to strategic initiatives. Benefits administrators are empowered to focus on what really matters, such as programme development, cost and outcomes analysis, and determining the impact of their programmes. With a simple and intuitive interface, Workday Benefits is designed to help companies and employees realise the full value of their total rewards programme.



Benefits enrolment

### Key Benefits

- Access everything from eligibility rules to employee data in one system, at your fingertips
- Allow workers to view elections, enrol and make changes with a personalised experience and engaging interface
- Discover insights and analytics that feature top-of-mind areas for workers and your business

### Key Product Areas

- Benefits administration and management
- Enrolment and benefits management for employees
- Dependents and beneficiaries management
- Evidence of insurability management
- Health and wellness management
- Payroll coordination
- Workday Cloud Connect for Benefits
- ACA and Medicare management

### Results

- Reduced administrative workload with flexible configuration and automation
- Streamlined enrolment experience through the benefits and wellness dashboard
- Increased worker engagement and retention with flexible benefits programmes

## Reimagined employee experience

Throughout the employee journey – from onboarding to important life events – employees should feel supported to make important benefits decisions. Benefits are personal and unique to every worker, and they want to feel confident in their enrolment decisions. Workday provides visibility so workers can make financially responsible decisions and get the most out of their total rewards programmes.

Workday Benefits offers a consumer-grade enrolment experience that is seamless from desktop to mobile. With simple enrolment instructions to guide workers through the selection and decision process, Workday enables employees to ask questions, compare benefits plans, make changes and complete benefits enrolment.

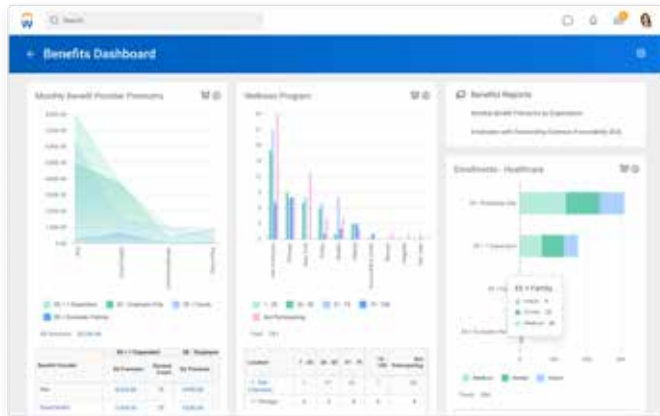
Workday Benefits offers employees:

- **Superior user experience.** Whether a new employee is enrolling in benefits for the first time or open enrolment arrives, each worker receives a unique experience as they intuitively navigate through different “tiles” and review or change their elections.
- **Visibility and decision support.** An employee benefits and wellness dashboard supports workers with helpful resources as well as insight into benefits options, costs and benefits provider details. Then, they can take action directly from the dashboard for common tasks such as adding a dependent or changing a beneficiary.
- **Total rewards transparency.** A total rewards statement provides workers with the breakdown of all compensation and benefits elements, including employer contributions.

## Benefits administration designed for change

Benefits and wellness programmes are a key component that shape the employee experience. While benefits teams strive to provide competitive plans, it can be challenging to introduce new offerings, measure the impact of programmes and meet employee expectations.

Workday Benefits enables administrators to easily configure a full and flexible spectrum of benefits options, measure plan performance and adjust offerings to meet the needs of talent. This allows administrators to focus on strategic work such as how to equip workers with the most relevant information to make decisions and the ability to continuously improve programmes.



Benefits dashboard

Workday Benefits offers administrators:

- **Flexibility and control.** You can design benefits plans and packages to offer employees in any location across the globe. Your plans are easily configured and updated with effective-date changes when plans and providers change.
- **Single source for data.** Core HR data combined with your benefits plans packages automates rollout of benefits programmes. Employee status changes such as new hires, salary increases or promotions automatically trigger benefits impact without having to upload or rekey data or navigate new interfaces.
- **Compliance support.** When it comes to topics like ACA, Workday eliminates the need to maintain a wealth of integrations, manually calculate eligibility or generate your own 1094 or 1095 forms. Workday alleviates the administrative burden of these tasks by managing this at no additional cost to customers.

For more information, visit [workday.com/benefits](https://workday.com/benefits).

## Services and support for successful outcomes

With Workday, you're never alone. We offer deployment services, training, support and continuous innovations to help you use Workday with confidence. Because each customer has different requirements, resources and goals, we've designed our services to meet a variety of needs and learning styles to help you realise your desired outcomes in today's changing world.

Workday's commitment to your success doesn't end with a smooth deployment. As our customer, you're part of a powerful community of Workday teams, expert partners and one of the most collaborative peer groups in the industry. From self-service resources and shared best practices to education and 24/7 support, you're empowered to get the most out of Workday today, tomorrow and every day.

With Workday, there's no limit to what you can achieve.

For more information, visit [workday.com/cx](https://workday.com/cx).



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