



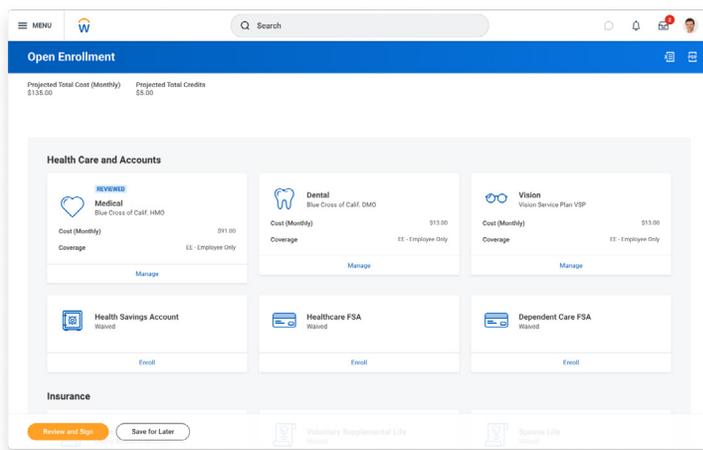
## Workday Benefits

In today’s business climate, designing a holistic approach to employee benefits and wellness is a top priority. Workers want to feel supported, and they expect programs that help them stay healthy and be productive. Flexible benefits programs 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 emotional support at the moments that matter most. Whether organizations want to roll out new benefits such as mental health programs, updated caregiver leave policies, or legal assistance options, companies need a solution to deliver personalized 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 important tasks such as program development, cost and outcomes analysis, and assessing the impact of their programs. With a simple and intuitive interface, Workday Benefits is designed to help companies and employees realize the full value of their total rewards program.



Benefits enrollment.

## Key Benefits

- Access everything from eligibility rules to employee data in one place, at your fingertips
- Find benefits information easily and take action through a modern user experience
- Allow workers to view elections, enroll, and make changes with a personalized 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
- Benefits and pay hub
- Enrollment 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 enrollment experience through the benefits and wellness dashboard
- Increased worker engagement and retention with greater transparency and flexible benefits programs

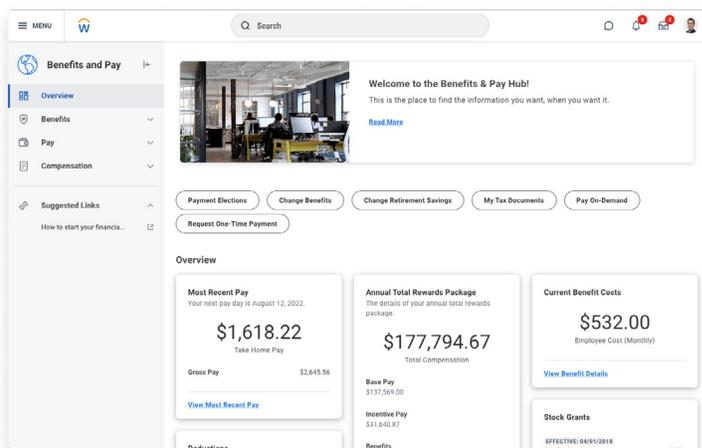
## Reimagined employee experience.

Throughout the employee journey—from onboarding to life events—employees should feel empowered to make important benefits decisions. Benefits selections are unique to everyone and personal, and employees want to have confidence in their choices. Workday provides visibility so workers can make financially responsible decisions and get the most out of their total rewards packages.

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

### Workday Benefits offers employees:

- **A single user experience.** With the benefits and pay hub, employees can conveniently find personalized information and take action all in one place. The hub surfaces information that is most relevant and useful to workers so they can get more value out of their total rewards.
- **Visibility and decision support.** Whether a new employee is enrolling in benefits for the first time or it's time for open enrollment, workers are empowered with helpful resources as well as insights into benefits options, costs, and provider details. They can then take action directly from the benefits and pay hub 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.

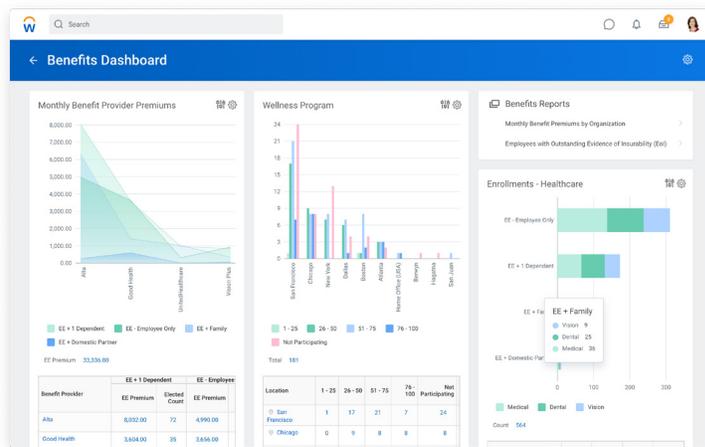


Benefits and pay hub.

## Benefits administration designed for change.

Benefits and wellness programs are key components that shape the employee experience. While benefits teams strive to provide competitive plans, it can be challenging to introduce new offerings, measure a program's impact, 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 gives administrators time to focus on more strategic tasks such as determining how to equip workers with the information they need for faster decision-making, and finding ways to continuously improve programs.



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.
- **A single source for data.** Core HR data combined with your benefits packages automates the rollout of benefits programs. 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 such as ACA, Workday eliminates the need to maintain a wealth of integrations, manually calculate eligibility, or generate 1094 or 1095 forms. And Workday alleviates the administrative burden by managing these tasks 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 innovation 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 realize your desired outcomes in today's changing world.

Our commitment to your success doesn't end with a smooth deployment. As a Workday customer, you're part of a powerful community of teams, expert partners, and highly collaborative peer groups. 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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