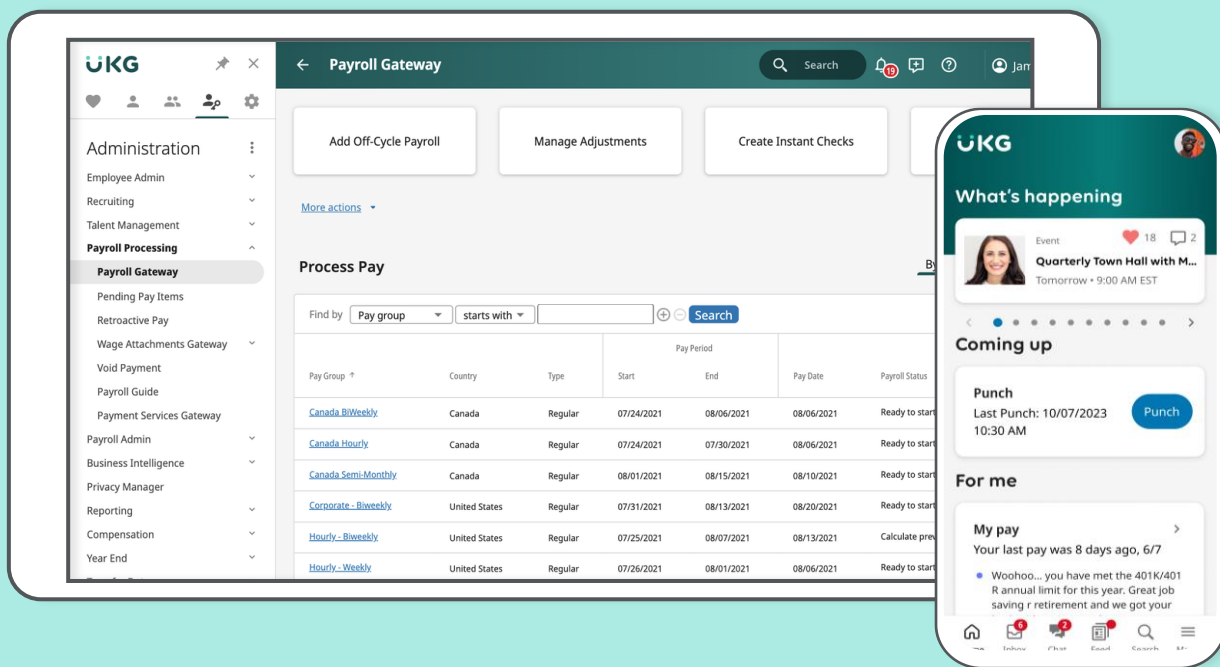




# Workforce Management and Pay

Drive efficiencies, increase productivity, and secure the trust of your people.

UKG's best-in-class solutions seamlessly lead your digital transformation in workforce management and drive efficiencies in payroll. UKG Workforce Management and Pay relies on the strongest compliance foundation to secure the trust of your people — no matter the complexity of the operation or the location. By integrating a modern workforce management and payroll solution with your existing human resources information system (HRIS), your people gain visibility into the decisions that impact their life-work balance and improve their financial wellbeing.



## Drive efficiencies

Automate workplace processes and empower employees to self-serve with shift-swapping recommendations. With optimized data validation and proactive alerts, your leaders can focus on supporting your people throughout their unique journeys



## Ensure compliance

Proactively meet work time regulations with automatic break and meal placements and help prevent employee burnout. Leverage compliance reporting, including labor allocation, workers' compensation, PIER and ROE, and more.



## Improve financial wellbeing

Foster a workplace culture that makes employees feel financially secure and confident to look after what matters most at home and at work. Empower employees to model their future pay as well as give back to meaningful causes.

# Key benefits

## For payroll administrators

- Maximize visibility for every step from time capture to net pay and payment services with robust payroll and time
- Gain stronger visibility and accountability across gross to net and net to zero for employee paychecks.
- Easily and accurately assist when your people request a time or payment adjustment.

## For managers

- Improve efficiency and accuracy across time and pay data.
- Validate records sooner in the payroll process to deliver perfect paychecks on time.
- Save time and address timesheet errors with proactive alerts early in the payroll cycle.

## For employees

- Enjoy a comprehensive pay and time experience, and access answers to commonly asked questions about pay and time from any device.
- Receive support through your unique life-work events, including managing leave requests and shift swapping with ease.
- Model pay based on shifts and schedules and have the flexibility of on-demand wage access when needed.

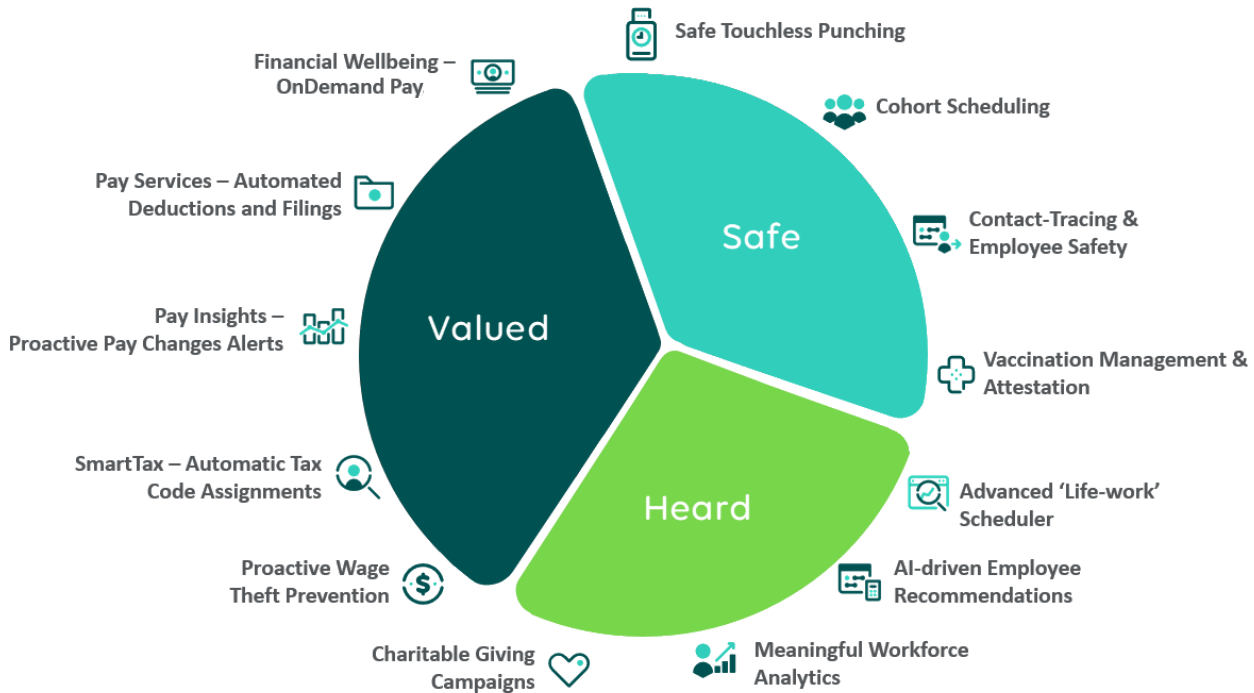
## Modern workforce technology

- Leverage advanced artificial intelligence (AI) capabilities to construct best-fit schedules
- Gain meaningful insight from data analysis in real time via a personalized dashboard
- Empower employees to self-serve from their preferred device, including the ability to swap shifts and access on-demand knowledge base articles
- Automate time-consuming tasks, and streamline complex workflows
- Meet the complex needs of highly regulated industries such as retail and healthcare with optimized solutions to forecast, assign, and track labor efficiently
- Ensure fair scheduling to prevent employee burnout, boost morale, and minimize turnover
- Increase labor-costing accuracy, strengthen auditability, and reduce off-cycle paychecks
- Understand the effects of time off, and receive alerts in real time for any violations
- Reduce health risk by identifying potential contacts of an infected employee through time punch data

## Flexible payroll solution

- Automatically retrieve time data for payroll processing
- Calculate pay, including gross-to-net calculations
- Quickly generate payroll documents, such as paychecks and direct-deposit files, and advices
- Issue off-cycle checks or make post-payroll adjustments
- Easily calculate and track retroactive pay for employees, eliminating manual business processes
- Sort, filter, group, and visualize data at any level of organizational detail
- Leverage the Smart Tax Search tool, which automatically recommends the correct federal, state, and local payroll tax based on an employee's residence and workplace locations
- Remain compliant with regulations, statutes, ordinances, etc. that impact calculations, pay statements, and more
- Provide employees with access to pay as soon as their shift ends, plus budgeting tools, resources, and thoughtful marketplace discounts with UKG Wallet™
- Leverage secure API integration to automatically flow all time data, with real-time notifications when new data becomes available for payroll processing

# Solution Overview



## Intelligent platform

- Provide mobility, usability, and personalized suggestions to guide employees in their unique life-work journey
- Inform payroll administrators about payroll processing with multiple groups and separate pay calendars
- Alert payroll admins in UKG Pro Pay when changes are made to a time record
- Offer employees more control over their schedule, time, and earnings
- Notify managers of missing punches and overtime alerts in real time
- Warn admins about potential time-shaving and fraud

## Additional services and features

- Receive deep compliance expertise in payroll and labor compliance, including for taxes, garnishments, wage and hour, and complex union environments
- Provide a personalized, self-service knowledge base containing on-demand answers to employees' questions about pay and time, and offer the ability to initiate requests and automatically route them to the correct team member
- Enjoy the benefit of dedicated relationship managers and certified payroll professionals to support your payroll admins every step of the way
- Benefit from 40+ years of combined global and vertical workforce management leadership
- Alleviate administrative burden by leveraging payroll tax services from our experts — including ACA services, wage garnishments, disbursements, and managed services
- Leverage automated APIs that can be easily extended to any ERP or HRIS for single-view reporting
- Enjoy a consistent mobile app experience and single sign-on (SSO), allowing one point of entry to complete tasks



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