

Powerful, end-to-end HR and payroll solution for your global workforce

Workday and Alight offer a powerful, end-to-end HR and payroll solution that empowers organisations to source, manage and pay their entire workforce around the world – employees, frontline workers, contractors and gig workers – in a simplified, unified offering.

Running global HR and payroll operations is growing more complex. The pace of change is unrelenting both from inside and outside of the business. In this rapidly changing world, organisations can no longer afford to rely on a tangled web of disconnected HR and payroll systems that slow progress to a crawl. They need a flexible, unified solution that quickly provides insight into critical worker skills wherever needed, anticipates change so you can proactively adjust and supports compliance everywhere.

With the unmatched capabilities in Workday Human Capital Management (HCM) and the expertise and functionalities in Alight's Global Payroll and compliance, organisations can connect and streamline their global HR and payroll operations, confidently support compliance with local regulations and inform strategic initiatives that drive growth and success.

Activate innovation that immediately moves you forwards

Workday and Alight have built AI into the core to help customers streamline HR and payroll operations by automating repetitive tasks, reducing manual effort, optimising resource allocation and informing decision-making. Throughout the end-to-end HR and payroll solution, customers can harness data-driven analytics and insights delivered right in the flow of work. They can analyse and interpret vast amounts of HR and payroll data to provide predictive insights, enabling customers to anticipate trends and make proactive decisions that drive the business forwards.

Benefits for organisations that activate innovation:

- **Let your tools do the busy work.** Touchless, always-on AI applied to HR and payroll transactions and process automation free your managers and leaders from manual effort, minimise the risk of errors and drive business-wide efficiency.
- **Inform the right decisions with accurate data.** Harness your entire data set with advanced analytics and insights to inform data-driven decisions for HR, finance and operations from a single source of truth.
- **Smart, localised compliance.** Automatically analyse large volumes of workforce and payroll data to identify patterns, anomalies and potential issues such as compliance violations.
- **Get ahead with predictive analytics.** Understand potential attrition, labour demand forecasting and skills gaps, and proactively adjust your strategy.
- **Elevate employee experience.** Easily access pay and time information in a single place on your chosen device.
- **Reduce payroll leakage with future-forward tech.** Harness the power of AI to help auto-detect pay and time anomalies, avoiding costly payroll leakage and tiresome overpayment recovery.

Accelerate efficiency with a frictionless HR and payroll foundation

Workday and Alight have connected core HR and payroll data to automated processes and workflows, with no latency.

A solid foundation provides the transparency, accuracy and flexibility to scale the business during the next big change.

Benefits for organisations that accelerate efficiency:

- **Automatic data transfer from compensation, time tracking and more.** Connect HR and payroll for a more streamlined and accurate payroll, with automated approvals, calculations and anomaly detection.
- **One global system, local pay.** Standardise payroll processes across countries with a single vendor while supporting compliance with local regulations and tax laws.
- **Key workforce metrics right in the flow of work.** Give your managers key workforce metrics such as labour costs, overtime trending and upcoming time off in centralised command centres for easy viewing and decision-making.
- **One continuous hire-to-pay process.** A single source of worker data – for example, time, pay or compensation – provides a centralised and complete view of your workforce with worker changes automatically updating the information across HR, time and payroll in real time.

- **Drive your business processes your way.** Easily connect people, data and applications to automate tasks with the flexible Workday business process framework – no IT needed.
- **Get expert support when and where you need it.** Tap into a pool of payroll experts in countries where you need additional support to complement your team’s skills and fill potential knowledge gaps.
- **Easily pay your employees in the countries where you do business.** Leverage payment services to easily pay your global workforce in their preferred currency, removing costly bank account and currency exchange fees and automating the reconciliation process.



We started our transformation project only thinking about HR and during the deployment it quickly became clear how significant global payroll was in achieving our objectives. Together, with Workday and Alight, we now have a connected and unified experience for HR and payroll globally and have improved efficiency and productivity by embedding automation and standardisation.

Global Manufacturing Company

WORKDAY PRODUCTS AND CAPABILITIES

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| • Core HCM | • Cloud Connect for Benefits | • Cloud Connect Learning |
| • Candidate Engagement | • Extended Enterprise for Learning | • Help |
| • Journeys | • Learning | • Messaging |
| • Peakon Employee Voice | • People Analytics | • Prism Analytics |
| • Recruiting and Candidate Engagement | • Scheduling and Labour Optimisation | • Skills Cloud |
| • Talent Optimisation | • Time Tracking and Attendance | • Total Rewards |
| • VNDLY Extended Workforce and Vendor Management | • Workforce Planning | |

Elevate employee experience for productive engagement

Employee experience matters even more during times of uncertainty and change. With Workday and Alight, you can take care of employees so they can take care of business. Ensure every employee feels empowered, connected, supported and inspired with opportunities to grow and connect, and the power to access their most important work tasks through self-service.

Benefits for organisations that elevate employee experience:

- **Connect workers to their data.** Provide easy access to self-service tasks, such as finding their latest payslip, requesting an absence, inquiring about compensation or checking their paid holiday status, all in one place. Empower employees to quickly find the answers they need.
- **Give workers financial flexibility and control.** Empower frontline workers to sign up for more shifts and request pay for hours worked, and provide access to a physical and digital pay card to receive their wages.
- **Predict, and then deliver, what employees want.** Virtual assistants suggest tasks, applications and recommendations, whether it's signing up for training, swapping shifts with a colleague or understanding the latest company announcement.
- **Engage and respond quickly with sentiment surveys.** Conduct surveys to understand where your employees feel supported and where you can improve. Act fast by harnessing guided journeys, targeted campaigns and recommendations to address any issues immediately.
- **Develop careers and nurture future skills.** Understand worker skills and leverage Workday Journeys to support employees through significant learning and career milestones as well as smaller career "micro-moments".

Stay compliant everywhere you do business

Together, Workday and Alight help customers reduce the risk of compliance violations, improve data accuracy and consistency, and streamline compliance support.

Benefits for organisations that stay compliant:

- **Localised payroll wherever you do business.** Alight Global Payroll is localised for specific countries, supporting compliance with local regulations, tax laws and reporting requirements. You can also support multiple languages, currencies and payment methods.
- **Meet regulatory requirements.** Workday builds robust products with a variety of features and flexibility to help support our customers' compliance efforts, reducing the risk of errors and saving time. Internal legal and compliance professionals, as well as a network of external legal subject matter experts in dozens of countries, monitor regulatory changes that may impact our customers.
- **Flexibility to generate reports.** Workday and Alight enable change to support customers who need to generate reports for compliance audits and regulatory requirements such as tax filings, social security contributions and other statutory reports required by local authorities.
- **Updated tax and regulatory compliance.** Workday and Alight provide compliance-related updates that reflect changes in tax laws and regulations. Both Workday and Alight have teams of experts who monitor ongoing legislative, tax and garnishment changes.

ALIGHT PRODUCTS

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| • Alight Worklife® | • Workday Deployment |
| • Global payroll | • Workday Benefits |
| • Payroll Services | • Administration |
| • Payment Services | • HR Service |
| • Earned Wage Access | • Customer Care |

Work with a trusted partner

Having a partner who truly understands your business, unique requirements and the journey you've been on is critical to your long-term success. We provide comprehensive services for your entire transformation and optimisation journey so you can be confident you have a trusted partner by your side, every step of the way.

Benefits for organisations that work with a trusted partner:

- **Build a solid foundation.** Comprehensive services for your entire transformation and deployment journey.
- **Get expert help.** Global access to experienced resources, deep technical knowledge and optimisation guidance.
- **Free up your team.** Fully outsourced, to partially outsourced and optional customer care.

To learn more about how Workday and Alight can help you unify your HCM and global payroll, visit: workday.com/alight

