

Legion InstantPay

In today's competitive job environment, businesses do all they can to attract, engage, and retain productive employees. Yet, frontline employees often face challenges trying to pay unexpected bills and managing finances, leaving them stressed and distracted at work.

A recent study, [Wellness Programs Earn Their Place in Human Capital Strategy](#), reported that 3 in 10 workers said financial stress had impacted their job performance. They spent 3.6 hours per week managing financial issues while at work. This [financial stress](#) often results in lower employee productivity and higher turnover, damaging their health and well-being.

According to a recent [survey by PWC](#), the good news is, providing earned wage access helps businesses support their employee's financial well-being and increases employee retention by 36%.

THE LEGION SOLUTION

Supporting financial wellness for employees through effective and responsible access to earned wages has been proven to increase employee retention (PWC estimates by 36%) and makes recruitment easier. But, offering an Earned Wage Access solution often means a separate application that employees need to adopt.

Legion InstantPay gives you the power to provide employees with access to their earned wages when they need them. Because it's part of the Legion mobile app, which has 95% employee engagement every week, you can provide Earned Wage Access (EWA) through an app your employees already use regularly.

Fully Embedded in WFM

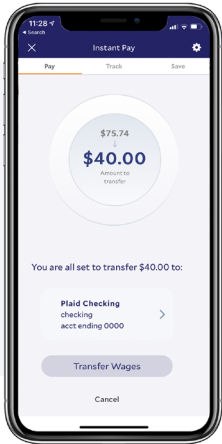
By embedding Legion InstantPay in WFM and making it accessible through the same Legion WFM app, which 95% of employees use regularly, companies can increase adoption. They can drive schedule adherence, improve clock in / clock out behavior, and fill shifts faster by showing employees how much they'll make for an open shift. Employees can view how much they could earn by working a shift, working that shift, and getting paid - all in the same day.

Key Features

- Give your employees access to wages they've earned when they need them
- Control how you roll out (select users, locations)
- Easily enroll employees with a simple, three-click sign-up
- Get InstantPay embedded in Legion WFM, no new apps to download

Benefits

- Improve retention with effective and responsible access to earned wages
- Drive operational benefits and improve financial resilience for employees.
- Drive schedule adherence, incentivize clock hygiene and fill shifts quickly by offering employees the ability to see how much they will make for an open shift.
- Support the financial wellness of your employees

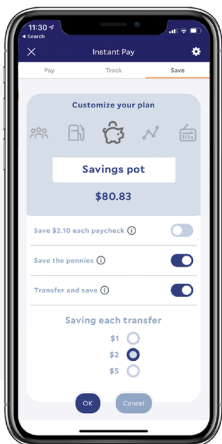
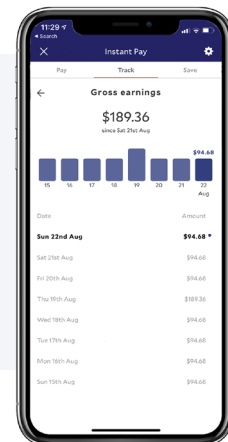


Pay - Access earned wages

- Give employees ownership of their finances by allowing them to access earned wages when they need them while still complying with garnishments and company policies
- Offer choice of next day transfer or instant transfer
- Provide Legion Stream card for zero-fee access to earned wages at the end of every shift (optional)

Track your wages

- Allow employees to manage finances by viewing earnings in real-time
- Use categories to track how they spend their money
- Drive schedule adherence, improve clock-in and clock-out behavior, and fill shifts quickly by showing employees how much they'll make for an open shift



Save - Help aid financial wellness

- Enable employees to stream wages directly to their savings account
- Help transform employee savings rates by a factor of 10x
- Provide three ways for employees to save earnings in an FDIC-insured bank account – fixed amount from each check, \$1, \$2, or \$5 each time they access earned wages, or save pennies from each shift worked

What Makes Legion InstantPay Different?

Unlike other EWA solutions that are bolted on to WFM or are separate applications, Legion InstantPay is deeply integrated into the workforce management platform so you can provide a seamless experience for employees and operational benefits to your business. By providing Earned Wage Access (EWA) in the same digital tool employees use regularly, there are no new applications to learn, no IT project is required, and employees have real-time access to their earned wages.

Related Products

- Frontline Communications
- Automated Scheduling
- Employee Performance and Rewards

[Request a demo](#) to see Legion InstantPay in action. [Learn more](#) about how we can help empower employees across your entire organization and support their financial well-being.

About Legion

Legion Technologies' mission is to transform hourly jobs into good jobs. The company's industry-leading, AI-powered workforce management (WFM) platform optimizes labor efficiency and enhances the employee experience simultaneously – at scale. The Legion WFM platform has been proven to deliver 13x ROI through schedule optimization, reduced attrition, increased productivity, and increased operational efficiency. Legion delivers cutting-edge technology in an easy-to-use platform and mobile app that employees love.