



# Legion InstantPay

## Key Features

- Control how you rollout Legion InstantPay (select users, locations)
- Easily onboard employees with a simple, four-step process
- Get your employees on the road to financial wellness quickly and easily; no new IT project is required
- Next-day transfers to any employee-directed bank accounts are free
- Instant transfer to any employee-directed bank account — in seconds (for a minimal fee)
- No prepaid credit card or new bank account is required

## Related Products

- Frontline Communications
- Automated Scheduling
- Time and Attendance
- Employee Performance and Rewards

With the ongoing labor shortage, delivering a great employee experience is more important than ever for attracting and retaining hourly employees. Retailers are not only competing with traditional employers in the war for talent, but they're also competing with gig-work which offers employees greater flexibility and control over their wages.

## THE LEGION SOLUTION

A recent survey sponsored by Legion asked employees what benefits would entice them to leave their current jobs, and 37% of respondents cited having instant access to earned wages. Instant access to earned wages was particularly valued by those aged 18-34, with over 45% of employees desiring this benefit. While earned wage access (EWA) is an effective retention tool, it has also been proven to increase employee satisfaction ([PWC estimates by 36%](#)) and make recruitment easier.

## Provide Flexible Pay Options with Earned Wage Access

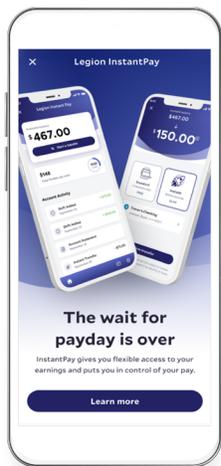
Give employees ownership of their finances by allowing them to access earned wages when needed while complying with garnishments and company policies. EWA makes it simple for employees to access their pay.

Employees can opt to receive their wages instantly or the next day

- Next-day transfers to any employee-directed bank account are free
- If the employee wants access instantly, there is a small transaction fee of \$2.99

Employees can access and transfer a percentage of their gross earned wages.

This amount can increase over time based on an analysis of payment trends. And, to provide the most frictionless experience possible for your employees, there are no requirements to use a prepaid credit card or open a new bank account to use Legion InstantPay.



## Achieve Operational Benefits

Besides employee benefits, there are significant operational efficiency gains with Legion InstantPay. Employees are incented to have exception-free, accurate timesheets and increased schedule adherence because the pay is only available after their timecard is approved.

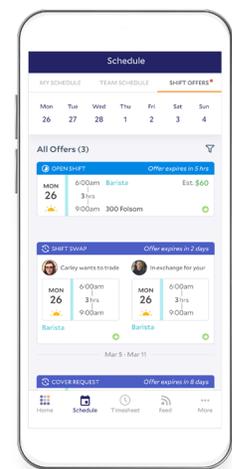
Employees can also view the potential earnings associated with schedules and open shift offers resulting in faster shift uptake. They see how much money they would earn by working a particular shift when considering the offer and get paid for it when the work is complete, delivering gig-like flexibility and immediate access to cash.

## Fully Embedded in WFM

As part of Legion's highly adopted mobile app, Legion InstantPay gets your employees on the road to financial wellness quickly and easily with no new app or IT project required. InstantPay is fully embedded into the Legion app providing real-time access to earned wages in the same app your employees regularly use to check their schedules, record hours worked, manage time off, and more. Why does this matter? Studies have shown that while standalone EWA apps see 24-30% adoption rates, when embedded directly in the workforce management software, EWA delivers significantly higher adoption rates of 60-70%.

All the data needed to run a fully compliant EWA/InstantPay program is available directly from Legion. Legion manages schedule costs and generates timesheets, accurately computing the wages based on wage rates, overtime, double-time, secondary wage rates, and more, making it available for instant payment.

And, no separate/special onboarding/offboarding is required for employees to access Legion InstantPay.



## Benefits

### Access Pay Quickly

- Access earned wages within seconds of the approved clock
- Delivered straight to a bank account, an existing payment card, or a digital wallet (if preferred)

### Cost-Effective for Employees

- No recurring software fees
- No transaction fees to the business
- Low/no-fee options for employees

### Fully Integrated with WFM

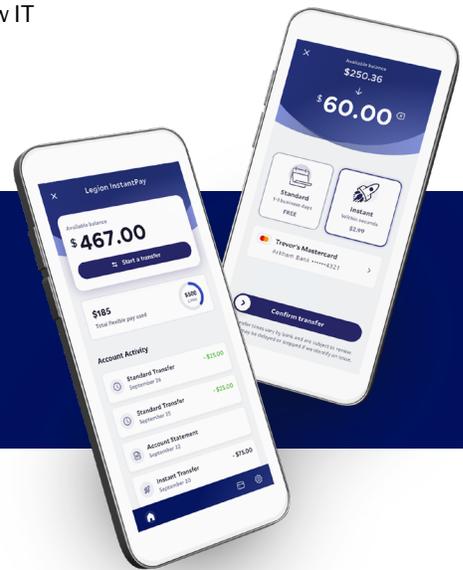
- Increase adoption by leveraging high engagement with the Legion WFM mobile app
- High adoption/enrollment is part of employee onboarding/offboarding
- Ensure employees are incentivized to maintain clock hygiene – reducing timesheet maintenance overhead

## What Makes Legion InstantPay Different?

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

Request a demo to see Legion InstantPay in action.

Learn more about how we can help empower employees across your organization with flexible payment options that support their financial well-being.



## About Legion

Legion Technologies delivers the industry's most innovative workforce management platform. It enables businesses to maximize labor efficiency and employee engagement simultaneously. The Legion WFM platform is intelligent, automated, and employee-centric. It's 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. For more information, visit <https://legion.co> and follow us on [LinkedIn](#).



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