



Corporate Overview

SOLUTION BRIEF

THE LEGION SOLUTION

Legion's industry-leading WFM platform enables intelligent automation to maximize labor efficiency and employee engagement simultaneously. Businesses that use Legion WFM have achieved 13x ROI, cut scheduling time in half, and achieved a 96% match rate between business needs and employee skills and preferences—transforming labor operations and the employee experience.

Legion WFM enables intelligent automation across the entire workforce management process continuum by continuously learning from data, leveraging artificial intelligence (AI), and providing an engaging user experience.

13x ROI

Cost Optimization

0 Violations

Compliance

5% Reduction

Attrition

\$3.7M* Savings

Worker Retention

22% ↑ in Sales

Worker Effectiveness

Employee Engagement

Self-Service Mobile App

Schedule Ownership

Frontline Comms

Performance & Rewards

Instant Pay

Core Workforce Management

Labor Budgeting

Demand Forecasting

Labor Optimization

Automated Scheduling

Time and Attendance

Strategic Insights

Scalable • Secure Legion Cloud Platform AI-Powered • Global

Plan

Strong operational execution starts with creating a long-term labor budget and an optimal labor plan. Our fully automated, AI-powered demand forecasting engine instantly generates highly accurate, granular forecasts for each location, channel, and item. Every single driver gets its forecast based on a unique model built for that driver. Legion automatically incorporates the impact of external events and weather into the forecasts.

Use Legion’s accurate, automated labor budgeting and demand forecasting modules to increase operational efficiency and create the perfect plan. You can also set long-term budgets and weekly demand forecasts. Legion uses AI to generate fully automated granular demand forecasts and labor budgets in seconds. The Legion WFM self-learning forecasting engine continuously learns and adapts to business needs.



Labor Budgeting

Combine accurate long-term demand forecasts with your detailed labor model and scheduling rules to create precise labor budgets. Create long-range labor budget and execution tracking for annual labor budget planning and ongoing monthly and quarterly reforecasting. Achieve greater forecast accuracy and improved budget adherence by leveraging machine learning-powered forecasting and scenario modeling based on date-effective and location-specific labor models, operating hours, wage rates, and other operational inputs.

- Precisely define the labor hours your business needs over the next 12 to 18 months by skill and location.
- Create dynamic budgets by quickly modeling what-if scenarios or adjusting the total budget hours.
- Use powerful tools to model scenarios and set the budget for automatic execution in Legion Automated Scheduling.
- Improve budget execution by ensuring HQ Planners and Store Managers collaborate and create bottom-up or top-down annual budgets with tracking for budget execution that automatically identifies gaps and makes adjustments.



Demand Forecasting

Legion's fully automated, data-driven demand forecasting engine provides highly accurate granular forecasts that continuously improve using machine learning. Our approach to demand forecasting includes highly specific forecast models tailored to each dataset and uses external data within our automated and scalable infrastructure, which provides higher accuracy levels than other methods.

Legion's auto-generated, highly accurate demand forecasts generate optimal labor plans, budgets, and schedules across all touchpoints, freeing managers to spend more time with employees and customers—resulting in happier employees and increased revenue.

- Precisely predict demand across all customer touchpoints, including channel, location, or item, in 15-minute, 30-minute, or daily increments
- Automatically ingests and analyzes 1000s of data points and synthesizes historical and current information about how customers buy—understanding and incorporating the impact of demand drivers and future events such as weather or holidays
- Immediately adapts to business changes and continuously improves as new data is available
- Instantly update forecasts and labor guidance while allowing for human intervention

Execute

To drive and execute efficient labor plans, optimal labor hours are automatically computed based on the forecasted demand and labor standards.

Automatically create optimized labor plans and generate schedules that match business needs with employee preferences and skills 96% of the time. Reduce the time managers spend creating and maintaining schedules by 50%.



Labor Optimization

Legion WFM enables intelligent automation to empower managers with staffing guidance and labor insights, instantly predicting the number of employees and skills needed every 15, 30, and 60 minutes daily—resulting in better customer service and reduced labor costs.

- Automatically generate optimal labor plans, creating granular, down-to-the-minute task-based labor modeling across all channels
- Automatically compute optimal labor hours based on precisely forecasted demand and customer labor standards. Drives efficient labor plans, giving you more insight into long-term and short-term labor demand with less effort
- Get insights on the impact of adding or removing shifts on meeting demand, budgets, and compliance

- See the total cost of the schedule, where the gaps are between scheduled hours, demand, and employee preferences, and automatically adjust to meet objectives
- Automatically includes flexible workloads, such as restocking or inventory, without human intervention
- Pre-loaded, frequently updated compliance templates and business rules help ensure schedules follow labor laws. Optimal labor plans enable fully compliant schedules that match employee skills and preferences to be automatically generated with a single click
- Seamlessly integrates external data from WMS, POS, task management, and other systems



Automated Scheduling

Legion WFM enables intelligent automation to create optimal schedules that match business needs with employee preferences and skills 96% of the time.

- Instantly generate optimal schedules that match business needs with employee preferences and skills, including the most qualified employee for a shift based on skills, performance, labor rules, budget constraints, and compliance rules
- Automatically generate curated shift offers in seconds based on preferences, skills, and compliance factors
- Schedule Score helps managers assess schedule quality and meet the factors most important to the business
- Pre-built, up-to-date compliance templates and business rules ensure predictable and fully compliant schedules. Managers get automatic alerts, reports, and full audit trails.
- Schedule bidding by skills and seniority ensures employee preferences and all collective bargaining agreements are met
- AI-generated scheduling engine learns based on manager edits and continuously improves.
- Optimize your workforce across locations to cover critical needs during projected peak periods while avoiding costly overtime, protecting service levels, and offering [flexibility for hourly employees](#).



Time & Attendance

Legion WFM enables intelligent automation of timesheet approvals, corrections, and premium calculations.

- Automate timecard approvals across all locations and review only exceptions
- Schedule-aware timesheets automatically assess schedule change premiums and highlight timeclock-to-schedule variances
- Automate compliance with premium assessments and labor laws—overtime, predictive scheduling, and split shifts
- Restrict early/late/unscheduled clock-ins, automatically track out-of-compliance attendance inputs, and enable employee attestation and full audit trails
- Track attendance in real-time at-a-glance for rosters of all sizes, including employees arriving soon, leaving early, approaching overtime, and more
- No costly hardware required—one app for employee clocking, checking schedules, communicating with coworkers, and accessing wages early
- Integrates easily with existing Kronos 4500 and InTouch hardware or POS
- Automates the management of schedules, timesheets, and tips

Empower

Legion WFM transforms the frontline employee experience so you can attract and retain highly productive employees. Employees get gig-like flexibility with schedules matching their skills and preferences with modern communication tools, instant access to earned wages, the ability to view their real-time performance metrics, and easy-to-use self-service tools to swap shifts and claim open shifts—all from a highly rated, intuitive mobile app.



Self-Service Mobile App

Legion WFM enables intelligent automation to turn your employees' mobile devices into a powerful tool for managing their work lives.

- Schedules, shift offers, time-off requests, shift trades, clock-in, modern communications tools, performance, and instant access to their earned wages, all within the same employee mobile app
- Employees can define when they are available to work, how much, and the locations where they want to work
- Access to daily pay usings all of the configured rules for scheduling, time and attendance, and compliance
- One-step onboarding allows employees to access their schedule, time clocks, and interact with their team on their first day of work
- Supports many features to allow customers to remain compliant in geographies with fair work-week rules and leverage all scheduling rules and validations for edits and shift swaps
- All benefits and tools are built into the same, easy-to-use mobile app employees use daily to access their schedules—no new apps to learn or IT projects



Frontline Communications

Frontline Communications transforms how you communicate with employees and radically improves retention rates.

- The complete set of modern Frontline Communications tools include Newsfeed, Chat, Contextual Conversations, Surveys, and Polls
- Compliant and schedule-aware communications with rich controls to set policies and powerful moderation tools to isolate and resolve any issues quickly
- Broad employee engagement with Legion's self-service mobile app drives high communication reach and engagement
- No separate, special onboarding/offboarding for employees to leverage frontline communication capabilities



Legion InstantPay

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 time, manage time off, and more. Studies have shown that while standalone Earned Wage Access (EWA) apps see adoption rates of 15-30%, Legion's EWA, deeply embedded in Legion WFM, can deliver significantly higher adoption rates.

- Give employees instant, easy access to their earned wages
- With EWA embedded in WFM, you can run a fully compliant earned wage access program leveraging all the data needed directly from Legion
- Manages schedule costs and generates timesheets, accurately computing wages based on wage rates, OT/DT, secondary wage rates, etc., making it available for instant pay
- Instant access to pay incentivizes employees to maintain clock hygiene, eligibility, and schedule adherence, significantly reducing timesheet maintenance overhead
- No separate app and a simple onboarding process
- Companies get fast adoption and quick time to value with no new apps to learn or IT projects are required



Performance and Rewards

Legion Performance and Rewards enable intelligent automation to engage and motivate hourly employees, providing instant feedback and recognition. You can automatically measure employee performance, compute rewards based on performance, and provide real-time, quantifiable feedback to help keep employees engaged and motivated.

- Build trust with transparent, fair, equitable, and quantifiable performance metrics
- Track employee performance and rewards on a dashboard, create custom assessment periods by work role, identify challenges and opportunities for your team, manage performance trends with real-time data, and gamify performance to inspire positive behavior
- Automatically send messages and give rewards to recognize employees based on performance
- Employees can view ongoing performance metrics on a dashboard, earn rewards and badges for meeting performance criteria, view performance scoring in real-time, and see historical performance data
- Companies can leverage Legion's powerful AI to match employee behavior with shift assignment algorithms automatically



Modern Cloud Platform Built for Scale and Integration

The Legion WFM platform includes cutting-edge AI. It helps you get up and running quickly with intuitive interfaces and tools that employees love while delivering a 13x return on investment.

Legion WFM enables intelligent automation to combine deep data science and powerful AI to automatically synthesize thousands of data points automatically for better decision-making and faster execution.

- **Improve Operations:** Legion WFM uses machine learning to drive self-learning algorithms that automatically improve based on changing data patterns.
- **Integrate and scale at minimal cost:** Legion's cloud-based microservices architecture enables auto-scaling and optimal performance without additional capital expenditures. With pre-built connectors into most HRIS and POS systems, Legion WFM works with no hassles and a lower cost of ownership.
- **99.95% Uptime:** Legion WFM is hosted in a highly secure, SOC2-compliant environment, so you can be sure your data is safe. You get 99.95% uptime, unlimited capacity, and 24x7 monitoring and support.



Legion Data Suite

To make the data easily accessible and actionable, the Legion Data Suite includes a range of dashboards, reporting, and analytics options, including:

- **Report Creator:** The Report Creator tool empowers store managers to craft custom real-time operational reports, allowing them to visualize and effortlessly download the information they require.
- **Strategic Insights:** Monitor the status of key performance indicators (KPIs). The data behind a strategic dashboard is updated regularly and used by executives to stay on top of KPIs throughout their business. With "creator" permission, users can access the entire data dictionary across historical datasets to build rich, beautiful dashboards and share them via URL, email, Slack, and more.

- **Standard Reports:** Legion provides a pre-defined set of reports for common WFM reporting use cases.
- **Data Extracts:** Intended for external system consumption (e.g., Customer's BI system), the data is from the transactional database, and includes all key Legion business objects, including schedule, shift, clock, timesheet, and more. The data is optimized for fast retrieval at a large scale.



Report Creator

Legion Report Creator delivers a comprehensive reporting tool that provides real-time operational reporting to key stakeholders who create reports, such as store managers and corporate administrators.

- Users can create and customize reports based on their specific operational needs
- A user-friendly interface encompasses the entire Legion data dictionary, enabling users to create real-time reports
- Supports location hierarchy and custom date ranges
- Schedule reports or run reports on demand
- Deliver reports to an sFTP end-point



Strategic Insights

Legion WFM enables intelligent automation to deliver deep insights and analysis needed to identify, monitor, and manage key trends for better operational decision-making. Strategic Insights enables instant, accurate analysis of employee engagement, manager productivity, labor optimization, and compliance trends through rich dashboards and powerful analytics, automatically synthesized from multiple data sources—no implementation required.

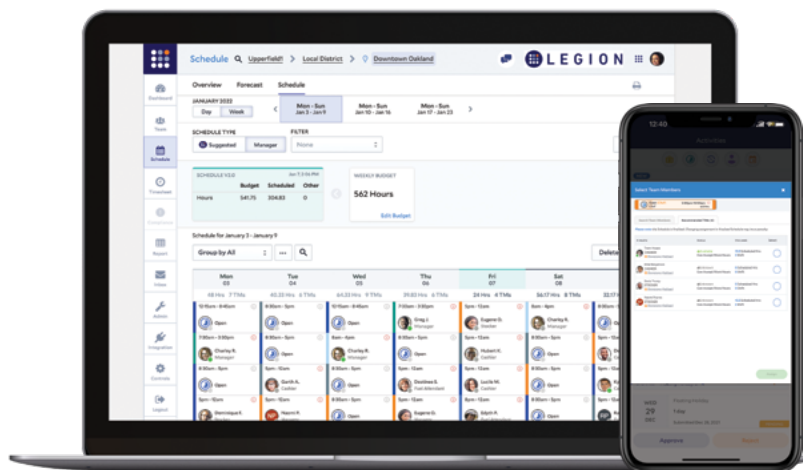
- Out-of-the-box dashboards automatically track trends to identify opportunities to optimize efficiency, reward workers, refine training, and monitor workforce engagement
- Monitor and measure key employee engagement metrics such as onboarded employees, active employees, shifts claimed, swap offers claimed, newsfeed post views, and more
- Build reports and dashboards easily without IT assistance against almost 200 key performance indicators
- Reports are available at any granularity level and customized to the organization's unique needs



Control Center

Legion WFM makes it easy to customize your environment for your unique needs and is designed for self-service configuration, so you can free up valuable IT resources and easily adapt to changing circumstances.

- Control Center gives admins self-service access to quickly and easily establish centralized configurations
- Lightning-fast implementations and easy-to-use configuration templates accelerate and simplify initial setup
- Reduce compliance burdens with automated configurations and updates based on labor law changes



[Request a demo](#) to see how Legion WFM enables intelligent automation to help you maximize labor efficiency and employee engagement simultaneously.

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](#).