



SOLUTION BRIEF

Legion InstantPay

Turnover has long been an issue in retail. A recent survey found that 50% of hourly employees plan to leave their jobs within the next year. However, there are tangible things you can do today to increase retention. In addition to providing competitive pay and scheduling flexibility, employees increasingly want more financial flexibility with early access to their earned wages.

The Legion Solution

Legion Workforce Management (WFM) enables intelligent automation to support employee financial health and optimize operational efficiency simultaneously. Legion InstantPay helps companies support employees' financial well-being by allowing them to easily access their earned wages when needed.

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 use regularly to check their schedules, record time, manage time off, and more.

Why does this matter? Studies have shown that while standalone EWA apps see adoption rates of 24-30%, EWA, which is deeply embedded in WFM, delivers significantly higher adoption rates—60-70%!

Managers can encourage schedule adherence, improve clock-in and clock-out behavior, and fill shifts faster by showing employees how much they'll make for an open shift. Likewise, employees can view how much they will earn for a shift, work that shift, and get paid—all on the same day.

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. When considering the offer, they see how much money they would earn by working a particular shift and getting paid for it when the work is complete, delivering gig-like flexibility and immediate access to cash.

Fully Embedded in WFM

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.

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

Key Features

- Control how Legion InstantPay is rolled out (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

ALDO Group's Employee Financial Well-Being and Journal to Operational Efficiency

ALDO Group chose to be a pioneer in supporting employee financial well-being by implementing Legion InstantPay. Fully embedded into the Legion app, InstantPay provides real-time access to earned wages in the same app employees regularly use to check their schedules, record time, manage time off, and more.

The ALDO team has seen that embedding InstantPay drives tangible operational improvements, and InstantPay proved to be the catalyst they were looking for. Not only did employees adopt the solution immediately, but with an added benefit, clock-in performance for employees who adopted Legion InstantPay improved by 66% in the first 3 months.

Today, Legion InstantPay users have 72% better clock-in performance than non-users. When measuring user satisfaction, ALDO employees rated it 4.5 stars on the app store. Paquin shared, "Pioneering earned wage access with Legion showcases our commitment to employee financial well-being."

"They [employees] don't want to wait two weeks for their pay—they would like to have their money right after their shift. Pay flexibility is more important than ever before."

- François Paquin

[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, enabling businesses to maximize labor efficiency and employee engagement simultaneously. The award-winning, AI-native 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](#).

