



SOLUTION BRIEF

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 paying unexpected bills and managing finances, leaving them stressed and distracted at work. Financial stress resulted in approximately 11-14% of annual payroll costs due to lost productivity and increased turnover, according to [The Employer's Guide to Financial Wellness](#).

With nearly two-thirds of American workers living paycheck to paycheck, it's no surprise that 90 percent of workers want flexible pay, according to a recent survey sponsored by Wagestream. In recent years, issues related to pay and well-being have become important factors in employees' decisions to accept a job. So, providing financial wellness solutions, including Earned Wage Access (EWA), is a valuable benefit that helps businesses attract and retain employees.

*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.***

THE LEGION SOLUTION

Legion InstantPay helps companies support employees' financial well-being so they can increase savings, reduce reliance on credit, and easily access their earned wages throughout the month. In addition, Legion InstantPay gives you the power to give employees access to their earned wages when needed.

Businesses can increase adoption by providing Legion InstantPay in their workforce management platform and making it accessible through the same Legion WFM app 95% of employees regularly use for scheduling. 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.

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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 a choice of free 1-3 business day transfer or \$2.99 instant transfer

Track Your Wages

- Allow employees to manage finances by viewing earnings in real-time
- Provide employees with 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

No New App, No IT Help Required

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. However, getting employees to adopt it can be challenging as it requires a new app to download and manage. Unlike other EWA solutions that are bolted on to WFM or require separate applications, Legion InstantPay is integrated into the Legion WFM platform, so you can provide a seamless experience for employees and operational benefits to your business. In addition, because it's part of the Legion mobile app, which has 95% employee engagement every week, you can provide EWA through an app your employees already use regularly.

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Key Features

- Give your employees access to wages they've earned when they need them
- Control how you roll out EWA (select users, locations)
- Easily enroll employees with a simple, three-click sign-up
- Use InstantPay as an embedded feature in Legion WFM, no new apps to download
- No changes to existing payroll processes required

Benefits

- Improve retention with effective and responsible access to earned wages
- Drive operational benefits and improve financial resilience for employees
- Drive schedule adherence, encourage clock hygiene, and fill shifts quickly by empowering employees to see how much they will make for an open shift
- Support your employees' financial well-being

[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 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](#).

