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HR CONNECT®

Integrated with
Workday

A faster, simpler and more accurate way to administer employee benefits

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ABOUT UNUM

WORK WITH AN INDUSTRY LEADER

We protect over **30 million** employees and their families[1]

We paid **$6 billion** in benefits in 2018[2]

98% of our clients are likely to renew with us[3]

We serve over **1 in 2** Fortune 100 companies[4]

A broad portfolio of benefits are compatible with HR Connect for Workday:

- Employer-paid LTD & STD
- Employer-paid Life & AD&D
- Employee-paid Life & AD&D
- Select STD & LTD
- Flex Life, AD&D, LTD & STD
- FMLA, ADA, & STD ASO
- NY DBL, NY PFL, CA VDI, NJ TDB, HI TDI

- Select Voluntary products (CCP only):
- Issue Age Critical Illness
- Attained Age Critical Illness
- Group Hospital Indemnity
- Accident
- Whole Life
- ISTD

Our sights are set on transforming our benefits from the inside out

$80 million

invested to transform our customer experience and benefits technology[1]

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THE BENEFITS EXPERIENCE OF THE PAST

Time-consuming

Clients spend **too much time** manually entering enrollment data, reconciling bills, and tracking employee absences.
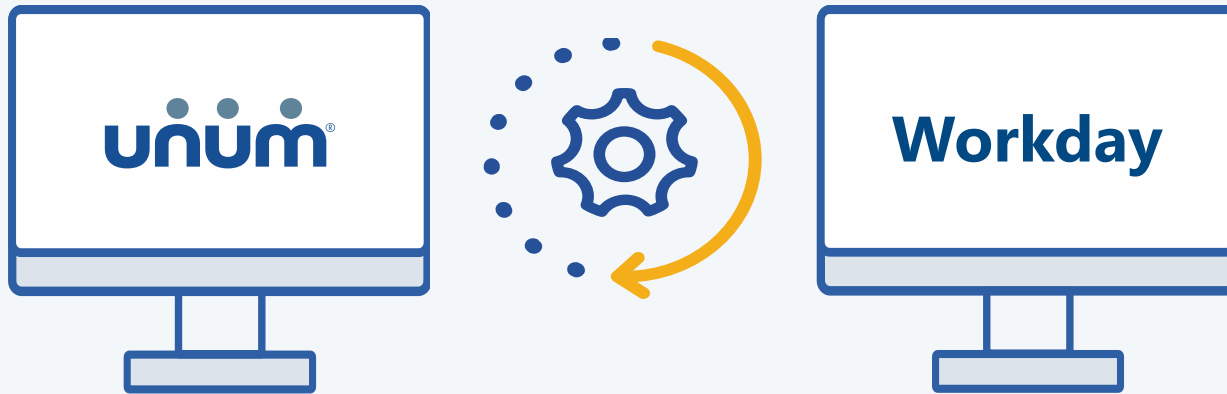
Inefficient

Keeping Unum and your Workday system's data in alignment takes
manual effort, especially during the billing process.

Tedious

Tasks like manually validating employee eligibility during the claims process are **tedious and annoying**.

INTRODUCING HR CONNECT

Workday

A secure connection between Unum and your Workday system that automates some of your most time-consuming HR activities

MAXIMIZE YOUR BENEFITS EXPERIENCE

With our suite of integrations:

- **ABSENCE**
- **BILLING**
- **EOI**
- **LEAVE LOGIC**
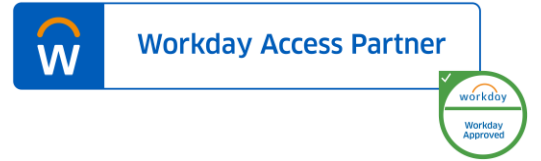- **VOLUNTARY BENEFITS SOLUTION** (Enrollment & Billing)

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HR CONNECT

Absence Solution

Our Workday-approved Absence solution automatically updates your Workday system with employee absence information.

THE OLD WAY...

❌ Weekly or biweekly updates about employee leave extensions and return-to-work dates.

❌ Manually coding and entering absences into your Workday system.

❌ No way to capture or share return-to-work information with managers.

WITH HR CONNECT...

✓ Real-time secure updates on leave extensions and return-to-work plans.

✓ Automated return-to-work notifications for managers.

✓ Streamlined and consistent data exchange for all absence types: STD, FMLA, state, corporate and paid family leave.

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HR CONNECT

Voluntary Benefits Solution

Automates the benefits experience from enrollment to billing

Unum → Workday

THE OLD WAY...

✕ You manually entered employee enrollment data and sent it to your insurance carrier via file feeds.

✕ You spent hours every month reconciling your benefits bill to make sure it reflected changes in that period.

WITH HR CONNECT...

✓ Employees enroll with a single sign-on directly from their Workday system.

✓ Enrollment data is shared between Unum and your Workday system in real time.

✓ Your bill is based on up-to-date information so it's accurate each month. No more reconciliation. Easy online payment options are available, too.

HR CONNECT

Enrollment Solution

Automates the exchange of enrollment and eligibility data

THE OLD WAY...

✖ You spend hours ensuring Unum and your Workday system are in sync.

✖ Enrollment and eligibility data must be manually entered into multiple systems.

WITH HR CONNECT...

✓ Changes/updates made to an employee's absence case are automatically sent to your Workday system in real time.

✓ Duplicate data entry is a thing of the past.

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HR CONNECT

Evidence of Insurability (EOI) Solution

Shortens the EOI process from weeks to minutes — with no need for paper forms

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THE OLD WAY...

- ❌ The EOI process can take weeks.

- ❌ "Snail mail" slows communication.

- ❌ Employers must monitor EOI status and manually enter data into their Workday systems.

- ❌ Employees wait weeks for coverage decisions.

WITH HR CONNECT...

- ✓ Majority of employees receive instant coverage decisions.

- ✓ Easy, digital process that is completely paperless.

- ✓ EOI-related claims issues are dramatically reduced.

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HR CONNECT

Billing Solution

Calculates, summarizes and displays your Unum premium in an easy-to-use interface

THE OLD WAY...

- ✖ Labor-intensive process to reconcile shared data between Unum and your Workday system.

- ✖ Billing challenges during open enrollment due to the volume of updated employee information.

- ✖ Error-prone data, causing inaccurate billing and HR frustration.

WITH HR CONNECT...

- ✓ Changes/updates made in your Workday system are automatically sent to Unum in real time.

- ✓ Your bill is accurate, month after month.

- ✓ You can drill down to policy, product and employee-level detail.

- ✓ Simple online payment options.

HR CONNECT

LeaveLogic Solution

A one-stop experience for leave planning and tracking, updated in your Workday system in real time.

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THE OLD WAY...

✖ Employees had no easy way to plan, prepare for, or request leave.

✖ Employees needing leave were not aware of available benefits

✖ You had no easy way to track and manage leaves across the organization.

WITH HR CONNECT...

✓ LeaveLogic provides employees with a simple, robust application for planning leaves and accessing resources.

✓ LeaveLogic finds available benefits and shows employees how they work.

✓ Leave requests and statuses are visible in real time on an easy-to-use employer dashboard.

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EMPLOYER VALUE

HR CONNECT

1 Secure & automatic data transfer

2 No manual data entry

3 Easy billing

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EMPLOYEE VALUE

HR CONNECT

1 One-stop leave solution

2 Easy enrollment

3 Digital EOI process

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