



Integrate your HCM **+ payroll administration**

We are here to help you thrive.
To learn more about our flexible options for Workday Payroll services, please contact us at workday.solutions@alight.com.

You have already experienced the value of moving core HR processes to Workday. But are you still stuck pushing HR data over to a legacy payroll system via a cumbersome integration and dealing with premature cutoff times that frustrate the business and increase rework? There is a better way to process payroll accurately and efficiently.

At Alight, we process 8,500,000 payments each year on Workday and use this experience to influence stronger deployments and more efficient operations for our customers. Enjoy the benefits of having HCM and payroll integrated in the Workday Cloud by an experienced Workday Payroll administrator who will support you through your Workday deployment and ongoing payroll delivery activities.

Workday Payroll is proven and different by design

We have been deploying Workday Payroll since 2010, and have enjoyed administering U.S. and Canadian payroll on Workday for the past three years. Understanding the differences in Workday Payroll from legacy hosted ERP and Service Bureau solutions, enables us to recognize and translate the operational impacts of integrating your HCM and payroll processes in Workday.

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	Legacy payroll experience	Workday payroll experience
Pay calculations	Time consuming with limited flexibility when running pay calculations.	Faster processing time and flexible pay calculations at the employee level.
Tax rate changes	Tax releases applied periodically resulting in retro tax impacts and manual processing.	Weekly updates delivered automatically in-tenant.
Retroactive pay inputs	Complex queries and manual processing to apply the payroll impact of retroactive transactions.	Delivered retro functionality that applies payroll differences automatically for the majority of pay impacting transactions.
Reports	Limited delivered reports resulting in a large number of custom reports for defensive queries and audits.	Delivered robust set of standard reports and configurable delivered audits.
Integrations	Complex integrations must feed job, compensation and time data to payroll; creating challenges in operational timing and paycheck accuracy.	Integrated HCM + payroll system eliminates need for data integration resulting in a significant improvement in payroll cutoff timing.

De-risk your transition to Workday Payroll

Every organization has their own nuances driven by their workforce, industry, policies or culture that impact the complexity and requirements of their payroll practices. It is important to us that we listen to your organizational needs when deploying Workday Payroll and make the transition from your legacy payroll system to the Cloud seamless.

Deployment is only the first step to ensuring that your organization can deliver timely and accurate payroll. The bulk of work occurs in the daily, weekly and monthly routines that enable payroll inputs, payroll processing, payroll distribution and tax filings.

Our payroll administrative services team operates from your Workday tenant, as well as funding payroll and taxes from your company bank accounts. This allows your organization to hold on to your cash longer and not give away earned interest as dollars float from a third-party bank account to your payee accounts.

We offer a variety of support offers for Workday customers, from fully managed payroll services to co-sourced payroll services, to payroll distribution services. Depending on what your current legacy payroll support model is, we can help with as much or as little administration as you need.



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○ Optional add-on ● Standard offer

	Fully managed payroll services	Co-sourced payroll services
Support services		
Tier 1 Call center	○	
Tier 1.5 Advanced problem resolution	○	
Tier 2 Functional support for payroll team		●
Payroll services		
Pre-payroll input and quality assurance	●	
Payroll gross-to-net processing	●	
Post-payroll settlement services	●	●
Check and tax statement print	●	●
Tax filing	●	●
Garnishment disbursements	●	●
Application management services		
Discretionary pool	○	○

Your employees are counting on you to ensure that payroll is handled accurately and on time—every time. Trust your payroll deployment and ongoing administration to us, Alight Solutions, a proven leader in human resource solutions, with incomparable experience with Workday Payroll for U.S., U.K. and Canada. Contact us at workday.solutions@alight.com to understand what combination of payroll services will best fit your needs.

