

A Tale of Two Wellness:

Keeping Employees Financially
and Physically Safe without
Compromising Operations



Panelists



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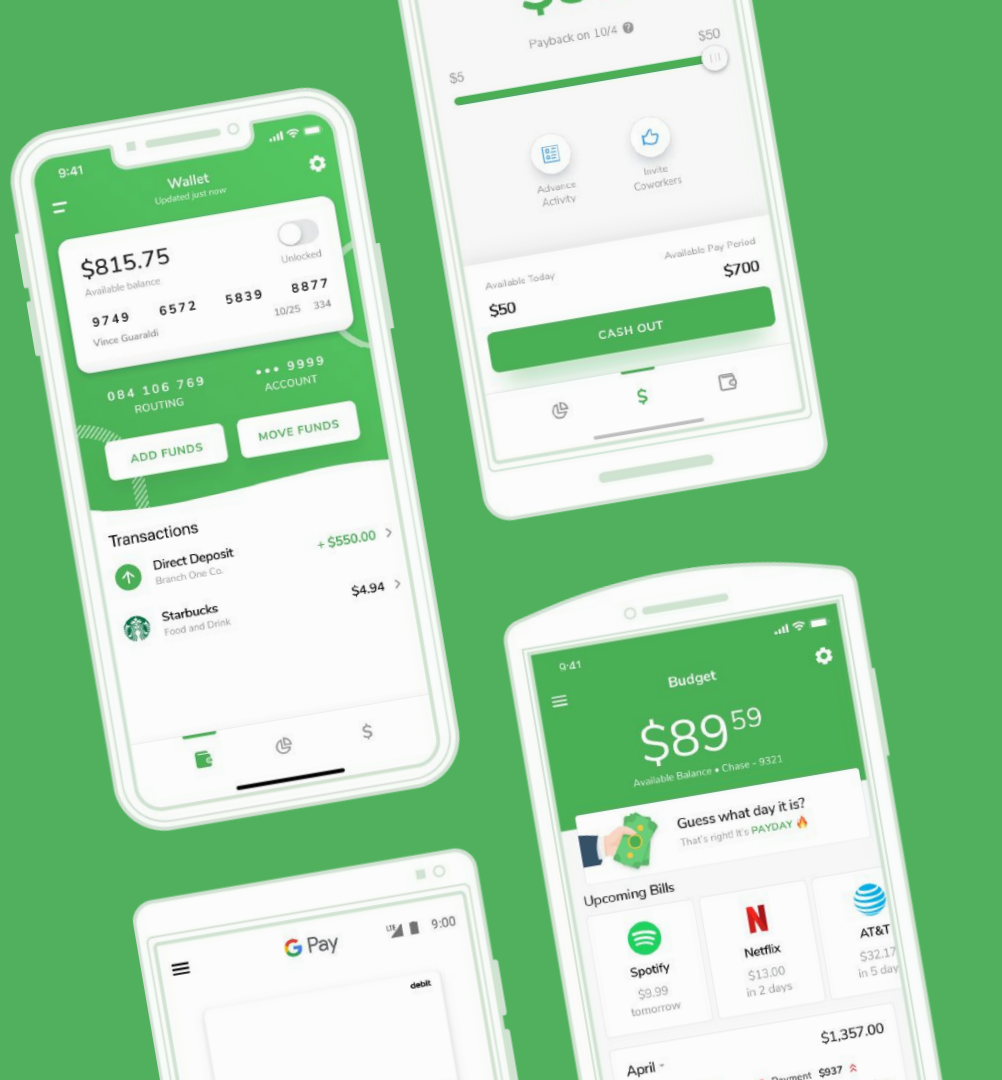




Welcome to Ultimate Kronos Group

Two “Best Places to
Work” are now ONE
amazing company.





Earned Wage Access

Digital Disbursements

Paycard Alternative
and Banking Services

UKG + Branch Partnership



View schedule



Pick up shifts



Get paid



Agenda



- The current state of the workforce
- Two wellnesses—keeping employees:
 1. Physically safe
 2. Financially whole
- How employee wellness leads to operational wellness

Housekeeping Items



- ★ Ask questions any time
 - Submit through Q&A Zoom feature
- ★ We will address questions at the end of the session
- ★ Session is being recorded and sent via email tomorrow morning
- ★ Grubhub gift cards sent after the session
- ★ Giveaways!
 - Prizes for participation
 - Polls will pop up on screen
 - Trivia will be asked live—submit your answer in “chat” feature

The Current State of the Workforce



The State of the U.S.

11.4
Million

10.7
Million

751,000



The State of the U.S: at end of Q3....

- **11.4 million** jobs have returned since May
- ... but still down **10.7 million** jobs
- Pace of hiring expected to slow
- **751,000** new unemployment filings

[U.S. Department of Labor](#), [Fortune](#)



Poll

What has been the industry most impacted
by COVID?



Most Impacted Industries



Restaurant/
Food Services
78%



Hospitality &
Retail
68%



Manufacturing
& Construction
67%



Banking &
Service
47%



Healthcare
42%

Branch, COVID-19 and the Hourly Worker Survey




A Tale of Two Wellnesses:

1. Physical Wellness
2. Financial Wellness

Physical Wellness:

Keeping Employees Safe and Healthy





Stay up-to-date
on guidelines



Adjust Workplace Practices

- Do workers have access to masks and gloves each shift?
- Are there instructions or signs indicating to customers how far apart they need to stand?
- How can you limit touchpoints (i.e. opt for contactless pay) at the point of transaction?
- Can you increase ventilation and the flow of outside air?
- Are there transparent shields or barriers to separate employees and customers where social distancing is not possible?
- Are you able to conduct daily in-person or virtual health checks (i.e. temperature screening) of employees before they enter the worksite?



Poll

What measures are you taking within
your stores/restaurants?
(Check all that apply)



Here's how retailers say they plan to keep customers and employees safe and healthy in stores during the 2020 holiday season: ^[NA1]

[UKG: Retail Holiday Trends Report](#)

66%

Managers will be trained to step in and support employees in the event a customer pushes back on safety requirements (71%: retailers with >100 stores / 57%: retailers with <100 stores)

72%

Manager will assume primary responsibility for overseeing and enforcing safety protocols in store

55%

Stores will conduct employee health screenings before each shift

83%

Stores will require employees to wear masks

67%

Stores will provide personal protective equipment (PPE) to all staff

53%

Safety protocols will vary store by store based on local or state requirements

80%

Stores will increase cleaning frequency

66%

Cleaning protocols will be established by store management teams and may vary by store^[NA3]

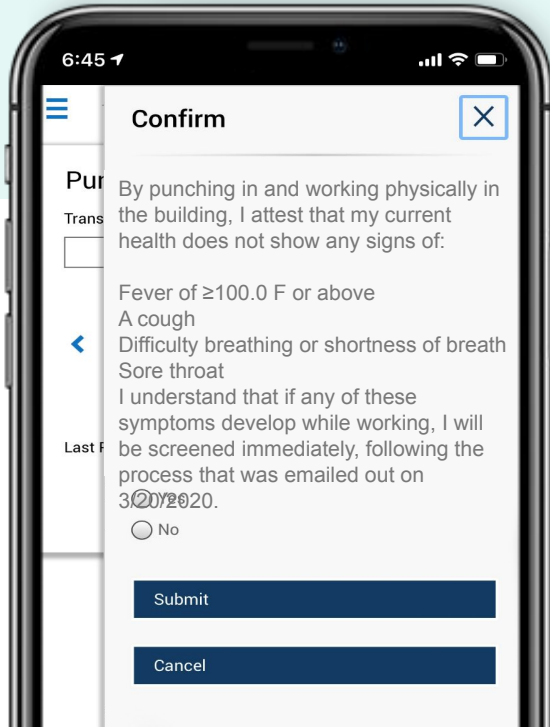
47%

Managers will be more visible on the floor than in past years (i.e., to help fill shifts, enforce safety requirements, etc.)

How UKG clients are
successfully navigating
the challenges of COVID

Health Checks via Attestation

- ★ The term “attestation” refers to an official verification of something as true or authentic. UKG attestation solutions allow employees to attest that information is correct.



The image shows a smartphone screen displaying a 'Confirm' attestation form. The form includes a title bar with a menu icon, a close button (X), and a title 'Confirm'. The main text reads: 'By punching in and working physically in the building, I attest that my current health does not show any signs of:'. Below this, there is a list of symptoms: 'Fever of ≥100.0 F or above', 'A cough', 'Difficulty breathing or shortness of breath', and 'Sore throat'. A statement follows: 'I understand that if any of these symptoms develop while working, I will be screened immediately, following the process that was emailed out on 3/20/2020.' At the bottom, there are two buttons: 'Submit' and 'Cancel'.

6:45

Confirm

By punching in and working physically in the building, I attest that my current health does not show any signs of:

Fever of ≥ 100.0 F or above

A cough

Difficulty breathing or shortness of breath

Sore throat

I understand that if any of these symptoms develop while working, I will be screened immediately, following the process that was emailed out on 3/20/2020.

Submit

Cancel

- Were you provided a safety mask?
- Do you have a temperature?
- Have you experienced FLU symptoms in the past 14 days?
- Have you been exposed to COVID-19 in the past 14 days?


Employee Contact Tracing

The Washington Post
Democracy Dies in Darkness

Sections amanda

Contact tracing is 'best' tool we have until there's a vaccine, health experts say

Why contact tracing is vital to fighting coronavirus



To contain the spread of coronavirus, contact tracing is key. But doing it effectively will take an army of people that need to be hired and trained. (Video: Lee Powell/Photo: Daron Taylor/The Washington Post)

By Frances Stead Sellers and Ben Guarino

June 14, 2020 at 7:10 p.m. EDT

+ Add to list

PLEASE NOTE

The Washington Post is providing this important information about the coronavirus for free. For more free coverage of the coronavirus pandemic, [sign up for our Coronavirus Updates newsletter](#) where all stories are free to read.

It has quelled outbreaks of Ebola, allowed smallpox to be corralled before being vanquished by a vaccine, and helped turn HIV into a survivable illness. And whenever a new infectious disease




World Health Organization – Contact Tracing

- Contact Identification
- Contact Listing
- Contact Follow up

Employee Contact Tracing Report

The UKG Employee Contact Trace Tool uses employee punch data from any source (e.g. clock, mobile, web, API) to help identify potential contacts who were working at an identified location at the same time as an afflicted employee.

Employee Contact Trace Report



Person Paycodes to Include:

(All)

Regular

Colleague End

Initial Person - Time Segments Worked

Person Num	Person Start	Person End	Person Paycode	Person Level 1	Person Level 2	Person Level 3	Person Level 4	Person Level 5	Person Level 6	Person Level 7
17538	1/26/2014 10:45:00 AM	1/26/2014 1:45:00 PM	Regular	Retail	SuperCenter	Front End	-	Cashier		
	1/31/2014 5:15:00 PM	1/31/2014 8:15:00 PM	Regular	Retail	SuperCenter	Front End	-	Cashier		
	2/1/2014 11:00:00 AM	2/1/2014 1:15:00 PM	Regular	Retail	SuperCenter	Front End	-	Cashier		
	2/1/2014 1:15:00 PM	2/1/2014 3:00:00 PM	Regular	Retail	SuperCenter	Front End	-	Cashier		
	2/8/2014 5:15:00 PM	2/8/2014 8:30:00 PM	Regular	Retail	SuperCenter	Front End	-	Cashier		

Colleague Paycodes to Include:

(All)

Regular

Colleagues - Time Segments Worked

Colleague Name	Colleague Start	Colleague End	Colleague Paycode	Colleague Level 1	Colleague Level 2	Colleague Level 3	Colleague Level 4	Colleague Level 5	Colleague Level 6	Colleague Level 7
Gavin, Martha	2/1/2014 10:00:00 AM	2/1/2014 11:00:00 AM	Regular	Retail	SuperCenter	Front End	401-Cashiers	Bagger		
	2/1/2014 11:30:00 AM	2/1/2014 5:00:00 PM	Regular	Retail	SuperCenter	Front End	401-Cashiers	Bagger		
Kamensky, Annie	1/26/2014 11:15:00 AM	1/26/2014 1:30:00 PM	Regular	Retail	SuperCenter	Front End	401-Cashiers	Bagger		
	1/26/2014 1:30:00 PM	1/26/2014 3:15:00 PM	Regular	Retail	SuperCenter	Front End	401-Cashiers	Bagger		
Lester, Rick	2/8/2014 7:15:00 PM	2/8/2014 9:00:00 PM	Regular	Retail	SuperCenter	Front End	401-Cashiers	Bagger		
Long, Vanessa	1/26/2014 10:00:00 AM	1/26/2014 12:30:00 PM	Regular	Retail	SuperCenter	Front End	402-Baggers	Bagger		
	1/26/2014 12:30:00 PM	1/26/2014 2:15:00 PM	Regular	Retail	SuperCenter	Front End	402-Baggers	Bagger		
	1/31/2014 5:00:00 PM	1/31/2014 6:45:00 PM	Regular	Retail	SuperCenter	Front End	402-Baggers	Bagger		

Scheduling Strategies for COVID

Schedule
Groups

Labor
Sharing

Flexible
Scheduling

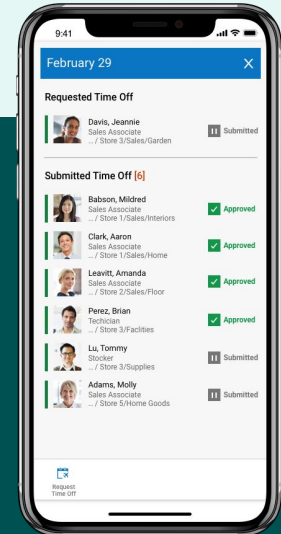
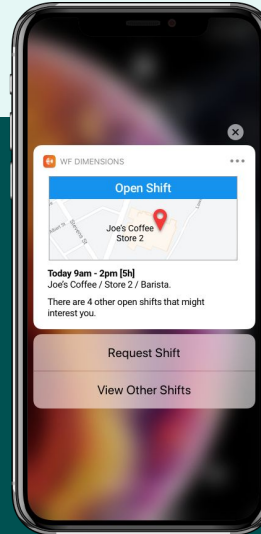
Employee
Self-Service

Manage Timecards

Edwards, Manuel < 1 of 12 >

List View Show/Hide Activities Approve Remove Approval Sign-Off Remove Sign-Off Reset Accruals Move Accruals Rules Analysis Go To

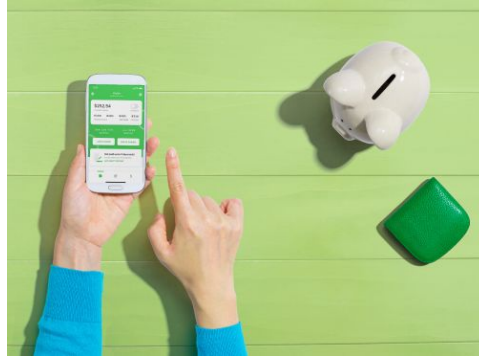
		Date	Schedule	In	Out	Transfer	Activity	Start	Stop	Total Alloc
+	🗑️	Mon 05/10/18	8:00am - 4:00pm	8:00am	4:00pm					
+	🗑️						IDLE	8:00am	12:00PM	
+	🗑️						MEAL DEDUCT	12:00pm	12:30PM	
+	🗑️						IDLE	12:30pm	4:00PM	
+	🗑️	Tue 05/11/18	8:00am - 4:00pm							
+	🗑️	Wed 05/12/18	8:00am - 4:00pm							
+	🗑️	Thu 05/13/18	8:00am - 4:00pm							
+	🗑️	Fri 05/14/18	8:00am - 4:00pm							
+	🗑️	Sat 05/15/18	8:00am - 4:00pm							



Promote Contactless Options



Clocking In & Out



Mobile Access



Contactless Pay



Financial Wellness: Keeping Employees Stable



Standard Pay Processes



Paper Checks



Fee-laden
paycards



Cash tips



Two-Week
Paycycle



78% of Americans were living paycheck to paycheck pre-COVID



Lumpy Income

67% have weekly pay fluctuation



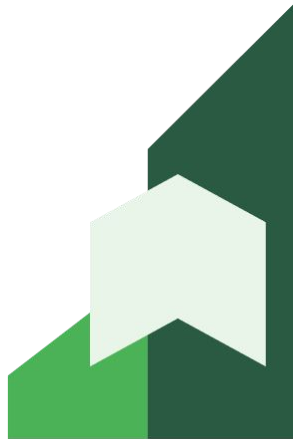
Insufficient Savings

52% have \$0 saved, 80% less than \$500 saved



Delayed Payments

76% delayed or missed a bill payment. 10% expect to

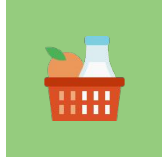


Poll

What expense would you skip?



Early Access to Pay Would Help



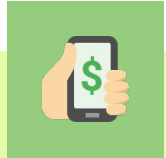
Top Financial Concerns

62% utility bills, 60% rent, 54% groceries



Most Costly Emergencies

40% transportation, 23% healthcare



94%

accessing pay early would
help ease their concerns
and financial burden

Empowering Employees Financially

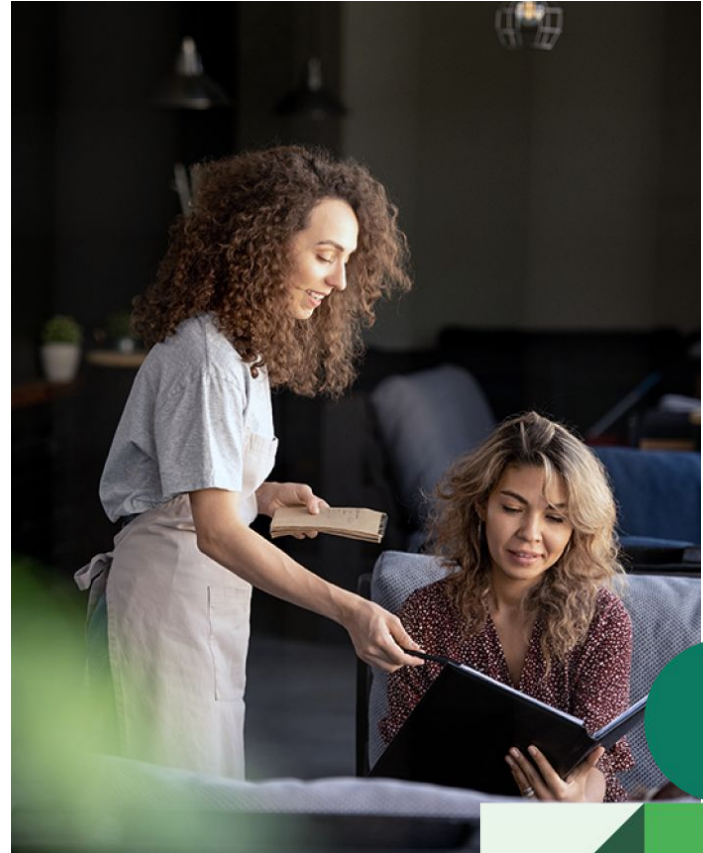
1. Pay employees faster
2. Allow for easier reimbursements
3. Drive employee engagement



How employee wellness leads to operational wellness

Benefits of Benefits

1. Increased shift coverage
2. Higher employee satisfaction
3. Improved productivity
4. Reduced turnover
5. Cost-savings



Poll

Which of these would be the greatest benefit to your organization?





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