

## Wanda WorkSmart – Benefits Video Transcript

### **Title Slide [cartoon animation of Wanda waving with two people thinking]:**

Hi there! Welcome to the Wanda WorkSmart series designed to inform you of what's new, what's changing, and what improvements you can expect with Workday. I'll also be addressing several key questions asked by State of Iowa employees. In this session, we'll be talking about Benefits. Let's dive in!

### **Scene 1 [animation of Wanda pointing and speaking]:**

So, What's Changing with Benefits? Currently, State of Iowa employees:

- Elect benefits in IowaBenefits during open enrollment
- Add or change beneficiaries and dependents in IowaBenefits
- Are not prompted to update dependents when a life event occurs
- Use the RIC Account Form to request payroll deduction changes for deferred compensation accounts in the State's Retirement Investment Club (RIC)

### **Scene 2 [animation of Wanda cheering besides a computer depicting Workday]:**

In the future, the Benefits process will occur in Workday. With Workday, State of Iowa employees will...

- Submit requests, make elections, and upload documentation
- Add or change beneficiaries
- Be prompted to update dependents as a result of life events, such as a birth or adoption
- Initiate deferred compensation payroll deduction changes and elect to contribute a percent or flat rate.

### **Scene 3 [animation of Wanda pointing and speaking and a magnifying glass viewing data]:**

With Workday, you will have more transparency into processes and are empowered to access and update your information.

### **Scene 4 [animation of Wanda sitting and typing on laptop]:**

Now, Let's take a look at the Top 5 Benefits questions asked by State of Iowa employees!

### **Scene 5 [animation of a coworker at the doctors officer and Wanda explaining]:**

Question #1: How will employees handle open enrollment in Workday after Go Live? Open Enrollment dates will be announced soon. Smart Guides, Webinars, and resources will be available to assist employees in the benefits enrollment process in Workday.

**Scene 6 [animation of two people sitting at a table on laptops and Wanda speaking]:**

Question #2: Will employees need to re-enter their benefit elections and deferred compensation into Workday after Go Live? No. All benefits and deferred comp information will be transferred into Workday from the previous system before Go Live.

**Scene 7 [animation of man typing on a computer and Wanda pointing and speaking]:**

Question #3: Are any benefits requirements changing due to Workday? No. Requirements for changing benefits will remain the same.

**Scene 8 [animation of man at home thinking while Wanda explains]:**

Question #4: Will Retirement Investors Club (RIC) elections be included in the open enrollment process? RIC enrollment occurs directly with the provider you choose. However, payroll deduction elections for enrollment and changes will be made electronically in Workday after Go Live.

**Scene 9 [animation of a woman thinking at a desk and Wanda pointing and speaking]:**

Question #5: Will SLIP elections for retirement be made in Workday? No. Employees will continue to work with their HRAs to complete SLIP elections.

**Scene 11 [animation of Wanda typing on laptop]:**

This wraps up our session about Benefits! Stay tuned for more topics to come. Until then, visit our website at [WorkSmart.iowa.gov](http://WorkSmart.iowa.gov) for more information.

Thanks for watching! This is Wanda WorkSmart, signing off, and remember, work SMARTER, not HARDER...with Workday!