

SCUDI EMPLOYERS FAQ's

1. What is Earned Wage Access (EWA)?

EWA, which stands for Earned Wage Access, is a financial offering that empowers employees to access a portion of their earnings that they've already worked for but haven't yet received on their regular payday. This service enhances financial flexibility without being categorized as a loan or a payday advance.

2. How does SCUDI work?

SCUDI enables employees to monitor their income and have early access to a portion of their already earned wages for free, when they need it, anywhere, anytime.

3. How does offering SCUDI's EWA service benefit my employees?

SCUDI helps employees cover unexpected expenses by giving them access to parts of their earned salary whenever they need it, rather than having to wait for payday. This alleviates financial distress within the workforce which reduces absenteeism. EWA reduces financial stress and avoids high-interest loans. It gives employees financial control and promotes financial wellness.

4. Is SCUDI's EWA available to all my employees?

Availability can vary, but EWA is often offered to both full-time and part-time employees.

5. What's the relationship between financial stress and absenteeism?

Financial stress can lead to absenteeism as employees may need time off to address financial issues or may be too stressed to come to work. By offering financial wellness programs, employers can reduce absenteeism and improve overall attendance and performance at work.

6. How does offering SCUDI's EWA service benefit employers?

In reducing financial stress, your company will improve its productivity and reduce healthcare costs while boosting motivation, loyalty and engagement. Employers also benefit from EWA by attracting top talent, improving productivity, and fostering a more financially stable workforce. It's a win-win.

7. What does SCUDI Earned Wage Access (EWA) offer for Employers?

SCUDI provides companies with an innovative EWA HR-tech Software and mobile application that allows employees to track their earnings and get early access to a portion of their already earned wages at no cost to them. This reduces administrative burden around payroll processing.

8. Is there a cost for my company to use the SCUDI SaaS?

Yes, SCUDI is a SaaS provider charging a fee in exchange for the service offered. If you would like to know more about our pricing, make sure you ask for a demo by email or by clicking on the link in our website – you will need to provide a professional email address.

9. How does my company integrate SCUDI's EWA service into the payroll or HR processes?

The SCUDI SaaS has been developed with focus on simplicity and functionality. With our standard option we work with csv uploads and downloads on our web platform.

With our bespoke option our web platform integrates seamlessly with your staff and payroll data. SCUDI works with the real-time data it gathers from your systems through API only the moment an employee or worker requests an advance. The integration will be taken care-of by both the Tech teams of your company and SCUDI.

10. Can my company customize the EWA offering to align with our payroll schedule and policies?

Yes. SCUDI SaaS can be tailored to your needs with the bespoke and gold option. The data entered by your authorized admin should align with your payroll schedule and policies, including payment dates, interim payments and more.

11. Is it possible for my company to make several fixed salary payments to a group of employees in the month?

Yes, SCUDI SaaS bespoke option is very flexible. You can set-up several groups or departments in your company, each group can have different parameters such as payment date, % of the net salary after deductions to pay out, etc.

12. What is the process for employees to access their earned wages through SCUDI's service?

Upon onboarding of your firm, we will provide you with an extensive step-by-step guide for your workforce detailing every step to create an account on our SCUDI mobile app. Once the contract is signed, and your account is properly set-up and active, your employees will simply have to follow these 3 simple steps to access their earned wages:

- a. They must download and install the SCUDI App. Once installed they open the SCUDI mobile app on the device of their choice and their login.
- b. Select the amount of their earned wages they would like to withdraw and hit the 'SCUDI ME' button.
- c. Confirm after reviewing the transaction details and voilà, the funds will instantly be transferred to their bank account.

13. Will offering EWA through SCUDI affect your company's payroll processing or tax obligations?

SCUDI SaaS will not affect any of your payroll processing or tax obligations as the amount of net salary, after any deductions, payable to the employee will remain unchanged.

14. How can my company promote and communicate the availability of SCUDI's EWA service to our employees?

Upon onboarding of your firm, we will provide you with information and material which you can share with your workforce announcing the newly adopted benefit. SCUDI will also provide you with a guide for your workforce detailing every step to create an account on our SCUDI mobile app.

15. Are there any legal or compliance considerations my company should be aware of when offering EWA through SCUDI?

There are no major compliance considerations you should be aware of when offering our product to your workforce. We are GDPR compliant.

16. Can my company limit the frequency or amount of EWA access for employees?

The frequency can be changed with our bespoke and gold options. The amount can be changed on the **SCUDI** web platform, which only authorised admins will have access to. If not automatically updated by our APIs, they can de-activate specific employees when necessary, such as resignation, when they are sick, when circumstances change. This can be done manually or by bulk upload.

In case of real-time integrated software, any changes to employees should happen automatically when they are processed by your admin (or secretariat social for Belgian companies).

17. How does **SCUDI ensure the security and privacy of our employees' information?**

SCUDI's developers concentrate on constantly upgrading our SaaS to the highest standard of protection. Our GDPR audit report can be made available upon request.

18. Does **SCUDI provide support and financial education to our workforce?**

SCUDI is not a financial advisor. However, we look after your workforce and try to help without getting involved. Our Software has been encoded with behavioural analysis and critical 'alarms' will trigger an email to be sent to your employee's email address with a variety of neutral and governmental support links. In the near future we will be offering financial wellness tools and solutions via our partners.

19. Can my company cancel our partnership with **SCUDI if needed?**

You can cancel the service timely in accordance to your contractual agreement with **SCUDI**

20. How can my company get started with offering **SCUDI's EWA service to our employees?**

If you would like to know more about **SCUDI** book a demo by email (info@scudi.me or on our website through the 'Contact us' button). We will explain how **SCUDI** works and can diminish the HR and Admin workload, reduce admin and healthcare costs and improve workforce motivation and performance.

21. What if my question isn't answered in this FAQ?

Contact **SCUDI**'s customer support at info@scudi.me