

Your Post-Employment Benefit Options

Guidance on Benefit Provisions and Continuation Options Post Employment Termination.

For Employees based in Latvia

Important Documents and Details

Before you leave, make sure to locate and save all the important information you may need, such as pay slips, tax documents, policy numbers, and provider details.

Your home address and personal email will be used to share important information (e.g. your payslips and tax documents) after your last day of employment, so please ensure this information is accurate.

Health Insurance

If you have ERGO Health Insurance (this may include medical, dental, or vision), your current policy and coverage will end on the day you leave Workday's employment. Claims incurred after the policy termination date will not be reimbursed by your insurer.

FAQs

Is there an option to continue my Health Insurance coverage through ERGO after my employment ends?

If you would like to continue your health coverage, you can purchase an individual health package via GrECo Insurance Brokers. You will find their contact details on page 3.

Acceptance will be based on your individual circumstances. If approved, your coverage will be subject to the terms and conditions of your new policy. Additionally, you will be responsible for directly paying the policy premiums.

If I move to an individual policy, will any restrictions apply?

All individual policies will be subject to revised scope and cost depending on your individual requirements. GrECo will be able to advise you of your options. There is no guarantee that benefits, terms, and conditions will be same as under the current Workday group policy.

I am midway through a claim. How will this impact me?

If you decide not to purchase a new health insurance policy your coverage will end on the last day of your employment. Claims for treatments incurred before your policy termination date are likely to remain unaffected, providing that they comply with the policy's terms and conditions.

If you decide to purchase an individual policy, your coverage will be in line with the terms and conditions of your new policy.

For any ongoing claims, we suggest you contact GrECo to discuss your individual circumstances. You will find their contact details on page 3.

Women's Health & Family Support

Your access to Maven's Women's Health and Family Support Services will remain available for 90 days after your last day of employment. You can connect with your Maven Care Coordinator and care team via the contact details on page 3.

FAQs

I am currently receiving treatment. How will this be impacted?

If you are currently enrolled in a Maven pathway, you can continue to receive support for up to 12 months from the date you initially began the pathway.

Your Post-Employment Benefit Options (continued)

I have claims I have not yet submitted. What is the deadline for these?

Maven Wallet eligible expenses must be incurred and submitted by the last day of the month in which your employment ends.

I have an active Maven Menopause membership. Will my access end after my final day of employment or will I continue to have access for the full cycle?

If you leave Workday while enrolled in the programme, you can continue using the virtual care services until the programme concludes. This is typically one year after you began your Maven journey.

Life Insurance

Your ERGO Life Insurance coverage will end on the day that you leave Workday's employment.

FAQs

Is there an option to continue my Life coverage after my employment ends?

It is not possible to continue your current Life Insurance coverage and you will need to obtain your own individual coverage. GrECo can assist you with obtaining a new policy. You will find their contact details on page 3.

Pension

If you are part of the Workday ERGO pension scheme, employer contributions will end on your last day of employment.

FAQs

Is there an option to continue my pension benefits after my employment ends?

There are different options available once you leave Workday's employment. We suggest discussing these options with GrECo. You will find their contact details on page 3.

Can I access additional support or advisory services?

If you would like support or advice, you're able to utilise Northstar's financial advisor for 90 days after your employment ends. Schedule a free appointment with Northstar in order to better understand your options.

Employee Assistance Programme

Our Employee Assistance Programme (EAP) offers confidential counselling services for 90 days after your final day at Workday. To speak with a counsellor, call the local helpline using the details provided on page 3.

FAQs

Can my family members continue to use EAP services after my final day at Workday?

Yes, your dependents will also retain access to EAP services for 90 days following your last day at Workday.

Financial Wellbeing Support

Northstar, our financial adviser service, offers personalised guidance and support as you navigate your finances. This will be available for 90 days after your final day at Workday.

FAQs

How can I schedule an appointment?

You can schedule a free appointment by visiting northstarmoney.com/activate. Once you sign up, you will be matched with a dedicated certified financial planner who will reach out to you to get started.

Is there a taxable impact if I seek financial advice across the remainder of my employment?

No, Workday covers the tax, so there is no impact on your net pay.



Your Post-Employment Benefit Options

Contacts

Benefit	Vendor	Call	Email	Website
Health, Life Insurance & Pension	GrECo	Viktorija Ozolina-Demirala +371 26601047	v.ozolina@greco.services	greco.services
Employee Assistance Programme	Lyra	Local Helpline: 800 00100 Out of Country: +371 25 894 666	care@lyrahealth.com	workday-global.lyrahealth.com
Financial Wellbeing Support	Northstar	–	support@northstarmoney.com	northstarmoney.com/activate
Women's Health & Family Support	Maven	–	support@mavenclinic.com	mavenclinic.com

Workday Contacts

You will not have access to Workday systems after your last day, but if you need to get in contact after you have left, you can email hr.emea@workday.com or hr.apj@workday.com.

The [Workday benefits site](#) will still be available if you need additional information about your benefits.

The information in this document reflects our best knowledge at the time of creation and may change based on individual circumstances or updates to legislation and offerings. It does not serve as a comprehensive description or guarantee of current or future benefit policies. In the event of a discrepancy between this document and information provided by your benefit provider, the benefit provider's information will take precedence.

