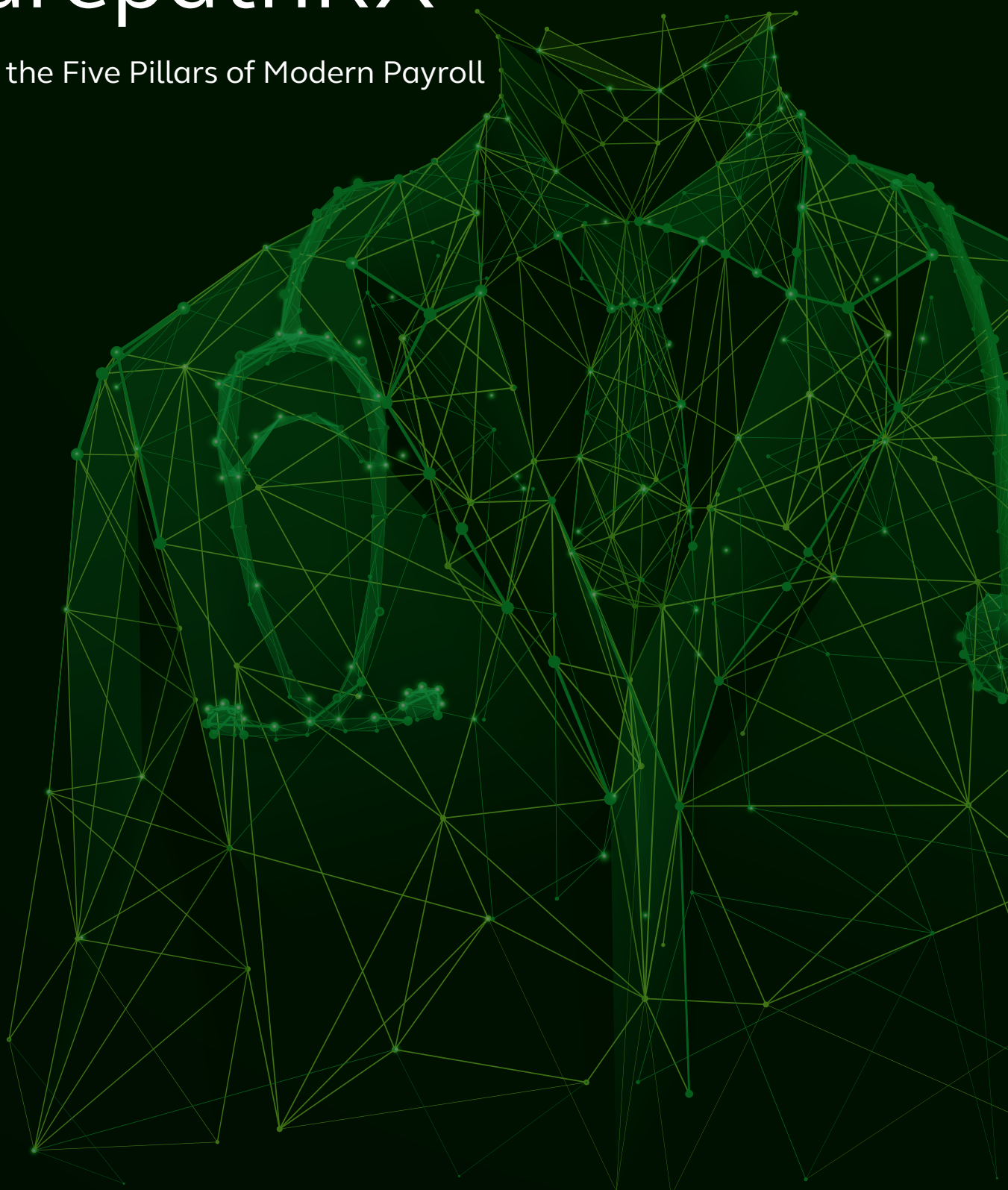


Case Study

CarepathRX

Living the Five Pillars of Modern Payroll





CarepathRx, an emerging specialty pharmacy services company, operating across 50 states, has transformed its payroll operations and pay experience through its investments in Workday and strategic partnership with OneSource Virtual (OSV). As an emerging specialty pharmacy management company, navigating rapid growth through regular strategic acquisitions, and diverse payroll requirements that supports 3,000 employees in all 50 states, complexity and risk are the norm.

OSV's seamless integration embedding its expertise within CarepathRx' Workday tenant has been a game changer for its payroll operations. Automating processes, reducing manual errors, activating insights, and derisking payroll compliance while ensuring timely and accurate payroll results.

The hybrid operating model and partnership has extended beyond operational improvements. OSV's managed payroll services operate as an extension of the CarepathRx payroll operations, and spans tax filings, garnishments, compliance, treasury and funding. The OSV Atmosphere platform provides CarepathRx with real-time payroll insights, empowering its payroll leadership to make data-driven decisions while reducing administrative burden, allowing for more value added, strategic contributions and collaboration with



OSV's expertise has been critical during key moments, including supporting acquisition transitions and legacy system integrations. By harmonizing payroll policies and addressing compliance challenges across jurisdictions, OSV enables CarepathRx payroll operations to remain agile, scalable and resilient and ready to support the organization and its diverse and growing workforce.

The adoption of OSV's MyFlexPay, earned wage access (EWA) solution has become a standard benefit offering to CarepathRx employees, who have leaned into the digital pay innovation, accessing over \$5 million in early wage transfers to date. Beyond financial wellness the solution has been a digital lever for payroll to solve unforeseen pay challenges such as paying employees timely and rapidly during a recent catastrophic hurricane.

Workday's mobile access for employees paired with the planned adoption of its AI-driven payroll inquiry support will further enhance the employee experience, aligning payroll operations with organizational growth and strategic goals.

Together, CarepathRx and OSV set the standard for modern payroll management, combining innovation and insights with an employee-first approach to deliver measurable business impact. This collaboration exemplifies how technology, expertise, and insights drive operational agility, employee engagement, and long-term success while de-risking payroll operations.

The Five Pillars of Modern Payroll

Delivering the modern 'Pay Experience'

- Pay & total rewards
- Transparency & Equity
- Choice of pay timing & method
- Financial wellness insights, education, & nudges ('Payroll Everywhere').

Facilitating compliant access to skills and talent

- 'Any type, any time, anywhere'
- Risk management and avoidance
- Compliance expertise and advisory.

Compliance Center of Expertise

Advising on strategic initiatives

- Proactive business engagement on strategic plans
- Insights and expertise guide the organization along its growth path.

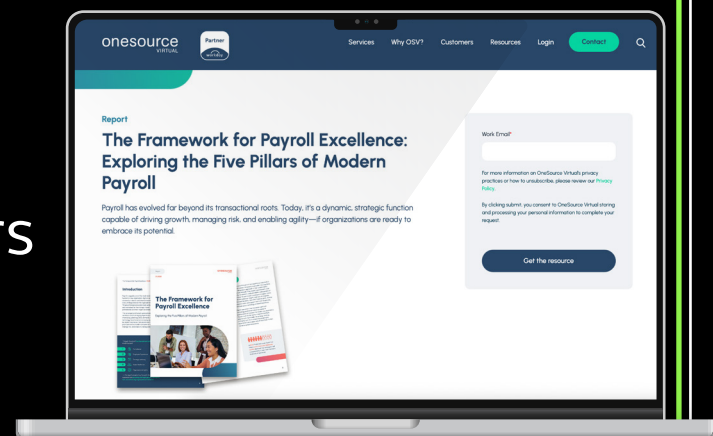
Enabling organizational agility

- Scalable, adaptable, & resilient payroll operations able to flex with the organization along its growth path
- Leveraging data and insights to help the organization to 'see around the next corner'.

To further explore the Five Pillars of Modern Payroll see:

The Framework for Payroll Excellence: Exploring the Five Pillars of Modern Payroll.

[READ MORE](#)




The logo for Onesource Virtual, featuring the word "onesource" in a bold, lowercase sans-serif font, with "VIRTUAL" in a smaller, uppercase sans-serif font directly beneath it. The text is white and is centered within a white circle. This circle is surrounded by a thick green ring, which is itself set against a dark background with abstract teal and green curved lines.

onesource
VIRTUAL

About OneSource Virtual

OneSource Virtual (OSV) delivers in-tenant technology and expert services to automate the administrative, transactional tasks of payroll, taxes, payments, and benefits within Workday. OSV has worked exclusively with Workday customers for the past 15 years with a services team that averages 10 years of Workday experience in addition to 20 years of industry experience. With over 1,100 customers, 95% retention, and \$185+ billion in treasury movement annually, OSV helps organizations take their teams from transactional to transformational.

About Pete A. Tiliakos

A circular portrait of Pete A. Tiliakos, a middle-aged man with short, graying hair, smiling. He is wearing a dark suit, a white shirt, and a blue tie. The portrait is set within a white circle, which is surrounded by a thick green ring, matching the design of the Onesource Virtual logo.

Pete is globally recognized for his extensive knowledge, coverage, research, and advisory in the payroll, employer of record services, payments, and HCM technology marketplace. Both practitioners and providers widely leverage his research and perspectives as he is a regular contributor to industry publications, associations, and events and the co-creator and co-host of the HR and Payroll 2.0 podcast and host of The Source by DailyPay podcast.

Pete leverages unique market expertise from over 30 years in HR and payroll technology, services, and transformation. His experience includes roles in Fortune 100 payroll leadership, HRO pre-sales and solution design, 'Big-4' consulting, and Director of HR Technology and Services Research for leading analyst firms.