

Your Leave & Disability Experts

Whether you're a company of 500 or over 20,000, we partner with you to provide a personalized, employee-centric experience in leave of absence administration, accommodation, and self-funded claims services across the U.S. and Canada.



An Unparalleled Employee Experience

With Larkin, you're giving your employees a dedicated administrator trained to deliver a one-to-one, high-touch leave experience built on a trusted human connection.

This means one person will guide them through the entire leave, claims, and company-specific benefit process—eliminating the frustration that can happen when dealing with multiple representatives across various departments.

Each employee's administrator will stay up to date on their status, deadlines, reminders, tasks, requirements, and communications. **This puts your employees' well-being at the forefront** and ensures they don't experience any additional worry or stress during the sometimes challenging or pivotal life events they're also navigating during this time.



An Elevated Employer Experience.

We take on your leave and disability services management so your team can focus on higher-value goals and objectives while at the same time, giving you the advanced insights and visibility you need to deliver a competitive leave and benefits program. Our strategic use of intuitive tools, technology and rapid integrations help you lower costs, save time and reduce risk and human error.

At the heart of this is your employer portal, which is personalized to your organization's needs and provides a comprehensive view of your entire leave and disability benefits program. Within this single, user-friendly space, you'll find advanced insights, comprehensive reports, consolidated employee leave data, compliance resources, industry wide benchmarking data to help you understand trends and changes over time.

With Larkin, you'll be equipped to provide the elevated experience your employees deserve.

LARKIN'S SERVICES

We tailor our program to align with your distinct needs and goals, drawing from the following service offerings:



Comprehensive Leave Management

We handle all aspects of leave and disability management to ensure a seamless, stress-free leave experience, allowing managers to focus on productivity while trusting in our expert handling of administrative and compliance tasks.



Employee Leave Administration

Larkin's focus on quality ensures admins spend the necessary time on calls to foster empathy and understanding — boosting employee confidence with clear, personalized assistance throughout their leave.



Employer Services

Larkin keeps employers informed on employee leave status, serving as the central point for all inquiries and offering timely updates. This eases HR workloads, and ensures a smoother experience for employers and employees.



Payment Services

We administer leave of absence pay, streamline benefits and payroll, and navigate state-specific benefits, leveraging our expertise in benefits packages and state laws to enhance leave policies, attract top talent, and ensure compliance across regions.



Compliance Services

Larkin offers proactive compliance management, outperforming automated solutions with ongoing legislative monitoring and clear updates. Our legal advisors help employers quickly resolve compliance issues, saving time, reducing risk, and supporting growth through more effective compliance management.

Larkin is Your True Partner

■ Compliance Center

Navigating the world of leave law can be complex—but worries about non-compliance should never keep you up at night.

That's why we created our Compliance Center: a self-service solution that provides an extensive amount of information so you can get at-a-glance insights on the most current leave law information, see the actions required of your organization now and in the future and more.

It has met, or even exceeded our expectations...
I always found what I needed in there."

— LARKIN CLIENT

With our comprehensive tools and quarterly compliance newsletters, we eliminate the guesswork so you can **easily stay compliant across the U.S. and Canada while safeguarding your organization from non-compliance risks.**

■ Benchmarking

Our annual Benchmarking Report helps you understand the trends and changes you need to know to deliver an equitable, generous, and competitive employee experience.

We collate policy data from over 150 companies spanning a multitude of industries, offering you a clear view of best practices concerning parental, pregnancy, medical, and family care needs.

With this knowledge at your fingertips, you'll be empowered to **make informed decisions, align your policies with forward-thinking standards and ensure your organization remains an employer of choice.**

■ Workday Integration

When you partner with The Larkin Company, integrating with Workday happens four times faster than with any of our competitors.

Our proven, automated integration process takes the pressure off your HR team, eliminating the need for manual data entry and extended integration periods.

Within just three months, **you'll gain the benefits of accurate reporting, prompt payments for your employees, and an HR team empowered to focus on other pivotal business initiatives.**

■ Leave Management

Consistent, high-quality leave management is more than an ideal for us; it's essential.

With our proprietary workload management algorithm, we pair administrators and employees based on expertise and leave type.

Upon receiving a leave request, we initiate a clear intake task list for managers to monitor. Our integrated scheduling lets employees choose call times and provide leave details in advance. This preparation guarantees that **our dedicated administrators foster genuine, impactful interactions throughout the leave duration.**

LARKIN'S SERVICES CONT.



State-Specific Services

We provide managed voluntary plans as a reliable alternative to state programs such as CA's EDD and WA's ESD, offering personalized, flexible solutions tailored to regional regulations and client needs. Our plans boost efficiency and employee satisfaction, enhancing leave management for employers.



Financial Feasibility

Before implementing a Voluntary Plan, we perform detailed financial feasibility studies to develop cost-effective strategies for employers. Going beyond administration, our strategic financial planning can allow for a surplus to be reinvested in enhancing employee benefits or cost efficiencies, optimizing the investment in leave programs.



Self-Insured Short-Term Disability Plan

Larkin provides tailored short-term disability plans for non-California employees or as supplements to state programs, streamlining payment management. Our flexible, efficient solutions improve standard offerings, ensuring efficient disability management, recovery, and business continuity.



ADA (Americans with Disabilities Act) Support

We simplify accommodation discussions as a co-sourced partner while employers retain decision-making authority. Our program verifies employee eligibility and gathers essential details to ensure accommodations are effective for the employee and reasonable for the business, thereby enhancing compliance and mitigating risks.



Family Care Concierge Service

Larkin's Digital Care Advisor™ combines interactive technology with expert human guidance to provide personalized care and financial planning. Enhanced by master's-level Personal Care Advisors, Larkin adopts a unique concierge approach, offering tailored local care solutions and financial advice. This ensures clients receive simplified, optimal care planning and outcomes, complemented by top-tier financial guidance.