

Simplify Offboarding Compliance

About Onwards HR

Onwards HR automates offboarding to ensure consistent, compliant, and compassionate employee exits. By bringing HR, Legal, and Finance teams into one centralized platform, employers can eliminate manual offboarding tasks, mitigate compliance risks, and deliver more positive exit experiences.



- ✓ Voluntary
- ✓ Involuntary
- ✓ Retirement
- ✓ RIF/Layoff
- ✓ Restructuring
- ✓ M&A



Severance Automation

Generate policy-driven severance documents; auto-compute severance pay with a configurable calculator; track severance accruals to meet financial needs; and quickly adapt as changes arise.



Federal & Local Compliance

Simplify compliance with laws like the WARN Act, Mini-WARNs, and OWBPA using the platform's advanced reporting tools—then automatically generate mandated notices and waivers.



Reporting & Analytics

Streamline reviews for bias and discrimination; maintain detailed employee case files through centralization; and use robust reporting features to achieve better offboarding outcomes.



State Separation Notices

Easily comply with state laws by using data from your HCM to generate and deliver state separation notices to employees within their state's required time frame.

Trusted By Leading Companies

"We've found an incredible partner in Onwards HR. Their tech wizards are amazing and help customize solutions that meet our specific needs."

Devon Byrne , VP of People Enablement
Ulta Beauty

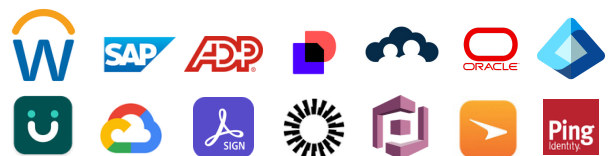


"Onwards HR created considerable time savings and alleviated the pressure on our HR and legal teams to ensure accuracy of required documentation—and avoid wrongful termination lawsuits."

Jen Bender, Former SVP of People Solutions, Change Healthcare



Common Integrations



Request a Demo

Ready to streamline your offboarding process?

Increase productivity by 83% through **CONSISTENT** workflows that reduce manual work.

Prevent offboarding errors, providing a **COMPLIANT** process that mitigates legal risk.

Improve employee experience with **COMPASSIONATE** and supportive offboarding.



How Ulta Beauty Simplified Offboarding Compliance Across the U.S.

Employee Count: 65,000 | **Product:** State Separation Notice Automation

Ulta Beauty automated parts of its separation process with Onwards HR. Our seamless integration with SAP SuccessFactors enabled real-time data synchronization. The result?

- Streamlined workflows to ensure a positive departing employee experience
- Increased confidence in the company's ability to offboard with compliance and compassion

[Read the full case study](#)



How a Healthcare Tech Company Transformed its Separation Process

Employee Count: 15,000 | **Product:** Severance Automation

A leading healthcare tech company faced frequent staffing changes due to fluctuating client demands. Managing workforce reductions took between 32 and 45 days, costing about \$256 per employee per day—totaling more than \$8,000 per employee even in the best case.

By implementing Onwards HR, the company transformed how it managed workforce reductions and made the offboarding process:

- Faster
- More consistent
- Employee-centered

[Read the full case study](#)

