Release Notes

Release 103, January 29, 2026

Wurk is a continually improving and evolving application. As part of our commitment to full transparency, we provide release notes that summarize the latest enhancements to Wurk functionality and usability.

Contents

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Release Notes

Highlights From This Release

Integrations

Entra ID Integration

The Entra ID and Wurk integration helps your IT team minimize time spent on manual account management, enabling them to focus on higher-value strategic initiatives. This automated synchronization improves efficiency while providing peace of mind through accurate and secure data handling.

Reports and Charts

All Saved Views Visibility

Administrators and other users with applicable permissions now have the ability to see all saved views that exist for their organization inside of the My Saved Reports tab in the Report Hub.

Performance Management Updates

Performance Review Fields Relabeled

The User Interface (UI) in Performance Reviews was updated to enhance report Column names.

Onboarding

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The list of widgets available for the Onboarding Tab now includes the First day widget. It displays essential information for new hires, including shift details, manager information, and work location.

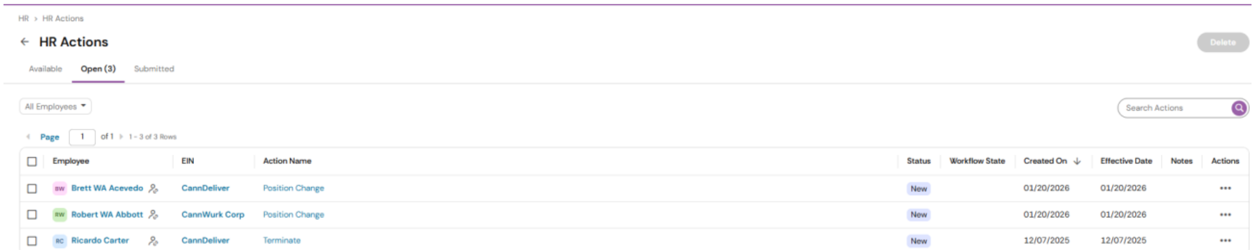
Cross Product

HR Actions

HR Actions: Interface Updates and Modernization

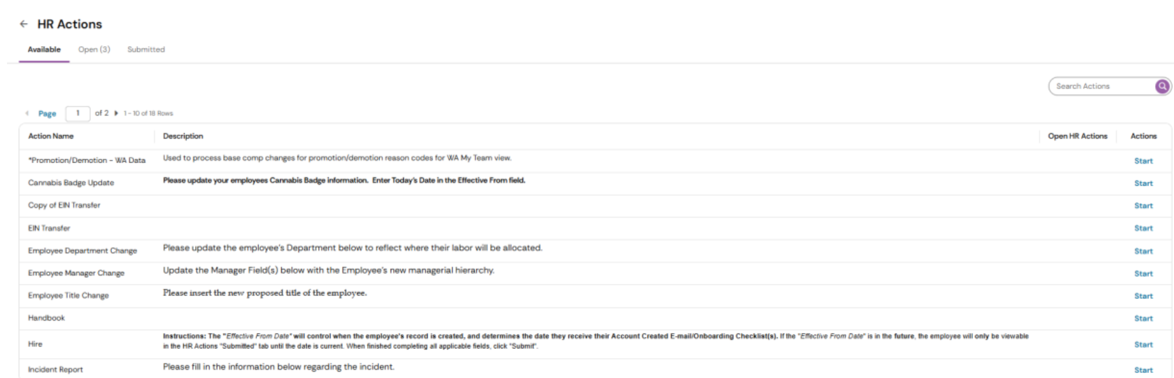
Details

We have updated and revamped the HR Actions functionality in the User Interface by providing a more modern experience to all customers.



HR Actions: Changes in Open Tab Layout

We have revamped the interface of the Available tab in the HR Actions, providing a more modern experience for all customers.



Integrations

Entra ID Integration

Details

The Entra ID and Wurk integration helps your IT team minimize time spent on manual account management, enabling them to focus on higher-value strategic initiatives. This automated synchronization improves efficiency while providing peace of mind through accurate and secure data handling.

Before you begin setting up the integration, please confirm that your organization has one of the following Microsoft Entra ID licenses:

• **Microsoft Entra ID P1**: Provides API and single sign-on (SSO) functionality required for integration.

• **Microsoft Entra ID P2**: Includes all P1 features plus advanced identity protection and governance tools.

• **Microsoft Entra ID Governance**: Offers advanced identity life cycle management and access certification features used in integrations.

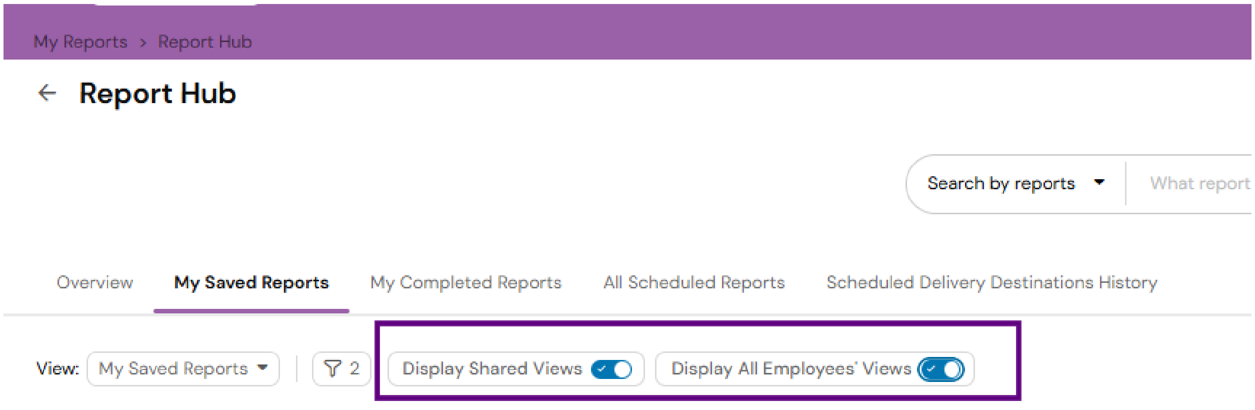
Note: Please speak with your Customer Success Manager for more information about the i integration.

Reports and Charts

All Saved Views Visibility

Administrators and other users with applicable permissions now have the ability to see all saved views that exist for their organization inside of the My Saved Reports tab in the Report Hub. When the user's security profile has the **All Company Employees** option next to the My Saved Reports permission enabled, they will see a **Display All Employees' Views toggle** in their My Saved Reports tab. The Others' Settings toggle now reads **Display Shared Views.**

When a user enables the **Display All Employees' Views** toggle, they can see all saved views across the company, including personal-only views that are not shared with anyone (including the logged-in user). Users must have the **Display Shared Views** toggle enabled in order to enable the **Display All Employees' Views toggle.**



Change Ownership of Saved Reports

Administrators and other users with applicable permissions can now change the ownership of a saved view to themselves.

When the user's security profile has the **Can Change A View's Ownership To Themselves** option next to the My Saved Reports permission enabled, they will have the option to add a **Change View's Ownership To Me** column in their My Saved Reports report

Tip: After you take ownership of a view, double-check the email and schedule report configurations.

Note: When a report's ownership changes, the view's settings are changed so that the Default checkbox is unchecked, even if the previous owner had enabled this checkbox.

Share Saved Report with an OAuth Account for Integration Access

Details

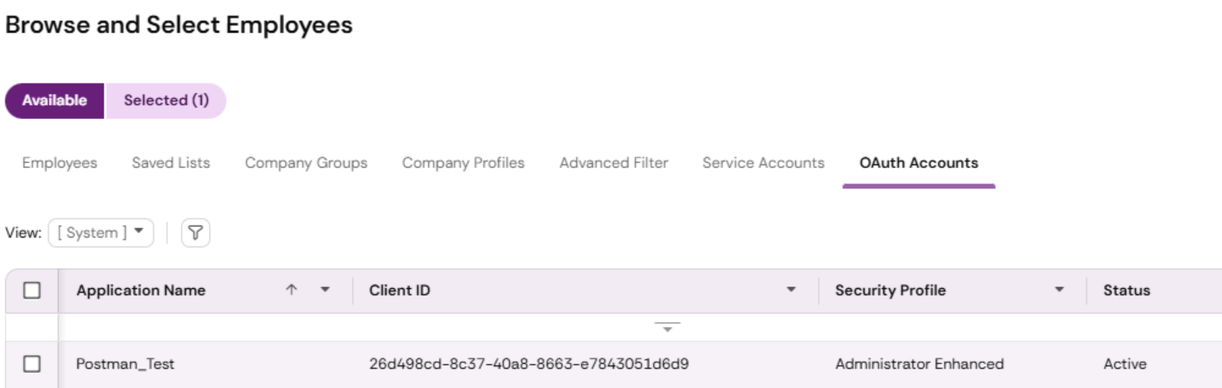
Users can now share a saved report directly with a specific OAuth account so that integrations authenticated with that account can retrieve the report without requiring a human user's credentials. This improves auditability, streamlines report-driven integrations, and ensures secure access to the reports needed by integrations by restricting share access to the OAuth accounts.

Report owners or administrators can share a report with an integration using these steps:

1. From the Save View > Share option or the Share Link To Report option, go to the OAuth Accounts tab.

2. Select an active OAuth account from the list.

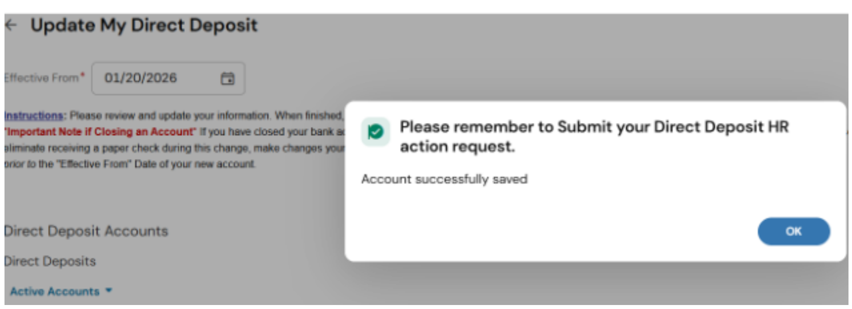
3. **Save**. The OAuth account can now access the report via the REST v1/saved report endpoints



Payroll

HR Action: Direct Deposit Message

Details When an employee has a direct deposit HR action request, once they save their changes, a reminder message to submit the HR action for approval will display.



OBBB: Added Box Type Codes and Box 14 Updates

Details Starting tax year 2026, per One Big Beautiful Bill (OBBB), the following new Box Type deduction and earning codes for W2 were added:

• **12ta** - Trump account: Employer contributions under a section 128 Trump account contribution program paid to a Trump account of an employee or a dependent of an employee.

• **12tp** - Non-SSTB tips: Total amount of cash tips reported to the employer. The employer is not a specified service trade or business. Use this amount in determining the deduction for qualified tips on Sch. 1-A (Form 1040). The following required fields display when 12tp - Non-SSTB tips is selected:

Non-SSTB tips or Treasury Tipped Occupation Code

• **12ts** – SSTB tips: Used to record tip earnings received from customers in cash when the employer qualifies as a Specified Service Trade or Business (SSTB). This is for FIT, SIT, SOC, MED, FUTA, SUI, SDI,and local income tax with no exceptions. Note: Do not use this amount in determining the deduction for qualified tips.

• **12tt** – Qualified overtime: Total amount of qualified overtime compensation. Use this amount in determining the deduction for qualified overtime compensation on Sch. 1-A (Form 1040).

Tipped earning codes will post to 12tt= Qualified overtime and Box 7 - Social Security Tips.

Additional Updates -Box 14 – Other was renamed to Box 14 – Other(a). Box 14b: The 2026 Form W-2 was updated to include this box for use with the Tipped Occupation codes included in One Big Beautiful Bill.

Earnings and Deductions Automation of Creation of OBBB Earning Codes

Details New One Big Beautiful Bill (OBBB) earning codes are created at the Admin Level automatically. All client companies receive the new OBBB earning codes without manual intervention.

Retirement:

Secure 2.0: Roth Catch-Up for High Earners 50 or Over

Details Beginning January 1, 2026, all catch-up contributions made by employees who meet both conditions below must be Roth (after-tax) contributions: • The employee is 50 years of age or older and • The employee's Medicare-subject wages for the prior calendar year are $145,000 or higher (adjusted annually for inflation) Additional Details For more information and configuration steps, refer to the Roth Catch-Up for High Earners 50 or Over User Guide.

Forms:
Colorado W-4 Update

Details The latest version of the Colorado W-4 (Colorado DR 0004 form) is now available for 2026.

Louisiana W-4 Update

Details The latest version of the Louisiana L-4 form is now available for 2026.

State W-4 2025 Updates

Details The latest versions of the following 2025 W4 forms are now available:

• Alabama A-4 Form • Georgia Form G-4

• Idaho ID W-4 (PDF)

• Minnesota W-4 MN

Withholding Forms 2026

Details All state withholding forms are now available under year 2026 for employees to add.

TLM

Pay Calculation: Weekly Overtime for FLSA

New items are available for the purpose of tracking FLSA overtime hours and tips. This federally mandated tracking is for all work hours over 40 in a week, regardless of the length of a pay period. This fulfills the needs for the One Big Beautiful Bill Act (OBBBA).

HR

Forms

An Improvement to E-Verify Case Status Monitoring

Details

A new **Sync Case** button helps HR teams track Form I-9 processing progress and address issues faster.

Issue addressed

The Wurk system synced case statuses only through the E-Verify nightly job. This process sometimes created differences between statuses in E-Verify and Wurk, which delayed authorization confirmation. For example, a case may show 'Employment Authorized' in E-Verify while the status in Wurk still shows 'Incomplete' with the message “E-Verify needs more time”.

What we've done

Managers can select the **Sync Case** button to pull the latest case status from E-Verify so the status in Wurk matches federal records.

For example, you may update a case directly in E-Verify during the day. These changes do not appear in Wurk immediately, so the **Sync Case** button helps you have the latest case status reflected.

If managers do not select the **Sync Case** button, the system syncs case statuses overnight. When admins add a case in E-Verify, they can see the updated case status the next day.

Ability to Configure the Form I-9 Submission Deadline in E-Verify

Details

This update adds a new setting that controls how the system calculates when a Form I-9 submission becomes overdue. The E-Verify product configuration page now features an **Include Weekends as Workdays** checkbox.

This setting controls when E-Verify displays the **Overdue Reason** field for a case that you open after an employee's Hire Date.

When the checkbox is selected, the **Overdue Reason** field appears three calendar days after the Hire Date.

When the checkbox is not selected, the day count for displaying the **Overdue Reason** field excludes weekends and company holidays.

In both cases, the system begins counting days on the day after the Hire Date, using the time zone of the company EIN.

Onboarding

A First Day Widget is Now Available in Dashboard Tabs

Details

The list of widgets available for the Onboarding Tab now includes the First day widget. It displays essential information for new hires, including shift details, manager information, and work location.

- Shift details: The section shows shift information based on the employee's schedule.

- If an employee has assigned shifts, the section shows the earliest assigned shift. When the shift ends, the next assigned shift displays. The **View my schedule** link opens the Schedule page under My Info > My Schedule.
- If an employee does not have an assigned shift or has a fixed schedule, they will see their start date only.

If a start date or shift is available, the employee can select the **Add to calendar** link to add the event to Google, Apple, or a generic ICS calendar. Start dates display as full-day events, and shifts display with start and end times.

Manager information: The section shows details about the employee's direct manager: manager name, position or job title, profile picture. If the manager's contact details are available, employees can send them an SMS or email.

Location details: The section displays work location information using the most appropriate available data.

- The section shows the scheduled work location name and full address.
- If the employee does not have a schedule, their cost center address displays.
- If the employee is not assigned a cost center, the primary EIN address displays.
- If no location data is available or the position is remote, the employee will not see this section.

Widget title behavior: The widget title changes based on the employee's start date and schedule.

- The **First day** title displays before and on the employee's start date.
- The **First day** title remains for employees without a schedule.
- The **Next shift** title displays starting on the second day of employment for employees with a schedule

Wurk Learning

Already Assigned Courses No Longer Visible for Self-Enrollment

Details

Previously, the **Browse and Select Course** pop-up showed all courses available in the company. This created confusion when multiple training options were available.

When employees self-enroll in trainings, the **Browse and Select Course** lookup list now displays only courses that aren't already assigned to the employee.

Performance Management

Performance Review Fields Relabeled

Details

The User Interface (UI) in Performance Reviews is updated to enhance report Column names.

Areas of Impact	Field Label Before	Field Label After	Result
Mass Edit Review pop-up window from Performance Reviews report page Talent > Performance > Performance Reviews	Due Date	Scheduled Date	Field label matches report column in Performance Reviews report page
Mass Edit Review pop-up window from Performance Reviews report page Talent > Performance > Performance Reviews	Start Date	Period Start Date	Field label matches report column in Performance Reviews report page
Mass Edit Review pop-up window from Performance Reviews report page Talent > Performance > Performance Reviews	End Date	Period End Date	Field label matches report column in Performance Reviews report page
Info tab of Performance Reviews	Due Date, Start Date, End Date	Scheduled Date, Period Start Date, Period End Date	Field labels match report column in Performance Reviews report page

Release Notes

Improved Display of Performance Review To Do Items

Details

The system now uses updated logic to determine when the **View Performance Review** link appears within a Performance Review To Do item.

Issue addressed

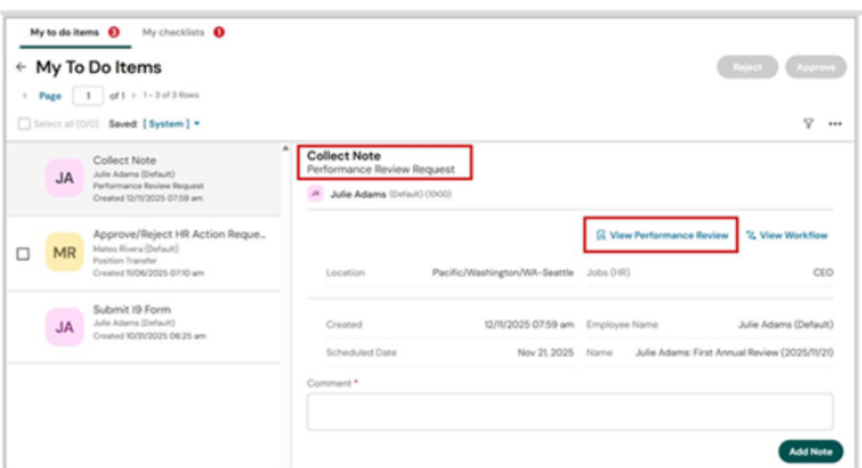
Previously, users selected the **View Performance Review** link expecting to complete actions such as Review. The link opened a read-only version of the performance review, which prevented any actions and created confusion.

What we've done

The **View Performance Review** link now appears only in To Do items from these Performance Review workflow steps:

- **Create Goals**
- **Collect Note**

These steps don't take you into the performance review itself. The link remains available in the To Do items because you may still need to reference the performance review during these steps.



Recruitment

Job Application Questionnaires: Special Characters Allowed

Details

When a Job Application Questionnaire is used, the **Is List** & **Label** options allow for special characters. However, if the **Type** selected was either **Multi-Checkbox** or **Multi Radio Button**, and special characters were used in the **Name** field and **Answers** (in the Answers Widget), the system produced an error upon saving.

We have corrected this issue and now these fields will support special characters when administrators and managers create the questionnaire. The special characters will also display in the Question Answer column of the Recruitment Questionnaire Answers report.

Applicant Profile Updates & Validations

Details

Applicant Profiles now correctly display required fields, validations, and messages during job applications, and the address format in the **Contact Information** tab has also been updated.

Category	Item	Issue	New Behavior
Resume Tab	Referral	Required but not highlighted when you select Continue	Now highlights if not filled out after selecting Continue
	Salary	Required but not highlighted when you select Continue	Now highlights if not filled out after selecting Continue
Education Tab	Highest Education Completed	Required but not highlighted when you select Continue	Now highlights if not filled out after selecting Continue
	EEO Information	Required but not highlighted when you select Continue	Now highlights if not filled out after selecting Continue
	Ethnicity	Required but not highlighted when you select Continue	Now highlights if not filled out after selecting Continue

	Citizenship	Required but not highlighted when you select Continue	Now highlights if not filled out after selecting Continue
References Tab	Years Known	Required but not highlighted when you select Continue	Now highlights if not filled out after selecting Continue
Work Experience Tab	Starting Pay	Required and highlights but missing an asterisk	Asterisk added to the field
	Ending Pay	Required and highlights but missing an asterisk	Asterisk added to the field
	Entire Tab	Missing required-field indicators before selecting Continue	Required field indicators added
Education Tab	Entire Tab	Missing required-field indicators before selecting Continue	Required field indicators added
Applicant Profile Setup	Visa Number	Shows asterisk but no validation message when left blank	Validation message when required field left blank
	Visa expiration date	Shows asterisk but no validation message when left blank	Validation message when required field left blank
Contact Information Tab	Addresses of contacts listed: City, State, Zip (or City and Postal Code if State is not a valid field for the country)	—	Will now include City, State, Zip/Postal Code in the correct format for the country listed

Improved Pay Amount Display on Job Requisitions in the Applicant Recruitment Portal

Details

Pay amounts in the Applicant Recruitment Portal now display using the company's currency format, matching the Job Requisition configuration page. This update applies to the Job Description and Show All Jobs pages, which previously showed amounts only with decimals.