# About Workday

Workday (NYSE: WDAY) provides unified finance, human resources and student/faculty lifecycle management cloud applications designed for the way people work in today's organisations. Founded by PeopleSoft veterans Dave Duffield and Aneel Bhusri, Workday combines a lower cost of ownership with an innovative approach to enterprise applications.

> "I started Workday to bring passion and customer focus back to the business of enterprise applications."
>
> Dave Duffield, Co-founder and Chairman of the Board, Workday

## Real Enterprise Cloud

We started Workday with a very simple premise: We can do better. Using the latest cloud technologies, Workday offers advantages that are not possible with rigid, on-premise systems.

- **Unified suite of applications** – Built from the ground up as a unified suite, Workday delivers a seamless user and administrative experience across financials, HR, talent, payroll, analytics and more.

- **Lower total cost of ownership** – With a cloud-delivery model, there is no hardware, software, middleware or database to buy, install or maintain. You can access Workday anytime, anywhere. Workday eliminates the cost and burden of managing underlying IT infrastructure and operations.

- **Rapid deployment and faster time to value** – Workday deployments can start immediately and are delivered on time and on budget. Workday applications are more cost-effective and faster to deploy than legacy applications.

- **Continuous innovation and adoption** – Workday eliminates the cost and complexity associated with traditional upgrades by delivering easy-to-adopt automated updates. There's no risk of becoming locked in by old software.

- **Safety from the start** – Workday is a trusted partner for some of the world's largest companies and best-known brands. It passes the industry's toughest third-party security audits and certifications, including ISO 27001 and SSAE 16 Type II. It self-certifies to the Safe Harbor privacy framework annually. From a world-class data centre, Workday maintains rigorous security in all aspects, from the physical network to the application and data levels. You can be sure that your sensitive data is safe.

## Why Workday?

- Built for the cloud
- Unified finance and HR applications
- Leadership with a proven track record
- Highest customer satisfaction rate
- Global at the core

### Optimise Resources

- Frees IT resources
- Predictable and on-going cost savings
- Improves HR, finance, IT and overall workforce productivity

### Embrace Change

- Employs modern adaptive-technology foundation
- Keeps pace with rapidly changing business requirements
- Scales to the global enterprise
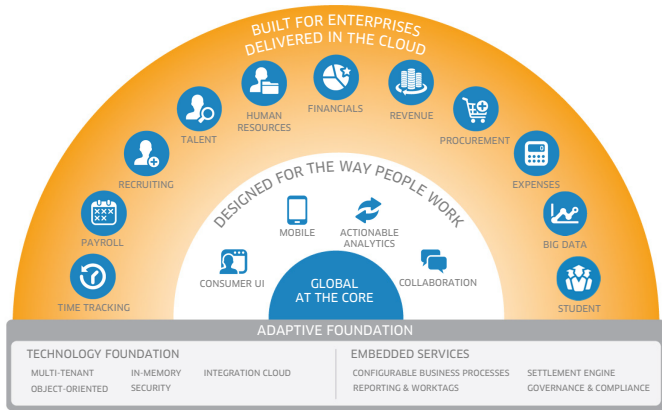
### Operate with a Complete Picture

- Embedded, actionable, real-time analytics
- Global visibility

### Engage With Users

- Designed for the way you work
- Built-in mobile functionality
- Intuitive and easy to use

## Workday Applications

- Financial Management
  - Core Financials
  - Revenue Management
- Business Assets
- Student Recruiting
- Professional Services Automation
- Expenses
- Procurement
- Project and Work Management
- Grants Management
- Human Capital Management
  - Human Resource Management
  - Benefits
  - Workforce Planning and Analytics
  - Talent Management
  - Recruiting
  - Payroll Solutions
  - Time Tracking
- Insight Applications

BUILT FOR ENTERPRISES
DELIVERED IN THE CLOUD

TALENT · HUMAN RESOURCES · FINANCIALS · REVENUE · PROCUREMENT

RECRUITING · EXPENSES

DESIGNED FOR THE WAY PEOPLE WORK

PAYROLL · MOBILE · ACTIONABLE ANALYTICS · BIG DATA

TIME TRACKING · CONSUMER UI · GLOBAL AT THE CORE · COLLABORATION · STUDENT

ADAPTIVE FOUNDATION

| TECHNOLOGY FOUNDATION | | | EMBEDDED SERVICES | |
| MULTI-TENANT | IN-MEMORY | INTEGRATION CLOUD | CONFIGURABLE BUSINESS PROCESSES | SETTLEMENT ENGINE |
| OBJECT-ORIENTED | SECURITY | | REPORTING & WORKTAGS | GOVERNANCE & COMPLIANCE |

## Cloud Applications for Enterprises

The Workday suite of applications includes Human Capital Management, which covers Human Resources, Benefits, Talent Management, Recruiting, Payroll and Time Tracking. Financial Management includes Financials, Revenue, Expenses and Procurement. Workday Student includes Student Recruiting, Admissions*, Curriculum Management*, Records*, Academic Advising*, Financial Aid* and Student Financials*.

Because Workday is unified, integrations between applications are eliminated and business processes are cross-functional. Everyone has a consistent, personalised, real-time view and experience.

## Designed for the Way People Work

### Engaging user experience

Workday looks and works like your favourite consumer web site. With minimal training, all users can quickly adopt Workday. From the first time they interact with Workday, users can do what they need to do.

### Built for the mobile workforce

Workday mobile applications are optimised with native support for iPhone, iPad and Android, and mobile web support for all devices using HTML5. You do not need a separate app for each business process. Instead, Workday offers a single mobile experience.

### Embedded, actionable, real-time analytics

Workday provides a single, actionable view of your business, from financials to the people in your workforce. Workers can securely access insights when they need them, collaborate and take action – all without leaving Workday. And with Insight Applications, you can combine your Workday data with information from non-Workday data sources to predict the outcomes of business scenarios and receive actionable recommendations.

## Global at the Core

You don't need separate instances of your applications to support multiple languages, currencies, formats or regulations. Workday provides a foundation for a globally distributed organisation and workforce, while adhering to local requirements.

> "We took 80 HR systems and replaced them with one system. The result was savings in the 30 per cent range."
>
> SVP and CIO, Flextronics

## Adaptive Technology Foundation

Workday grows and changes to support your global organisation's evolving needs. Thanks to an object-oriented approach and in-memory data management, Workday delivers powerful scalability, performance and configurability. Standardised web services enable data to be easily exchanged with other applications. A powerful business process configuration tool enables you to define organisation-wide or local business processes and rules.

Workday's built-in Integration Cloud platform allows integrations to run in the Workday Cloud without on-premise middleware. Workday Integration Cloud Connect delivers pre-built, Workday-supported connections to third-party applications and services.

> CareFusion achieved 50 to 60 per cent savings with Workday over traditional ERP.

## Workday Applications

### Financial Management

A full range of financial capabilities includes analytics, real-time business insights, and fully auditable process management.

- **Accounting and Financial Reporting** helps you to manage your global financial processes easily and efficiently from a single, unified solution.
  - › Accounting
  - › Cash management
  - › Business assets
  - › Financial reporting
  - › Controls

- **Revenue Management** covers the entire contract-to-cash process for more efficient, accurate processes and accounting results.



  - › Contracts and billing
  - › Revenue recognition
  - › CRM integration

- **Expenses** gives your workforce the ability to easily capture expenses on the go. Use this tool to improve control and management of corporate spending.
  - › Mobile Expense Capture
  - › Expense reports, spend authorisations and freezes
  - › Multi-currency and VAT support
  - › Centralised spend controls

- **Procurement** supports and manages all procurement information, policies and processes, from requisition to payment.
  - › Goods, services and contingent labour
  - › Requisitions, POs, invoicing and settlement
  - › Supplier and contract management
  - › Procurement card

- **Project and Work Management** seamlessly links strategy, people, work and results.
  - › Project and non-project work management
  - › Resource pools and labour assignments
  - › Work ratings and project analytics
  - › Cost and budget tracking

- **Grants Management** helps you to handle the post-award process for complex grants administration.
  - › Grant-related expenditures
  - › Grant activity accounting
  - › Sponsor reporting

### Human Capital Management (HCM)

Workday HCM is the only global enterprise application delivered in the cloud that unifies human resources, benefits, talent management, payroll, time and attendance and recruiting.

- **Human Resource Management** helps you to organise, staff and pay your global workforce.
  - › Organisation management
  - › Compensation management
  - › Absence management
  - › Employee self-service
  - › Manager self-service

- **Benefits** gives you the tools to define, manage and adjust benefits plans to meet your unique requirements.
  - › Benefit plans, events and eligibility
  - › Open enrolment
  - › Evidence of insurability
  - › Health savings accounts
  - › Cloud Connect for Benefits

- **Workforce Planning and Analytics** provides a complete picture of your talent supply and demand, so that you can align your people to your business objectives.
  - › Operational headcount planning
  - › Supply and Demand Analysis
  - › Workforce analytics

- **Talent Management** lets you align, assess, reward and develop your workforce.
  - › Onboarding
  - › Goal management
  - › Succession planning
  - › Career and development planning

- **Recruiting** enables you to find and select the best internal and external candidates for your organisation.
  - › Headcount, pipeline and sourcing analytics
  - › Candidate management
  - › Referrals
  - › Social recruiting capabilities
  - › Candidate selection

- **Time Tracking** helps organisations to reduce labour costs, minimise compliance risks and increase worker productivity.
  - › Global time entry
  - › Mobile and web time clock
  - › Time approvals
  - › Real-time calculation

- **Payroll** addresses the full spectrum of enterprise payroll needs for the U.S., Canada and the U.K. (with Workday Payroll for France coming soon). It combines control, flexibility and insight to support the unique aspects of your organisation's specific requirements
  - › **Cloud Connect for Third-Party Payroll** enables organisations to integrate bi-directionally to any third-party payroll applications, including global payroll providers.
  - › **Payroll Co-sourcing Services** allow companies to rely on the foundation of Workday Payroll while outsourcing settlement services, tax administration and garnishment services to OneSource Virtual.

## Professional Services Automation (PSA)

Workday Professional Services Automation is changing the game for organisations that manage and execute client-facing billable projects. Fully unified with Human Capital Management, Workday PSA streamlines recruiting, staffing, development and retention of your most valuable resource – your people. Workday supports the full billable projects lifecycle, including:

- Project and Resource Management
- Talent Management, Human Capital Management and Recruiting
- Time and Expense Tracking
- Billing and Revenue Recognition
- Reporting and Analytics

## Insight Applications

Insight Applications combine the historical analysis that Workday has always provided with non-Workday data. The applications then apply machine learning and data science to produce new insights to guide decision-making. Answer questions such as "Which employees are at highest risk of leaving the organisation, and what is the potential impact if they leave?"

- Addresses specific business scenarios
- Combines data from Workday and non-Workday data sources
- Applies machine learning and data science for greatly improved discovery, analysis and predictions
- Prescribes actions with probable impact

## Workday Student*

This end-to-end student and faculty lifecycle information solution is being designed to support institutional effectiveness and student success.

- Student Recruiting helps you attract and manage prospective students to meet admissions goals.
- Admissions supports collection of vital documents and applicant evaluation and admission.
- Curriculum Management handles creation and maintenance of course inventory.
- Student Records manages information related to enrolled and former students.
- Academic Advising helps define requirements and assess students' progress toward an educational objective.
- Financial Aid supports aid packaging and disbursement.
- Student Financials manages billing, payments and analysis of tuitions, fees and other student-related charges.

## Integration Cloud

Workday Integration Cloud makes it easy to build, deploy and maintain integrations and exchange data with your other application investments.

- **Integration Cloud Platform.** Workday's enterprise-class Integration Platform-as-a-Service (iPaaS) allows all integrations to deploy to, and run in, the Workday Cloud without on-premise middleware.
- **Integration Cloud Connect** delivers pre-built connections to third-party applications and services.

"Partnering with Workday complements Chiquita's corporate strategy to build a high-performance organisation."

SVP and Chief People Officer, Chiquita

## Built for the Future

Workday is reinventing business applications to help organisations run more effectively. If your organisation is feeling constricted by legacy systems, consider the advantages you can reap by adopting a unified suite of cloud business applications. With an innovative, fresh foundation and a cloud delivery model, Workday can grow and adapt with your organisation over time. Leave behind the legacy systems of the past and forge into the future with Workday.

*Our future products describe announced products that are not yet generally available and contain forward-looking statements for which there are risks, uncertainties and assumptions. Our descriptions of unreleased services, features, functionality or enhancements are subject to change at Workday's discretion and may not be delivered as planned or at all. Workday assumes no obligation for and does not intend to update any such forward-looking statements. Customers who purchase Workday services should make purchase decisions based upon currently available services, features and functions.

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