

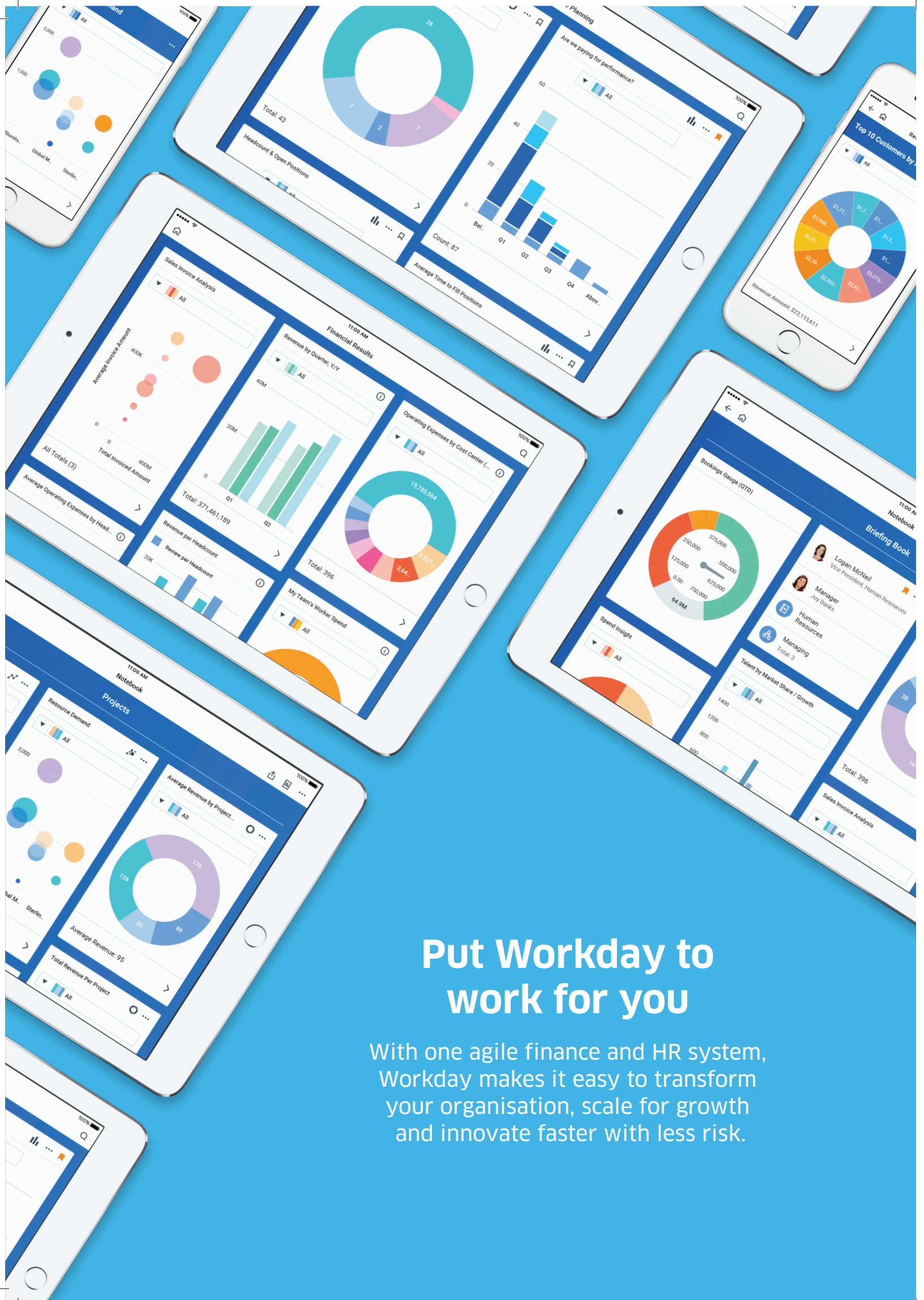




CUSTOMERS
ARE AT THE
HEART
OF EVERYTHING WE DO





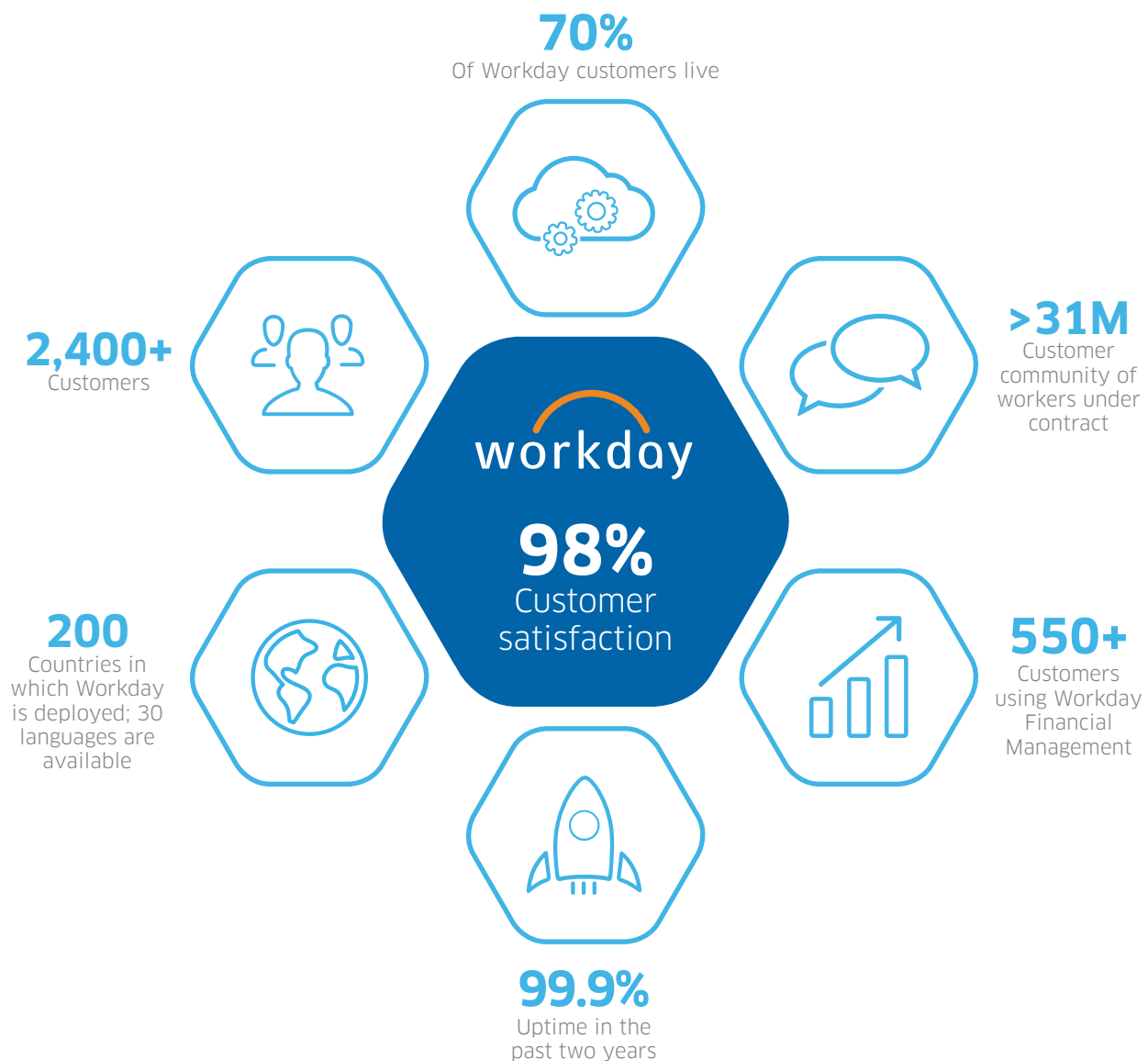


Put Workday to work for you

With one agile finance and HR system, Workday makes it easy to transform your organisation, scale for growth and innovate faster with less risk.

Say hello to Workday

A leading provider of enterprise cloud applications, Workday delivers financial management, human capital management and analytics applications designed for organisations ranging from medium-sized businesses to *Fortune* 50 enterprises.



“With Workday, we have a system of record across our finance and HR functions that supports our needs now and in the future, and a system that provides a single source of truth rather than single systems that cannot integrate.”

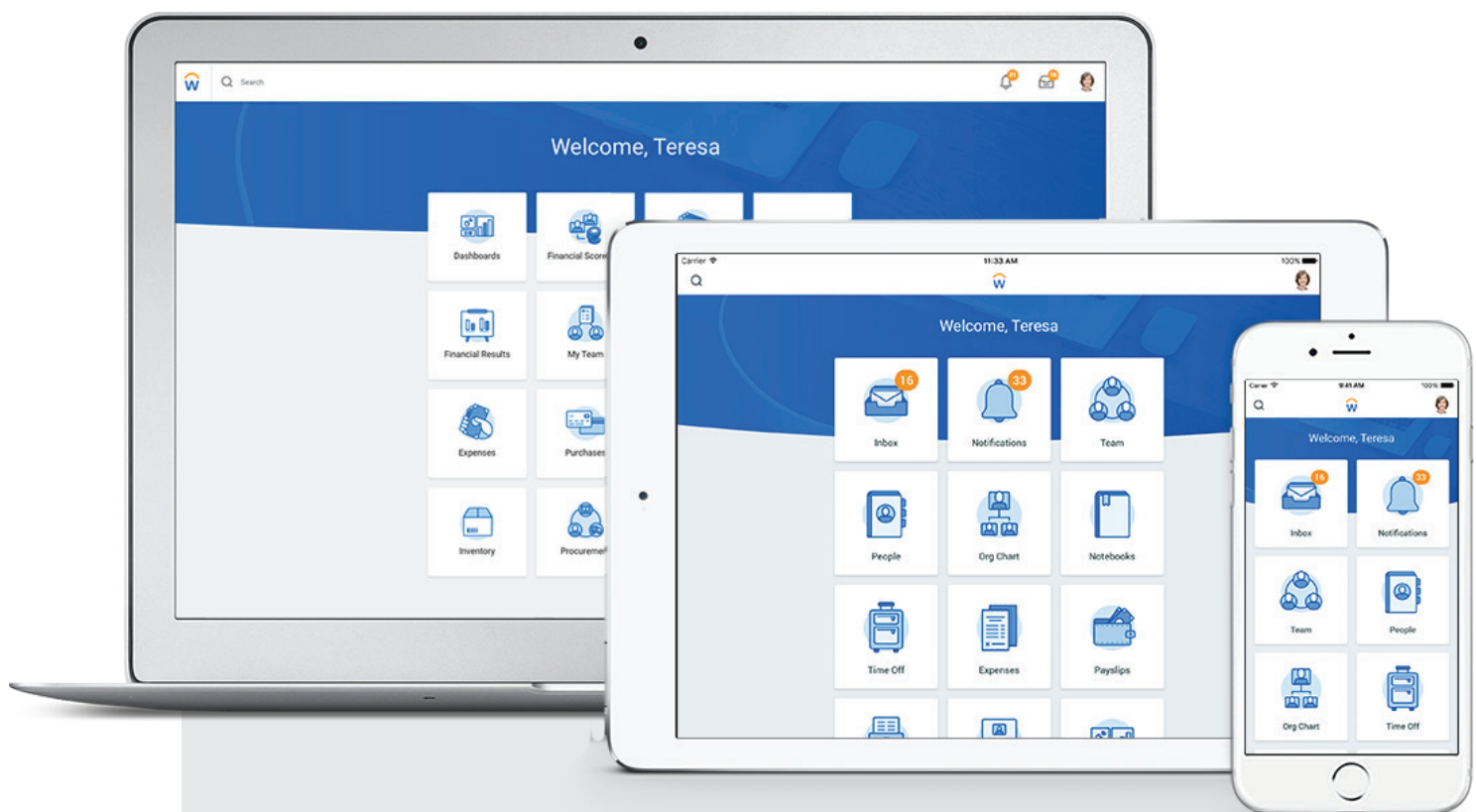
Office for Students

Why Workday

The Power of One

Core to Workday architecture is an unwavering commitment to the Power of One. Why are we so passionate about the Power of One? It enables us to innovate faster while maintaining an unmatched customer experience with the highest levels of trust and security.

At Workday, we have one experience, one source for data, one security model and one community. Let's explore the Power of One.



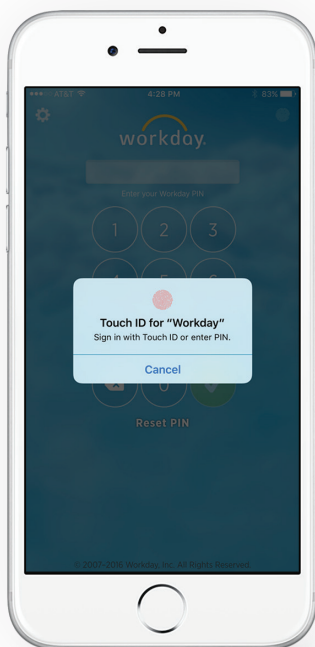
One experience

At Workday, we think enterprise applications should be simple to use. That's why we give all our customers the same engaging experience across every device. You can support new technologies and features without needing extra tools or technical expertise, access insights anytime and anywhere and work the way you want to work with a consumer-friendly user experience.



One source for data

With a single system for finance and HR, everyone is working from the same data. The result? More collaboration and better decisions. Take immediate action with contextual insights and empower your teams with real-time, consistent analytics. Use data discovery, collaborative worksheets and granular controls to securely harness the collective wisdom of your workforce.

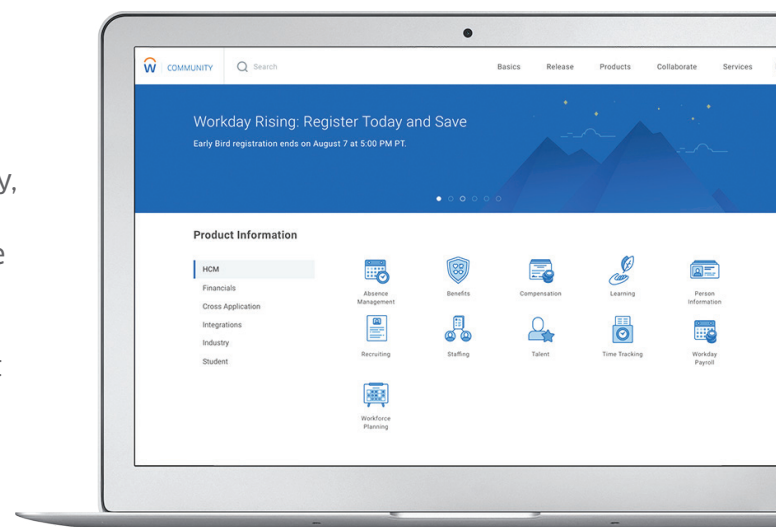


One security model

All data is protected by a single configurable security model. And as you make changes in the system, the changes update instantly with security and permissions fully intact. Rest easy knowing that always-on audit and comprehensive privacy and security controls are protecting your information. With one security model, you can safeguard your processes and data, and distribute data safely. And the flexible controls in Workday let you secure your business based on your unique needs.

One community

Every customer is on the same version of Workday, which allows them to share ideas, learn best practices, collaborate on innovations and influence the direction of Workday applications. In fact, more than 40 percent of new features come from customer ideas. With Workday, you can share best practices that can be implemented immediately with peers in other organisations.



One seamless finance and HR system that lets you focus on what's ahead

Build a smarter business

Make better decisions with real-time reporting and analytics. Financial management and HR applications from Workday enable you to review live data and take action, anywhere, anytime, on any device.

Embrace change

Our continuously innovative updates and adaptive tools and frameworks let you configure the system to meet your organisation's changing needs.

Find new ways to grow

Scale farther and faster. Workday financial management and HR applications give you the insights and confidence needed to grow.

Workday Human Capital Management



Engage your people on their preferred device.



Take action and respond to changes on the fly.



Use one version of a single system across your entire organisation.



Make better business decisions based on contextual insight.



Get a full view of talent, labour and cost with HCM software that works alongside finance and payroll.

Workday Financial Management



Quickly gain a more complete and accurate picture of your business.



Equip leaders with relevant, contextual financial insights on any device.



Embrace organisational, process and reporting changes without business disruption.



Use one version of a single system across your entire organisation.

Payroll Management

Workday Payroll addresses the full spectrum of enterprise payroll needs. It offers the control, flexibility and insight you need to support your unique organisation.

- Manage changes for compensation, terminations and life events with a single source of employee data across HCM and payroll.
- Support your organisation's unique payroll requirements with a system that's flexible, configurable and intuitive.
- Run complex payroll calculations as often as you want with a powerful calculation engine.
- Gain instant visibility into global labour costs to improve operational and financial planning.

Don't take our word for it – hear from our customers

Over 2,400 medium and large enterprises across the world trust the Workday unified cloud suite for financial management and human capital management.

What categorises these businesses is that they want to be prepared for change. They don't want to be associated with inefficiency, and they want to work smarter, better and faster. Workday was created from a clean sheet of paper, with no legacy technology barriers, meaning it is built for change and ready to support medium-size enterprises as they grow and change.

All these companies are part of the Workday community. With one version, one codeline and one architecture, they can share ideas and best practices to succeed better, together.



A snapshot of our European customers



“Finance, for us, is very much on a transformational journey. We are moving from the very transactional activity common in finance, to the real value-add activities around data and analytics.”

Head of Finance, Office for Students

Office for Students



Funds and regulates universities and colleges in England.

- Headquartered in Bristol, UK.
- Selected Workday Financial Management and Workday Human Capital Management to streamline HR and finance processes.



“We don't see Workday as just an HR tool, we see it as a business transformation tool. It will be a huge step forward for us as an organisation and something that matches our own ambitions and vision for where we want to go as a charity.”

Kerry Smith
Director of People and Organisational Development,
British Heart Foundation



The UK's leading heart charity and the largest independent funder of cardiovascular research.

- Headquartered in London, UK. The British Heart Foundation has 2,700 full-time employees and some 25,000 volunteers.
- Selected Workday Human Capital Management to support the charity on its broader digital transformation journey.



Leading provider of health and life insurance, part of the broader Aegon group.

- Headquartered in Madrid, with 22 regional sales offices across Spain.
- Selected Workday Human Capital Management to help improve workforce collaboration.

“Talent is created within the organisation, and you have to know how to get the best out of every person at any given time. In this regard, Workday is part of our Future Fit policy, where we pursue a global understanding of the values of the company.”

Smara Conde
Director of Human Resources, Aegon Spain



One of Europe's leading construction and concessions companies.

- Headquartered in Vélizy-Villacoublay, with 64,000 employees across 70 countries.
- Selected Workday Human Capital Management.

“With Workday, Eiffage will be empowered to manage and optimise business processes; make real-time, data-driven decisions; and provide employees and managers with a consistent, engaging, and mobile experience.”

Stéphane Rousseau
Chief Information Officer, Eiffage





English Premier League football team.

- Based in Southampton on the South Coast of England.
- Chose Workday Financial Management and Workday Human Capital Management.
- With Workday, Southampton FC will have a unified, cloud-based finance and HR system.

“Moving HR and finance to Workday will not only allow us to digitise and standardise our key people and finance processes, but we now have a tool that we are confident will grow with us and meet our demands in the future.”

Matthew Reynolds
IT Director, Southampton FC



trivago

Global hotel search platform founded in 2005.

- Headquartered in Düsseldorf, Germany, with 1,300 global employees.
- Selected Workday Human Capital Management.
- The deployment will help trivago transform day-to-day HR processes, such as compensation, absence management, time tracking, recruiting, expenses and performance and development.

“We needed an HR solution that provides the technological platform for a single, always up-to-date database – a solution that is flexible and especially scalable as we grow. We found this in Workday, which was a ‘company fit’ from the very beginning.”

Sian Williams
Business Operations & Strategy - Talent Solutions, trivago



vente-privee

Leading global internet retailer.

- Headquartered in Paris, with 4,500 employees in 14 countries.
- Selected Workday Human Capital Management to provide the organisation with a unified, cloud-based HR solution.

“We needed a global tool that allowed for more agility, process alignment and access to HR data in real time. With Workday, our employees will be able to use the solution at any time to collaborate with their colleagues around the world.”

Antoine Bossonnet
Human Resources Director, Vente-Privée Group



FM LOGISTIC

Leading international supply chain provider.

- Headquartered in Roissy-en-France, with 23,000 employees across 13 countries.
- Chose Workday Human Capital Management to support the growth of its operations by automating manual HR tasks.

“FM Logistic is a leader in innovation in the supply chain business. Faced with a rapidly changing market and high growth stakes, we need a high-performance, unified system that only Workday can provide.”

Cécile Cloarec
Director of Human Resources, Communication and Sustainable Development, FM Logistic



Workday and Lifetime Fitness



CUSTOMER



BACKGROUND

Industry
Services

Information

- 24,000 employees
- Operating in the United States and Canada
- \$1.3 billion in revenues

APPLICATIONS USED

- Workday Financial Management
- Workday Expenses
- Workday Procurement
- Workday Human Capital Management
- Workday Payroll
- Workday Time Tracking

RESULTS

60 to **1**
systems



10,000 to **1,000**
reduction in its chart of accounts

2/3
reduction
in FTE financial
system support



Significant
paper savings

48 hours to **<1**
payroll processing time



Workday and Netflix



CUSTOMER

NETFLIX

BACKGROUND

Industry

Broadcasting and Cable TV Services

Information

- Traded on NASDAQ: NFLX
- \$5.1 billion in revenue

“We almost made the decision to stick to the familiar world of what we had. Thank goodness we didn't. We now have HR, payroll, and financials in one application thanks to Workday.”

Riaan du Preez, Director,
HR and Financial Applications

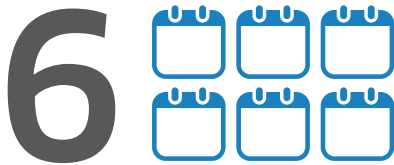
APPLICATIONS USED

- Workday Financial Management
- Workday Expenses
- Workday Procurement
- Workday Human Capital Management
- Workday Time Tracking
- Workday Payroll

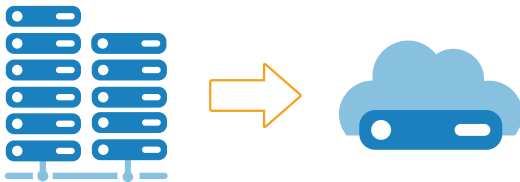
RESULTS



26 new
Workday features
created with the
help of Netflix



months to deploy
Workday Financial
Management



11 systems
consolidated



1.4 million
monthly journal lines

Easier and
quicker access
to data



Southampton scores with Workday



Workday has announced that Southampton FC has selected Workday HCM and Financials to replace its legacy solutions. Southampton FC selected Workday Financial Management, Workday Human Capital Management, UK Payroll, Recruiting, Procurement, Expenses, Time Tracking and Planning modules.

Simplification and standardisation key

As Premier League clubs invest more and more in their playing staff, there has been a realisation that some of the ERP solutions have fallen behind. At Southampton there were four different systems in place running the HR and Finance functions.

Matthew Reynolds, IT director, Southampton FC commented: “We replaced Chorus from a finance perspective and on the HR side we were using Cascade HR, SEL Expenses & Access Payroll.”

The new combined solution will support the 350 full time employees as well as 1,200 casual staff including some match day staff. This is below the normal user count for Workday. In addition Southampton are not looking to leverage the internationalisation built-in to the solution. So why did they select the cloud based solution?

Reynolds commented: “Just as Southampton FC has made significant investments in our players, stadium, and facilities, ensuring we have the right technology to support our growth is imperative. Moving HR and Finance to Workday will not

only allow us to digitise and standardise our key people and finance processes, but we now have a tool that we are confident will grow with us and meet our demands in the future.”

Reynolds explained further when asked why Southampton choose Workday. He added: “It’s a single, unified system for HR and Finance, and it’s built that way rather than bolting on elements to make it so. We’re expecting improved process efficiency, less manual data entry, which will reduce errors, improve the quality of our data, thus realising a single version of the truth.”

Why did Workday win?

While Reynolds would not be drawn on the details of who else they considered, he did comment that the usual contenders were involved. He also revealed that Workday scored consistently better in their selection criteria. This, one assumes, is because of the complete integration between HR and Finance. Employee salaries at any football club make up its highest cost and the integrated capabilities of Workday appear to be a differentiator.

Southampton will have a unified finance and HR system that can leverage data from both ticketing and merchandising. That deeper analysis might enable them to analyse and identify opportunities across the business in real time. Workday are introducing the capability to integrate external data into the analytics. If Southampton are able to extract details from all their systems into the single finance solution they should see some significant benefits.

Foolhardy or brave

Reynolds is not taking the safe approach. In his own words: "We are going for a 'big bang' deployment and the go-live is tabled for Q4 2017."

While this may seem a short deadline, it isn't actually known when they started working on the project. However, Southampton FC are using PWC to help with the implementation. That should reduce the risk substantially, though no doubt at a cost. PWC are a long standing partner of Workday and have substantial experience in implementation of the cloud-based solution.

A more cautious approach might have seen them deploy the Finance or HR solutions first. That probably would have added to integration costs and the overall timescales. Southampton FC are clearly looking to reap the benefits of the integrated solution straight away. Toby Steele, finance director, Southampton FC commented: "Workday Financial Management and Workday HCM will help us improve our ability to achieve high quality, relevant, and timely financial and nonfinancial data, giving us greater confidence in our decision making regarding the club's future."

What benefits are they expecting

By consolidating four legacy solutions onto a single cloud-based one there are some clear benefits. Painful upgrades are no longer an issue. In fact, Workday is moving to towards zero downtime for maintenance upgrades. There will therefore be no disruption to the business or the IT teams in the future. The HR team will be freed up from duplicate entry thus enabling them to concentrate on talent management rather than data entry and corrections to the multiple systems created.

The finance team will have an immediate overview of payroll data, the impact of overtime

and salary changes. It will also get an essential link between merchandising sales and image rights. This will help them with strategic planning and reporting. These will provide a complete picture of the organisations financial performance from the point of sale in the club store to reporting. Those reports will also deliver insights in real time to the management team. That will enable them to make quicker and better decisions, less gut feeling and more evidence based in the future.

While the initial approach is big bang, the project does finish. Reynolds explains: "Once Workday is embedded as a business tool it doesn't stop there. We want to maximise our investment and will look to expand this capability into other areas, such as player development. The HCM function of Workday is extremely strong in talent development and succession planning. Linking this with finance data will give us better insight into decision making that will move us forwards not only as a business but on the pitch too."

What does this mean?

For Workday this is a significant win despite the smaller than usual user numbers. They have won a deal that sees both HR and Finance adopted straight away. Most of the wins that Workday publicises are either HR or Finance, although the second sometimes follows later. Whether they can win more Premier League clubs remains to be seen. West Ham recently selected Sage and Manchester City are in bed with SAP.

Chano Fernandez, executive vice president, global field operations, Workday commented: "The Premier League is fastpaced and competitive, making it critical that member clubs like Southampton FC have access to real-time data so they can react more readily and strive to be the best. With Workday, Southampton FC will have a flexible technology foundation that will create greater efficiencies and provide better insights, helping set the club up for success as it looks to compete in Europe on a regular basis."

Once the Southampton solution is deployed Workday will hope for more success. It will hope that other clubs come to take a look at the integrated solution. It will be interesting to see whether the knowledge gained in one sporting club translates to others.

Customer snapshots

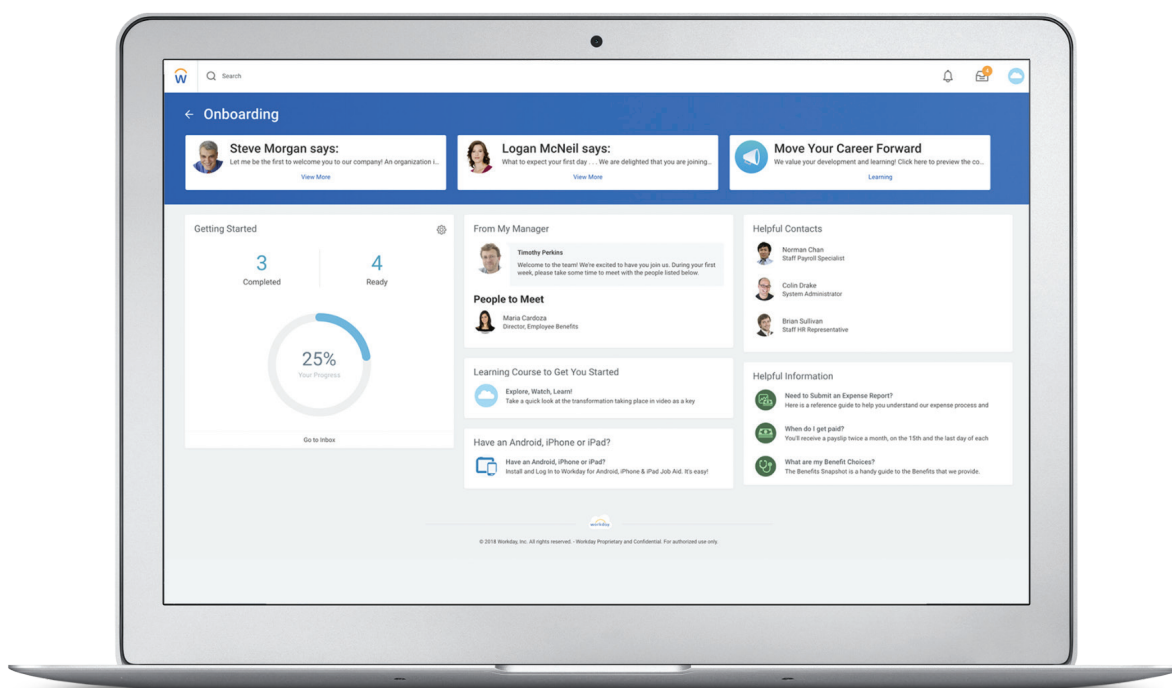
TalkTalk

For Everyone

TalkTalk supplies broadband and telecoms services to 4 million customers in the UK. Since creating a shared service HR function in 2011, TalkTalk has been challenged by a rigid legacy HR information system unable to support the evolving needs of the business. TalkTalk chose to do a “big bang” deployment, rolling out Workday Human Capital Management, Workday Recruiting, Workday Benefits, Workday Compensation, Workday Absence Management, Workday Time Tracking, and Workday Talent Management simultaneously across 2,500 workers within 6 months, and creating 13 integrations to external systems, including 1 integration into ADP-the company’s payroll system.

“Our employees are critical to our success, we are investing in Workday HCM to not only support our development and growth, but also to give us the workforce insights we need to better manage talent and help inform business decisions.

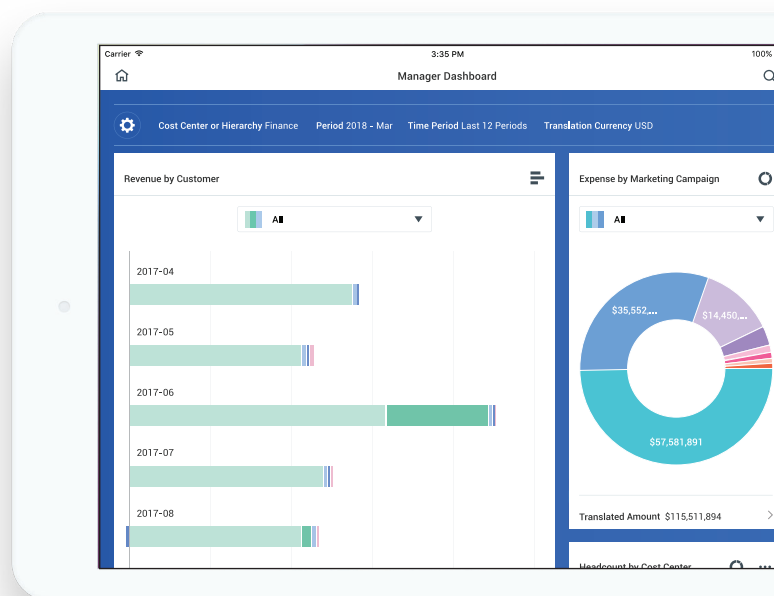
Nigel Sullivan
Group HRD, **TalkTalk**





Sky Betting & Gaming is a tech company born out of Sky. It is aiming to be the UK's best digital business. More than 1,000 employees are developing some of the biggest brands in online betting and gaming including SkyBet, SkyVegas, Soccer Saturday Super6 and Sky Sports Fantasy Football.

Constantly innovating, the company has doubled in size over the last five years. Sky Betting & Gaming selected Workday Financial Management, Workday Human Capital Management (HCM), Workday Payroll, Workday Procurement and Workday Expenses after a comprehensive evaluation process, whereby Workday scored highest for scalability and flexibility, the ability to provide a single integrated solution and being accessible from any device, including mobile.



“With Workday, we will have a single unified suite of applications in the cloud that meets all of our functional requirements and gives us greater confidence in our data outputs during this key phase of our growth. We are aiming to be the best UK digital workplace, and this means having finance and HR systems that are intuitive and allow self-service and manager empowerment.”

Karen Elenor
Transition Director, **Sky Betting & Gaming**



“Managers will love this because they now for the first time will have data at their fingertips. They are not going to have to go to India and wait 24 hours for a report.

Julie Cormack
Global Head of HR, **Computer Patent Annuities Holdings Limited**

“Life Time Fitness is a growing company, and Workday is able to scale their product to our growth.

John Hugo
VP, **Lifetime Fitness**

“We were looking for a system that reflected where we are heading as a business, something digital and pioneering that embodies the way we do business for our clients and powers our growth. Workday HCM enables us to create simplicity and efficiency for our people with a technology platform built for the cloud.

Caroline Mellor
HR Effectiveness Director, **Dentsu Aegis Network Limited**

“The catalyst for change was the realisation that we had a system landscape that was essentially disparate, and that was very costly to support.

Rob Cook
Group Head of HR Systems, **Centrica PLC**

“One of the key things is HR is now seen as an enabler; people are now listening.

Helen Gowler
EMEA Regional Lead, **Avon Products, Inc.**

“We wanted an HR system that would help transform the organisation and Workday met all our criteria. Workday really is the best system on the market.

Kerry Smith
Director of Human Resources, **British Heart Foundation**



ONE
source for data

ONE
experience

ONE
security model

ONE
community



workday.com/uk