



August 28, 2019

DELIVERY VIA EMAIL

Pushkar Garg
pushkar.garg@gmail.com

Dear Pushkar,

Workday, Inc. ("Workday") is happy to offer you a position as Software Development Engineer reporting to Viju Varghese. Your planned start date is Monday, October 28, 2019.

Your annualized starting salary is \$155,000.00, which is payable according to Workday's payroll cycle, and subject to applicable federal and state taxes.

Workday will offer you a one-time hiring bonus of \$10,000.00. This will be paid out within your first 30 days in accordance with the Company's standard payroll procedures. To receive the bonus, you must be employed by Workday and in good standing on the day of the payment. Your bonus payment will be subject to applicable federal and state taxes, and any other applicable withholdings. Receipt of this bonus, however, is conditioned on your remaining with Workday for at least one year. By signing below you expressly agree to repay Workday the entire amount of the bonus if you resign your employment within a year of your start date.

Subject to the approval of the Company's Board of Directors or its Compensation Committee, you will be granted restricted stock units (RSUs) of the Company's Class A Common Stock with an approximate value of \$120,000.00. The number of shares will be determined by dividing the USD value above by the trailing simple moving average stock price of Workday Class A common stock for the 20 day period immediately preceding the Date of Grant. You will vest in these shares at the rate of 1/4 of the RSU shares after 12 months of continuous service from your vesting start date, then in equal quarterly installments of 1/16th of the total RSU shares, fully vesting in 4 years from your vesting start date. Your vesting start date will be the 15th of the month your RSU grant is approved. Your RSU grant will be subject to the terms and conditions applicable to stock granted under the Company's 2012 Equity Incentive Plan (the "Plan"), as described in the Plan and the applicable Restricted Stock Unit Agreement.

Your employment with Workday is "at-will", meaning either you or Workday may terminate your employment at any time, for any reason or no reason, with or without notice. There is no promise by Workday that your employment will continue for a set period of time or that your employment will be terminated only under particular circumstances. Any exception to this at-will employment policy can only be made in writing by the Co-President of Workday. In particular, this at-will employment policy cannot be modified by any statements, express or implied, contained in any employment handbook, application, memoranda, policy, procedure, or other materials or statements provided to you in connection with your employment.

Workday has its own way of doing business and its own unique, independently developed proprietary technology. We have neither the need nor desire to make any unauthorized use of any intellectual property or confidential information belonging to or developed by others. Workday understands the importance of protecting its own intellectual property and confidential information, and respects the intellectual property and confidential information developed by other companies. We fully expect that each person who accepts a position with us will hold themselves to these same standards. No employee should reference, use or bring into the workplace any material that contains intellectual property or confidential information belonging to a previous employer or any other third party.

The offer of employment set forth in this Letter is contingent upon: (i) your execution of Workday's Proprietary Information and Inventions Agreement along with your execution of this letter within three (3) days; (ii) your consent to, successful completion of, and passing of all applicable background checks; and (iii) your presentation of satisfactory documentary evidence of your identity and authorization to work in the U.S. within three (3) days of your date of hire. Like all Workday employees, you are also required, as a condition of your continued employment, to comply with Workday's Employee Handbook and Code of Conduct as they may be updated and/or revised periodically.

Sincerely,



A handwritten signature in grey ink, appearing to read "Charles Mah".

Charles Mah
Vice President, Global Talent Acquisition

By providing my signature below, I accept this offer of employment.

Signature: {{Sig1_es_:signer1:signature}}

Name: {{N_es_:signer1:fullname}}

Your preferred name will be used to create your Workday accounts and email address. Below, please provide your preferred first and last name. For example, if your legal name is Andrew Smith, but you prefer to be called Drew, you will enter Drew Smith. Please note that your username and email cannot be changed once created.

Guidelines:

- A total maximum count of 20 characters long.
- Do not use apostrophes or special characters.

Preferred First Name: {{preferredFirstName_es_:signer1}}

Preferred Last Name: {{preferredLastName_es_:signer1}}