

## Chewy HR Business Capabilities

Hire Well?		Develop Well?							
Enabling	Employee Lifecycle					Supporting			
HR Strategy and Planning	Talent Acquisition	Talent Learning and Development	Talent (Performance) Management	Compensation and Benefits Management	Separation and Retirement	People Relationship Management	Labor Relations	HR Analytics and Reporting	Operations
Workforce Planning	Talent Acquisition Management	Talent Development Planning	Employee Performance Management	Compensation Management	Separation Counseling	Employee Accountability for Conduct	Labor Management Relations	Employee Inquiry Processing	Identity Management
Human Capital Strategy	Candidate Sourcing and Recruitment	Talent Development and Training	Recognition Management	Work Schedule and Leave Management	Retirement Planning and Processing	Employee Accountability for Performance	Negotiated Grievances and Third-Party Proceedings	Employee Research	
Position Classification and Position Management	Candidate Assessment and Selection	Learning Administration	Performance Appraisal System Certification	Benefits Management		Administrative Grievances and Third-Party Proceedings	Collective Bargaining	Workforce and Performance Analytics	
Diversity Equity and Inclusion	Applicant Screening, Reciprocity, Investigation	Mentoring		Work-Life Wellness / Employee Assistance		Reasonable Accomodations	Ethics / Incident Management	Workforce and Performance Reporting	
Employee Engagment	Vetting Adjudication			Time and Attendance		Continuous Vetting		Employee Records Recordkeeping	
Org Hierarchy and Structure	New Hire In-processing and Onboarding			Workers Compensation		Employee Records Disclosure			
	Internal Hires								
	Recruitment Marketing								
	Candidate Engagement								

# Chewy HR Systems and Data Sources

Hire Well?		Develop Well?							
Enabling	Employee Lifecycle					Supporting			
HR Strategy and Planning	Talent Acquisition	Talent Learning and Development	Talent (Performance) Management	Compensation and Benefits Management	Separation and Retirement	People Relationship Management	Labor Relations	HR Analytics and Reporting	Operations
NICE / CALABRIO F: Anaplan?	Greenhouse	Talent Development Planning	Workday	ADP	Separation Counseling	NavEx (OpenBark)	Labor Management Relations	Service Now	Highjump C-Cure Azure AD Okta
Human Capital Strategy	Greenhouse	F: LinkedIn? F: PluralSight? F: Udemy?	Kudos	Kronos Ready	Fidelity	NavEx (OpenBark)	Negotiated Grievances and Third-Party Proceedings	EMSI F: Talent Neuron?	
Workday Excel / Manual	Greenhouse	Bridge (Wishbone) Adobe LMS F: Cornerstone	Performance Appraisal System Certification	Workday / Payflex Aetna / Unum Discovery Benefits ID Watchdog Metlife / Cigna		Administrative Grievances and Third-Party Proceedings	Collective Bargaining	Workday Tableau	
F: Allie F: Applied F: Otter.ai	Sterling Talent	F: Workday		Wellbeats		Reasonable Accomodations	NavEx (OpenBark)	Workday Tableau	
Glint Gallup	Vetting Adjudication			Kronos Ready		Continuous Vetting		Workday Snowflake	
Hyperion Workday Excel	Docusign Workday			Sedgwick				Workday Service Now SmartSheet	
	Phenom								
	Recruitics								
	F: Glint								

## Legend

Current

Future  
(Potential)

Unsure