Our timeline is per the following scope:

* **Phase 1– Establishing the critical foundations.** The functional scope of this phase includes the implementation of Workday ‘s Core HCM, Core Compensation, Onboarding, Recruiting, Absence Management for salaried corporate employees, Cloud Connect Third-Party (Payroll Integration) and Workday Help (up to 5 scenarios). Phase 1 will be implemented over 34 weeks, inclusive of 3 weeks of post-Go-Live support.
* **Phase 2– Continuous evolution.** The second phase will further evolve and enrich the Workday solution and HCM capability by implementing Advanced Compensation, Talent and Performance Management, Learning Management and Workday Help (up to 5 scenarios). Phase 2 will be implemented over 22 weeks, inclusive of 3 weeks of post-Go-Live support.