



TERMS AND CONDITIONS FOR WORKDAY CUSTOMER AWARDS NORTH AMERICA AND WORKDAY INDUSTRY INNOVATION AWARDS 2025

THESE TERMS AND CONDITIONS (THE “TERMS”) GOVERN YOUR NOMINATION FOR AN ELIGIBLE BUSINESS CUSTOMER TO PARTICIPATE IN WORKDAY’S CUSTOMER AWARDS NORTH AMERICA 2025 COMPETITION. (“COMPETITION”) AND/OR WORKDAY’S INDUSTRY INNOVATION AWARDS 2025 (“INDUSTRY INNOVATION AWARDS”). By proceeding to nominate an Eligible Business Customer for the Competition and/or Industry Innovation Awards, you agree to comply with these Terms. If you are a Government employee in the United States, please see the section below entitled, ‘Public Sector Terms’.

THE CUSTOMER AWARDS COMPETITION

The Workday Customer Awards North America is a skills-based competition for which Eligible Business Customers (as defined below) are nominated via a valid entry application submitted through [the awards website](#). The Competition is intended to enable Eligible Business Customers to showcase their inspiring and innovative stories across different categories to win a prize in the Competition.

The Customer Award categories will generally be:

- **Global Workplace Transformation:** Customers who leverage Workday to transform processes, empower productivity, and drive workforce agility globally.
- **Powering Innovation:** Customers who drive groundbreaking innovation to build and shape new business capabilities.
- **Finance for the Future:** Customers who stay one step ahead by automating financial and spend processes and delivering deeper insights to drive business growth.
- **Rapid Time to Value:** Customers who have quickly realized tangible business results using rapid deployment approaches.
- **Industry Hero:** Customers who leverage Workday to address industry-specific challenges and advance industry best practices.

Workday reserves the right to modify the categories above during the Nomination Period. If there is any modification to any of the categories, Workday will contact the entrant to offer an opportunity to update the nomination or redesignate the category of the nomination.

NOMINATIONS

An Eligible Business Customer is a current Workday customer headquartered in North America, or global customer with a large North American presence actively using one or more of the Workday products. Eligible Business Customers in the public sector or government may be nominated and participate in the Competition but are not eligible to collect any prizes. No additional purchase is necessary to enter the Competition.

Nominations may be submitted by:

- An Eligible Business Customer directly provided all internal authorisations/permissions are first obtained;
- A Workday team member provided the appropriate consent and permissions are received from the Eligible Business Customer prior to nomination; or
- A Workday Partner provided the appropriate consent and permissions are received from the Eligible Business Customer prior to nomination.

Nominations may be from 9am PDT on September 19, 2024 through 5pm PDT on July 11, 2025. (the “Nomination Period”). Workday reserves the right to extend the Nomination Period and shall publish the revised dates. Nominations must be in English.



Please do not include any Confidential Information in your nomination. Workday may reject any nomination that it believes: (i) contains unlawful or offensive content, or (ii) may infringe any third-party rights; or (iii) breaches these Terms.

If a Workday team member or Eligible Business Customer wishes to highlight the role of a partner in any of the nominations, the partner's contribution will be acknowledged in any category winner at Workday Rising.

THE WORKDAY CUSTOMER AWARD NORTH AMERICA 2025

The winners in each category will receive:

- Charitable donation to a charity listed and approved in (www.benevity.com) as chosen by the winner in the amount of 5,000 U.S. Dollars.
- Award recognition at Workday Rising in San Francisco.
- Complimentary pass to Workday Rising North America 2026 (1 per winner).

In addition to the prizes, the winners will be asked to participate in brand amplification and promotional opportunities (subject to terms for acceptance of this prize as captured in a final agreement between the winner and Workday).

No cash alternative to any prize. The winner shall not assign any right or liability under these terms and conditions without the prior written consent of Workday. Prizes are non-transferable and cannot be resold. Workday reserves the right to substitute the prize with an alternative prize of equal or greater value. Unless otherwise agreed in writing by Workday, the prize will only be awarded to the winner. Prizes are provided subject to any applicable local laws.

US FEDERAL AND PUBLIC SECTOR TERMS

Winners from U.S. Federal and Public Sector entities **may choose to opt out of receiving the prize or any element of the prize if required to per their organization's guidelines, policies, and ethics regulations.**

If you choose to accept the prize or any element of the prize, then the Fair Market Value of the prizes offered are as follows:

- Charitable donation - \$5,000
- Physical award to be mailed to the customer following Workday Rising 2025 (valued at up to \$300)
- Pass to Workday Rising North America 2026 - \$2,700

By accepting the prize, winners confirm that they are permitted to do so under their organization's guidelines and ethics rules on the acceptance of gifts and entertainment from outside sources, and in accordance with applicable law. If you have questions about whether you can accept the prizes offered, please contact your organization's ethics office, legal counsel, or designated official.

COMPETITION PROCESS AND JUDGING PANEL

Following the close of the Nomination Period, all entries will be collated, eligibility verified, and reviewed by a judging panel consisting of chosen representatives from Workday and independent third parties.



(the “Judging Panel”). The Judging Panel shall review the nominations to select finalists in each category using predetermined criteria and scoring metrics for that category (“Finalists”).

Finalists will be notified that they have been shortlisted by Workday 5 weeks in advance of the Event date. Workday reserves the right to seek additional information or clarifications from the Finalists, if necessary. Workday will also advise the Finalists of the key promotions intended with award winners for their consideration and agreement.

Any entrant may withdraw from the Competition at any time.

Any participants who are not shortlisted Finalists and/or winners will not be contacted by Workday to notify them that they have not been successful. All decisions by the Judging Panel are final and are not subject to inquiry or appeal.

The winners of the Competition will be selected from the shortlist of Finalists by the Judging Panel using the same predetermined criteria as in the Finalist selection process. Winners will be notified that they have won a prize 3 weeks in advance of the Event date (the “Announcement Date”) and will be asked to provide additional information in relation to the award of the prizes..

Winners are asked to provide the requested information contained in the notification email (such as, but not limited to, address, contact telephone number, company registration number, charity selection and/or any other such relevant details) within one month of the Announcement Date. Workday’s obligation to remit payment to a charity shall not arise until the required information has been received from a winner.

INDUSTRY INNOVATION AWARDS

The Workday Industry Innovation Awards is a skills-based competition intended to enable Eligible Business Customers (as defined above) to showcase inspiring and innovative stories of particular relevance to their respective industries. The Industry Innovation Awards program will generally cover:

- Communications, Media, and Technology;
- Financial Services;
- Healthcare;
- Higher Education;
- Manufacturing;
- Nonprofit;
- Professional and Business Services;
- Retail and Hospitality;
- U.S. Federal and Public Sector industries.

Workday reserves the right to modify the categories above during the Nomination Period. If there is any modification to any of the categories, Workday will contact the entrant to offer an opportunity to update the nomination or redesignate the category of the nomination.

Every Eligible Business Customer who is nominated by application for the Competition via [the Workday Customer Awards website](#) will automatically be entered into consideration for the Industry Innovation Awards. Additionally, Workday reserves the right to accept separate applications only for the Industry Innovation Awards competitions

The Industry Innovation Awards will engage a distinct “Judging Panel” for each separate industry, ensuring that entries will be reviewed according to criteria that reflect the unique challenges, opportunities, and composition of their respective industries.

The winners in each category for each industry will receive:



- Award recognition at their respective Industry Summit or Industry Kickoff or Industry User Group during Workday Rising in San Francisco
- Physical award to be mailed to the customer following Workday Rising 2025 (valued at up to \$75)
- Additional token of recognition to be confirmed separately for each industry and shared with Finalists or Winners during the judging process. Past examples have included:
 - Branded apparel (valued at up to \$50 each)
 - Gift voucher to Workday store (valued at up to \$50 each)
 - Catered team lunch (valued at up to \$150 total)

Please see the section above US FEDERAL AND PUBLIC SECTOR TERMS, if applicable.

In addition to the prizes, the winners will be asked to participate in brand amplification and promotional opportunities (subject to terms for acceptance of this prize as captured in a final agreement between the winner and Workday).

PERSONAL INFORMATION

Workday will handle your personal information in accordance with the Workday Privacy Statement located at <https://www.workday.com/en-us/privacy.html>.

We collect country information in order to comply with applicable laws for the handling of your information.

GENERAL TERMS and CONDITIONS

The Workday Online Terms of Service are hereby incorporated by reference into these Terms and Conditions. <https://www.workday.com/en-us/legal/site-terms.html>

GOVERNING LAW AND JURISDICTION, AND VENUE

These Terms and any disputes arising out of or related hereto, shall be governed exclusively by the laws of the State of California and controlling United States federal law, without regard to their conflicts of law rules or the United Nations Convention on the International Sale of Goods. The federal courts of the United States in the Northern District of California and the state courts of the State of California located in Alameda County shall have exclusive jurisdiction to adjudicate any dispute arising out of or relating to these Terms. Each party hereby consents to the jurisdiction of such courts and waives any right it may otherwise have to challenge the appropriateness of such forums.

ENTIRE AGREEMENT

These Terms constitute the entire agreement between the parties in relation to the nomination and participation in the Competition and related pre-Competition activities and supersede all prior and contemporaneous terms, agreements, proposals or representations, written or oral, concerning this subject matter.

Without limiting the foregoing, no part of this Agreement shall be superseded or governed by any Master/Main Subscription Agreement or any other agreement between Workday or an affiliate thereof and



you or your company. To the extent that these Terms are translated, such translation is provided solely for convenience, and the English version of these Terms shall govern any disputes arising here from.

Workday is Workday Inc. whose headquartered at 6110 Stoneridge Mall Road
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