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# Let's Talk: 2026R1 Release Features



## QUICK TIPS

# Zoom Webinars

## Ask Questions in Q&A Box

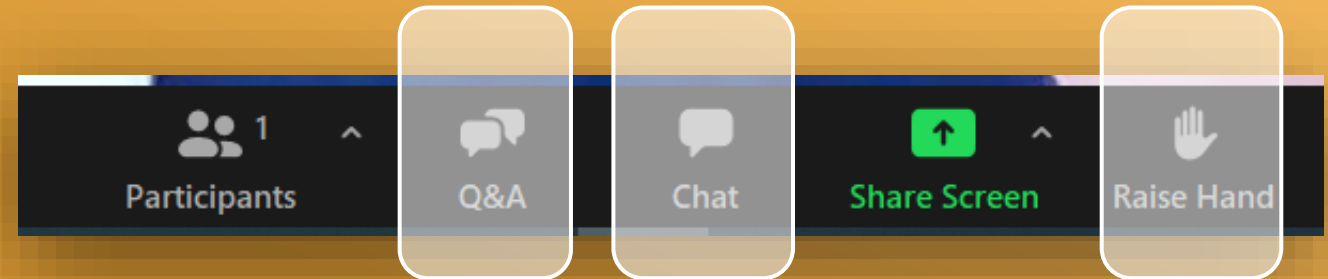
- Click the Q&A button to open the window
- Type your response in the text field
- Click Send

## Chat

- Click the Chat button to open the chat panel
- Type your message in the Text box at the bottom of the panel
- Press Enter to send your message

## Raise Your Hand

- Click the Raise Hand button at any time to indicate to the host know that you have a question or need assistance
- To lower your hand, click the Lower Hand button



WELCOME

# Today's Presenters



Beth Taggart

Solution Architect, Armanino



Justin Mitkus

Senior Director, Armanino



Keith Anglin

Director, Armanino

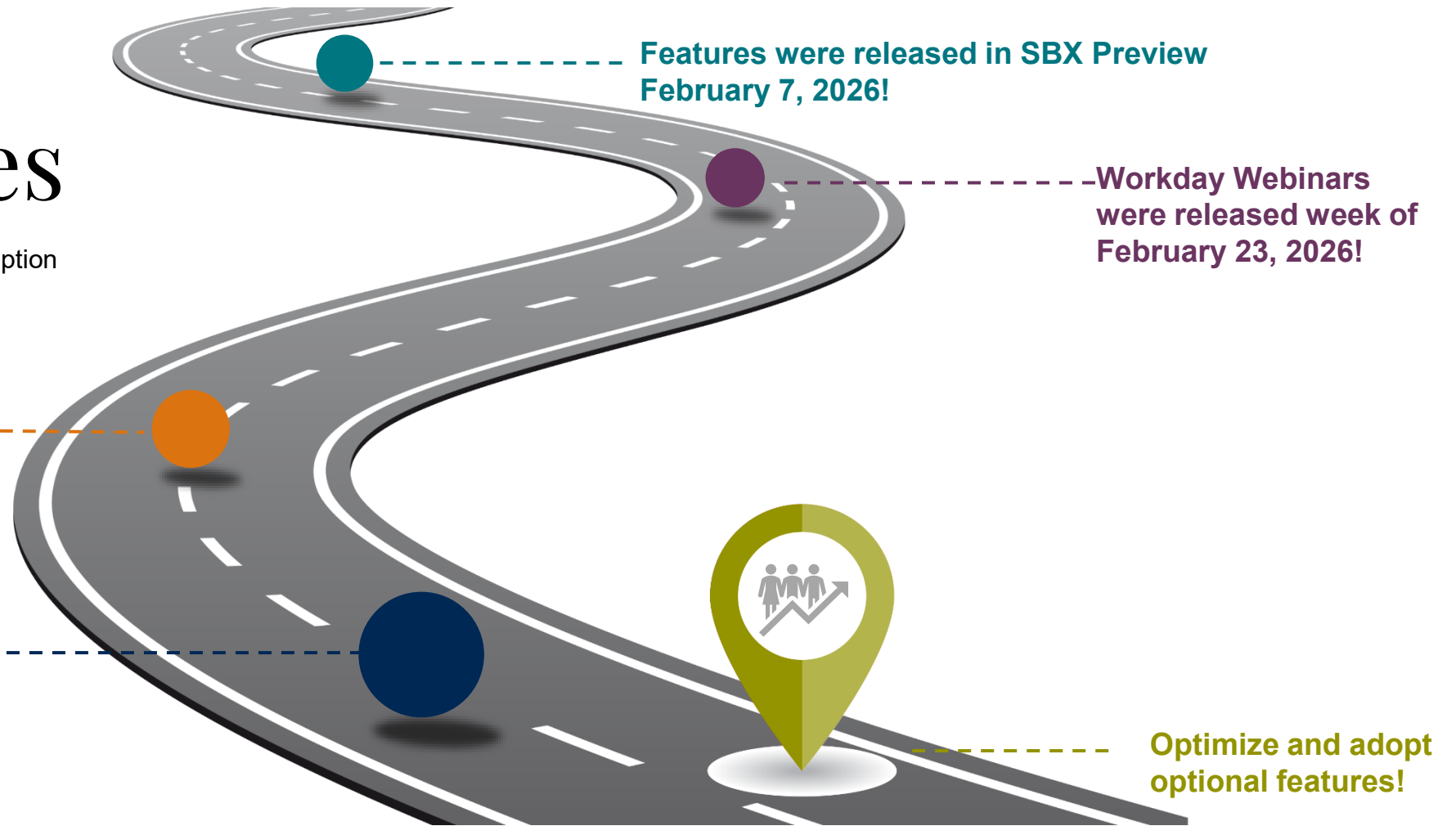
LET'S TALK WORKDAY

# Today's Agenda

- 2026R1 Overview
- Review most anticipated features
- Open Q&A

# Important 2026R1 Dates

Dates proposed are given with the assumption that our first pass was accurate



# Feature Review Overview

- We're so glad you're here to learn about the features in Workday's bi-annual release!
- This presentation will focus on the features that are both 'Automatically Available' ie 'Mandatory' AND Setup Required ie 'Optional Features'
- This presentation is going to focus on the most highly anticipated features and most impactful.
- There may be features that are released during 2026R1 that are not covered in this presentation that could be helpful impactful to your organization. Please ensure to review these on your own and determine impact!



**Automatically Available = Mandatory Features:**  
features that will be in your tenant on release date  
whether you like it or not!



**Setup Required = Optional Features:**  
features that require configuration to enable but are  
available for your team to uptake!

# Key

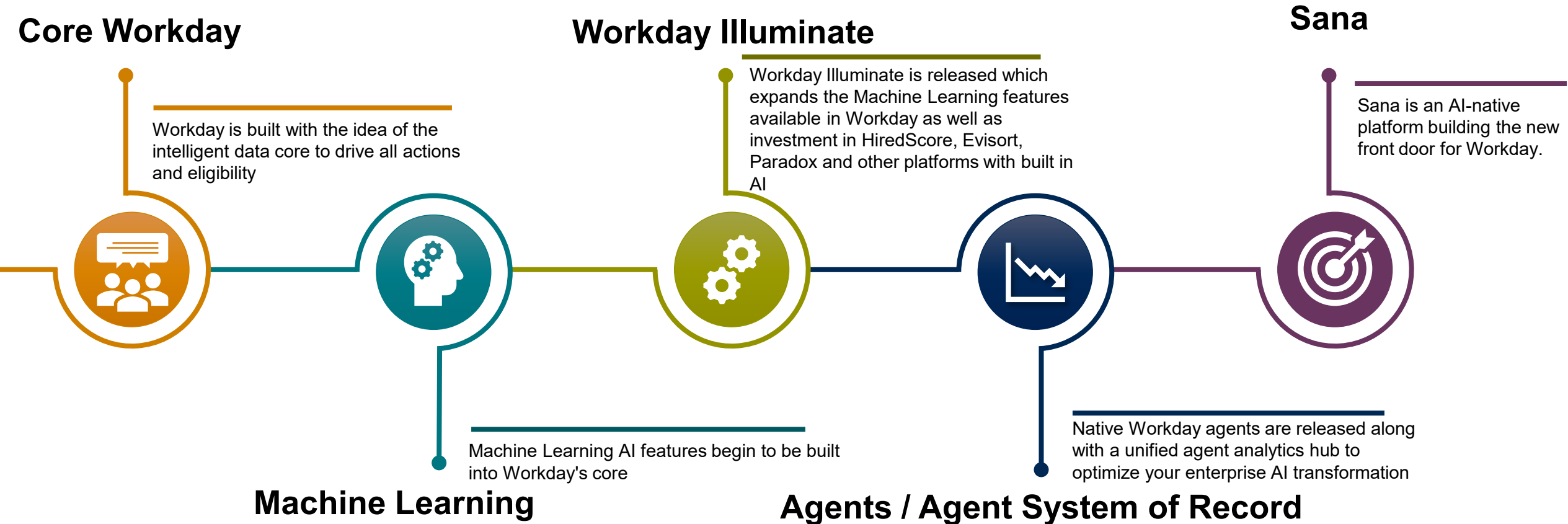
## How to understand the terminology in this presentation

<b>How this impacts you</b>	Visual Change	A change that will affect what the user is seeing visually on the UI for a task or piece of functionality.
	Process Change	This is a change that could require a process change for those running the task or managing the system.
	Job Aid / Training Change	This change may require a change to training material due to a visual change or process change for end users.
	No Impact	Please note, that no impact doesn't necessarily mean that there is no change in the system, however, this change should not impact your users BAU activities.
<b>Impacts to User</b>		This is general guidance on the groups of people we would typically see this feature affecting. Please note this is high level and to relate this back to the security groups that your team has configured in Workday.
<b>Regression Test Recommended</b>		This is if the feature is going to change the outcome of what you are doing BAU today. Some features are going to be a change for your teams, but won't necessarily impact how you act on a day to day basis. We will only recommend regression testing if the feature is impactful enough that your teams need to be aware of how it works!

# Disclaimer

*Armanino is so happy to support you growing your knowledge on the features coming out in the Workday Release! The information shared in this presentation is intended for general awareness and is based on Workday's planned or upcoming functionality. While certain features may become automatically available in your tenant, it is the responsibility of each organization to review, assess, and determine the applicability and impact of these features within their own tenant and employee population. You should conduct your own testing, validation and research to ensure these features align with your business processes, compliance requirements, and organizational needs.*

# Workdays Journey with AI



# Existing Non Agentic AI Features (Machine Learning)

Workday Confidential

## Delivered AI Features by SKU

oCHRO	Cross	oCFO		
<p><b>Core HCM</b></p> <ul style="list-style-type: none"> <li>✓ Skills Cloud</li> <li>✓ Form Completion Assistant</li> <li>✓ Suggested Skills for Workers<sup>™</sup></li> <li>✓ Workday Assistant*</li> <li>✓ Compensation Survey Management</li> <li>✓ Recommendations for Change Jobs</li> <li>✓ Ad Hoc Worker Communications with AI Text Editor* ✨</li> <li>✓ Manager Insights Hub*</li> <li>✓ HR Partner Hub</li> <li>✓ Compensation Plan Recommendation</li> <li>✓ Candidate Skills Match</li> </ul> <p><b>Talent Optimization</b></p> <ul style="list-style-type: none"> <li>✓ Career Hub<sup>™</sup></li> <li>✓ Talent Marketplace<sup>™</sup> (Opportunity Marketplace and Flex Teams)</li> <li>✓ Flex Team Suggestions%</li> <li>✓ Manager Insights Hub: Generate Development Items ✨</li> <li>✓ Career Pathing%</li> <li>✓ Talent Highlights ✨</li> <li>✓ Skills Data Foundation<sup>™</sup></li> <li>✓ Feedback Suggestions for Requested Feedback</li> </ul> <p><b>Talent Acquisition</b></p> <ul style="list-style-type: none"> <li>✓ Suggested Jobs for External Candidates<sup>™</sup></li> <li>✓ Suggested Skills for Job Profiles<sup>™</sup></li> <li>✓ Suggested Skills for Job Requisition<sup>™</sup></li> <li>✓ Semantic Search for External Career Sites</li> <li>✓ Generate Job Description for Job Requisition ✨</li> <li>✓ Job Description Generation on Job Profile ✨</li> </ul> <p><b>HiredScore</b></p> <ul style="list-style-type: none"> <li>✓ Fetch</li> <li>✓ Embedded Talent Rediscovery*</li> <li>✓ Spotlight</li> <li>✓ Suggested Jobs in Career Hub</li> <li>✓ Recruiter Agent</li> </ul> <p><b>Workday Help</b></p> <ul style="list-style-type: none"> <li>✓ Intelligent Answers</li> <li>✓ Draft Policy Articles ✨</li> <li>✓ Translate Articles ✨</li> </ul>	<p><b>Learning</b></p> <ul style="list-style-type: none"> <li>✓ Learning Recommendations<sup>™</sup></li> <li>✓ Summarize Content Feedback ✨</li> <li>✓ Learning Captions and Transcriptions</li> <li>✓ Learning Skills Tagging<sup>™</sup></li> </ul> <p><b>Time Tracking</b></p> <ul style="list-style-type: none"> <li>✓ Time Anomalies for Managers</li> <li>✓ Intelligent Prompt Recommendations for Time Entry</li> </ul> <p><b>Scheduling</b></p> <ul style="list-style-type: none"> <li>✓ Recommend Replacement Workers</li> <li>✓ Match Workers based on business parameters and worker preference</li> </ul> <p><b>Labor Optimization</b></p> <ul style="list-style-type: none"> <li>✓ Labor Demand Management</li> <li>✓ AI-based Shift Generation</li> <li>✓ Demand Forecasting</li> </ul> <p><b>Payroll</b></p> <ul style="list-style-type: none"> <li>✓ Pay Anomalies</li> <li>✓ Prompt Recommendations</li> <li>✓ P45 Tax Form Scanning</li> <li>✓ Payroll Data Input</li> </ul> <p><b>Workday Peakon Employee Voice</b></p> <ul style="list-style-type: none"> <li>✓ Comment summarization ✨</li> <li>✓ Comment Translation ✨</li> <li>✓ Semantic Search</li> <li>✓ Semantic Topics</li> <li>✓ Strengths and Focus Areas</li> <li>✓ True Benchmark</li> <li>✓ Attrition prediction</li> <li>✓ Multilingual Language Support</li> </ul> <p><b>People Analytics</b></p> <ul style="list-style-type: none"> <li>✓ Skills in People Analytics<sup>™</sup></li> <li>✓ Trend and Gap Insights</li> <li>✓ People Analytics: Top Drivers</li> </ul> <p><b>VNDLY</b></p> <ul style="list-style-type: none"> <li>✓ Candidate Best Match Index</li> </ul>	<p><b>Extend Professional</b></p> <ul style="list-style-type: none"> <li>✓ Workday Extend Developer Copilot ✨</li> <li>✓ Workday AI Gateway</li> </ul> <p><b>CLM (Evisort)</b></p> <ul style="list-style-type: none"> <li>✓ Contract Intelligence (product) ✨</li> <li>✓ Contract Lifecycle Management (product) ✨</li> <li>✓ Contracts Intelligence Agent               <ul style="list-style-type: none"> <li>✓ Ask AI</li> <li>✓ Custom AI Models</li> </ul> </li> <li>✓ Contracts Negotiation Agent               <ul style="list-style-type: none"> <li>✓ Ask AI</li> <li>✓ Custom AI Models</li> <li>✓ AI Drafting Tools</li> </ul> </li> </ul> <p><b>Adaptive Planning</b></p> <ul style="list-style-type: none"> <li>✓ Plan Anomaly Detection</li> <li>✓ Predictive Forecaster</li> <li>✓ Outlier Reporting</li> <li>✓ Ask Workday (with Contextual Help)</li> </ul> <p><b>Platform / Product Extensions</b></p> <ul style="list-style-type: none"> <li>✓ Smart Search Suggestions</li> <li>✓ Task and Report Search ✨</li> <li>✓ Worksheets Formula Writer and Explainer ✨</li> </ul> <p style="font-size: small; margin-top: 20px;">           * Multiple use cases included            † In worker profile and Career Hub            ✨ Generative AI            % Requires Skills Cloud         </p>	<p><b>Core Financials</b></p> <p><b>Record to Report:</b></p> <ul style="list-style-type: none"> <li>✓ AI Matching for Bank Reconciliation Exceptions</li> <li>✓ AI Rule Maintenance for Bank Reconciliation</li> <li>✓ Journal Insights</li> <li>✓ Intelligent Prompt Recommendations for Ad-Hoc Bank Transactions</li> <li>✓ Intelligent Prompt Recommendations for Cash Management</li> </ul> <p><b>Opportunity to Cash:</b></p> <ul style="list-style-type: none"> <li>✓ Accounts Receivable Worktag Recommendations</li> <li>✓ Cash Application Insights</li> <li>✓ Customer Overpayment Worktag Recommendations</li> <li>✓ Customer Invoice Sales Item and Revenue Category Recommendations</li> <li>✓ Intelligent Prompt Recommendations for Customer Overpayment</li> <li>✓ Intelligent Prompt Recommendations for Customer Invoices</li> <li>✓ Collection Letters</li> </ul> <p><b>Invoice to Pay:</b></p> <ul style="list-style-type: none"> <li>✓ Supplier Invoice Automation:               <ul style="list-style-type: none"> <li>○ Worktag Recommendations</li> <li>○ Spend Category Recommendations on Supplier Invoice Lines</li> <li>○ Email Ingestion</li> <li>○ Scanning</li> </ul> </li> <li>✓ Intelligent Prompt Recommendations: for Tax Attributes on Supplier Invoice Lines</li> <li>✓ Auditoria AI Smartbots for Workday</li> </ul>	<p><b>Expenses</b></p> <p><b>Expense Protect:</b></p> <ul style="list-style-type: none"> <li>✓ Risk Scores</li> <li>✓ Duplicate Expense Detection</li> <li>✓ Amount Anomaly Detection</li> <li>✓ Incorrect Expense Item</li> <li>✓ Intelligent Prompt Recommendations and Defaulting for Expense Items</li> <li>✓ Receipt Scanning for Expenses</li> </ul> <p><b>Procurement</b></p> <ul style="list-style-type: none"> <li>✓ Spend Category Recommendations for Purchase Requisitions</li> <li>✓ Spend Category Recommendations for Purchase Orders</li> <li>✓ Personalized Search Results</li> <li>✓ Intelligent Intake</li> </ul>

## Agents Previously Available

- Recruiting Agent (via HiredScore)
- Talent Mobility Agent (via HiredScore)
- Contract Negotiation Agent (via Evisort)
- Contract Intelligence Agent (via Evisort)

## Agents Available 2026R1!

- Payroll Agent
- Self Service Agent
- Planning Agent

## Agents Available in the future

- Frontline Agent (June 2026)
- Contingent Sourcing Agent (R22026)
- BP Optimize Agent (R22026)
- Revenue Contract Agent (R12027)
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- Financial Audit Agent (R22026)
- Resource Scheduling Agent (June 2026)

# Workday Flex Credits

- Signing of uMSA required!
- Workday Flex Credits allow customers to begin using Workday's latest AI and platform innovations.
- With flex credits customers can apply credits to any AI or platform innovation
  - Ex. Utilizing the Payroll agent will cost credits every use
  - Note: you CAN explore using agents for free in non prod environments (excluding the BP Optimize Agent)
- Customers are given Annual Complimentary or 'base' entitlement depending on their size
- More Flex credits can be bought via the rate card
  - Can go negative without disruption to service

Annual Flex Credit Complimentary Entitlement	
Customer Segment	Annual Workday Flex Credit Entitlement
Mega (>100k Employees)	200,000
Major (30k-100k Employees)	120,000
LE (10k - 30k Employees)	60,000
LE (3.5k - 10k Employees)	30,000
ME (<3.5K Employees)	15,000

OFFERING	CAPABILITY CONSUMED	CREDIT CONSUMPTION
<b>EXAMPLE AGENT: Self-Service</b>	Action & data retrieval: Employees can more easily explore and navigate information and complete self-service tasks through conversational AI	1 credit / self-service request
<b>EXAMPLE AGENT: BP Optimize</b>	Process improvement: Enables Workday administrators to: 1) Gain deep insight into business processes, identify bottlenecks and root cause, 2) Get highly tailored and actionable optimization recommendations specific to their unique BP usage and configuration, and 3) Compare BP performance against benchmarks.	1 credit / BP event
<b>PLATFORM: API Requests</b>	Standard API call, includes ingress and egress calls (60 credits per 10k API calls)	.006 credits / API request
<b>PLATFORM: Integration Events</b>	Integration Event in Workday (25 credits per 100 Integration Events)	.25 credits / integration event
<b>PLATFORM: Document Storage</b>	Documents stored in Workday Blobitory (120 credits per GB annually)	120 credits / GB stored annually

# HCM

## HCM

# The New Workday Experience for 2026R1

## Description

- Workday automatically enables the feature in your Preview and Production tenants following the release schedule, with the option to opt out. This is a modernized user interface (UI) based on Workday's canvas desk system that blends Sana's AI capability.

## Automatically Available or Setup Required

- Automatically Available, with the ability to opt out

## How this impacts you

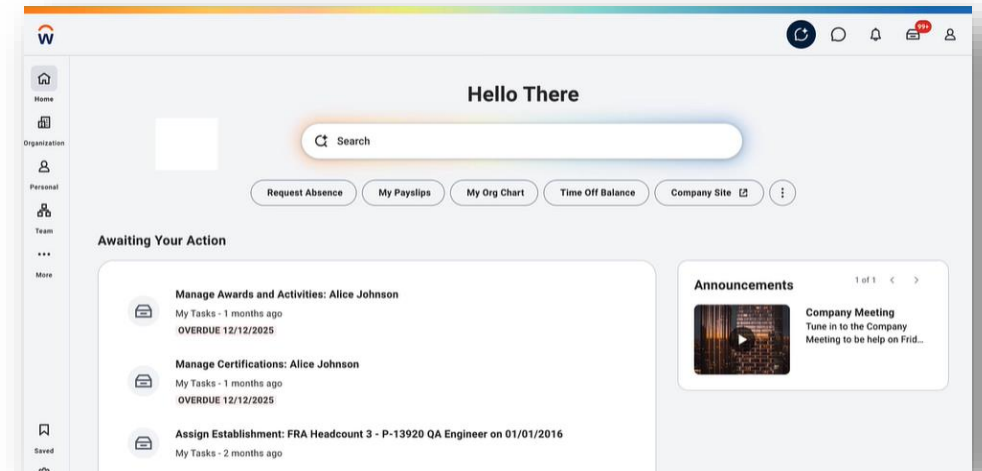
- Visual refresh to: Workday Home, Workday Search, Global Navigation, Tenant Branding

## Impact to user groups

- All users

## Regression Testing Recommended?

- Testing not necessarily recommended, however ensure that all training materials are up to date with the new visual experience



# Sana – 3 parts to be aware of...

## 1. New Workday Experience

- The new home page
- Modernized Workday UI and search experience that refreshes the homepage
- 'in place upgrade' - no need to rebuild config or undergo any major migration
- Included in HCM/FIN subscription no additional skus needed

## 2. Sana Core

- Delivers conversational, agentic AI for HR and finance
- Currently powers the Workday Self Service Agent (will power other agents in the future)
- No outside connectors
- Not a sku
- But do need to sign the uMSA and have Flex Credit Policy to utilize agents

## 3. Sana Enterprise

- Includes the core + live, read/write connectors and cross system workflows
- Separate per user sku that requires the sana enterprise success plan fee that covers advisory, deployment and ongoing success/support

# Steps for Sana Core Setup

## Sana Core + Self Service Agent Quick Start Steps



**\*Note:** Sana Workspaces are automatically provisioned for customer prod and non-prod environments after signing of flex credit agreement

## HCM

# Agent Management Hub

## Description

- Centralized hub for viewing and managing all agents.

## Automatically Available or Setup Required

- Setup Required: add security to the domain 'Agent Management Hub'

## How this impacts you

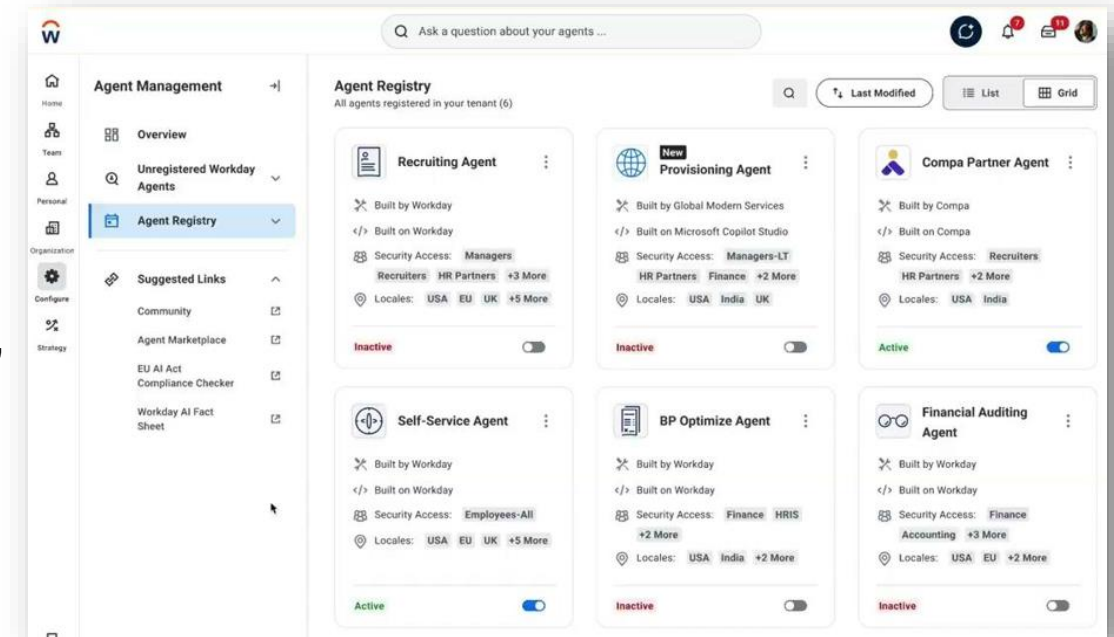
- This is a hub for your AI Managers to register and configure the available agents. This is also the hub where you can control security on who has access to specific agents.

## Impact to user groups

- Administrators

## Regression Testing Recommended?

- Testing would be recommended to understand how to set it up and ensure the correct security access is being applied.



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## HCM

# Self Service Agent

### **Description**

- Conversational AI agent that retrieves and summarizes self-service information from multiple knowledge and data sources, enabling you and your employees to easily complete self-service actions in Workday

### **Automatically Available or Setup Required**

- Setup Required

### **How this impacts you**

- Allows a place for employees to reach out and ask questions within Workday to reduce overall cases and questions coming in to HR/IT teams.

### **Impact to user groups**

- Employee as self

### **Regression Testing Recommended?**

- Testing would be helpful to ensure administrators understand the employee experience

# Self Service Question Ideas

## ■ Employee as Self

- View Total Compensation
- View Retirement Savings
- View Bonus History
- View dependents
- View Healthcare Elections
- Change Personal Information
- Request Reference Letter
- View Time Off
- Request Time Off
- View W-4
- Create Case (*\*if Workday Help is enabled*)

## ■ Manager

- View Team Hire, promotions, anniversary dates
- Get a recommendation for a Change Job Template
- View Direct reports time off
- Request Payroll Input

Additionally, if Self Service Agent can't find an answer it will help 'Guide' you to the correct task

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## HCM

# Payroll Agent

### Description

- AI-powered conversational assistant designed to improve the payroll practitioner experience within Workday.

### Automatically Available or Setup Required

- Setup Required

### How this impacts you

- Will give those supporting payroll better and more efficient access to data

### Impact to user groups

- Payroll practitioners

### Regression Testing Recommended?

- Testing not necessarily recommended, however ensure that all training materials are up to date with the new visual experience

# Financials

Safe Harbor Applies

# Roadmap for Agents in the Financials Space

<p>01 Financial Audit</p> 	<ul style="list-style-type: none"> <li>• This agent addresses the significant time and manual effort accounting teams spend gathering supporting documentation for auditor sample requests.</li> <li>• Capabilities: Automated evidence gathering: automatically source and compile supporting documentation from Workday and quickly respond to complex sampling and followup requests</li> </ul>
<p>02 Revenue Contracts</p> 	<ul style="list-style-type: none"> <li>• Extracts insights by taking structured and unstructured data from a customer contract, enabling users to ask and answer questions, identify potential discrepancies, and enter contract data into Workday.</li> </ul>
<p>03 Supplier Contract</p> 	<ul style="list-style-type: none"> <li>• A set of downstream, agentic capabilities and skills available to customers once a supplier contract has been executed.</li> <li>• Enrich supplier contract by extracting and ingesting detailed lines and prices directly from contracts.</li> </ul>

- This agent addresses the significant time and manual effort accounting teams spend gathering supporting documentation for auditor sample requests.
- Capabilities: Automated evidence gathering: automatically source and compile supporting documentation from Workday and quickly respond to complex sampling and followup requests
- Extracts insights by taking structured and unstructured data from a customer contract, enabling users to ask and answer questions, identify potential discrepancies, and enter contract data into Workday.
- A set of downstream, agentic capabilities and skills available to customers once a supplier contract has been executed.
- Enrich supplier contract by extracting and ingesting detailed lines and prices directly from contracts.



ACCOUNT RECONCILIATION

# What's New Workday 2026 Release 1

## Expanded AI Capabilities

- AI-powered reconciliation preparation
- Automated reconciling-item management
- Automated completeness checks

## Strong Functional Enhancements

- Multicurrency fully supported
- Improved transaction matching
- Mass reassignment for role changes

## Compliance & Visibility

- Fully supported audit trail
- Robust approval business process
- Expanded reporting capabilities via Business Views





# Why AI-Powered Account Reconciliation

## A Unified Experience

- Centralized hub consolidates all reconciliation needs across the balance sheet
- Standardized certification and reconciliation workflows, regardless of data type

## AI-Enhanced Automation

- Auto-reconciles Workday-native data (e.g., Cash)
- AI assists with setup, reducing implementation effort

## Better Experience for Finance Teams

- Preparer becomes reviewer — effort shifts from “doing” to “validating”
- Retains commentary, attachments, and roll-forwards across periods



# The New Experience

	Existing Account Certification Functionality	2026R1: AI-Powered Account Reconciliation
Set-up	Manual	AI-Powered (2026R1 EA, GA 2026R1+)
Account Reconciliation Preparation	Not Supported	Fully Supported
Account Certification	Fully Supported	Fully Supported
Automated Account Decertification	Fully Supported	Fully Supported (2026R2+)
Comprehensive Audit Trail	Fully Supported	Fully Supported
Approval Business Process	Fully Supported	Fully Supported
Mass Assign for Role Changes	Not Supported	Fully Supported
Multicurrency	Limited	Fully Supported
Reconciling Items Management	Not Supported	Fully Supported
Roll Forward Commentary and Attachments	Not Supported	Fully Supported
Reportable	Limited	Fully Supported
Automated Completeness Check	Not Supported	Fully Supported
Automated Reconciliation	Not Supported	Fully Supported for Workday native data (2026R2+)



# WD2026R1 Impact



## EFFICIENCY

- Auto-certification for low-risk reconciliations (26R1)
- AI auto-prepares reconciliations using native data (2026R2+)
- Pre-populated supporting balances and reconciling items
- Centralized hub improves workflow speed and reduces task switching



## ACCURACY

- AI flags unusual activity and anomalies for review
- Automated transaction matching improves precision and exception handling
- Standard templates ensure consistent reconciliation structures



## CONTROL

- Comprehensive audit trails for all preparer and approver actions
- New domain permissions and advanced routing for approvals
- Automated completeness checks protect process integrity

## Agents Previously Available

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# Adaptive

## ADAPTIVE

# Ask Workday – Enhanced Prompting Features

## Description

Prompts now route through a freeform processing path. Enter the @ symbol to trigger a pop-up menu of element types, such as accounts, dimensions, or versions.

## Automatically Available or Setup Required

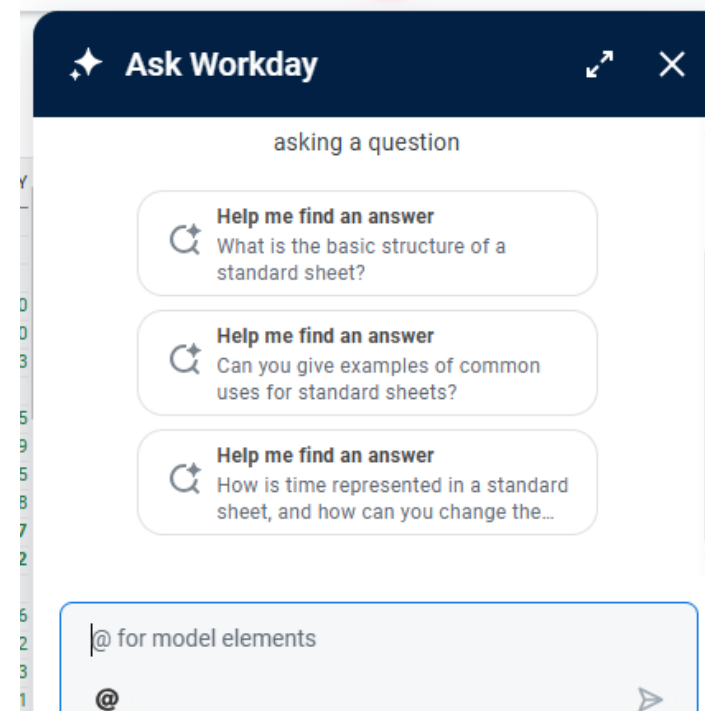
Automatically Available

## How this impacts you

- Eliminates the need to memorize strict naming conventions.
- Reduces errors by ensuring AI is grounded in meta data structures

## Impact to user groups

- Simplifies the process for creating rich, contextual prompts, which allows for a more natural conversational workflow



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**ADAPTIVE**

# Planning Agent – Data Exploration

## **Description**

Users can now ask natural language questions to summarize data, detect anomalies, compare versions, and instantly generate visualizations

## **Automatically Available or Setup Required**

Automatically Available within Ask Workday

## **How this impacts you**

- Facilitates faster, more strategic decisions by uncovering critical information and suggesting next steps
- Enables users to access and analyze data that might not be directly visible on the active sheet, including data from other versions (such as budgets) or time periods. They can do comprehensive comparisons and variance calculations

## ADAPTIVE

# Adaptive Hubs & Configurable Workflows

## Description

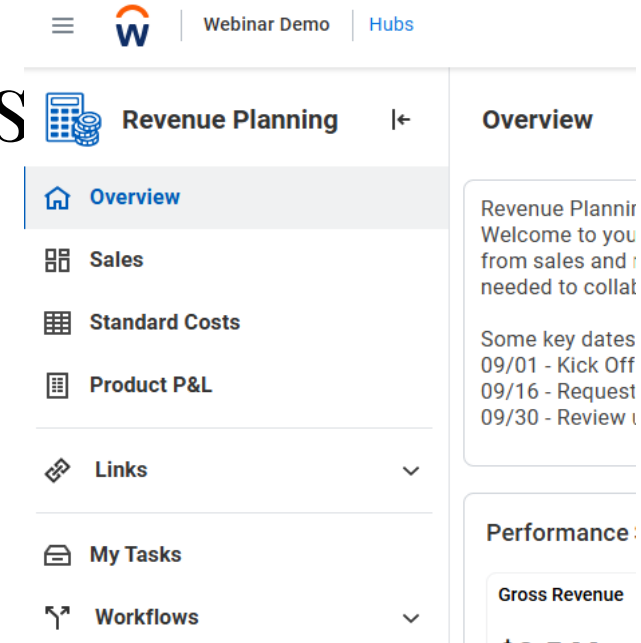
Hubs allow administrators to create intuitive, curated workspaces for users to organize, navigate, and interact with a collection of dashboards, sheets, reports, links, and tasks.

## Automatically Available or Setup Required

Set up is required.

## How this impacts you

- Provides a single, unified workspace for planners, analysts, and managers, reducing the time spent navigating to different parts of the application.
- Administrators can create and share different hubs for specific functions (Finance Hub, Sales Hub) or processes, ensuring users only see the content most relevant to them.
- Users have immediate access to key instructions and pending workflow tasks, fostering faster, more informed decision-making.
- Respects all existing Adaptive Planning access rules and permissions, ensuring users can only view the data they are authorized to see.



## ADAPTIVE

# Dashboards – Multi-Select on Modeled Sheets

## Description

With Active Dashboards, users are now able to select multiple dimensions or levels and have the results apply against modeled sheets

## Automatically Available or Setup Required

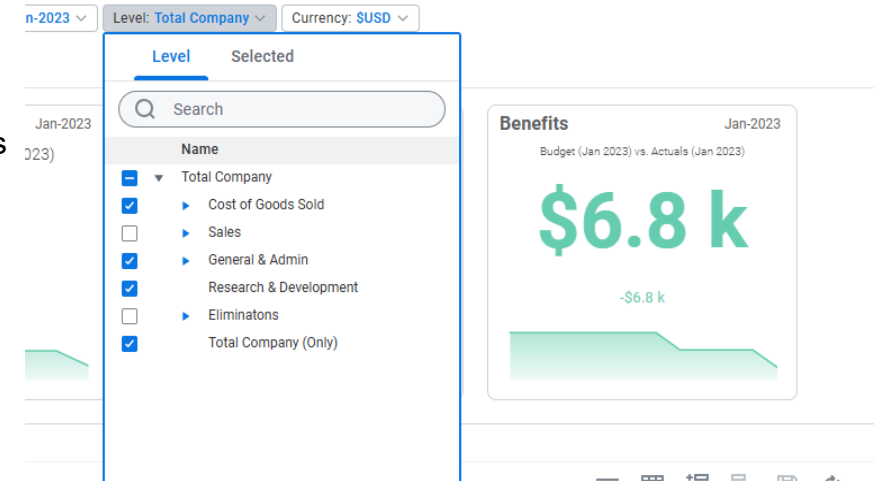
Minimal Setup, simply enable "Allow editing while viewing rolled up level s" for Modeled Sheet Permissions

## How this impacts you

- Users can quickly slice and dice data across multiple levels and dimensions without manual input, significantly speeding up the discovery of insights.
- The ability to select multiple specific dimensions provides greater control over the data displayed, allowing users to tailor dashboards to their exact analytical needs rather than relying on pre-defined views.
- The improved user experience aligns the behavior of modeled sheets with dashboard graphs, which already support multi-select, providing a consistent and intuitive interface.

## Regression Testing Recommended?

Not applicable



POSSIBLE (RE)DEFINED  
**Questions?**

LET'S  
**TALK**  
**WORKDAY**

A graphic of a speech bubble with a tail pointing towards the bottom right. The bubble is outlined in orange and contains the text "LET'S TALK WORKDAY".