

# HR SYSTEMS AT SYSCO

## Before and After Workday Launch



### BEFORE OCTOBER 29

#### SuccessFactors

- Talent Acquisition
- SIU/Learning
- I-9 and Onboarding
- Talent Review
- Compensation Planning

#### SAP

- Employee Self Service
- Manager Self Service

#### Workday

*(coming soon)*

### AFTER OCTOBER 29

#### SuccessFactors

- Talent Acquisition
- SIU/Learning
- Talent Review
- Compensation Planning

#### SAP

*(out of service)*

#### Workday

- Employee Self Service
- Manager Self Service
- I-9 and Onboarding

### SuccessFactors

- **SIU** – including on-demand training (new hire and annual required courses)
- **Succession Planning / Talent Review**
- **Hiring**
  - Offer Letters
  - I-9s *(moving to Workday on 10/29)*
  - Welcome Letters
  - Applicant Tracking (ATS)
  - Day 1 Onboarding *(moving to Workday on 10/29)*

### Workday HCM

- Replaces SAP
- **Core Data**
  - **MSS**
  - **ESS**
  - **I-9s**
  - **Day 1 Onboarding**
- Mywork.Sysco.com