

Workday Inc. (WDAY)

\$198.30 (As of 07/08/20)

Price Target (6-12 Months): **\$208.00**

Long Term: 6-12 Months

Zacks Recommendation:

Neutral

(Since: 03/11/19)

Prior Recommendation: Outperform

Short Term: 1-3 Months

Zacks Rank: (1-5)

3-Hold

Zacks Style Scores:

VGM: C

Value: F

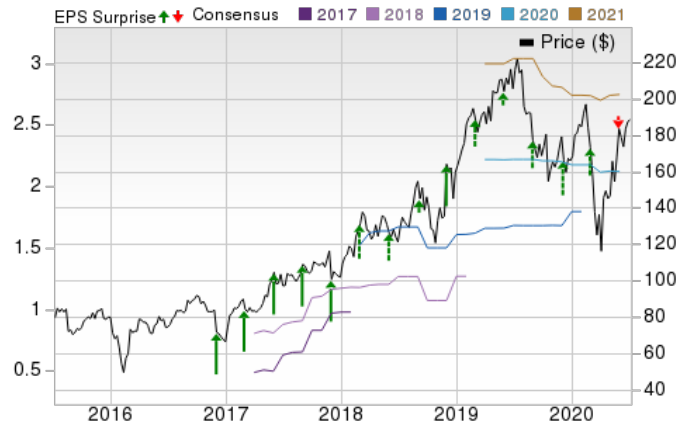
Growth: A

Momentum: C

Summary

Workday is benefiting from solid adoption of subscription and professional software solutions. Moreover, synergies from its acquisition of Scout RFP are helping the company secure significant deal wins that bode well for Workday's prospects over the long haul. Extended capabilities and tools in Workday Human Capital Management (HCM) and Workday Financial Management to enhance customer experience is a positive. Further, Workday's strong balance sheet position is expected to aid the company's growth initiatives. However, stiff competition from Oracle and SAP is likely to put pressure on margin at least in the near term. Moreover, coronavirus crisis-induced layoffs are a headwind. The company reduced its guidance for fiscal 2021 due to the coronavirus outbreak. Notably, shares have underperformed the industry on a year-to-date basis.

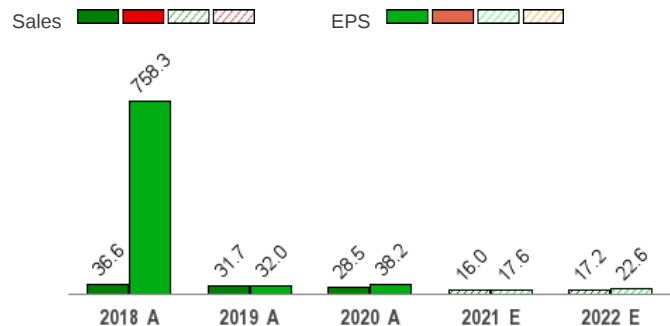
Price, Consensus & Surprise



Data Overview

52 Week High-Low	\$226.83 - \$107.75
20 Day Average Volume (sh)	1,942,513
Market Cap	\$46.6 B
YTD Price Change	20.6%
Beta	1.56
Dividend / Div Yld	\$0.00 / 0.0%
Industry	Internet - Software
Zacks Industry Rank	Top 19% (48 out of 251)

Sales and EPS Growth Rates (Y/Y %)



Last EPS Surprise	-6.4%
Last Sales Surprise	1.7%
EPS F1 Est- 4 week change	0.0%
Expected Report Date	09/03/2020
Earnings ESP	11.3%
P/E TTM	103.8
P/E F1	89.7
PEG F1	3.3
P/S TTM	12.2

Sales Estimates (millions of \$)

	Q1	Q2	Q3	Q4	Annual*
2022	1,155 E	1,208 E	1,250 E	1,303 E	4,931 E
2021	1,018 A	1,044 E	1,058 E	1,094 E	4,209 E
2020	825 A	888 A	938 A	976 A	3,627 A

EPS Estimates

	Q1	Q2	Q3	Q4	Annual*
2022	\$0.62 E	\$0.67 E	\$0.68 E	\$0.71 E	\$2.71 E
2021	\$0.44 A	\$0.64 E	\$0.58 E	\$0.56 E	\$2.21 E
2020	\$0.43 A	\$0.44 A	\$0.53 A	\$0.50 A	\$1.88 A

*Quarterly figures may not add up to annual.

The data in the charts and tables, including the Zacks Consensus EPS and Sales estimates, is as of 07/08/2020. The reports text is as of 07/09/2020.

Overview

Founded in 2005 and headquartered in Pleasanton, CA, Workday Inc. (WDAY) is a provider of enterprise-level software solutions for financial management and human resource domains. The company's cloud-based platform combines finance and HR in a single system that makes it easier for organizations to provide analytical insights and decision support.

Notably, organizations ranging from medium-sized businesses to Fortune 50 enterprises have opted for Workday solutions. The company also offers open, standards-based web-services application programming interfaces and pre-built packaged integrations and connectors.

In fiscal 2020, the company reported revenues of \$3.63 billion. Subscription revenues accounted for 85.4% of total revenues, while professional revenues made up the rest.

Apart from Financial Management and Human Capital Management (HCM) solutions, the company offers applications related to Payroll, Time Tracking, Recruiting, Learning, Planning, Professional Services Automation and Student.

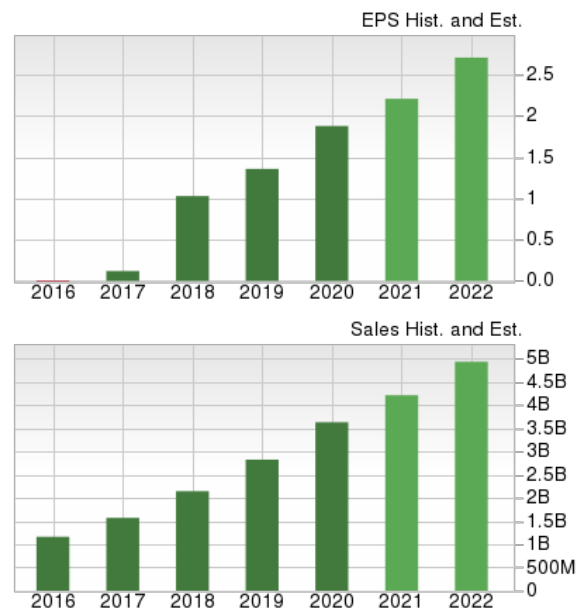
The company offers Adaptive Insights Business Planning Cloud solutions, Workday Prism Analytics, Workday Data-as-a-Service (DaaS) and Workday Marketplace. Workday Prism Analytics helps in business planning and collaborative approach.

Workday Prism Analytics helps customers to bring Workday data and data from any outside source together in order to make better business decisions. Workday DaaS is a cloud service that provides important data to customers which in turn help in decision-making.

The company serves technology, financial services, business services, healthcare and life sciences, manufacturing, and consumer and retail industries, as well as education and government industries.

Workday ended fiscal 2020 with more than 3,200 customers, including 45% of the Fortune 500, precisely 60% of the Fortune 50, as HCM customers and penetration in the Global 2000 clientele of up to 20%.

Workday's peers in HCM market include SAP SE, Oracle Corporation, Automated Data Processing, and Ceridian, among others.



Reasons To Buy:

- ▲ Workday's revenue growth continues to be driven by high demand for its HCM and financial management solutions. The company's cloud-based business model and expanding product portfolio have been the primary growth drivers. Moreover, growing clout of Workday Prism Analytics and Adaptive Insights business planning cloud offerings holds promise. According to Technavio, the global Software-as-a-Service (SaaS) market is expected to grow by \$7.42 billion between 2020 and 2024. Based on its expanding product portfolio, we believe that Workday is well positioned to gain from this strong growth prospect going forward.
- ▲ Workday's HCM suite of applications demonstrates strong growth momentum driven by the transition of organizations to the cloud. In fact, per research firm MarketsandMarkets, the HCM market size is anticipated to hit \$26.5 billion by 2024 from \$16.7 billion in 2019, seeing a CAGR of 9.7%. Notably, the company witnessed rapid deployment of HCM solution in the fiscal first quarter. Apart from the city of Los Angeles, key deal wins include EMEA-based utility company with over 80,000 employees and Asia Pacific-based large insurance company with over 50,000 employees.
- ▲ Workday's diversified product portfolio continues to yield a steady flow of customers. We believe that the company's high customer satisfaction rate bodes well for its long-term business model.. Moreover, Workday is gaining traction in the international market, which is evident from 30% year-over-year increase in revenues to \$256 million (25% of total revenues) in first-quarter fiscal 2021.
- ▲ Workday has a strong balance sheet with ample liquidity position. The company had a net cash position of \$830 million as of Apr 30, 2020, compared with \$680 million as of Jan 31, 2020. Moreover, the company generated approximately \$264 million cash from operating activities in the fiscal first quarter. Further, free cash flow was reported at \$204 million in first-quarter fiscal 2021. The increasing cash flow trend reflects that the company is making investments in the right direction. Moreover, the ample cash is available for pursuing strategic acquisitions, investment in growth initiatives and distribution to shareholders.

Workday is benefiting from increasing demand for human capital management and financial software solutions, diversified product portfolio, expanding customer base and strong liquidity.

Reasons To Sell:

- ▼ Competition in the HCM and financial management software market is increasing, which could lead to pricing pressure and affect Workday's margins. Oracle's strong momentum in the cloud is a headwind for the company. Moreover, we believe that Workday's dominance could be challenged by new entrants. This could make the company take resort to competitive pricing to maintain and capture further market share. This apart, the ongoing trend to invest more in cloud solutions exposes Workday to the risk of losing existing "on-premise customers", which can adversely impact its top-line performance, especially in the near term.
- ▼ The company's margin continues to be affected by higher operating expense, primarily due to an increase in headcount and marketing spending. As of Jan 31, 2019, Workday had about 12,200 employees (including 150 from Scout RFP acquisition) compared with about 1,500 employees as of its listing date in October 2012. Notably, non-GAAP sales and marketing expenses in fiscal 2020 increased 25.7% year over year to \$929 million. We believe Workday's continuous investments in order to achieve long-term growth will hurt its margins in the short haul.
- ▼ We note that Workday currently has a trailing 12-month Price/Book (P/B) ratio of 17.68X. This level compares unfavorably with what the industry witnessed in the last year. Hence, valuation looks slightly stretched from a P/B perspective.

Intensifying competition from the likes Oracle and SAP and increasing marketing spending are major concerns.

Last Earnings Report

Workday Earnings & Revenues Top Estimates in Q4

Workday reported fourth-quarter fiscal 2020 non-GAAP earnings of 50 cents per share, which beat the Zacks Consensus Estimate by 25% and surged 22% year over year.

Robust growth can primarily be attributed to an improvement of 23.8% in revenues, which amounted to \$976.3 million. The top line outpaced the Zacks Consensus Estimate for revenues by 1.1%. The upside was driven by solid growth in subscription and professional services revenues.

Quarter Ending **04/2020**

Report Date	May 27, 2020
Sales Surprise	1.67%
EPS Surprise	-6.38%
Quarterly EPS	0.44
Annual EPS (TTM)	1.91

Quarter in Detail

Subscription services revenues (86% of total revenues) rallied 24.7% year over year to \$839.7 million on the back of expanding customer base. The figure surpassed management's guidance of \$828-\$830 million.

Workday ended the fiscal fourth quarter with 45% of the Fortune 500, precisely 60% of the Fortune 50, as HCM customers and penetration in the Global 2000 clientele of up to 20%.

Management is optimistic regarding the growing clout of Workday Financial Management, Business Planning Cloud, and Workday Prism Analytics offerings. Further, synergies from Adaptive Insights acquisition and strength in product suite drove revenues in the reported quarter.

Backlogs from Subscription revenues came in at \$8.29 billion, up 23% year over year, primarily on the back of growth in net new bookings and deal renewals, and net retention of customers.

During the reported quarter, Workday concluded acquisition of Scout RFP. The buyout is anticipated to aid customers in enhancing source-to-pay solution and optimizing spend.

Professional services revenues (14% of total revenues) grew 18.7% from the year-ago quarter to \$136.6 million and surpassed management's guidance of \$134 million.

Revenues outside the United States improved 33% to \$244 million and contributed 25% to total revenues.

The company witnessed rapid deployment of HCM solution in the fiscal fourth quarter. The company added 16 Global 2000 and 11 Fortune 500 companies in the reported quarter.

Key deal wins include Southwest Airlines, Wells Fargo and Spain-based multinational bank Banco Bilbao Vizcaya Argentaria or BBVA. Moreover, companies like Prudential Company of America, the U.K.-based Natwest Group and Spain-based Banco Santander, went live with Workday's HCM solutions during the fiscal fourth quarter.

Margin Highlights

Non-GAAP expenses pertaining to Product development, Sales and marketing, and General and administrative climbed 23.9% year over year to \$621.3 million. As a percentage of revenues, the figure came in at 63.6%, flat on a year-over-year basis.

The company generated non-GAAP operating income of \$116.6 million, up 25.8% year over year.

Non-GAAP operating margin expanded 10 bps on a year-over-year basis to 11.9% on higher revenue base.

Balance Sheet & Cash Flow

Cash, cash equivalents and marketable securities were \$1.94 billion as of Jan 31, 2020, compared with \$2.10 billion as of Oct 31, 2019.

Workday generated operating cash flow of \$297.1 million compared with prior-quarter figure of \$258 million.

Guidance

For first-quarter fiscal 2021, Workday expects subscription revenues in the range of \$873-\$875 million (indicating year-over-year growth of 25%). Professional services revenues are projected at \$137 million.

The company raised fiscal 2021 guidance for subscription services revenues. It now expects subscription services revenues in the range of \$3.755-\$3.770 billion (previously \$3.73 billion). For fiscal 2021, Scout RFP is anticipated to contribute less than 1% to subscription services revenue growth. Professional services revenues are projected to be around \$580 million.

The company anticipates non-GAAP operating margin to be approximately 14.5%, up from the prior guidance of 14%. The guidance takes dilution of 150 bps margin from acquisition of Scout RFP, into account.

Recent News

On Jul 8, Workday announced that it has been named a leader in the 2020 Gartner Magic Quadrant for Cloud Core Financial Management Suites for Midsized, Large, and Global Enterprises for the fourth year in a row.

On Jun 24, Workday announced the launch of the Workday Help and Workday Journeys solutions to expand the capabilities of its employee experience offering — Workday People Experience.

On the same day, Workday rolled out Workday People Analytics, an augmented analytics application that delivers deep insights regarding the risks and opportunities related to a company's workforce.

On Jun 16, Workday announced the expansion of operations into Mexico, with Guillermo Reynoso being appointed the new country manager.

On May 27, Workday announced that it has partnered with Microsoft to accelerate enterprise planning in the cloud and increase the number of solutions available to customers.

On the same day, Workday announced its partnership with salesforce to develop solutions that will allow joint customers to safely return back to work amid the global coronavirus pandemic.

On Feb 28, Workday announced that its HCM solutions have been adopted by Wells Fargo & Company (WFC) in a bid to enhance HR capabilities and improve employee experience.

Valuation

Workday shares are up 20.5% in the year to date period, but down 9.6% over the trailing 12-month period. Stocks in the Zacks sub-industry and Zacks Computer & Technology sector are up 54% and 13.9% in the year-to-date period, respectively. Over the past year, the Zacks sub-industry and sector are up 35.4% and 25.2%, respectively.

The S&P 500 index is down 2.2% in the year to date period but up 5.6% in the past year.

The stock is currently trading at 10.3X forward 12-month sales, which compares to 8.86X for the Zacks sub-industry, 3.9X for the Zacks sector and 3.5X for the S&P 500 index.

Over the past five years, the stock has traded as high as 13.02X and as low as 5.92X, with a 5-year median of 9.34X. Our Neutral recommendation indicates that the stock will perform in line with the market. Our \$208 price target reflects 10.8X forward 12-month sales.

The table below shows summary valuation data for WDAY

Valuation Multiples - WDAY					
		Stock	Sub-Industry	Sector	S&P 500
P/S F12M	Current	10.3	8.86	3.9	3.5
	5-Year High	13.02	8.86	3.9	3.5
	5-Year Low	5.92	3.06	2.33	2.52
	5-Year Median	9.34	5.29	3.12	3.04
P/B TTM	Current	17.68	10.37	5.89	4.31
	5-Year High	24.35	10.37	5.94	4.56
	5-Year Low	8.39	2.3	3.32	2.81
	5-Year Median	15.58	5.27	4.28	3.69
EV/Sales TTM	Current	11.82	10.24	4.53	3.13
	5-Year High	16.04	10.24	4.53	3.35
	5-Year Low	6.54	2.49	2.67	2.1
	5-Year Median	10.92	5.66	3.58	2.84

As of 07/08/2020

Industry Analysis Zacks Industry Rank: Top 19% (48 out of 251)



Top Peers

Company (Ticker)	Rec	Rank
Anaplan, Inc. (PLAN)	Outperform	1
Automatic Data Processing, Inc. (ADP)	Neutral	4
Ceridian HCM Holding Inc. (CDAY)	Neutral	3
salesforce.com, inc. (CRM)	Neutral	3
HubSpot, Inc. (HUBS)	Neutral	3
Microsoft Corporation (MSFT)	Neutral	3
Oracle Corporation (ORCL)	Neutral	3
SAP SE (SAP)	Neutral	2

Industry Comparison Industry: Internet - Software				Industry Peers		
	WDAY	X Industry	S&P 500	ADP	ORCL	SAP
Zacks Recommendation (Long Term)	Neutral	-	-	Neutral	Neutral	Neutral
Zacks Rank (Short Term)	3	-	-	4	3	2
VGM Score	C	-	-	B	C	B
Market Cap	46.60 B	772.20 M	21.57 B	63.65 B	173.87 B	175.40 B
# of Analysts	33	5	14	11	12	5
Dividend Yield	0.00%	0.00%	1.94%	2.46%	1.69%	0.85%
Value Score	F	-	-	B	B	C
Cash/Price	0.06	0.09	0.07	0.03	0.25	0.05
EV/EBITDA	-744.21	-0.80	12.68	14.17	11.75	22.80
PEG Ratio	3.27	4.01	2.88	2.17	1.28	3.00
Price/Book (P/B)	17.68	7.34	3.03	11.59	13.67	5.17
Price/Cash Flow (P/CF)	440.97	24.40	11.62	17.34	12.11	25.43
P/E (F1)	88.43	71.19	21.12	26.05	14.03	26.54
Price/Sales (P/S)	12.20	4.70	2.27	4.33	4.45	5.64
Earnings Yield	1.11%	0.29%	4.44%	3.84%	7.13%	3.77%
Debt/Equity	0.68	0.14	0.76	0.25	5.44	0.41
Cash Flow (\$/share)	0.45	-0.00	6.94	8.54	4.68	5.78
Growth Score	A	-	-	B	D	B
Hist. EPS Growth (3-5 yrs)	NA%	16.26%	10.90%	17.22%	9.05%	7.48%
Proj. EPS Growth (F1/F0)	17.60%	-4.04%	-9.99%	-1.09%	4.87%	-3.22%
Curr. Cash Flow Growth	10.10%	3.27%	5.51%	15.63%	-2.42%	-1.75%
Hist. Cash Flow Growth (3-5 yrs)	23.82%	17.49%	8.55%	14.63%	-0.39%	3.01%
Current Ratio	1.25	1.48	1.30	1.03	3.03	0.99
Debt/Capital	40.39%	20.69%	44.46%	19.90%	84.48%	28.90%
Net Margin	-13.68%	-15.97%	10.62%	17.20%	25.94%	15.27%
Return on Equity	-14.70%	-14.52%	15.75%	47.51%	72.76%	16.19%
Sales/Assets	0.58	0.61	0.55	0.34	0.37	0.46
Proj. Sales Growth (F1/F0)	16.04%	5.32%	-2.57%	0.23%	0.22%	0.76%
Momentum Score	C	-	-	C	F	C
Daily Price Chg	3.50%	0.95%	0.23%	0.75%	0.62%	2.01%
1 Week Price Chg	0.52%	2.51%	3.66%	4.02%	3.25%	4.44%
4 Week Price Chg	8.33%	4.05%	-4.65%	-5.09%	4.71%	7.59%
12 Week Price Chg	35.76%	36.07%	11.62%	7.60%	6.58%	23.85%
52 Week Price Chg	-9.55%	0.00%	-7.46%	-9.99%	-5.80%	6.75%
20 Day Average Volume	1,942,513	784,067	2,368,260	1,607,926	16,805,506	748,271
(F1) EPS Est 1 week change	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
(F1) EPS Est 4 week change	0.00%	0.00%	0.00%	0.00%	-1.71%	3.31%
(F1) EPS Est 12 week change	7.34%	0.00%	-7.67%	-14.62%	-3.15%	1.84%
(Q1) EPS Est Mthly Chg	0.00%	0.00%	0.00%	0.00%	-1.38%	2.44%

Zacks Stock Rating System

We offer two rating systems that take into account investors' holding horizons: Zacks Rank and Zacks Recommendation. Each provides valuable insights into the future profitability of the stock and can be used separately or in combination with each other depending on your investment style.

Zacks Recommendation

The Zacks Recommendation aims to predict performance over the next 6 to 12 months. The foundation for the quantitatively determined Zacks Recommendation is trends in the company's estimate revisions and earnings outlook. The Zacks Recommendation is broken down into 3 Levels; Outperform, Neutral and Underperform. Unlike many Wall Street firms, we have an excellent balance between the number of Outperform and Neutral recommendations. Our team of 70 analysts are fully versed in the benefits of earnings estimate revisions and how that is harnessed through the Zacks quantitative rating system. But we have given our analysts the ability to override the Zacks Recommendation for the 1200 stocks that they follow. The reason for the analyst over-rides is that there are often factors such as valuation, industry conditions and management effectiveness that a trained investment professional can spot better than a quantitative model.

Zacks Rank

The Zacks Rank is our short-term rating system that is most effective over the one- to three-month holding horizon. The underlying driver for the quantitatively-determined Zacks Rank is the same as the Zacks Recommendation, and reflects trends in earnings estimate revisions.

Zacks Style Scores

The Zacks Style Score is as a complementary indicator to the Zacks rating system, giving investors a way to focus on the highest rated stocks that best fit their own stock picking preferences.

Academic research has proven that stocks with the best Value, Growth and Momentum characteristics outperform the market. The Zacks Style Scores rate stocks on each of these individual styles and assigns a rating of A, B, C, D and F. We also produce the VGM Score (V for Value, G for Growth and M for Momentum), which combines the weighted average of the individual Style Scores into one score. This is perfectly suited for those who want their stocks to have the best scores across the board.

Value Score	F
Growth Score	A
Momentum Score	C
VGM Score	C

As an investor, you want to buy stocks with the highest probability of success. That means buying stocks with a Zacks Recommendation of Outperform, which also has a Style Score of an A or a B.

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