

Risinger, Darin

From: WinCo Wire
Sent: Monday, April 6, 2026 1:05 PM
To: Everybody
Subject: Update on Workday Human Capital Management System at WinCo

The following email is being sent on behalf of Brian Anttonen, VP and Controller; Brian Garcia, SVP IT and Jim Reilly, VP HR:

Good afternoon,

It's been a bit since we first announced **Workday**, our new Human Capital Management System (HCM), so here's a quick refresher:

Workday is a best-in-class HCM system that almost 65% of Fortune 500 companies use. Workday will strengthen how we manage critical people processes – including payroll, benefits and other core human resource functions – while giving employees easier access to information and more streamlined, modern tools (including an app!).

Payroll, benefits, human resources and IT have been diligently working on configuring the Workday system. Progress is being made but with a big project as such, it will take time. We are continuing toward our target **implementation of the second half of 2026**.

With a new system will come some changes to our business processes and policies. **Keep an eye out for future communication in the WinCo Wire, mailers, etc. from specific departments regarding changes that will be implemented along with the new system.** These change are being made with your – and WinCo's – future success in mind.

Thank you for everything you do, every day, to make WinCo America's most trusted grocer.

Brian, Brian and Jim

Brian Anttonen, VP and Controller, Brian Garcia, SVP IT and Jim Reilly, VP HR

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