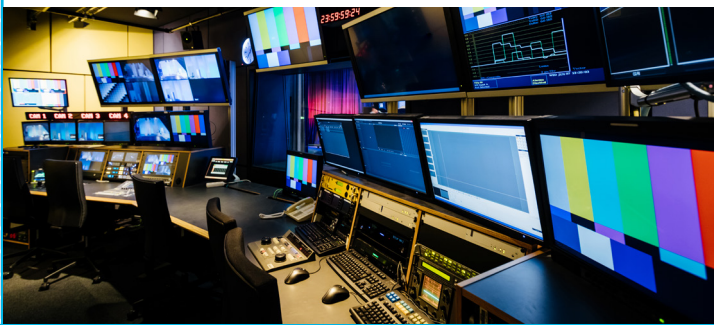




## ABOUT WEBEDIA



- France's first online entertainment media group, with 31 million unique visitors per month
- 100 companies and 28 offices in 15 countries
- 2,800+ employees



## CHALLENGES

Due to content creation, distribution, and monetization, the media and entertainment industry has changed dramatically in recent years. To remain a leader in this market, Webedia has grown significantly, with more than 10 acquisitions in recent years. This growth meant the need for substantial third-party support for multiple finance, HR, and payroll legacy systems, and resulted in an inefficient use of employees' time.

Webedia wanted a single system that could support domestic and international growth, provide a view of the entire organization, and support finance, HR, and payroll in their digital transformation, allowing its people to focus on value-adding tasks, not data reconciliation.

## WHY WORKDAY SERVICES

### THE POWER OF ONE

For Webedia, innovation was vital. It wanted a system that could continuously innovate and unify business processes across the organization, provide clear visibility, and offer an agile structure to onboard new acquisitions.

In an ever-evolving technology industry, Webedia needed a system that could grow with it—without costly upgrades. Webedia is now benefiting from consistent processes across the entire organization and thanks to Workday, employees can access the most up-to-date information for better and faster decision-making.

“With Workday, we get total transparency and accessibility—anywhere and at any time.

– Franck Haiblé, Workday Project Manager at Webedia

## BENEFITS

Thanks to Workday, Webedia was, for the first time, able to:

- Access real-time data
- Empower employees through mobile-enabled self-service
- Improve the employee experience with a modern user interface
- Make quicker decisions, with a global view of finance and HR
- Ensure stronger IT compliance

## WORKDAY APPLICATIONS



Human Capital Management



Procurement



Expenses



Financial Management



Time and Absence



Payroll for France

## RESULTS

### GREATER VISIBILITY AND ALIGNMENT

In France, Webedia went live with Workday in eight months in the organizations where accounting was managed internally, followed four months later by the organizations that outsourced finance. The company now has a system that supports its transformation, and a clear view of short-term cash out related to purchases via the procurement stream, and the consolidated entities to drive the business. And with a 50 percent rise in finance activities, Webedia only needed to increase its staff by 20 percent, thanks to business processes and automations.

“With one system our finance, HR, and payroll departments can now collaborate more effectively and eliminate data discrepancies, saving them time and providing a clear view of the business. Essentially, our departments have gone from a purely operational, to a more strategic focus.

– Franck Haiblé, Workday Project Manager at Webedia.

### STRONG ENGAGEMENT AND A NEW WAY OF WORK

The self-service system allows employees to enter expenses and review data, and enables managers to keep their people engaged. The role of the finance team has also changed. Before, it was focused on paperwork and ensuring processes were completed from start to finish. Now, the team has become business process analysts, making data-oriented business decisions.

### ALWAYS-ON PAYROLL

With Workday Payroll for France, staff can enter the variable elements from the first day of the month, giving management more flexibility and putting an end to peaks in activity that used to require that the team be present between the 20-25 days of the month to send pay.

Workday also gives payroll managers more control and saves them time with access to a single source of data to manage job changes, contract terminations, and administrative events. It also facilitates the flow between payroll and finance, enabling payroll to become more automated, accurate, and flexible.

“What we love about Workday is that it's not a roadblock to change. It's an agile system that supports our change.”

– Franck Haiblé, Workday Project Manager at Webedia.



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