Workday Flex Credits Rate Card

Agent & Platform Offer	Capability - Skill	Usage meter	Flex Credits Used
Sana Platform[1]	Sana Actions	**AI Actions used to deliver work in Sana** (Examples of tasks and the number of AI Actions consumed are provided in this reference)	1
	AI Storage	**AI storage for Sana** (per GB annually)	120
Self Service Agent[1]	Employee & Manager Self-Service - Base	**AI Actions** used to pull Workday-hosted data conversationally (per request)	1
	Employee & Manager Self-Service - Advanced	**AI Actions** used to write securely to Workday via conversational data entry (per request)	5
	Policy Intelligence	**AI Actions** used to pull company policies conversationally (per request)	1
BP Optimize Agent	Process Analysis & Optimization - Process improvement	**Business process event** selected to analyze and optimize post initial activation (per 10 events)	1
Payroll Agent	Payroll Data Monitoring & Notifications - Identify missing data and configuration	**Missing data analysis** performed on frequency scheduled by client (per 10 worker records per run)	5
	Payroll Compliance - Minimum wage rate analysis	**Payroll minimum wage rate Q&A request** (per request)	10
	Payroll Data Exploration - Payroll data insights	**Payroll Q&A request** (per request)	10
Recruiting Agent	Candidate Grading & Insights - Provide a match score (Spotlight)	**Review a resume and provide a match score** (per resume)	6
	Talent Rediscovery - Candidate retrieval (Fetch)	**Identify relevant leads** by searching existing talent pools and rediscovering candidates for recruiters and recommending jobs for candidates to apply for (per unique requisition)	750
Talent Mobility Agent	Internal Talent Visibility & Matching - Employee retrieval (Internal Fetch)	**Identify employees** who are a fit for open roles for recruiters and recommend jobs directly to employees (per unique requisition)	750
Contract Intelligence Agent	Custom AI Contract Insights - Custom document analysis	**Document analyzed by custom AI model** (created and published by users) (per document)	5

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Contract Negotiation Agent	Agentic Contracting - Full document review and redlining	**Contract reviewed and redlined** by agent based on playbook (per document; multiple rounds permitted)	500
Revenue Contract Agent	Revenue Contract Creation and Insights - Revenue Contract Creation	**Revenue contract created** (in ERP) and also available to interrogate (per contract)	25
Financial Audit Agent	Audit Evidence Collection - Generate Compilation Package	**Audit compilation** where final package of the organized ready-file for Auditor response created (per sample)	60
Frontline Agent	Time Management - Spreadsheet Time Entry	**Spreadsheet time entry import and update** support (assisted by Agent) (per upload)	5
Contingent Sourcing Agent	Applicant Review Assist - Contingent Applicant Grading	**Review a resume and provide a match score** (per resume)	6
	Sourcing Assist - Contingent Talent Rediscovery for Contingent Jobs	**Identify candidates** from talent pool generated and viewed (per unique requisition)	750
Core Reporting Agent	Reporting Analysis - Data Analysis and Exploration	**Analysis request** (per request)	8
Talent Sentiment Agent	Sentiment Analysis - Insights Analysis	**Insights analyzed** across scores and comments run by agent (per insight report generation)	30
	Sentiment Analysis - Insights Conversations	**Insight explored** through agent conversation (per probing insight request)	10
Case Agent[1]	Case Triage - Case Classification	**AI Actions** to classify cases (per 3 cases)	1
	Case Triage - Case Assignment	**AI Actions** to assign cases (per 3 cases)	1
	Case Resolution - Case Summarization	**AI Actions** to summarize cases (per 3 cases)	1
Deployment Agent[2]	Deployment Agent - Ask	**Any interaction in Ask skill mode from an IMPL/Sandbox Tenant that triggers an agentic response** (per interaction within Ask skill mode)	5
Adoption Agent[2]	Impact Analysis - Release Impact Analysis	**Impact analysis** conducted by the agent for a release note (per analyzed release note)	10
Sana Learn	Content Creation - Narrations[3,4]	**AI avatar narration generated** (per minute)	30

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Decision Intelligence	Analysis and Action - Decision Intelligence - Standard	**Conversational request** to Decision Intelligence		8
	Analysis and Action - Decision Intelligence - Advanced	**Analytical request** to Decision Intelligence		24
	Analysis and Action - Decision Intelligence - Highly Advanced	**Multi-step workflow request** to Decision Intelligence		200
Workday Data Cloud	Data Foundation - Live Data Query	**Live rows processed hourly** (per 1 million rows processed)		30
	Data Foundation - Workday Data Lake	**Workday Data Lake rows processed hourly** (per 1 million rows processed)		10
Extend AI	Developer Agent - Developer Agent Invocation[5]	**Developer Agent Invocation** (per invocation)		2
	Custom Agent - Custom Agent Invocation[6]	**Custom agent invocation** (per invocation)	Base tier model	1
			Standard tier model	2
			Premium tier model	3
	Agent-Ready Tool - Tool Call[6]	**Base tool call** to perform data retrieval and inquiry task (per 100 calls)	Used by Custom Agents	5
			Used by non-Custom Agents	10
		Advanced tool call to perform moderately complex transactional or administrative task (per 100 calls)	Used by Custom Agents	25
			Used by non-Custom Agents	50
		Pipedream tool call to perform action in an external system (per 100 calls)	Used by Custom Agents	5
			Used by non-Custom Agents	10
Core Platform	APIs - API Requests	**Standard API call,** includes ingress and egress calls (per 10k API calls)		60

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[1] AI Actions represent units of AI work delivered by Sana and select Workday agents. Each time the AI performs a task, it consumes a number of AI Actions based on how complex the work is.

[2]Uses Flex Credits in non-Production environments.

[3]Flex Credits will be consumed only after Customer exceeds its annual entitlement of 432 minutes of AI avatar narration generation for Workday Learning, Powered by Sana. The entitlement for AI avatar narration generation minutes resets annually on each anniversary of the Subscription Start Date and is prorated based on the start and end dates of the Subscription Period. Any unused portion of the entitlement at the time of reset will expire without rollover.

[4]Sana Learn - Content Creation - Narrations will not use Flex Credits until on or around November 21, 2026.

[5]Flex Credits will be consumed only after Customer exceeds its annual entitlement of 50,000 invocations for Developer Agent. The entitlement for Developer Agent invocations resets annually on each anniversary of the Subscription Start Date and is prorated based on the start and end dates of the Subscription Period. Any unused portion of the entitlement at the time of reset will expire without rollover.

[6]Model tiers, tools catalogs and invocation types are further described in Developer Site documentation.

Updates for New or Discontinued Agents

The Flex Credits Used rate on this Rate Card are locked for Customer's Order Term for Generally Available Capability - Skills. If Workday generally releases new Offers, Customer will have access to those Offers at the Flex Credits Used rate for those Offers published in Customer's Platform Consumption Console at the date of the applicable Offer's release for the remainder of Customer's Order Term. Workday reserves the right to end the availability of any Offers.

A Quick Note on Our Rates

Please note that the rates listed here are for general informational purposes as of November 5, 2026, and are subject to change. While this rate card is a helpful planning tool, it doesn't constitute a formal offer or contract; final terms will be established in our official agreement.

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