## This table shows Contact data mapping between Beamery and Workday.

BEAMERY				WORKDAY			Workday to	Rule	Beamery to	Rule	API call	WD API	Workday	Workday	Workday
							Beamery		Workday			Element	Operations	Domain	Functional
												(immediate			Area
												parent)		Policy	
Field Name	Field	Туре	UI Reference	Field Name	Field Reference	Туре	API		API						
	Reference		(if different)												
					Belo	ow are fields th	at are both pus	hed and pulled (2 way s	sync)						
Partner ID	integrations.	string		Candidate ID	Candidate_ID	string	<b>Ø</b>		<b>Ø</b>		Get_Candida	Candidate_D	Get & Put	Prospects	Recruiting
	workday.id										tes	ata			Succession
															Planning

BEAMERY				WORKDAY			Workday to	Rule	Beamery to	Rule	API call	WD API	Workday	Workday	Workday
							Beamery		Workday			Element	Operations	Domain	Functional
												(immediate	required	Security	Area
												parent)		Policy	
Field Name	Field	Туре	UI Reference	Field Name	Field Reference	Туре	API		API						
	Reference		(if different)												
											Put_Candida				
											te				
First Name (required)	firstName	string		First Name	First_Name	otring					Get_Candida	Nomo Doto	Get & Put	Prospects	Recruiting
First Name (required)	Insuname	sung		FIISUNAITIE	First_Martie	string	•				tes	Name_Data	Gel & Pul	Prospects	Recruiting
											les				Succession
											Put_Candida				Planning
											te				

BEAMERY				WORKDAY			Workday to	Rule	Beamery to	Rule	API call	WD API	Workday	Workday	Workday
							Beamery		Workday			Element	Operations	Domain	Functional
												(immediate	required	Security	Area
												parent)		Policy	
Field Name	Field	Туре	UI Reference	Field Name	Field Reference	Туре	API		API						
	Reference		(if different)												
Last Name (required)	lastName	string		Last Name	Last_Name	string	Ø		Ø		Get_Candida	Name_Data	Get & Put	Prospects	Recruiting
											tes				Succession
											Put_Candida				Planning
											te				
	1									1		[			

BEAMERY				WORKDAY			Workday to	Rule	Beamery to	Rule	API call	WD API	Workday	Workday	Workday
							Beamery		Workday			Element	Operations	Domain	Functional
												(immediate	required	Security	Area
												parent)		Policy	
Field Name	Field	Туре	UI Reference	Field Name	Field Reference	Туре	API		API						
	Reference		(if different)												
Email (required)	emails	array		Email	Email_Address	string	Ø	We pull all emails	Ø	We push	Get_Candida	Contact_Dat	Get & Put	Prospects	Recruiting
				Address				associated to a		Primary email	tes	а			Succession
								Candidate in		to Workday	Put_Candida				Planning
								Workday. The first			te				
								email in the array is							
								shown as the							
								Primary email in							
								Beamery							

Phone	phoneNumb	array	Phone	Phone_Number	string	•	We pull the phone	Ø	When pushing	Get_Candida	Contact_Dat	Get & Put	Prospects	Recruiting
	ers		Number				number and ingest it		the phone	tes	а			Succession
							verbatim into		number, we	Put_Candida				Planning
							Beamery. Phone		extract an	te				
							numbers are not		extension from					
							overwritten in		the candidate's					
							Beamery, but rather		country and					
							appended to.		map it to the					
									corresponding					
									country phone					
									code in					
									Workday					

BEAMERY				WORKDAY			Workday to	Rule	Beamery to	Rule	API call	WD API	Workday	Workday	Workday
							Beamery		Workday			Element	Operations	Domain	Functional
												(immediate	required	Security	Area
												parent)		Policy	
Field Name	Field	Туре	UI Reference	Field Name	Field Reference	Туре	API		API						
	Reference		(if different)												
Links	links	array		Web	Website_Data	string	Ø		Ø	We push all	Get_Candida	Website_Dat	Get & Put	Prospects	Recruiting
				Address	Social_Network_					contact links. If	tes	а			Succession
					Type_Reference					it is <b>not</b> a social	Put_Candida	Social_Medi			Planning
										network, we	te	a_Account_D			Ŭ
					Social_Network_					push to		ata			
					Account_URL					Website_Data.					

BEAMERY				WORKDAY			Workday to	Rule	Beamery to	Rule	API call	WD API	Workday	Workday	Workday
							Beamery		Workday			Element	Operations	Domain	Functional
												(immediate	required	Security	Area
												parent)		Policy	
Field Name	Field	Туре	UI Reference	Field Name	Field Reference	Туре	API		API						
	Reference		(if different)												
Location	address	string		Address Line	Address_Line_1,	string	Ø				Get_Candida	Location_Da	Get & Put	Prospects	Organization
				1, Country,	Country_Referen						tes	ta			s and Roles
				Postal Code	ce.ID, Postal										1
					Code										ſ
	country	string		Country	Country	string	0		<ul> <li>Ø</li> </ul>		Get_Candida	Location_Da	Get & Put	Prospects	Organization
						-					tes	ta			s and Roles
	postCode	string		Postal Code	Postal_Code	string	Ø		Ø		Get_Candida	Location_Da	Get & Put	Prospects	Organization
											tes	ta			s and Roles

Experience tit	tle :	string	Role	Job Title	Title	string		We are getting an array of experience objects. The one that is marked as 'current' we mark as Primary in Beamery. If 'Title' or 'Organisation' name is different in <i>Set 2</i> (see above in "Candidates: Pulling Workday Candidates into Beamery - the rules") we will ingest as a new experience object. We pull experience from the most recent		We send an array of experience objects to WD. We set the primary role to the current in Workday. We do not push experience description or location. To preserve those fields in Workday, we merge experience by	Get_Candida tes Put_Candida te	Experience_ Data	Get & Put	Prospects	Recruiting Succession Planning
----------------	-------	--------	------	-----------	-------	--------	--	---	--	---	---	---------------------	-----------	-----------	--------------------------------------

BEAMERY				WORKDAY			Workday to	Rule	Beamery to	Rule	API call	WD API	Workday	Workday	Workday
							Beamery		Workday			Element	Operations	Domain	Functional
												(immediate	required	Security	Area
												parent)		Policy	
Field Name	Field	Туре	UI Reference	Field Name	Field Reference	Туре	API		API						
	Reference		(if different)												
								application the		Company&Role					
								candidate has made		match.					
								in WD. If that is							
								blank, we iterate							
								through to the most							
								recent that has							
								experience data and							
								pull that.							

Operations	Domain	L
		Functional
required	Security	Area
	Policy	
Get & Put	Prospects	Recruiting
		Succession
		Planning
Get & Put	Prospects	Recruiting
		Succession
		Planning
-	Get & Put	Policy       Get & Put     Prospects

BEAMERY				WORKDAY			Workday to	Rule	Beamery to	Rule	API call	WD API	Workday	Workday	Workday
							Beamery		Workday			Element	Operations	Domain	Functional
												(immediate	required	Security	Area
												parent)		Policy	
Field Name	Field	Туре	UI Reference	Field Name	Field Reference	Туре	API		API						
	Reference		(if different)												
	organisation	string	Company	Company	Company_Name	string	Ø		0		Get_Candida	Experience_	Get & Put	Prospects	Recruiting
	Name										tes	Data			Succession
											Put_Candida				Planning
											te				
	Start Date	string		Start Date	Start_Month	number	Ø		Ø		Get_Candida	Experience_	Get & Put	Prospects	Recruiting
					Start_Year						tes	Data			Succession
											Put_Candida				Planning
											te				

BEAMERY				WORKDAY			Workday to	Rule	Beamery to	Rule	API call	WD API	Workday	Workday	Workday
							Beamery		Workday			Element	Operations	Domain	Functional
												(immediate	required	Security	Area
												` parent)		Policy	
Field Name	Field	Туре	UI Reference	Field Name	Field Reference	Туре	API		API						
	Reference		(if different)												
	End Date	string		End Date	End_Month	number	Ø		Ø		Get_Candida	Experience_	Get & Put	Prospects	Recruiting
					End_Year						tes	Data			Succession
											Put_Candida				Planning
											te				
Skills	Skills	array		Skills	Skill_Name	array	•		•		Get_Candida	Skill_Data	Get & Put	Prospects	Recruiting
											tes				Succession
											Put_Candida				Planning
											te				
1															

BEAMERY				WORKDAY			Workday to	Rule	Beamery to	Rule	API call	WD API	Workday	Workday	Workday
							Beamery		Workday			Element	Operations	Domain	Functional
												(immediate	required	Security	Area
												` parent)		Policy	
Field Name	Field	Туре	UI Reference	Field Name	Field Reference	Туре	API		API						
	Reference		(if different)												
Global Tags	globalTags	array		Candidate	Candidate_Tag_R	array	<b>v</b>		0		Get_Candida	Candidate_D	Get & Put	Prospects	Recruiting
				Tags	eference.ID						tes	ata		Candidate	Succession
											Put_Candida			Tags	Planning
											te				
	1	1			Belo	w are fields tha	t are <b>either</b> pus	shed or pulled in one di	rection	1	1	1	1	1	1

BEAMERY				WORKDAY			Workday to	Rule	Beamery to	Rule	API call	WD API	Workday	Workday	Workday
							Beamery		Workday			Element	Operations	Domain	Functional
												(immediate	required	Security	Area
												parent)		Policy	
Field Name	Field	Туре	UI Reference	Field Name	Field Reference	Туре	API		API						
	Reference		(if different)												
Attachment (Max size	attachment			Attachments		text	Ø	We pull Resume &	8		Get_Candida		Get & Put	Prospects	Recruiting
5mb)								Cover letter			tes				Succession
								attachments							Planning
								periodically based							l
								on the volume of							
								attachments in the							
								Workday instance.							
1	1	1					1	1	1	1				1	

/iddle Name	middleName	string	Middle	Middle_Name	string	8	<	Certain	Put_Candida	Name_Data	Get & Put	Prospects	Recruiting
	s		Name					candidates in	te				Succession
								different					Planning
								regions of the					1 Idining
								world may not					
								have a 'middle					
								name' field in					
								WD. We					
								attempt to					
								push the					
								contact, If it					
								fails because a					
								middle name					
								field isn't					
								available for					
								that candidate,					
								we remove the					
								middle name					

Workday	Workday	Workday	WD API	API call	Rule	Beamery to	Rule	Workday to			WORKDAY				BEAMERY
Functional	Domain	Operations	Element			Workday		Beamery							
Area	Security	required	(immediate												
	Policy		parent)												
						API		API	Туре	Field Reference	Field Name	UI Reference	Туре	Field	Field Name
												(if different)		Reference	
					from the										
					payload and										
					push again.										
					payload and							(if different)		Reference	

Education	current	boolean	Is a tick box	Education	Currently_Work_	Boolean	<b>v</b>	When we pull in a	8	Get_Candida	G	Get & Put	Prospects	Recruiting
					Here			candidates		tes				Succession
								Education, we look						Planning
								for the most recent						. iaining
								(by date) and set						
								that as 'current' in						
								Beamery. We pull						
								education from the						
								most recent						
								application the						
								candidate has made						
								in WD. If that is						
								blank, we iterate						
								through to the most						
								recent application						
								that has education						
								data and pull that.						

BEAMERY				WORKDAY			Workday to	Rule	Beamery to	Rule	API call	WD API	Workday	Workday	Workday
							Beamery		Workday			Element	Operations	Domain	Functional
												(immediate	required	Security	Area
												parent)		Policy	
Field Name	Field	Туре	UI Reference	Field Name	Field Reference	Туре	API		API						
	Reference		(if different)												
	degree	string		Degree	Degree_Referenc	string			8		Get_Candida	Degree_Refe	Get & Put	Prospects	Recruiting
					e.ID		•				tes	rence		Integration	Succession
											Get_Referen			Build	Planning
											ces				Integrations
	startDate	string		Start Date	First_Year_Atten	date			8		Get_Candida	Education_D	Get & Put	Prospects	Recruiting
					ded		<b>Ø</b>				tes	ata			Succession
															Planning

			WORKDAY			Workday to	Rule	Beamery to	Rule	API call	WD API	Workday	Workday	Workday
						Beamery		Workday			Element	Operations	Domain	Functional
											(immediate	required	Security	Area
													Policy	
Field	Туре	UI Reference	Field Name	Field Reference	Туре	API		API						
Reference		(if different)												
endDate	string		End Date	Last_Year_Atten	date	0		8		Get_Candida	Education_D	Get & Put	Prospects	Recruiting
				ded						tes	ata			Cuesessien
														Succession
														Planning
grade	string		Grade	Grade_Average	number	•		8		Get_Candida	Education_D	Get & Put	Prospects	Recruiting
			Average							tes	ata			Succession
														Planning
	Reference endDate	Reference       endDate       string	Field     Type     UI Reference       Reference     (if different)       endDate     string	Reference     Image: Constraint of the second	Field ReferenceType UI Reference (if different)Field Name 	Field Reference     Type     UI Reference (if different)     Field Name     Field Reference     Type       endDate     string     Last_Year_Atten ded     date       grade     string     Image: String     Grade     Grade_Average     number	Field Reference     Type     UI Reference (if different)     Field Name     Field Reference     Type     API       endDate     string     Last     Field Date     Last     Vear_Atten ded     date     Image: Comparison of the comparison	Field Reference     Type     UI Reference (if different)     Field Name (if different)     Field Reference     Type     API       endDate     string     Last     End Date     Last_Year_Atten ded     date        grade     string     Image: String     Grade     Grade_Average     number	Field Reference     Type     UI Reference (if different)     Field Name     Field Reference     Type     API     API       endDate     string     Image: Im	Field Reference (if different)       UI Reference (if different)       Field Name Field Reference       Type API       API       API         endDate       string       Last       Last_Year_Atten ded       date	Field Reference (f different)       VI Reference (f different)       Field Name Field Reference       Type API       API       API       API         endDate       string       string       Last_Year_Atten ded       date             Get_Candida tes         grade       string       Last_ Year_Atteng       number             Get_Candida tes	Field Reference       Type       UI Reference (if different)       Field Name (lass       Field Reference       Type       UI Reference (if different)       Field Name (lass       Field Reference       Type       API       A	Field Reference     Type (if different)     Ul Reference (if different)     Field Name Ball     Field Reference (if different)     Type Ball     API     API     API     API     Image: Comparent with the parent)     Image: Comparent with the parent)       endDate     string     Last_Year_Atten ded     date     Image: Comparent with the parent)     Image: Com	Image: Field Reference Reference (if different)Image: Field Name Field Name (if different)Field Reference ReferenceType (if different)Image: Field Name Reference (if different)Field Reference ReferenceType (if different)API ReferenceAPI ReferenceImage: Field Name ReferenceOperation ReferenceOperation ReferenceOperation ReferenceOperation ReferenceOperation ReferenceOperation ReferenceOperation ReferenceOperation 

BEAMERY				WORKDAY			Workday to	Rule	Beamery to	Rule	API call	WD API	Workday	Workday	Workday
							Beamery		Workday			Element	Operations	Domain	Functional
												(immediate	required	Security	Area
												parent)		Policy	
Field Name	Field	Туре	UI Reference	Field Name	Field Reference	Туре	API		API						
	Reference		(if different)												
	major	string		Field of	Field_of_Study_R	string			8		Get_Candida	Field_of_Stu	Get & Put	Prospects	Recruiting
				Study	eference.ID		•				tes	dy_Referenc		Integration	Succession
							-				Get_Referen	е		Integration Build	Planning
														Bulla	Planning
											ces				Integrations
	organisation	string	School	School	School_Referenc	string	0		8		Get_Candida	School_Refe	Get & Put	Prospects	Integration
	Name			Name	e.ID		-				tes	rence		Integration	
											Get_Referen			Build	
														Bullu	
											ces				

BEAMERY				WORKDAY			Workday to	Rule	Beamery to	Rule	API call	WD API	Workday	Workday	Workday
							Beamery		Workday			Element	Operations	Domain	Functional
												(immediate	required	Security	Area
												parent)		Policy	
Field Name	Field	Туре	UI Reference	Field Name	Field Reference	Туре	API		API						
	Reference		(if different)												
Languages	languages	array		Languages	Language_Refer	array	0		×		Get_Candida	Language_R	Get & Put	Integration	Integration
					ence.ID		-				tes	eference		Build	
											Get_Referen				
											ces				
											003				
Resume Summary	summary	string		Summary	Summary	string	×		<b>Ø</b>	We are pushing	Put_Candida	Resume_Dat	Get & Put	Prospects	Recruiting
										the resume	te	а			Succession
										summary to					Planning
										Workday					

BEAMERY				WORKDAY			Workday to	Rule	Beamery to	Rule	API call	WD API	Workday	Workday	Workday
							Beamery		Workday			Element	Operations	Domain	Functional
												(immediate	required	Security	Area
												parent)		Policy	
Field Name	Field	Туре	UI Reference	Field Name	Field Reference	Туре	API		API						
	Reference		(if different)												
Source	source	enum		Applicant	Source_Referenc	object	<b>v</b>	We pull the source	8		Get_Referen	Source_Refe	Get	Integration	Integration
				Source	e.ID			listed in the			ces	rence		Build	
				Reference				candidate's prospect							
								data. Sources in							
								Beamery must							
								match those set in							
								Workday							

BEAMERY				WORKDAY			Workday to	Rule	Beamery to	Rule	API call	WD API	Workday	Workday	Workday
							Beamery		Workday			Element	Operations	Domain	Functional
												(immediate	required	Security Policy	Area
												parent)		Policy	
Field Name	Field	Туре	UI Reference	Field Name	Field Reference	Туре	API		API						
	Reference		(if different)												
View in ATS URL	integrations.	string				string	Ø	Customer specific	8	No need to	N/A		N/A	N/A	N/A
	workday.url	(customer						URL		push this URL					
		specific								to Workday as					
		URL)								it already exists					
										there					
		[								[		[			

BEAMERY				WORKDAY			Workday to	Rule	Beamery to	Rule	API call	WD API	Workday	Workday	Workday
							Beamery		Workday			Element	Operations	Domain	Functional
												(immediate	required	Security	Area
												parent)		Policy	
Field Name	Field	Туре	UI Reference	Field Name	Field Reference	Туре	API		API						
	Reference		(if different)												
Beamery Contact URL		url		Web	Website_Data	string	8		<b>O</b>	No need to pull	Put_Candida	Contact_Dat	Get & Put	Prospects	Recruiting
				Address						this URL into	te	а			Succession
										Beamery as it					Planning
										refers to the					
										Beamery					
										candidate.					

## This table shows Application data mapping between Beamery and

## Workday.

BEAMERY			WORKDAY			Workday to	Rule	Beamery to	Rule	API call	WD API Element	Workday	Workday	Workday
						Beamery		Workday			(immediate	Operations	Domain	Functional
											parent)	required	Security	Area
											paronty		Policy	
Field Name	Field	Туре	Field Name	Field	Туре	N/A		API						
	Reference			Reference										
Contact ID (required)	contactId	string	Candidate ID	Candidate_I	string	0		0		Get_Candida	Candidate_Data	Get & Put	Prospects	Recruiting
Beamery ID or Partner ID				D						tes				Succession
										Put_Candida				Planning
										te				

Vacancy ID (required)	vacancyld	string	Job	Job_Requisit string	•	•	Get_Candida	Job_Requisition Get & Put	Prospects	Recruiting
Beamery ID or Partner ID			Requisition	ion_Referenc			tes	_Reference		Succession
			ID	e.ID			Put_Candida			Planning
							te			

Vacancy Stage (required)	stageName	enum	Workflow	Stage_Refer	string	We pull in	Ø	If the contact has been	Get_Candida	Stage_Referenc	Get & Put	Prospects	Recruiting
			Step	ence.ID		whichever		added to the vacancy in	tes	е		Integration	Succession
						stage the		Beamery, we set the	Get_Referen			Build	Planning
						candidate is		stage in Workday to	ces			Dulla	i lanning
						in, into		'Review'. If the contact	Ces				Integration
						Beamery		has already applied to					
								the vacancy in Workday,					
								or it has been synced to					
								Workday from Beamery,					
								we <b>don't</b> push the stage,					
								and leave it as it is in					
								Workday. This is due to					
								our rule that Workday is					
								the source of truth for					
								applicant tracking, and					
								thus we don't want to					
								overwrite that source of					

truth - i.e. - we don't

						change which vacancy stage a candidate is in in Workday.				
Rejection Reason	rejectionRea string son	Disposition Reason	Disposition_ string Reference.ID	•	8		Get_Candida tes	Disposition_Ref Get erence	Prospects Integration	Recruiting Succession
							Get_Referen		Build	Planning
							ces			late and in a

Integration