Newsroom | Workday

Workday Completes Acquisition of Paradox

Workday Paradox Candidate Experience Agent Now Available, Powering Faster, More Human Hiring Across Frontline and High-Volume Roles

With Paradox, HiredScore, and Workday Recruiting, Workday Now has a Powerful End-to-End, AI-Powered Talent Acquisition Suite to Drive Faster Hiring and Better Candidate Experiences

PLEASANTON, Calif., Oct. 1, 2025 /PRNewswire/ -- Workday, Inc. (NASDAQ: WDAY), the enterprise AI platform for managing people, money, and agents, today announced it has completed its acquisition of Paradox, a candidate experience agent that uses conversational AI to simplify every step of the job application journey, particularly for frontline industries.

With Paradox, Workday now has a unified end-to-end AI-powered talent acquisition suite that helps companies hire faster, improve recruiter efficiency, and deliver a better candidate experience every step of the way.

"As competition for talent intensifies, hiring needs to be quick, personal, and engaging," said Aashna Kircher, group general manager for the office of the CHRO, Workday. "By bringing Paradox into Workday, we're making that possible for our customers by enabling them to move faster and deliver a better candidate experience – for every type of worker, and every type of role – from the frontline to the back office."

"We built Paradox to make hiring simpler and more human with AI," said Adam Godson, CEO, Paradox. "Joining Workday means we can bring that vision to more organizations, helping recruiters spend less time on repetitive tasks and more time building real connections with candidates."

Reimagined Human-Centered Hiring

Paradox delivers exceptional candidate experiences at scale, giving applicants a personalized, high-touch experience powered by AI. Its AI agent streamlines the hiring process by providing candidates with instant responses, self-scheduling capabilities, and 24/7 support in a natural conversational experience. This simplifies complex tasks like applications, scheduling, and interview coordination, helping companies fill high-volume roles faster and allowing recruiters to spend more time building relationships, engaging top talent, making human-centered hiring decisions, and supporting business needs.

The Ultimate AI-Powered Hiring Solution

Combining Workday Recruiting with the best-in-class AI capabilities of HiredScore and Paradox gives Workday a complete, AI-powered suite to make hiring faster and more human — from smarter talent discovery with HiredScore, to engaging candidate conversations with Paradox, to seamless hiring and onboarding with Workday Recruiting. The result: one unified, intelligent platform that helps organizations find the right people and build stronger teams.

Expanding Workday's AI Agent Portfolio

The Workday Paradox Candidate Experience Agent is available for purchase now for both existing and new customers through Workday or Paradox. This new agent joins Workday's growing portfolio of purpose-built AI agents, including those announced last month at Workday Rising.

For Additional Information

- Read the blog, "Workday + Paradox: Redefining the Frontline Candidate Experience"
- Read the press release announcing Workday's intent to acquire Paradox here.

About Workday
Workday is the enterprise AI platform for managing **people**, **money**, and **agents**. Workday unifies HR and Finance on one intelligent platform with AI at the core to empower people at every level with the clarity, confidence, and insights they need to adapt quickly, make better decisions, and deliver outcomes that matter. Workday is used by more than 11,000 organizations around the world and across industries – from medium-sized businesses to more than 65% of the Fortune 500. For more information about Workday, visit **workday.com**.

Forward-Looking Statements
This press release contains forward-looking statements including, among other things, statements regarding Workday's plans, beliefs, and expectations. These forward-looking statements are based only on currently available information and our current beliefs, expectations, and assumptions. Because forward-looking statements relate to the future, they are subject to inherent risks, uncertainties, assumptions, and changes in circumstances that are difficult to predict and many of which are outside of our control. If the risks materialize, assumptions prove incorrect, or we experience unexpected changes in circumstances, actual results could differ materially from the results implied by these forward-looking statements, and therefore you should not rely on

any forward-looking statements. Risks include, but are not limited to, risks described in our filings with the Securities and Exchange Commission ("SEC"), including our most recent report on Form 10-Q or Form 10-K and other reports that we have filed and will file with the SEC from time to time, which could cause actual results to vary from expectations. Workday assumes no obligation to, and does not currently intend to, update any such forward-looking statements after the date of this release, except as required by law.

Any unreleased services, features, or functions referenced in this document, our website, or other press releases or public statements that are not currently available are subject to change at Workday's discretion and may not be delivered as planned or at all. Customers who purchase Workday services should make their purchase decisions based upon services, features, and functions that are currently available.

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