

**CUSHMAN &  
WAKEFIELD**

**Workday – Phase II**

**Cost Center Updates**

# Workday Cost Centers

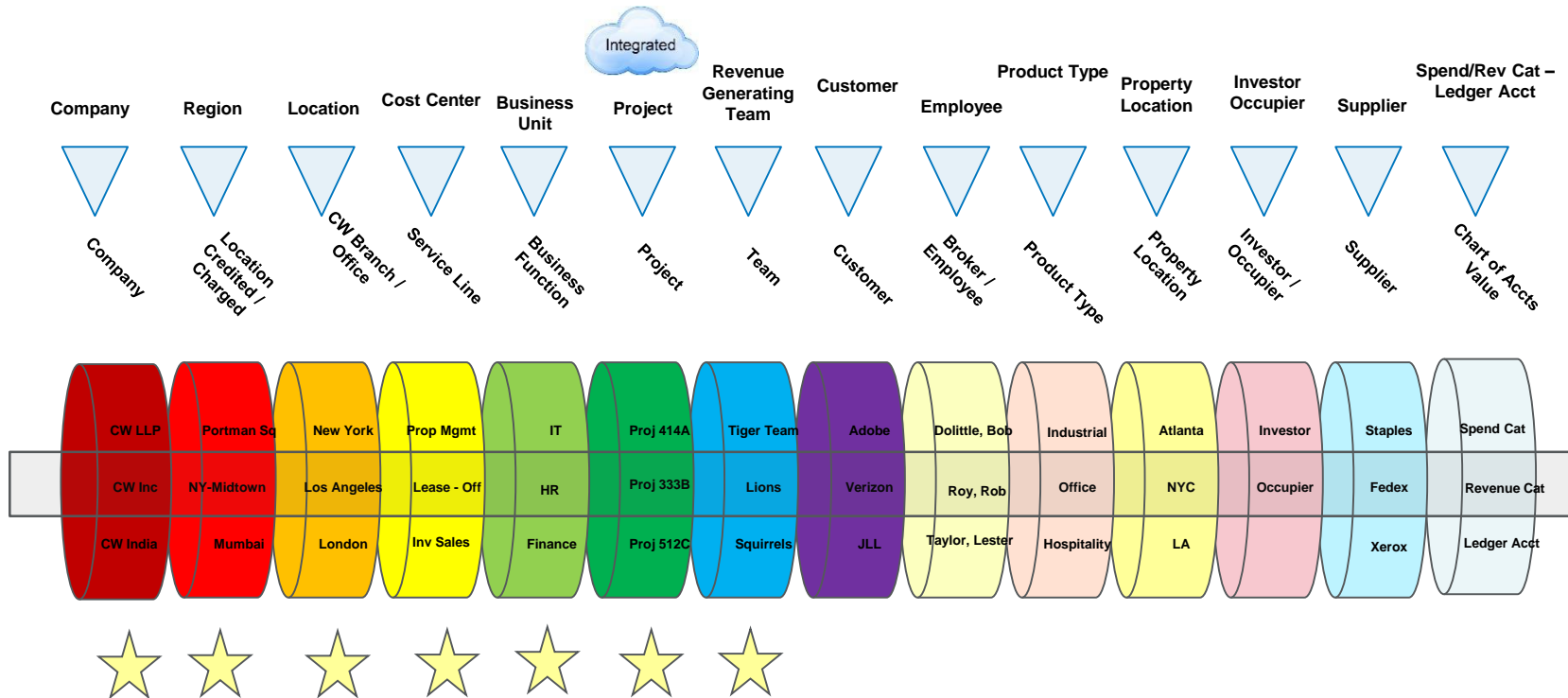
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Cost Center in Workday:

1. **This dimension represents the Service Line revenue and expenses costs of Cushman & Wakefield. These include Leasing, Capital Markets, Valuation & Advisory, Consulting. This dimension will be used on all finance transactions (both revenue & expense) and is shared with the HCM application within Workday in order to facilitate headcount reporting.**
2. When “hiring” an employee, please ensure the valid combinations are used on the HR record in HCM in order to have accurate recording of the payroll expense (among others)
3. Certain combinations with the Business Unit dimension will be instituted in Workday and are included in the Account Posting Rules (“APR’s”) in WD to avoid “mispostings” in the GL
4. Valid combinations will be established in WD on the following transactions to facilitate accurate legal entity and management reporting:
  - a) “Non-operational transactions” - journal entries,
  - b) “Operational transactions” – supplier invoice customer invoice
  - c) Employee expense reporting

# FDM Overview

## FDM "Wheel"



-  Identified Workday Worktag / Configuration Item for this Cushman Data Dimension Need
-  Direct Share with HCM
-  Imported via integrations (Salesforce, PeopleSoft, Bates)

# Workday Cost Center - Americas

## Leasing Cost Center (Service Line)

		New Values	
Workday "Ref" ID	Workday Description	Revised "Ref" ID	Revised Workday Description
CC2000	Leasing Management TS	CC2000	Leasing Management
CC2100	Leasing Office	CC2120 / CC2110	Leasing Agency / Leasing Tenant Representation
CC2110	Leasing Tenant Advisory Group	CC2110	Leasing Tenant Representation
CC2120	Leasing Landlord Rep	CC2120	Leasing Agency
CC2080	Leasing Agency - Office	CC2120	Leasing Agency
CC2150	Leasing Office Sales	CC2120	Leasing Agency
CC2010	Leasing Agency - Residential	CC2120	Leasing Agency
CC2030	Leasing Agency - Hospitality	CC2120	Leasing Agency
CC2200	Leasing Retail	CC2120 / CC2110	Leasing Agency / Leasing Tenant Representation
CC2210	Leasing Retail TAG	CC2110	Leasing Tenant Representation
CC2220	Leasing Retail LLR	CC2120	Leasing Agency

# Workday Cost Center - Americas

## Leasing Cost Center (Service Line)

		New Values	
Workday "Ref" ID	Workday Description	Revised "Ref" ID	Revised Workday Description
CC2230	Leasing Retail LLR Consulting	CC2120	Leasing Agency
CC2300	Leasing Residential	CC2120 / CC2110	Leasing Agency / Leasing Tenant Representation
CC2400	Leasing Industrial	CC2120 / CC2110	Leasing Agency / Leasing Tenant Representation
CC2045	Leasing Agency - Industrial	CC2120	Leasing Agency
CC2700	Leasing Hospitality	CC2120 / CC2110	Leasing Agency / Leasing Tenant Representation
CC2750	Leasing Broker Led TS	CC2120 / CC2110	Leasing Agency / Leasing Tenant Representation
CC2850	Leasing Strategic Agency Services	CC2120	Leasing Agency
CC2900	Leasing General	CC2120 / CC2110	Leasing Agency / Leasing Tenant Representation

# Workday Cost Center

## CIS Cost Center (Service Line)

		New Values	
Workday "Ref" ID	Workday Description	Revised "Ref" ID	Revised Workday Description
CC3000	CIS Management	N/A in future state.	Multiple CC – Contact Finance / HR Lead
CC3150	CIS Industrial Property Management	CC3850	Property Management
CC3200	CIS Technology Services	N/A in future state.	Inactive. N/A in future state.
CC3330	CIS Platform Financial Management	CC3820	Cost center = Property Mgmt Leadership - IT, use BU0450 (Client Services IT) - Shared Platform, use BU4150 (Client Accounting)
CC3350	CIS Transaction Management	CC2130	Transaction Management
CC3380	CIS Sustainability	CC8020	Sustainability IFM
CC3420	CIS Risk Management Services	CC6050	GC Risk Management Services
CC3450	CIS Lease Administration	CC2070	Lease Administration
CC3270	CIS Occupier Financial Management	CC1100	Cost center = Occupier Leadership - IT, use BU0450 (Client Services IT) - Client Accounting, use BU4150 (Client Accounting)
CC3550	CIS Agency	CC2120	Leasing Agency
CC3600	CIS Facilities Management	CC8010	Integrated Facilities Management

# Workday Cost Center

## CIS Cost Center (Service Line)

		New Values	
Workday "Ref" ID	Workday Description	Revised "Ref" ID	Revised Workday Description
CC3650	CIS Project Management	CC3650	Project Management (variable/market)
CC3710	GOS - PMO	CC6070	Program Management Office (dedicated GOS)
CC3750	CIS Engineering & Maintenance	CC7010	FS Engineering & Maintenance
CC3800	CIS Regional	Multiple	Multiple CC – Contact Finance / HR Lead
CC3840	CIS Cost Consulting	N/A in future state.	N/A: Not used in Americas
CC3850	CIS Property Management	CC3850	Property Management
CC3860	CIS Turnkey	N/A in future state.	N/A: Not used in Americas
CC3870	CIS PMO	CC6070	Program Management Office (dedicated GOS)
CC3880	CIS Move Management	N/A in future state.	N/A: Not used in Americas
CC3890	CIS Space & Occupancy Planning	N/A in future state.	N/A: Not used in Americas
CC3900	CIS Financial Management	CC3820	Cost center = Prop Mgmt Leadership BU1000 (Operations Support)

# Workday Cost Center

## CIS Cost Center (Service Line)

		New Values	
Workday "Ref" ID	Workday Description	Revised "Ref" ID	Revised Workday Description
CC3910	CIS Project/Development Monitoring	N/A in future state.	N/A: Not used in Americas
CC3920	CIS Building Due Diligence	N/A in future state.	N/A: Not used in Americas
CC3930	CIS Sustainability PjM	N/A in future state.	N/A: Not used in Americas
CC3940	CIS Exit Strategy/Restoration	N/A in future state.	N/A: Not used in Americas
CC3950	CIS Environmental Health & Safety	N/A in future state.	N/A: Not used in Americas
CC3960	CIS Design	N/A in future state.	N/A: Not used in Americas
CC3970	CIS Development Management	N/A in future state.	N/A: Not used in Americas
CC3980	CIS Construction Management	N/A in future state.	N/A: Not used in Americas
CC3990	CIS Workplace	N/A in future state.	N/A: Not used in Americas



# Workday Cost Center

## Capital Markets Cost Center (Service Line)

		New Values	
Workday "Ref" ID	Workday Description	Revised "Ref" ID	Revised Workday Description
CC4000	CM Capital Markets Mgmt	CC4000	CM Capital Markets Mgmt
CC4100	CM Investment Sales and Acquisitions	CC4100	CM Investment Sales and Acquisitions
CC4150	CM Investment Banking	CC4150	CM Investment Banking
CC4200	CM Advisory	CC4200	CM Advisory
CC4250	CM Land Sales	CC4250	Leasing Land Sales
CC4400	CM Investment Management	CC4550	CM Investment Management
CC4550	CM Corporate Finance	CC4550	CM Corporate Finance
CC4650	CM Equity Debt & Structured Finance	CC4650	CM Equity Debt & Structured Finance

# Workday Cost Center

## Valuation & Advisory Cost Center (Service Line)

		New Values	
Workday "Ref" ID	Workday Description	Revised "Ref" ID	Revised Workday Description
CC5000	VA Valuation Management	CC5000	VA Valuation Management
CC5100	VA Valuation & Advisory	CC5100	VA Valuation & Advisory
CC5200	VA Property Tax Advisory	CC5200	VA Property Tax Advisory
CC5300	VA Senior Housing/Healthcare	CC5100	VA Valuation & Advisory
CC5400	VA Hospitality & Gaming	CC5100	VA Valuation & Advisory
CC5500	VA Dispute Analysis & Litigation Support	CC5500	VA Dispute Analysis & Litigation Support
CC5600	VA Financial Reporting	CC5600	VA Financial Reporting
CC5650	VA General Underwriting	CC5650	VA General Underwriting
CC5700	VA Underwriting – Freddie Mac	CC5650	VA General Underwriting
CC5750	VA Due Diligence Special Operations	CC5750	VA Due Diligence Special Operations
CC5800	VA Due Diligence Leadership	CC5800	VA Due Diligence Leadership

# Workday Cost Center

## Global Consulting Cost Center (Service Line)

		New Values	
Workday "Ref" ID	Workday Description	Revised "Ref" ID	Revised Workday Description
CC6000	GC Management	CC6000	GC Management
CC6100	GC Global Consulting	CC6010	GC Strategic Consulting
CC6150	GC Incentives - Governmental Programs	CC6010	GC Strategic Consulting
CC6200	Finance Consulting Group	CC6060	GC Financial Consulting Group
CC6300	GC Market Access	CC6010	GC Strategic Consulting
CC6350	GC Office Platform	CC6010	GC Strategic Consulting
CC6400	GC Supply Chain	CC6010	GC Strategic Consulting

# Workday Cost Center

## Global Consulting Cost Center (Service Line)

		New Values	
Workday "Ref" ID	Workday Description	Revised "Ref" ID	Revised Workday Description
CC6450	GC Retail and Global Expansion	CC6040	GC Location Incentives
CC6500	GC Transaction Consulting	CC6010	GC Strategic Consulting
CC6550	GC Development	CC6040	GC Location Incentives
CC6600	GC Portfolio Consulting	CC6010	GC Strategic Consulting
CC6650	GC Green Consulting	CC6040	GC Location Incentives
CC6700	GC Lease Advisory	CC6040	GC Location Incentives
CC6850	GC Environmental Consulting	CC6010	GC Strategic Consulting

# Workday Cost Center

Other (Service Line)

		New Values	
Workday "Ref" ID	Workday Description	Revised "Ref" ID	Revised Workday Description
CC0000	No Cost Center General & Admin	CC0000	No Cost Center General & Admin
CC1000	No Cost Center Executive Management	CC1000	No Cost Center Executive Management