HR Tech Stack Inventory

Category (e.g., ATS, HRIS, Payroll, LMS, Performance, Benefits	Product Name	Vendor	Version / Release	Most Current Release? (Yes/No)	Delivery Type (Cloud / On-Prem / Hybrid)	Core System or Module?	If Module, Integrated With (System Name)	Single Sign-On (Yes/No)	Integration Points (e.g., Payroll, Benefits, LMS, Timekeeping,	Stakeholders	Data Flow (One-way / Bi-directional)
HRIS	Workday	Workday, Inc.	2025R1	No	Cloud	Core	*Database of Record*	Yes	ATS, Payroll, Benefits Admin, Timekeeping, LMS, Active Directory	Jessica (HRIS) Lauren (TA) Roger (Payroll) Genni (Benefits) Rochelle (LMS) Clint (IT)	Bi-directional
ATS	Greenhouse	Greenhouse Software	v4.3	Yes	Cloud	Core	Workday	No	HRIS, Background Check Vendor, I-9 Verify, Onboarding	Lauren (TA) Lela (Check☑) Chris (Empl Exp)	Receives via bridge

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Category (e.g., ATS, HRIS, Payroll, LMS, Performance, Benefits	Product Name	Number of Users / Licenses	Departments Using It	Pain Points / Limitations	What Works Well	Contract Renewal / Expiration Date	Annual Cost or Subscription Fees	Support Model (Internal / Vendor / Managed Service)	Desired State (Keep / Replace / Consolidate / Expand /	Comments / Notes
HRIS	Workday	500	All	Complex configuration for new modules	Robust analytics and reporting tools	06/30/2026	$120,000	Internal	Keep	Evaluate additional module adoption for performance management
ATS	Greenhouse	15	Talent Acquisition, HR Hiring Mgrs	Limited reporting flexibility	Strong candidate experience workflows	12/31/2025	$25,000	Vendor	Inspect - would newer version of Workday meet our needs?	May consider integration enhancements with HRIS or replacing with Workday module. Ensure the contract end date aligns with schedule.