

**UNITED STATES
SECURITIES AND EXCHANGE COMMISSION**
Washington, D.C. 20549
FORM S-8
REGISTRATION STATEMENT
UNDER
THE SECURITIES ACT OF 1933

WORKIVA INC.

(Exact name of Registrant as specified in its charter)

Delaware

(State or Other Jurisdiction of
Incorporation or Organization)

47-2509828

(I.R.S. Employer
Identification No.)

**2900 University Boulevard
Ames, Iowa 50010
(888) 275-3125**

(Address, including zip code, and telephone number, including area code, of Registrant's principal executive offices)

Workiva Inc. 2014 Equity Incentive Plan
(Full title of plans)

**Julie Iskow
Chief Executive Officer
2900 University Boulevard
Ames, Iowa 50010
(888) 275-3125**

(Name, address, including zip code, and telephone number, including area code, of agent for service)

Copies to:

**Brandon E. Ziegler
Chief Legal and Administrative Officer
2900 University Boulevard
Ames, Iowa 50010
(888) 275-3125**

Indicate by check mark whether the registrant is a large accelerated filer, an accelerated filer, a non-accelerated filer, a smaller reporting company, or an emerging growth company. See the definitions of "large accelerated filer," "accelerated filer," "smaller reporting company," and "emerging growth company" in Rule 12b-2 of the Exchange Act.

Large accelerated filer

Non-accelerated filer (Do not check if a smaller reporting company)

Accelerated filer

Smaller reporting company

Emerging growth company

If an emerging growth company, indicate by check mark if the registrant has elected not to use the extended transition period for complying with any new or revised financial accounting standards provided pursuant to Section 7(a)(2)(B) of the Securities Act.

WORKIVA INC.
REGISTRATION STATEMENT ON FORM S-8

Incorporation by Reference of Earlier Registration Statement on Form S-8

The Registrant has earlier filed registration statements on Form S-8 relating to the 2014 Equity Incentive Plan (File Nos. 333-200975, 333-212869, 333-226647 and 333-266705) (the “Earlier Registration Statements”). This Registration Statement registers additional shares for offering pursuant to such plan. Subject to Item 3 of Part II of this Registration Statement and except as modified or superseded herein, the contents of the Earlier Registration Statements are incorporated herein by reference.

PART I

Information Required in the Section 10(a) Prospectus

The information specified in this Part I will be sent or given to participants and is omitted from this Registration Statement in accordance with Rule 428 under the Securities Act. In accordance with the rules and regulations of the Securities and Exchange Commission (the “Commission”) and the instructions to Form S-8, such documents are not being filed with the Commission either as part of this Registration Statement or as prospectuses or prospectus supplements pursuant to Rule 424 under the Securities Act.

PART II

Information Required in the Registration Statement

Item 3. Incorporation of Documents by Reference.

The Registrant hereby incorporates by reference into this Registration Statement the following documents previously filed with the Commission:

- (a) The Registrant's Annual Report on Form 10-K for the fiscal year ended December 31, 2023, including the information specifically incorporated by reference into the Annual Report on Form 10-K from the Registrant's Definitive Proxy Statement for the 2024 Annual Meeting of Stockholders;
- (b) The Registrant's Quarterly Reports on Form 10-Q for the quarters ended March 31, 2024 and June 30, 2024;
- (c) The Registrant's Current Reports on Form 8-K filed on June 3, 2024 and June 18, 2024; and
- (d) The description of the Registrant's Class A common stock contained in the Registrant's Registration Statement on Form 8-A (Registration No. 001-36773) filed with the Commission on December 5, 2014, pursuant to Section 12(b) of the Securities Exchange Act of 1934, as amended (the “Exchange Act”), including any amendments or reports filed for the purpose of updating such description.

All reports and definitive proxy or information statements filed by the Registrant pursuant to Section 13(a), 13(c), 14 or 15(d) of the Exchange Act subsequent to the filing of this Registration Statement and prior to the filing of a post-effective amendment that indicates that all securities offered hereby have been sold or that de-registers all securities then remaining unsold shall be deemed to be incorporated by reference into this Registration Statement and to be a part hereof from the date of filing of such documents, except as to documents or information deemed to have been furnished and not filed in accordance with the rules of the Commission. Any statement contained in a document incorporated or deemed to be incorporated by reference herein shall be deemed to be modified or superseded for purposes of this Registration Statement to the extent that a statement contained in any subsequently filed document that also is deemed to be incorporated by reference herein modifies or supersedes such statement.

Item 4. Description of Securities.

Not applicable.

Item 5. Interests of Named Experts and Counsel.

Not applicable.

Item 6. Indemnification of Directors and Officers.

Sections 145 and 102(b)(7) of the Delaware General Corporation Law authorize a court to award, or a corporation's board of directors to grant, indemnity to its directors and officers under certain circumstances and subject to certain limitations. The terms of Sections 145 and 102(b)(7) of the Delaware General Corporation Law are sufficiently broad to permit indemnification under certain circumstances for liabilities, including reimbursement of expenses incurred, arising under the Securities Act.

As permitted by the Delaware General Corporation Law, the Registrant's certificate of incorporation contains provisions that eliminate the personal liability of its directors for monetary damages for any breach of fiduciary duties as a director, except liability for the following:

- any breach of the director's duty of loyalty to the Registrant or its stockholders;
- any act or omission not in good faith or that involves intentional misconduct or a knowing violation of law;
- unlawful payments of dividends or unlawful stock repurchases or redemptions as provided in Section 174 of the Delaware General Corporation Law; or
- any transaction from which the director derived an improper personal benefit.

The Registrant's bylaws provide that the Registrant is required to indemnify its directors and officers to the maximum extent not prohibited by the Delaware General Corporation Law and that the Registrant may indemnify its other employees and agents as set forth in the Delaware General Corporation Law. Subject to certain limitations, the Registrant's bylaws also require the Registrant to advance expenses as incurred by its directors and officers for the defense of any action for which indemnification is required or permitted. In addition, under the Delaware General Corporation Law, the Registrant may be required to indemnify its directors and officers under certain other circumstances.

In addition to the indemnification under the Registrant's certificate of incorporation and bylaws, the Registrant has entered into separate indemnification agreements with its directors and executive officers. These agreements, among other things, provide that the Registrant will indemnify its directors and executive officers for certain expenses (including attorneys' fees), judgments, fines, penalties and settlement amounts incurred by a director or executive officer in any action or proceeding arising out of such person's services as one of the Registrant's directors or executive officers, or any other company or enterprise to which the person provides services at the Registrant's request.

The Registrant carries and intends to maintain directors' and officers' liability insurance on behalf of each and any person who is or was a director or officer of the Registrant against any loss arising from any claim asserted against him or her and incurred by him or her in any such capacity, subject to certain exclusions.

In addition, certain of the Registrant's non-employee directors may, through their relationships with their employers, be insured and/or indemnified against certain liabilities incurred in their capacity as members of the Registrant's board of directors.

Item 7. Exemption from Registration Claimed.

Not applicable.

Item 8. Exhibits.

The following documents are filed or incorporated by reference as part of this Form S-8.

Exhibit Number	Exhibit Description
4.1	Workiva Inc. 2014 Equity Incentive Plan (As Amended and Restated May 30, 2024) , incorporated by reference from Exhibit 10.1 to the Registrant's Current Report on Form 8-K filed on June 3, 2024.
5.1	Opinion of Faegre Drinker Biddle & Reath LLP.
23.1	Consent of Ernst & Young LLP, Independent Registered Public Accounting Firm.
23.2	Consent of Faegre Drinker Biddle & Reath LLP (contained in Exhibit 5.1).
24.1	Power of Attorney (incorporated by reference to Page S-1 of this Registration Statement).
107	Calculation of Filing Fee Table Form S-8.

Item 9. Undertakings.

A. The undersigned Registrant hereby undertakes:

(1) To file, during any period in which offers or sales are being made, a post-effective amendment to this Registration Statement:

(i) to include any prospectus required by Section 10(a)(3) of the Securities Act;

(ii) to reflect in the prospectus any facts or events arising after the effective date of the Registration Statement (or the most recent post-effective amendment thereof) which, individually or in the aggregate, represent a fundamental change in the information set forth in this Registration Statement; and

(iii) to include any material information with respect to the plan of distribution not previously disclosed in the Registration Statement or any material change to such information in the Registration Statement;

provided, however, that paragraphs (A)(1)(i) and (A)(1)(ii) above do not apply if the information required to be included in a post-effective amendment by those paragraphs is contained in periodic reports filed with or furnished to the Commission by the Registrant pursuant to Section 13 or Section 15(d) of the Exchange Act that are incorporated by reference in this Registration Statement.

(2) That, for the purpose of determining any liability under the Securities Act, each such post-effective amendment shall be deemed to be a new registration statement relating to the securities offered therein, and the offering of such securities at that time shall be deemed to be the initial bona fide offering thereof.

(3) To remove from registration by means of a post-effective amendment any of the securities being registered which remain unsold at the termination of the offering.

B. The undersigned Registrant hereby undertakes that, for purposes of determining any liability under the Securities Act, each filing of the Registrant's annual report pursuant to Section 13(a) or Section 15(d) of the Exchange Act that is incorporated by reference in the Registration Statement shall be deemed to be a new registration statement relating to the securities offered therein, and the offering of such securities at that time shall be deemed to be the initial bona fide offering thereof.

C. Insofar as indemnification for liabilities arising under the Securities Act may be permitted to directors, officers and controlling persons of the Registrant pursuant to the foregoing provisions, or otherwise, the Registrant has been advised that in the opinion of the Commission such indemnification is against public policy as expressed in the Securities Act and is, therefore, unenforceable. In the event that a claim for indemnification against such liabilities (other than the payment by the Registrant of expenses incurred or paid by a director, officer or controlling person of the Registrant in the successful defense of any action, suit or proceeding) is asserted by such director, officer or controlling person in connection with the securities being registered, the Registrant will, unless in the

opinion of its counsel the matter has been settled by controlling precedent, submit to a court of appropriate jurisdiction the question whether such indemnification by it is against public policy as expressed in the Securities Act and will be governed by the final adjudication of such issue.

SIGNATURES

Pursuant to the requirements of the Securities Act, the Registrant certifies that it has reasonable grounds to believe that it meets all of the requirements for filing on Form S-8 and has duly caused this Registration Statement to be signed on its behalf by the undersigned, thereunto duly authorized, in the City of Ames, State of Iowa, on this 1st day of August, 2024.

WORKIVA INC.

By: /s/ Julie Iskow
Julie Iskow
Chief Executive Officer

POWER OF ATTORNEY

KNOW ALL PERSONS BY THESE PRESENTS, that the undersigned officers and directors of Workiva Inc., a Delaware corporation, do hereby constitute and appoint Julie Iskow and Jill E. Klindt, and each of them, the lawful attorneys-in-fact and agents with full power and authority to do any and all acts and things and to execute any and all instruments which said attorneys and agents, and any one of them, determine may be necessary or advisable or required to enable said corporation to comply with the Securities Act of 1933, as amended, and any rules or regulations or requirements of the Securities and Exchange Commission in connection with this Registration Statement. Without limiting the generality of the foregoing power and authority, the powers granted include the power and authority to sign the names of the undersigned officers and directors in the capacities indicated below to this Registration Statement, to any and all amendments, both pre-effective and post-effective, and supplements to this Registration Statement, and to any and all instruments or documents filed as part of or in conjunction with this Registration Statement or amendments or supplements thereof, and each of the undersigned hereby ratifies and confirms that all said attorneys and agents, or any one of them, shall do or cause to be done by virtue hereof.

Pursuant to the requirements of the Securities Act of 1933, as amended, this Registration Statement has been signed by the following persons on behalf of the Registrant in the capacities and on the dates indicated.

Signature	Title	Date
<u>/s/ Julie Iskow</u> Julie Iskow	Chief Executive Officer and Director (Principal Executive Officer)	August 1, 2024
<u>/s/ Jill E. Klindt</u> Jill E. Klindt	Executive Vice President, Chief Financial Officer and Treasurer (Principal Financial Officer)	August 1, 2024
<u>/s/ Brigid A. Bonner</u> Brigid A. Bonner	Director	August 1, 2024
<u>/s/ Michael M. Crow, Ph.D.</u> Michael M. Crow, Ph.D.	Director	August 1, 2024
<u>/s/ Robert H. Herz</u> Robert H. Herz	Director	August 1, 2024
<u>/s/ David S. Mulcahy</u> David S. Mulcahy	Director	August 1, 2024
<u>/s/ Suku Radia</u> Suku Radia	Director	August 1, 2024
<u>/s/ Martin J. Vanderploeg</u> Martin J. Vanderploeg, Ph.D.	Director	August 1, 2024

[Faegre Drinker Biddle & Reath LLP Letterhead]

August 1, 2024
Workiva Inc.
2900 University Blvd
Ames, IA 50010

Re: Securities Being Registered under Registration Statement on Form S-8

Ladies and Gentlemen:

We have acted as counsel to Workiva Inc., a Delaware corporation (the “**Company**”), in connection with the preparation and filing of a Registration Statement on Form S-8 (the “**Registration Statement**”) filed with the Securities and Exchange Commission (the “**Commission**”) pursuant to the Securities Act of 1933, as amended (the “**Securities Act**”), on or about the date hereof registering the offer and sale of 3,900,000 additional shares (the “**Shares**”) of Class A common stock, \$0.001 par value per share (“**Class A Common Stock**”), of the Company, issuable pursuant to the Company’s Amended and Restated 2014 Equity Incentive Plan (the “**Plan**”).

For purposes of this opinion letter, we have examined the Certificate of Incorporation and the Bylaws of the Company, each as currently in effect, the Registration Statement and the Plan, and the resolutions of the Board of Directors of the Company (the “**Board**”) authorizing the Plan and the issuance of the Shares. We have also examined a certificate of the Secretary of the Company dated as of the date hereof (the “**Certificate**”) and originals or copies, certified or otherwise identified to our satisfaction, of such documents, corporate records, instruments and certificates of public officials as we have deemed necessary for the purposes of the opinions hereinafter expressed, and have reviewed such matters of law as we have deemed relevant hereto.

In our examination, we have assumed the authenticity of documents submitted to us as originals, the conformity to authentic originals of documents submitted to us as copies, the truth, accuracy and completeness of the information contained in the documents, corporate records, instruments, certificates and records we have reviewed, and the absence of any undisclosed material modifications to the agreements and instruments reviewed by us. We have also assumed the legal capacity of all natural persons and the genuineness of signatures (including electronic signatures). We have not independently established or verified any facts relevant to the opinion expressed herein, but have relied as to factual matters upon certificates of public officials and statements and representations of officers and other representatives of the Company (including the Certificate).

Based upon such examination and review, and subject to the foregoing and the other qualifications, assumptions and limitations set forth herein, we are of the opinion that when all necessary corporate action on the part of the Company has been taken to authorize the issuance and sale of the Shares to be issued in accordance with the Plan and that, when (a) the Shares have been issued and sold as contemplated in the Registration Statement and related prospectus and in

accordance with the terms of the Plan and the terms of the applicable awards thereunder, and (b) where applicable, the consideration therefor specified in the Plan and in the applicable awards granted thereunder have been received by the Company, the Shares, will be validly issued, fully paid and nonassessable.

The foregoing opinion is limited to the General Corporation Law of the State of Delaware. We express no opinion as to matters relating to securities or blue sky laws of any jurisdiction or any rules or regulations thereunder. For purposes of this opinion, we have assumed that a sufficient number of authorized but unissued shares of the Class A Common Stock will be available for issuance pursuant to the Plan when the Shares are issued.

This opinion is given as of the date hereof, and we assume no responsibility for updating this opinion to take into account any event, action, interpretation or change in law occurring subsequent to the date hereof that may affect the validity of any of the opinions expressed herein.

This opinion is furnished to you in connection with the filing of the Registration Statement. It is limited to the specific issues addressed herein, and no opinion may be inferred or implied beyond that expressly stated herein.

We hereby consent to the filing of this opinion with the Commission as Exhibit 5.1 to the Registration Statement. In giving this consent, we do not thereby admit that we are in the category of persons whose consent is required under Section 7 of the Securities Act or the rules and regulations of the Commission.

Very truly yours,

/s/ Faegre Drinker Biddle & Reath LLP

FAEGRE DRINKER BIDDLE & REATH LLP

Consent of Independent Registered Public Accounting Firm

We consent to the incorporation by reference in the Registration Statement (Form S-8) pertaining to the Workiva Inc. 2014 Equity Incentive Plan (As Amended and Restated May 30, 2024) of our reports dated February 20, 2024, with respect to the consolidated financial statements of Workiva Inc. and the effectiveness of internal control over financial reporting of Workiva Inc. included in its Annual Report (Form 10-K) for the year ended December 31, 2023, filed with the Securities and Exchange Commission.

/s/ Ernst & Young LLP
Chicago, Illinois
August 1, 2024

Calculation of Filing Fee Tables

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WORKIVA INC

Table 1: Newly Registered Securities

Security Type	Security Class Title	Fee Calculation Rule	Amount Registered	Proposed Maximum Offering Price Per Unit	Maximum Aggregate Offering Price	Fee Rate	Amount of Registration Fee
1 Equity	Class A Common Stock, \$0.001 par value per share	Other	3,900,000	\$ 73.58	286,962,000.00	\$ 0.0001476	\$ 42,355.59
Total Offering Amounts:					\$ 286,962,000.00		\$ 42,355.59
Total Fee Offsets:							\$ 0.00
Net Fee Due:							\$ 42,355.59

Offering Note

1

Pursuant to Rule 416(a) under the Securities Act of 1933, as amended (the "Securities Act"), this Registration Statement shall also cover any additional shares of Class A common stock of Workiva Inc. (the "Registrant" or the "Company") that become issuable under the Registrant's 2014 Equity Incentive Plan (the "2014 Plan") by reason of any stock dividend, stock split, recapitalization or other similar transaction effected without the Registrant's receipt of consideration that increases the number of the outstanding shares of the Registrant's Class A common stock.

Estimated in accordance with Rule 457(h) solely for the purpose of calculating the registration fee on the basis of \$73.58 per share, the average of the high and low prices of the Registrant's Class A common stock as reported on the New York Stock Exchange on July 30, 2024.
