



City of Gainesville, FL

Enterprise Resource Planning (ERP) Product Solution(S)
and Implementation Services

Technical and Cost Proposal

RFP No. CMGR-180083-MS

Due Date: July 6, 2018 @ 3:00 PM EST

Gainesville.
Citizen centered
People empowered



Applications Software Technology, LLC

July 5, 2018

Melanie Sowers
Senior Buyer
City of Gainesville, FL
200 East University Avenue, Room 339
Gainesville, FL 32601

Re: *ITN No. CMGR-180083-MS, Enterprise Resource Planning (ERP) Product Solution(S) and Implementation Services*

Dear Ms. Sowers:

Applications Software Technology, LLC (AST) is pleased to submit this proposal in response to the City of Gainesville, FL's (the City's) aforementioned Invitation to Negotiate. We are excited to propose the cutting-edge portfolio of Oracle Cloud Applications to replace the City's existing legacy on-premise applications.

Oracle is the market leader in the Public Sector and a leading provider of enterprise applications for municipal governments. The latest generation of Public Sector solutions, Oracle Cloud Applications, have incorporated the best practice capabilities and functionality from their entire portfolio of on premise enterprise applications and offers the most comprehensive cloud solution on the planet, with a complete suite of enterprise-grade applications, deployed on a common platform, enhanced with modern, socially enabled technologies and applications. Oracle Cloud Applications are an integrated suite of business applications that span Financials, Procurement, Planning and Budgeting, Project Financial Management, Human Resources, Benefits, and Payroll.

Oracle's Modern Cloud platform will allow the City of Gainesville to:

- Quickly execute complete and fully integrated business processes—Access market-leading capabilities at your fingertips to solve an end-to-end business problem, coupled with unified execution, visibility, and control.
- Innovate faster with less risk—Roll out solutions incrementally and more quickly, with less burden on IT - accelerating time-to-value and providing flexibly in responding to changing policies and procedures.
- Transform user experiences and insight—Deliver greater value to City employees and constituents with advanced, embedded reporting and social capabilities accessible anywhere, on any device.

We understand that the City's ERP system project has to be a major organizational transformation. It is essential that both the selected software not only meet the City's unique requirements, but also that the chosen Systems Integrator work in close partnership with the City to proactively reduce risk, carefully manage expectations and perceptions of the project, and successfully deliver a world-class ERP system. Simply delivering a functional ERP system to an organization does not deliver the transformational change the organization desires. True success is only achieved when the entire organization embraces the move



Applications Software Technology, LLC

from the “way things have always been done” to the modern, fully automated, and best practice processes provided by a world-class ERP system. Throughout AST’s history we have delivered transformational solutions to our Public Sector clients. AST will not simply implement the technology, we will emphasize proven Change Management and Training processes that drive user adoption and allow the City to gain the desired efficiencies and return on investment in the new ERP system. This is the true definition of “**Successful Project**” that the City of Gainesville, FL requires.

For over two decades, AST has consistently delivered tangible benefits to its clients by leveraging our extensive project experience, highly qualified consulting resources, and unmatched industry expertise to help them maximize the potential of their Oracle investments. We are Oracle’s Go-To Partner in the Public Sector, and we have cemented our unblemished reputation with five Oracle Excellence Awards since 2009 for innovative Public Sector solutions. *We were the first* to implement the proposed Oracle Cloud ERP Planning and Budgeting Cloud, and Cloud HCM Services at the City of Detroit, MI, Greater Orlando Aviation Authority, FL, Polk County, FL and Eastern Municipal Water District, CA, respectively.

Today, we are deploying the full complement of Oracle Cloud Applications at the Cities of Jacksonville and Hollywood, FL and recently completed a full life-cycle deployment for Citizens Property Insurance in Tallahassee, FL. As a pioneer in Public Sector Oracle Cloud deployments, we have earned distinction as an Oracle Premier Cloud Partner and our close relationship with Oracle’s technical and sales staff, as well as senior management in the State and Local Business Group, will enhance the level of responsiveness and overall support AST will be able to deliver throughout this implementation.

Selecting Oracle Cloud Applications and AST is the low-risk, high value solution for the City. The combination of Oracle’s unique Public Sector ERP functionality, and reliable technology infrastructure will provide the City with a fully integrated off-the-shelf solution which not only addresses today’s business issues, but facilitates improved processes and offers tremendous flexibility to accommodate future business changes and growth. Additionally, the City can rely on AST’s impeccable credentials and unblemished history of past performance with similar City government clients to ensure that the migration to this more modern platform is managed and executed with the least amount of risk and produces a significant return on investment.

For any questions regarding our response, please contact Mr. David Dawson, Regional Sales Director, at 813 631-8975 or via e-mail to ddawson@astcorporation.com. We are excited about the opportunity to serve as the City’s ERP Implementation partner. We look forward to further discussions with you regarding our proposal, approach and credentials.

Sincerely,

Prasad Nettem

Vice President, ERP

Applications Software Technology, LLC



Strong Oracle Partnership



Platinum Partner
Cloud Premier
North America

Pillar Partner
Go-To Partner
Cloud Marketplace

Five Time
Oracle
Excellence
Award Winner



22+

Years of **Experience**



Focus on

12

Industries

Oracle Industry
Specializations



**Top
Workplace
Awards**

Three Years Running

400+



Cloud-**Certified** Employees



**Oracle University
Partner**

25+

Specializations

- | | |
|---------------------|-----------|
| Cloud ERP & HCM | CPQ |
| Cloud CX & Service | Database |
| BI Cloud Service | SOA/BPM |
| EPM/PBCS | WebCenter |
| Identity Management | Industry |

A **Growing** Brand Family



serene
an AST Company



**Global
Presence**

Off-shore Delivery
24x7 Support

2 TABLE OF CONTENTS

1	COVER PAGE	I
2	TABLE OF CONTENTS	II
3	COMPANY INTRODUCTION.....	1
3.1	AST and Management and Proposed Project Team.....	6
3.2	Similar Project Experience and References.....	32
4	EXECUTIVE SUMMARY.....	39
5	ORGANIZATIONAL MINIMUM QUALIFICATIONS.....	41
6	QUALIFICATIONS-ITN SPECIFIC MINIMUM QUALIFICATIONS.....	43
7	PROJECT SCOPE-FUNCTIONAL REQUIREMENTS	46
7.1	Exhibit 1	51
8	PROJECT SCOPE-TECHNICAL REQUIREMENTS.....	76
8.1	Data & Security	77
8.2	Compliance.....	78
8.3	User-Friendly Interface.....	78
8.4	Standardization	79
8.5	Scalability & Performance.....	81
8.6	Flexibility & Extensibility	81
8.7	Solution Architecture.....	83
8.8	Implementation.....	84
9	PROJECT SCOPE-PRICING.....	88
9.1	Software Bill of Materials	88
9.2	Exhibit 5.....	89
9.3	Assumptions	97
9.4	Exceptions to Terms and Conditions.....	100
10	PURCHASING FORMS	102
10.1	Certification of Proposal.....	102
10.2	Exhibit 9-Tabulation of Subcontractors.....	105
10.3	Exhibit D-Drug Free Workplace Form.....	106
10.4	Exhibit E-Affidavit of Non-Collusion	107
10.5	Certification Regarding Debarment, Suspension, and other Responsibility Matters..	108
10.6	Acknowledgement of Addenda	109
11	CERTIFICATIONS AND QUALIFICATIONS	117
11.1	Oracle Partnership Documentation	117

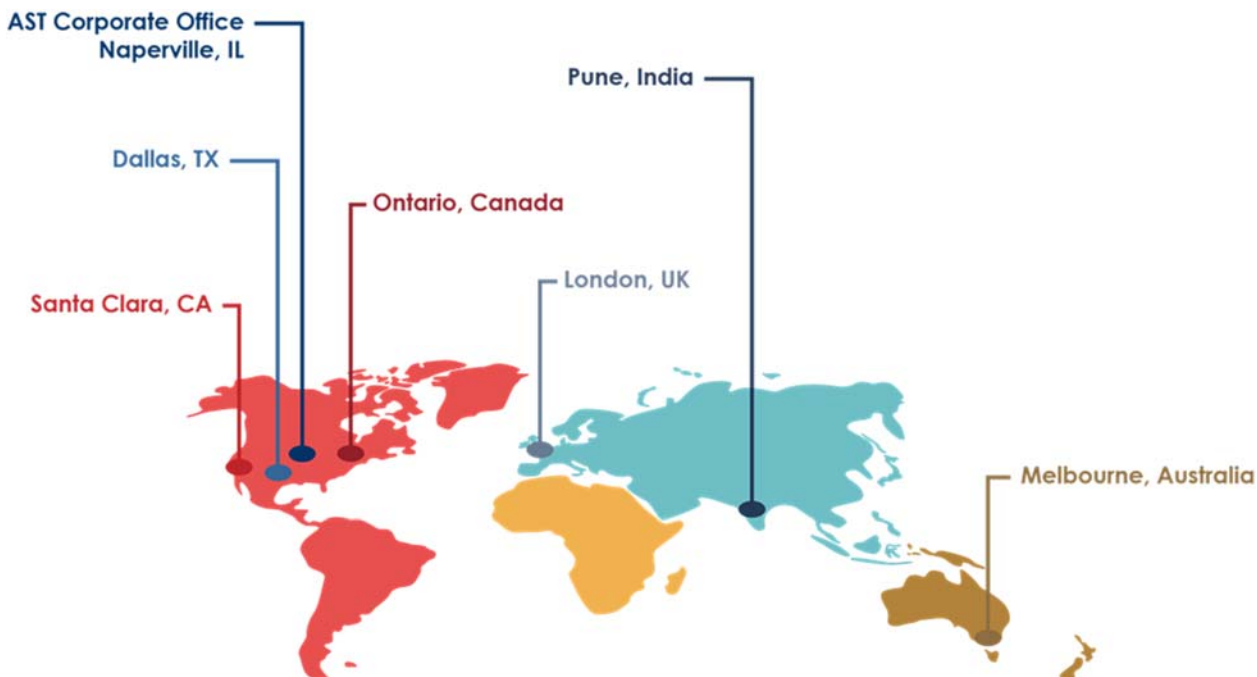
APPENDIX A: APPLICATION OVERVIEW 118
APPENDIX B: SAMPLE STATEMENT OF WORK..... 124

3 COMPANY INTRODUCTION

Applications Software Technology, LLC (“AST”) is a global management and systems integrator, focused on delivering insightful business and technology solutions for today’s most complex business problems. Leveraging over 2 decades worth of successful projects, extensive industry and business process expertise, and an arsenal of capabilities ranging from systems integration and business process redesign to project management, application/infrastructure support, and change management and training services, our team works collaboratively with clients to help business and governments improve their performance. We are focused on Public Sector and more than 70% of work is executed for state and local governments, public utilities, transits and K-12/Higher Ed sectors. AST is committed to exceptional customer service and we foster long-term relationships with our clients in order to complement their strengths and natural business insights, resulting in effective and trouble-free project execution.

Our Locations

AST is headquartered in Naperville, IL with offices in Santa Clara, CA; Dallas, TX; Toronto, ON, Canada; Pune, India; Melbourne, Australia; and London, UK.



Our People

With more than 400 employees focused on Oracle solutions, AST can mobilize the right resources, skills, and innovative solutions to help clients improve operational efficiency, performance, and their bottom line. AST has always conducted our business with the realization that our long-term success will be built on the quality and dedication of our employees. AST firmly believes that highly qualified, talented, and loyal professionals are fundamental to providing better customer service and a world-class experience for our clients. Unlike other consulting firms that use subcontractors or 1099 resources to boost their core capabilities, we staff key project roles our own full-time employees to maintain reliability, consistency, and focus on your organization’s success.

Our Practices

Innovation and market leadership is deeply rooted in AST's DNA. Although the foundation of our business was in on-premise enterprise software applications and technology, with cloud computing revolutionizing the Information Technology (IT) Market, it was only natural for AST to play an influential role in its growth and expansion. AST recognizes that in today's evolving industries, accelerated time-to-review makes a difference. We have been one of the first systems integrators to aggressively transform our business for migration to cloud computing. In addition to hiring and retaining the best Cloud certified consultants, AST has made significant investments in our consultants training and skills development specifically for the next generation of Cloud Computing solutions.

AST consultants skillfully blend their extensive product expertise with industry-specific knowledge to help our clients succeed. Each of our Practice areas are focused on delivering practical and innovative solutions that help drive organizational transformation, improve employee productivity, and streamline day-to-day business and government operations. Our firm is organized into 8 primary service areas, each led by a Vice President who is respected in the industry for his/her expertise, experience and leadership. Collectively, they bring over 100 years of experience, all of which is brought to bear for our customers.



Alliance with Oracle

Commensurate with AST founders' history with Oracle Corporation and our singular focus on implementing Oracle applications and technology, AST has earned a valued and trusted relationship with Oracle sales, support, and software development teams over the past 2 decades. As a Platinum Partner, Cloud Premier Partner, and an early adopter of new Oracle technologies, our team is in close contact with Oracle's Product Development teams for quick resolution of issues and release of software patches.

AST's long alliance with Oracle is further qualified by the following reseller status, certifications and recognition by Oracle:

- ★ *Oracle Certified Cloud Excellence Implementer in:*
 - *ERP – General Ledger*
 - *ERP – AR*
 - *ERP – AP*
 - *ERP – Procurement*
 - *EPM*
 - *CPQ*
 - *Data Management*



- ★ Oracle Cloud Managed Services Global Partner
- ★ Oracle Velocity Partner
- ★ 26 Unique Specializations across the Oracle Product Portfolio
- ★ Oracle Software & Training Services Reseller
- ★ Oracle University Certified Training Partner
- ★ Oracle SOA Pillar Partner
- ★ Member of Oracle Midsize Business Strategy Council
- ★ Oracle Specialized Partner for Public Sector
- ★ Oracle “Go-To” Partner for Public Sector
- ★ 6-time Oracle Partner of the Year (Excellence Award) Winner (2009, 2011, 2013, 2015, 2016, 2018)

AST was one of the first Oracle systems integrators to aggressively launch services lines for cloud computing. Today, 100% of our consulting staff is Oracle Cloud certified, and our record of successful cloud implementations and dedicated team of Certified Oracle Cloud Implementation Specialists has earned AST a ranking among *Oracle’s Top Cloud Partners in the world*. Oracle relies on our team’s expertise for solution delivery and we serve on the Oracle advisory board with a voice in improvements and future direction of the product. Our Cloud Center of Excellence was established to provide a broad portfolio of Cloud Services designed to assist our customers determine their own best path forward including optimized cloud service management, and cloud value measurement. In addition, AST has significantly invested in Oracle Cloud solution development that are proven accelerators delivering customer efficiency on Cloud.

AST Can Jumpstart Your Journey to the Cloud

	AST Cloud Connect allows end to end automation of information transfer from an On-Premise application to Oracle ERP Cloud and vice versa. AST Cloud Connect saves critical time spent bootstrapping integration solutions, allowing the project team to quickly begin validation and testing. This allows for a smoother implementation as users have quicker access to validate data inflows and make adjustments without slowing down the implementation cycle.
	Data conversion and Data Quality are always challenging aspects of any ERP project. AST’s E-Business Suite to Cloud conversion accelerators help users ensure clean data conversion by identifying missing information and data errors upfront thereby reducing manual data entry, cascading errors and issues during testing events.
	Provides pre-built models and frameworks for Operating, Capital and Position budgeting capabilities along with many other reusable components and features like Decision Package that can easily be reconfigured for any specifications to help meet a Public Sector client’s needs. It also includes features that accommodate different drivers for models, various projection methodologies and template input forms available to further extend Oracle PBCS capabilities.
Test Automation Tool	AST’s Test Automation Services include a series of integrated testing accelerator solutions for Oracle Cloud, E-Business Suite, Siebel CRM, and SOA Web Services-based applications. These accelerators enable enhanced scripting capabilities for more efficient and optimized testing of complicated, mission-critical business processes and transactions.
AST Cloud Secure	Security is AST’s topmost priority for any Cloud deployment including SaaS, PaaS and IaaS. We have safely and securely enabled over five-million user identities across the cloud. In these implementations, we have brought a mix of the best technologies and delivered hybrid architecture across the technology platform. We have a deep repository of reusable services/components repositories to speed-up the time-to-implementation for any Security project irrespective of the underlying technology solution.

AST has developed strong relationship with Oracle Cloud product groups, partner channels and Cloud success managers to bring adequate knowledge and prompt services to the customer. This helps solution delivery and support services to resolve product issues and enhancements prioritized by end customer communities. AST works closely with Oracle product groups as their Beta Testing Partner. This allows AST to recommend product improvements and share early knowledge with the customer community.

Trusted Oracle Partner to State and Local Governments

AST has spent the better part of two decades guiding State and Local Government agencies like City of Gainesville, FL through challenging enterprise information technology initiatives. AST understands that State and Local Government agencies are under tremendous pressure to provide more services with fewer resources while maintaining transparency to their constituencies. AST understands that the City's success does not hinge on simply delivering a functional ERP system. Technology in itself never delivers the transformational change that organizations wish to achieve with projects such as this. True success of an endeavor of this magnitude is only achieved through re-thinking old business processes, adopting the industry-best practices built into the software, and achieving complete buy-in to these new methods and job roles across the organization.

Our team knows how to leverage the software's inherent functionality to meet a variety of unique Public Sector needs. Several of our consultants have previously worked for Public Sector organizations prior to transitioning into a consulting career. They can speak the language of government, understand government accounting principles, have worked with CAFR and GASB34 reporting, and understand the challenges that come with multiple collective bargaining units. We offer a wealth of expertise and library of industry leading practices and methodologies which are well suited for Public Sector Finance, Purchasing, Customer Relations, and Human Resources Departments and bring about real transformation.

Our Municipal Government clients include some of the largest municipal governments in the U.S. including the Cities of Chicago, Atlanta, Detroit, and the District of Columbia, as well as large Counties such as Dallas County (TX), Cook County (IL), and King County (WA).



AST has Several Customers in the Sunshine State

AST has a long history of providing services in the State of Florida. In addition to current projects underway at Citizens Property Insurance in Tallahassee, as well as the Cities of Jacksonville and Hollywood, AST has provided Oracle consulting services to several cities, counties, and Public Sector agencies as demonstrated in the figure to the right.

AST has been active in the regional user groups like Florida GFOA, FORCES and OAUG and considers its mission to act as a trusted advisor to our customers. From Jacksonville to Miami, only AST has intimate knowledge of the inner workings of Florida municipal government that can be leveraged to the City of Gainesville’s benefit.

Our Differentiators

With over 2 decades and thousands of successful projects under our belt, AST has assembled a comprehensive repository of pre-built solutions, accelerators and methodologies that help our customers avoid common implementation mistakes which can often lead to project slippage and budget overages. The table below summarizes these key differentiators of the AST approach:



<p>Enterprise Domain Model (EDM) for system implementation</p>	<p>EDM is AST’s confirmed, flexible approach to implementing a solution that has been successfully utilized on many projects. It provides a set of methodical, repeatable tasks with supporting tools, templates, and examples all based upon leading practices that increase project visibility, promotes efficiency, and engenders the implementations focus on schedule, budget, scope, resources, quality and risk in order to deliver quality solutions.</p>
<p>Project FIT</p>	<p>Project FIT is AST’s hosted toolset based on industry recognized Project Management Book of Knowledge (PMBOK). It provides centralized project and time management for the PMO and accelerates project initiation through pre-defined project templates and modifiable work plans.</p>
<p>Package Enabled Reengineering (PER)</p>	<p>To facilitate implementing a technology solution on time, and within budget, AST starts with the idea of reengineering business processes with the built-in best practices of the technology as the enabler.</p>
<p>Testing Approach</p>	<p>AST’s entire methodology is based upon the premise that quality is built-in, not an afterthought. AST’s testing approach integrates testing in all phases of the implementation project life cycle. AST’s seasoned consultants are able to manage all testing activities on large-scale projects.</p>

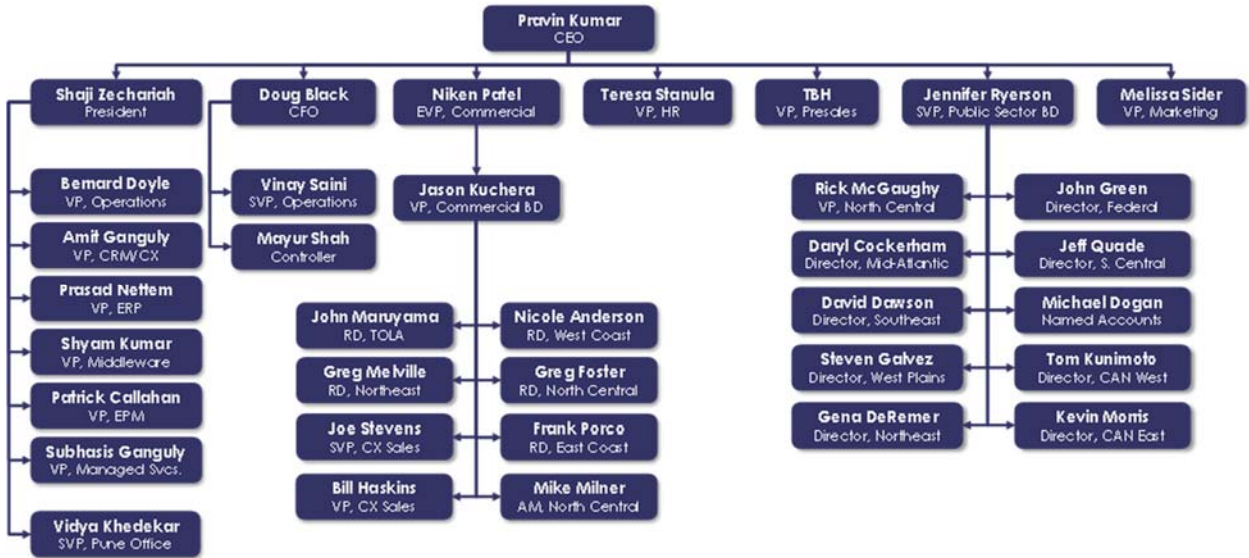
Quality Assurance (QA) & Quality Control (QC) Review Process	All of AST's major delivery engagements utilize our QA & QC Review Process. AST has a stake in your success, the QA & QC Review Process executes an unbiased implementation evaluation along with improvement recommendations on a frequent basis.
Collaborative Project Team	AST's diverse team members bring significant experience coordinating with the broadest number of parties and stakeholders. AST consultants are experienced in creating and fostering an atmosphere of understanding diverse perspectives, focusing on collective goals, and supporting a spirit of collaboration.
Change Management	AST's approach as it relates to implementing a solution is holistic. Unlike traditional project implementation approaches of focusing on only time, and budget, AST's approach to advising, leading and influencing the transformation is based upon achieving key strategic imperatives and benefits to deliver a sustainable and successful implementation.
Risk & Issue Management	<p>No project is Perfect. So, AST's methods for managing risk are continuous, from a project's commencement through completion, with a proactive rather than reactive focus. Starting with the initial project strategy phases, our team looks for opportunities where we can prevent risks that are foreseeable and mitigate negative impact and negative cost on a project.</p> <p>AST's Project FIT tool facilitates risk and issue management and fosters open communication and status monitoring by linking different components such as system requirements, design documentation, test scripts, risks and issues, so that they do not fall through the cracks and are fully traceable through the project implementation life cycle.</p>

3.1 AST AND MANAGEMENT AND PROPOSED PROJECT TEAM

Applications Software Technology, LLC ("AST") was incorporated July 12, 1995, in the state of Illinois. In December 2016, AST underwent a reorganization whereby it became a subsidiary of Global AST, Inc. ("the Parent") and then converted to a limited liability company organized in the State of Delaware.

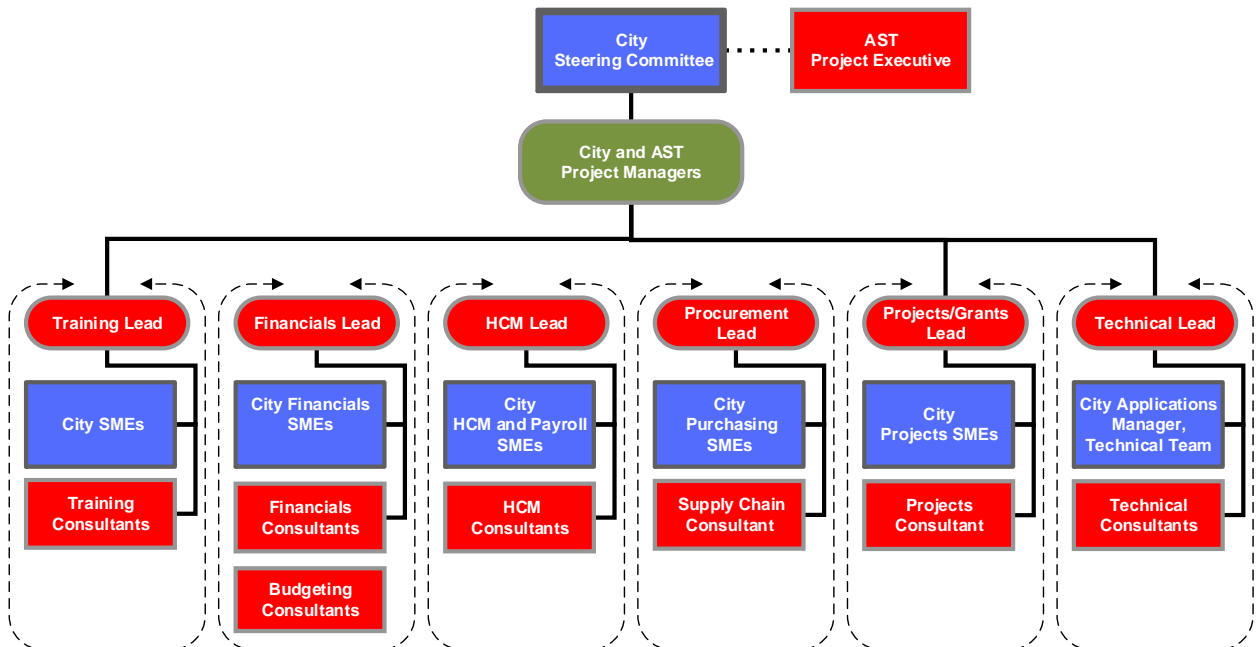
AST was founded by Pravin Kumar and Shaji Zechariah, and both are actively involved in the day-to-day management of AST today as CEO and President, respectively. Our financial strength is demonstrated by our stability and consistent and controlled growth over 20+ years.

The diagram on the following page provides an overview of our global leadership team:



On every engagement, AST joins with our client’s personnel to assemble a cohesive team of consultants, users and client IT personnel. City’s project will be lead jointly by the AST and the City Project Management Team to create a total synergistic approach to project management and promote the most effective communication throughout the project. Our experience has shown that the active participation of key City business users from the outset of the project is the single most important factor in a successful implementation. At the same time, we know that users’ time is very valuable and often limited, particularly within a large and busy Government organization. Therefore, we will be conscientious and prudent in utilizing City personnel’s time.

We propose the joint project team structure illustrated in the organizational chart below for implementation of our proposed Oracle Cloud ERP Solution.



The success of a project of this complexity is directly related to the experience and knowledge of the assigned staff. On every project, we deploy a seasoned team of functional and technical experts certified

by Oracle in their specific area of expertise. AST takes pride in the longevity of our workforce and we limit the use of contractors on projects. This way, we can staff projects with resources who have previously worked together on similar engagements for similar clients to foster team chemistry and collaboration. As a result, our proposed team comes ready to convey its unique insight and in-depth Oracle knowledge to help the City plan a comprehensive and trouble-free implementation of the Oracle Cloud Applications.

The table below identifies the key resources proposed for the City's ERP Implementation. Our proposed team:

- ★ *Averages over 20 years' industry experience*
- ★ *Has previous experience deploying Oracle ERP solutions for State and Local Governments and other Public Sector agencies*
- ★ *Each has deployed Oracle ERP systems for Florida Public Sector agencies*
- ★ *Are Oracle Cloud Certified and have completed more than 10 Oracle ERP Cloud and/or PBCS projects*

Consultant	Project Role	Years' Experience	Similar State and Local Government/Public Sector Projects
Shaji Zechariah	Project Executive	30+	Citizens Property Insurance, FL City of Tampa, FL Pinellas County, FL
Doug Niebur	Project Manager	20+	City of Tampa, FL Prince William County, VA Dallas County, TX
Thomas Grubb	Training Lead	30+	City of Jacksonville, FL Citizens Property Insurance, FL City of Detroit, MI
Lucy Montana	Solution Architect	20+	City of Jacksonville, FL City of Hollywood, FL City of Detroit, MI
Venkat Vesangi	Technical Architect	20+	Citizens Property Insurance, FL City of Tampa, FL Pinellas County, FL City of Miami, FL
Loretta Neumann	Financials Lead	20+	City of Tampa, FL Polk County, FL Tampa Airport, FL City of Detroit, MI
Brian O' Mara	Projects and Grants Lead	20+	Citizens Property Insurance, FL City of Tampa, FL Pinellas County, FL
Scott Sherrillo	Procurement Lead	20	Citizens Property Insurance, FL City of Tampa, FL Pinellas County, FL
Dharmender Cherupaly	HCM Lead	10+	Citizens Property Insurance, FL Tampa Airport, FL City of Tampa, FL
Praveen Kumar Jr.	Budgeting Lead	20+	Tampa Airport, FL Polk County, FL Pinellas County, FL

Detailed resumes for the key team members identified above are provided in on the following page.



SHAJI ZECHARIAH

Project Executive

Mr. Zechariah brings over 30 years of industry experience in operations, project management and ERP implementation in the service, government, manufacturing and insurance sectors. Prior to joining AST, Mr. Zechariah was a senior member of the Applications consulting practice with Oracle Corporation in the North Central region. He has served in various capacities through his career, including account and practice management, service delivery leadership, application solution architect and functional implementer.

	Key Projects	
Oracle Applications <i>Oracle ERP (Financials, Procurement, Projects and Grants, Human Capital, Management/HRMS, Self Service Web Applications, Oracle Workflow)</i> Methodologies <i>AIM: Application Implementation Methodology</i> <i>EDM: Enterprise Domain Model</i> <i>EAM: Enterprise Application Migration</i> <i>EASM: Enterprise Applications Support Methodology</i> <i>EMM: EasyPath Migration Methodology</i> Other Software <i>Oracle Discoverer/Analytics, TOAD, SQL/Navigator, Data Loader, Microsoft Office (Word, Excel, Access, PowerPoint), Microsoft, Visio</i> Training & Certifications <i>E-Business Suite 11i Implementation Champion</i> Education <i>Master of Business Administration, Finance</i> <i>Bachelor of Science, Mechanical Engineering</i>	Citizens Insurance, FL	07/2016 – Present
	Executive Sponsor – Oracle ERP, HCM and Payroll Cloud Implementation.	
	Los Angeles County Sanitation District, CA	07/2014 – 12/2016
	Executive Sponsor – Full Life Cycle Oracle ERP Implementation.	
	Hampton Roads Sanitation District, VA	04/2014 – 12/2015
	Executive Sponsor – Full Life Cycle Oracle ERP Implementation.	
	Hillsborough County/City of Tampa, FL	03/2012 – 10/2015
	Executive Sponsor – Full Life Cycle Oracle ERP Implementation.	
	Loudoun County and County Schools, VA	02/2012 – 07/2013
	Executive Sponsor – Full Life Cycle Oracle ERP Implementation.	
Port of Los Angeles, CA	10/2011 – 07/2013	
Executive Sponsor – Full Life Cycle Oracle ERP Implementation.		
City of Yonkers, NY	07/2011 – 03/2013	
Executive Sponsor – Full Life Cycle Oracle ERP Implementation.		
Pinellas County, FL	01/2010 – 12/2011	
Executive Sponsor – Full Life Cycle Oracle ERP Implementation.		
King County, WA	02/2009 – 12/2011	
Service Delivery Manager – Oracle ERP Re-Implementation.		
City of Modesto, CA	07/2010 – 10/2011	
Executive Sponsor – Full Life Cycle Oracle ERP Implementation.		
Irvine Ranch Water District, CA	07/2010 – 10/2011	
Executive Sponsor – Full Life Cycle Oracle ERP Implementation.		
City of Chicago, IL	12/2009 – 08/2011	
Executive Sponsor – Oracle Grants Implementation.		
Metra, IL	06/2009 – 04/2011	
Project Sponsor – Oracle Financials, Supply Chain and POS Implementation.		

Chicago Public Schools, IL	12/2009 – 07/2010
Executive Sponsor – Oracle Grants Implementation.	
City of Burbank, CA	02/2007 – 03/2009
Program Manager – Multiple Projects including Oracle ERP Migration, full suite HCM Implementation	
Pace Suburban Bus Services, IL	12/2006 – 07/2009
Executive Sponsor – Oracle ERP Full Life Cycle Implementation.	
Polk County, FL	11/2005 – 10/2006
Executive Sponsor – Oracle ERP Implementation.	
Metropolitan Water District, CA	05/2004 – 12/2005
Program Manager – Oracle Projects and Grants Implementation.	
King County, WA	03/2003 – 03/2004
Program Manager – Oracle Financials Migration.	
Fermilab, IL	03/2002 – 12/2003
Project Manager – Oracle Projects Implementation.	
City of Chicago, IL	01/2001 – 12/2003
Project Manager – Oracle ERP Implementation.	
State of California, AOC, CA	05/2002 – 01/2003
Project Sponsor – Oracle ERP Upgrade.	
City of Oakland, CA	02/2002 – 05/2002
Project Manager – Oracle Public Sector Financials Upgrade.	
Waukesha County, WI	04/2001 – 11/2001
Account Manager – Oracle ERP Upgrade.	
Delta Dental Insurance, MN	03/2001 – 07/2001
Account Manager – Oracle ERP Upgrade.	
Kemper Insurance Companies, IL	05/1998 – 03/2001
Project Manager – Oracle ERP Upgrade and Merger of Two Instances.	
Fermilab, IL	09/1996 – 12/2000
Project Lead, Analyst – Multiple Oracle ERP Applications Projects.	
Oracle Corporation, MN	03/1992 – 09/1996
Principal Consultant	
Tata Consultancy Service, India	03/1989 – 02/1992
Senior Analyst – Integrated Financial, Manufacturing Applications.	

DOUG NIEBUR

Project Manager

Mr. Niebur is a senior project manager and systems architect with over eighteen years of experience implementing Oracle applications. He has a strong ability to develop and lead focused team efforts, with an emphasis on clear written and verbal communications to successful delivery. Mr. Niebur has completed multiple full life-cycle implementations for US Federal agencies, County governments and other large public agencies, and is capable of leading all aspects of project delivery from proposal development through post implementation support. He adheres to PMBOK standards while deploying system implementation methodologies. Mr. Niebur is also a systems architect with a strong financial background and understanding of the applications and technologies.

	Project Summary	
Oracle Applications <i>Oracle ERP Financials (GL, AR, AP, Purchasing, Fixed Assets), Project Accounting, Grants Accounting, HCM, Business Intelligence</i> Methodologies <i>Agile Methodology</i> <i>EDM: Enterprise Domain Model</i> <i>EAM: Enterprise Application Migration</i> Other Software <i>MS Office, Visio, Project, OBIEE, SOA/BPEL</i> Training & Certifications <i>PMP, Project Management Professional</i> <i>CPA, Certified Public Accountant</i> <i>CMA, Certified Managerial Accountant</i> <i>CGFM, Certified Government Financial Manager</i> <i>OUM: Oracle Unified Method</i> <i>Oracle Cloud General Ledger Specialist</i> Education <i>Bachelor of Science, Business Management</i>	New York State Thruway Authority	05/2017 - Present
	Project Manager – Oracle Financials R12 Upgrade (General Ledger, Cash Management, Accts Receivable, Accounts Payable, Projects & Grants, Purchasing)	
	Dallas County	03/2017 – 7/2017
	Project Manager – Oracle Cloud HCM (Talent Acquisition and Performance Management)	
	Prince William County	03/2015 – 03/2017
	Project Manager – Oracle ERP Implementation (Financials, Procurement, Projects/Grants, Budgeting, iSupplier)	
	Hillsborough County/City of Tampa, FL	05/2014 – 12/2014
	Project Manager – Oracle ERP Implementation (Financials, Procurement, Projects/Grants, Budgeting, HR, Benefits, Payroll).	
	Loudoun County and Loudoun Schools	05/2012 – 04/2014
	Project Manager – Oracle ERP Implementation (Financials, Procurement, Projects/Grants, Budgeting, HR, Benefits, Payroll).	
Food and Drug Administration	08/2008 – 10/2010	
Project Manager – Oracle OBIEE Applications Implementation.		
Immigrations and Customs Enforcement	2007 - 2010	
Project Manager – Oracle ERP Implementation.		
Social Security Administration	2007 - 2007	
Project Lead – System assessment		
Emergency Medical Systems Corporation	2006 - 2007	
Financials Functional Lead – Oracle Financials Implementation		
World Bank – Indonesia Dept. of Treasury	2006 - 2006	
Senior Manager – Oracle Financials Implementation.		
County of San Diego	2005 - 2006	

Sr. Project Lead – Full Lifecycle Oracle ERP Implementation

Department of Homeland Security **2004 - 2005**

Team Lead – Oracle ERP Implementation.

University of Melbourne AUS **2003 - 2004**

Project Lead – Projects/Grants Accounting and AR Implementation.

US Army Medical Research Inst. of Infectious Disease **2002 - 2003**

Project Manager – Oracle ERP Implementation.

Military Traffic Management Command **2001 - 2002**

Project and GL Team Manager – Oracle ERP Implementation

George Washington University **2000 - 2001**

System Testing Manager – Oracle ERP Implementation.

United States Coast Guard **1999 - 2000**

Projects Lead - Oracle Financials, & Projects Accounting

Health Insurance Plan New York **1998 - 1999**

Incurred Cost Auditor

JP Morgan Chase **1997 - 1998**

Interbank Bond Reconciliation

Grossberg Certified Public Accountants **1995 - 1997**

Auditor

Centex Real Estate Corporation **1992 - 1995**

Assistant Controller

THOMAS M. GRUBB

Practice Director

Mr. Grubb is a highly skilled Training specialist and Change enabler with multiple years of experience in enhancing the capabilities of both people and processes. He has designed and implemented comprehensive training and communications systems for Oracle implementations. He has developed numerous high-performing leaders and teams while implementing comprehensive performance management processes. He also has proven expertise in leading significant change—including Oracle ERP implementations, integration, restructuring, process improvement, and re-engineering. Mr. Grubb is a straight-thinking strategic planner with solid implementation skills. He has a proven record of improving operational efficiency and reducing costs. He has strong interpersonal, facilitation, and public speaking skills.

	Key Projects	
<p>Oracle Applications</p> <p><i>Oracle Cloud ERP, HCM, PBCS</i></p> <p><i>Oracle E-Business Suite R11i, 12 Financials (AR, AP, GL), Projects, Contracts, HR, Payroll, Manufacturing, Procurement Oracle Hyperion Planning 11, Planning & Budgeting Cloud Service</i></p> <p><i>Oracle User Productivity Kit</i></p> <p>Methodologies</p> <p><i>EDM: Enterprise Domain Model</i> <i>EAM: Enterprise Application Migration</i> <i>AIM: Application Implementation Methodology</i></p> <p>Other Software</p> <p><i>PeopleSoft HR, Microsoft Office Suite</i></p> <p>Publications</p> <p><i>Capitalize on Merger Chaos (Simon & Schuster)</i> <i>Multiple Articles in publications such as: Across the Board, Atlanta Journal-Constitution, Houston Chronicle, Detroit Free Press, and Pharmaceutical Executive</i></p> <p>Education</p> <p><i>Master of Business Administration</i></p>	City of Jacksonville, FL	06/2018 – Present
	Change Management and Training Lead – Oracle Cloud ERP, HCM, and PBCS Implementation	
	Citizens Property Insurance, FL	08/2016 – 06/2018
	Training Lead – Oracle Cloud ERP, HCM, and PBCS Implementation	
	City of Detroit, MI	01/2015 – 08/2016
	Training Lead – Oracle Cloud ERP and Planning and Budgeting Cloud Service Implementation	
	LA Sanitation District, AL	9/2014 – Present
	Change Management & Training Lead – Oracle ERP Full Life Cycle Implementation including Financials, HR, Budgeting (Hyperion), BI.	
	Hillsborough County and Tampa, FL	9/2013 – 11/2014
	Change Management & Training Lead – Oracle ERP Full Life Cycle Implementation including Financials, HR, Budgeting (Hyperion), BI.	
Loudoun County, VA	12/2011 – 9/2013	
Training Lead – Oracle ERP Full Life Cycle Implementation including Financials, HR, Budgeting (Hyperion), BI.		
Johns Hopkins University, MD	02/2009 – 12/2011	
Business Application Change and Communication Manager – Oracle ERP Full Life Cycle Implementation.		
AAI Corporation, MD	05/2005 – 12/2008	
Organizational Development & Training Manager – Led the training, communications, and change management of a comprehensive ERP (Oracle and PeopleSoft) implementation.		
Management Consultant, MD	02/1996 – 05/2005	
Multiple projects on human resources, training, and organization development practice specializing in leadership and team performance, merger integration, operational excellence, and strategy.		

Bachelor of Science, Business Administration

- Designed and implemented a corporate performance assessment system that integrated 360° feedback with work and development planning.
- Integrated executives from three separate companies into a cohesive senior management team. Based upon the team's criteria, team development time was reduced from six months to just one.
- Designed integration frameworks: For merging two units of a Fortune 100 company, another for future acquisitions of a Fortune 200 company

Procter & Gamble, MD

11/1986 – 02/1996

Training Systems, Manufacturing Department, and Packaging Operations Manager

LUCY MONTANA

Solution Architect

Ms. Montana is a senior accountant and an Oracle Certified Implementer with over nineteen years of experience implementing Oracle Financials applications and over eighteen years of industry experience in financial accounting, procurement, budgeting, management reporting and analysis. Ms. Montana has an extensive Public Sector accounting background and is proficient in functional requirements at all user and management levels; matching requirements to functionality and implementation requirements. Her Public Sector business and functional expertise spans across financial accounting, budgeting, cash management and project management areas. She has solid experience with financial analysis, closing procedures, financial reporting including CAFR and reconciliations.

	Project Summary	
<p>Oracle Applications</p> <p><i>Oracle ERP Financials (GL, AP, AR, CE, FA), Purchasing (PO, iProcurement), Inventory</i></p> <p>Methodologies</p> <p><i>EDM: Enterprise Domain Model</i></p> <p><i>EAM: Enterprise Applications Migration</i></p> <p><i>AIM: Application Implementation Methodology</i></p> <p>Other Software</p> <p><i>MS Office, MS Project, Visio, Discoverer, FSG, BI, Data loader, Workflow, AME, Notifications, Personalization, Configuration Workbench, Functional Setup Manager, HCM Cloud Security Setup, AMX Rules</i></p> <p>Education</p> <p><i>Bachelor of Business Administration, Accounting</i></p>	City of Jacksonville, FL	04/2018 – present
	Senior Consultant – Oracle ERP Cloud Implementation	
	City of Hollywood, FL	02/2018 – present
	Senior Consultant – Oracle ERP Cloud Implementation	
	Duquesne Light Company, PA	8/2017-3/2018
	Financials Lead – Oracle ERP Cloud Implementation	
	Invenergy, IL	04/2017 – 07/2017
	Financials Lead – Oracle ERP Cloud Implementation	
	Citizens Property Insurance, FL	08/2016 – 02/2017
	Financials Lead – Oracle ERP Cloud Implementation	
	City of Detroit, MI	01/2015 – 07/2016
	Financials Lead – Oracle ERP Cloud Implementation	
	City of Los Angeles Housing Authority, CA	04/2014 – 12/2014
Financials Lead – Oracle ERP Upgrade and Business Process Improvements Implementation		
LA County MTA, CA	03/2013 – 04/2014	
Financials Lead – Oracle ERP Upgrade		
Clark County Water Reclamation District, NV	01/2013 – 03/2013	
Financials Lead – Oracle ERP Upgrade.		
Polk County, FL	07/2012 – 01/2013	
Financials Lead – Oracle ERP Migration.		
Port of Los Angeles, CA	10/2010 – 07/2012	
Financials Lead – Oracle ERP Implementation.		
Pinellas County, FL	06/2010 – 10/2011	
Financials Lead – Oracle ERP Implementation.		
City of Burbank, CA	02/2008 – 06/2010	



	Financials Lead – Oracle ERP Upgrade and Utility Accounting (FERC) Analysis.	
Polk County, FL		06/2007 – 01/2008
	Financials Consultant – Oracle Financials System/Process Enhancements.	
State of California, AOC, CA		03/2007 – 09/2007
	Financials Lead– Oracle iProcurement Rollout	
Polk County, FL		05/2006 – 07/2007
	Financials Consultant – Oracle Financials (GL, AP, PO, iProcurement, AR, FA) Implementation.	
City of Atlanta, GA		03/2006 – 10/2006
	Financials Consultant – Oracle Financials (GL, AP, PO, iProcurement, AR) Implementation.	
City of San Marcos, TX		
	Financials I Lead – Oracle Financials Upgrade: 11/2002 – 03/2006	
	Director of Finance – Accounting, Financial Management: 11/2002 – 03/2006	
	Functional Lead – Oracle Financials Utility Billing Interface and Support: 06/2001 – 11/2002	
	Business Lead – Oracle Financials Upgrade: 06/2001 – 11/2002	
	Accounting Manager/Senior Accountant – Accounting and Financial Management: 06/1997 – 11/2002	
	Functional Lead – Oracle Financials Implementation, Production Support: 06/1997 – 06/2001	
Texas Dept. of Housing & Community Affairs, TX		01/1996 – 06/1997
	Federal Grant Accountant	
International Assoc. of Hospitality Accountants		07/1995 – 06/1996
	Accounting Manager	
Martinez, Mendoza and Company, TX		10/1993 – 04/1995
	Staff Accountant	

VENKAT VESANGI

Technical Architect

Mr. Vesangi is an Oracle Certified Techno Functional Analyst with over twenty-three years of software development and implementation experience. He is a well-rounded consultant experienced in all phases and business areas. For the last eighteen years, he has been working exclusively with Oracle Financials, Procurement, Projects & Grants, and HR/Payroll applications in various industry segments including public sector, manufacturing, insurance and telecommunications. Mr. Vesangi has led teams on the design and development of interfaces, data conversion, data cleanups and custom extensions and has expert knowledge of Oracle Applications underlying architecture, developer tools, SOA Architecture and Oracle's Workflow/AME tools. Mr. Vesangi has good communication and management skills and is capable of working independently with the end users or leading a team of developers on Oracle Applications implementation and upgrade projects.

	Key Projects	
Oracle Applications <i>Oracle Cloud ERP, EBS (R12, 11i,10.7) Financials (GL, AP, AR, FA, CM, iExpense, Treasury, EB-Tax, Advance Collections), HCM (HR, OTL, Labor Distribution, Payroll, OAB, SSHR, OLM, OPM, Total Compensation, iRecruitment), Projects, Grants, Supply Chain (Purchasing, iProcurement, Inventory, OM, Advance Pricing, iStore, Sourcing, iSupplier, Procurement Contracts, MSCA), Configuration Workbench</i>	Citizens Property Insurance, FL	08/2016 – Present
	Technical Architect – Oracle ERP Cloud Implementation.	
	City of Detroit, MI	01/2015 – 08/2016
	Technical Architect – Oracle ERP Cloud Implementation.	
	Hillsborough County/City of Tampa, FL	03/2012 – 01/2015
	Solutions Architect – Oracle EBS R12 Implementation; Financials, HCM, Project/Grants, Hyperion, OBIEE	
	College of American Pathologists, IL	09/2011 – 02/2012
	Functional AR Consultant – Oracle EBS R12 Support.	
	Pinellas County, FL	02/2010 – 09/2011
	Technical Lead – ERP System Implementation.	
Database <i>Oracle 12c, 11g, 10g</i>	Polk County, FL	10/2009 – 01/2010
	Technical Lead – Self-Service Modules and Workflow Training.	
Hardware & Operating System <i>UNIX, Linux, Windows</i>	Wake County Public Schools, NC	07/2009 – 11/2009
	Technical Lead – Oracle E-Business Suite Applications Support.	
Methodologies <i>EDM: Enterprise Domain Model EAM: Enterprise Application Migration AIM: Application Implementation Methodology</i>	City of Miami, FL	09/2008 – 07/2009
	Functional Lead – Labor Distribution Implementation and Integration to Projects and Grants.	
	TravelCLICK, IL	04/2007 – 09/2008
Technical Lead & Project Manager – Oracle EBS R12 Upgrade & Support.		
Developer Tools <i>Oracle Forms and Reports, Workflow, AME, Discoverer, PL/SQL, SQL*Loader, SQL*Plus, XML Publisher, FSG, Shell Scripting, SOA/BPEL, OAF, OBIEE,</i>	Polk County, FL	01/2006 – 07/2007
	Technical Lead – Oracle 11i Financials, HR, Projects, Grants, PSB and Payroll Implementation.	
	College of American Pathologists, IL	11/2005 – 01/2006

*APEX, ADI, Data Loader,
JDeveloper, AMX Rules, Web
Services, Smart View*

Other Software & Applications

*Java, JSP, TOAD, C, Business
Object, MS Office, Visio,
PowerPoint, Kronos, WAM,
Vertex, JobAps*

Training & Certifications

*Oracle Applications Cloud
Implementation Specialist*

Education

Bachelor of Science, Engineering

Technical Consultant – Oracle R11.0.3 to R11i Upgrade.

Metropolitan Water District of Southern, CA **06/2004 – 11/2005**

Technical Lead – Oracle Applications R11i Projects & Grants
Implementation.

New Jersey Housing Authority, NJ **04/2004 – 06/2004**

Technical Consultant – Oracle R11i HRSSA and OTL Implementation.

City of Chicago, IL **02/2004 – 04/2004**

Technical Consultant – Oracle EBS R11i Workflow Customizations and
Reports Development.

King County, WA **04/2003 – 01/2004**

Technical Consultant – Oracle EBS R10.7 to R11i Upgrade.

Kemper Insurance, IL **05/2000 – 03/2003**

Technical Consultant – Oracle Financials R10.7SC to R11.0.3 Upgrade
and Production Support.

Bell & Howell, IL **05/1999 – 04/2000**

Technical Consultant – Oracle Financials R9.4 Character to R10.7 NCA
Upgrade.

CoreComm, IL **03/1998 – 03/1999**

Technical Consultant – Oracle Financials R10.7 (GL, AR, AP).

Toys R Us, NJ **09/1997 – 03/1998**

Technical Consultant – Inventory Management System.

City of Hyderabad, Andhra Pradesh **09/1996 – 08/1997**

Technical Consultant – Information Management System.

Tata Engineering, India **10/1995 – 08/1996**

HR Employee Director System

Leonics, Bangkok and Thailand **02/1993 – 09/1995**

Market Object-Oriented Database Software

LORETTA L. NEUMANN

Financials Lead

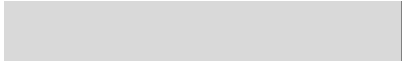
Ms. Neumann is an Oracle Certified Implementer with over seventeen years of experience in implementing Oracle Applications in addition to several years of industry experience in Accounting and Finance. Beyond her functional expertise, her experiences include project management, systems implementation, systems and integration testing and training facilitation. Ms. Neumann has extensive experience with Oracle Public Sector applications. She is extremely skilled in many of the EBS modules, including General Ledger, Accounts Payable, Purchasing, Accounts Receivable and Fixed Assets. She is familiar with various implementation methodologies, including AIM, and has been involved in numerous implementations and upgrade projects. Ms. Neumann possesses excellent communication skills and good analytical and logical thinking capabilities.

	Key Projects	
<p>Oracle Applications</p> <p><i>Oracle Cloud ERP, Oracle EBS R12.x, 11.x, Financials (GL, AP, AR, CE, FA, iExpense, Advance Collections), Supply Chain (Purchasing, iProcurement, Inventory), Projects (Project Accounting), OM, iSupplier, Projects</i></p> <p>Methodologies</p> <p><i>EDM: Enterprise Domain Model</i></p> <p><i>EAM: Enterprise Application Migration</i></p> <p><i>AIM: Application Implementation Methodology</i></p> <p>Other Software</p> <p><i>MS Office, MS Project, Visio, ADI, Workflow, UPK, Configuration Workbench, FSG, Data Loader, Functional Setup Manager</i></p> <p>Training & Certifications</p> <p><i>Oracle E-Business Suite Implementation Champion, Procure-to-Pay</i></p> <p><i>Oracle E-Business Suite Implementation Champion for Financials</i></p> <p><i>Accounts Payable, Oracle Instructor</i></p> <p>Education</p>	AST Managed Services	11/2016 – Present
	Functional Financials Support Lead – Supporting multiple clients with live production deployments of Oracle Financials Cloud and Oracle E-Business Suite Financials	
	City of Detroit, MI	12/2014 – 11/2016
	Functional Payables Lead – Oracle Financials Cloud Implementation; Financials, Procurement, Budgeting, Projects/Grants	
	West Virginia University, WV	12/2013 – 10/2014
	Functional Lead – Oracle EBS R12 Implementation; Accounts Payables, Accounts Receivables	
	Hillsborough County/City of Tampa, FL	03/2012 – 12/2013
	Functional Consultant – Oracle EBS R12 Implementation; Accounts Payables, Accounts Receivables, Adv. Collections	
	King County, WA	02/2009 – 06/2012
	Functional Lead – Oracle EBS R12 Implementation; Accounts Payables, Accounts Receivables, Adv. Collections.	
Indianapolis Airport, IN	05/2008 – 02/2009	
Functional Lead – Oracle EBS R11.5.10 Implementation; Fixed Assets.		
City of Hurst, TX	11/2007 – 05/2008	
Project Manager – Oracle EBS R11.5.10 Upgrade.		
Pace Suburban Bus, IL	02/2007 – 09/2007	
Functional Lead – Oracle EBSS R12 Implementation.		
Polk County, FL	12/2005 – 11/2006	
Functional Lead – Oracle EBS R11i Implementation.		
Tampa Airport, FL	01/2006 – 06/2006	
Functional Lead – Oracle Applications R11.5.10 Migration.		
Greatbatch, NY	04/2005 – 11/2005	



*Master of Business
Administration, Finance
Bachelor of Science, Accounting*

Functional Lead – Oracle Financials Applications R11.5.10 Migration.
Indianapolis Airport Authority, IN 07/2005
Senior Functional Consultant – Oracle Applications R11i Migration Assessment.
City of Knoxville, TN 12/2004 – 05/2005
Functional Lead – Oracle Applications R11i Implementation.
Jacksonville Airport Authority, FL 04/2004 – 10/2004
Functional Lead – Oracle Applications R11i Implementation.
Zurich North America, IL 11/2003 – 04/2004
Senior Consultant – Receivables and Billing Module Analysis.
Williamson County, TX 09/2003 – 10/2003
Senior Consultant – Oracle R11i iExpense Implementation.
Greater Orlando Aviation Authority, FL 06/2003 – 08/2003
Senior Consultant – Oracle Financials R11i Migration.
Oklahoma County, OK 01/2003 – 06/2003
Senior Consultant – Oracle Applications R10.7 to R11i Upgrade.
Corporate Lodging Consultants, Inc., KS 01/2003 – 04/2003
Project Manager – Oracle Financials R11i Upgrade.
Marion County, OR 05/2002 – 12/2002
Functional Lead – Oracle Public Sector Applications R11i Upgrade.
City of San Marcos, TX 11/2001 – 04/2002
Functional Consultant – Oracle Applications R11i Upgrade.
Interliant, Inc., MA 05/2001 – 10/2001
Functional Consultant – Oracle Financials R11i Implementation.
Clean Water Services, OR 07/2000 – 05/2001
Functional Consultant – Oracle Financials R11i Implementation.
United Pentecostal Church International, MO 12/1999 – 07/2000
Functional Consultant – Oracle Financials R11.0.3 Implementation.
Assemblies of God, MO 07/1999 – 10/1999
Functional Consultant – Oracle Financials R11.0.3 Implementation.
Oklahoma County, OK 12/1998 – 07/1999
Project Manager/Functional Lead – Oracle Assets R10.7SC Implementation.
City of San Marcos, TX 07/1998 – 04/1999



Functional Lead/Trainer – Oracle R10.7SC Implementation.

BRIAN O'MARA

Projects and Grants Lead

Mr. O'Mara has over twenty-five years of industry experience and has spent the last fifteen years working with Public Sector implementations of Oracle E-Business applications. His expertise is centered on Projects, Grants Accounting, Payables, Fixed Assets, and Receivables. He has worked with an assortment of clients, designing and setting up applications, conducting business redesign, troubleshooting system setups, and providing post-implementation support. Mr. O'Mara has a keen understanding of many Oracle Financials modules, and brings a valuable perspective stemming from his accounting background and his years on the customer side. He has been responsible for design, setup, testing, and implementation. His knowledge spans many phases of implementation projects, and he brings excellent communication skills and a high degree of professionalism to his clients.

	Projects Summary	
Oracle Applications <i>Oracle EBS R12.x, 11.x, Project Accounting, Grants Accounting, Financials (AR, AP, GL, FA)</i> Methodologies <i>EDM: Enterprise Domain Model</i> <i>EAM: Enterprise Applications Migration</i> <i>OUM: Oracle Unified Method</i> Other Software <i>MS Office, MS Projects, MS Visio, Visio</i> Training & Certifications <i>Oracle Financials Cloud-2016 PreSales Specialist</i> Education <i>Bachelor of Science, Accounting</i>	Port of Oakland, CA	10/2017 – Present
	Functional Lead (Financials, Projects & Grants) – Oracle ERP Migration	
	City of Modesto, CA	04/2017 – 10/2017
	Functional Lead (Financials, Projects & Grants) – Oracle ERP Migration	
	Citizens Property Insurance, FL	08/2016 – 04/2017
	Functional Lead (Financials, Projects & Grants) – Oracle Cloud ERP Implementation	
	Prince Williams County	04/2015 – 08/2016
	Functional Lead (Financials, Projects & Grants) – Oracle ERP Implementation	
	Hampton Roads Sanitation District	11/2013 – 04/2015
	Functional Lead – Oracle EBS R12 Implementation of Projects/Grants	
	Hillsborough County/City of Tampa, FL	03/2012 – 11/2013
	Functional Lead – Oracle EBS R12 Implementation of Projects/Grants	
	Pinellas County, FL	08/2010 – 11/2011
Functional Lead – Projects/Grants Implementation		
Chicago Public Schools, IL	01/2010 – 07/2010	
Functional Lead – Projects/Grants Implementation		
Sargent & Lundy, IL	10/2009 – 01/2010	
Functional Lead – Project Costing and Billing Prototype & Assessment		
Orange County, NY	10/2008 – 07/2009	
Functional Lead - Oracle EBS R12 Implementation; Projects/Grants		
Emerson Electric, MO	08/2009 – 09/2008	
Oracle Projects Lead – Oracle Projects Prototype & Assessment		
New York State Thruway Authority, NY	11/2006 – 07/2008	

Grants Functional Lead – Oracle R11i Implementation

Metropolitan Atlanta RTA (MARTA), GA **08/2005 – 11/2006**

Grants Functional Lead – Oracle R11i implementation

Housing Authority of the City of LA, CA **03/2004 – 07/2005**

Grants Accounting Lead –Oracle R11i implementation

Harvard Pilgrim Healthcare, MA **05/2003 – 09/2003**

Grants Lead – Grants Accounting Implementation

Hampton City Public Schools, VA **10/2002 – 03/2003**

Payables and Purchasing Functional Lead – Oracle Payables and Purchasing Implementation

Oregon Health & Science University, OR **04/2001 – 08/2002**

Grants Accounting Functional Lead – Grants Implementation Add On

Chicago Public Schools, IL **07/2000 – 04/2001**

Functional Lead – Oracle Payables and Purchasing Implementation

Applied Research Laboratory, PA **08/1999 – 07/2000**

Functional Lead – Grants Accounting Implementation

Bettis Atomic Power Laboratory, PA **06/1997 – 08/1999**

Projects and Grants Lead on Oracle Implementation

Bettis Atomic Power Laboratory, ID **06/1990 – 06/1997**

Controller – General Manager Staff

Bettis Atomic Power Laboratory, PA **08/1980 – 06/1990**

Financial Analyst – General Ledger Accountant

SCOTT SHERRILLO

Procurement Lead

Mr. Sherrillo is an Oracle Certified Implementer on Cloud ERP and EBS with over nineteen years of experience implementing Oracle Procurement and Financials applications. He also has several years of industry experience in accounting and finance. Mr. Sherrillo has lead the facilitation of Purchasing and iProcurement implementation in complex Public Sector sites that use Budgeting, Encumbrance Accounting, Grants and HRMS modules. His experience includes project management, systems and integration testing and training delivery. Mr. Sherrillo possesses excellent communication skills and first class analytical and logical thinking capabilities. He is a team player and has the ability to work independently on projects.

	Projects Summary	
<p>Oracle Applications</p> <p><i>Oracle Cloud ERP R10-R11</i></p> <p><i>Oracle EBS R12.x, 11.x, Procurement (Purchasing, iProcurement, iSupplier, Sourcing, Contracts, Supplier Life Cycle Management), Financials (AP, FA), Inventory, Order Management, MSCA</i></p> <p>Methodologies</p> <p><i>EDM: Enterprise Domain Model</i></p> <p><i>AIM: Application Implementation Methodology</i></p> <p>Other Tools and Software</p> <p><i>MS Office, MS Project, Visio, Discoverer, TOAD, Putty, SQL/Navigator, Data loader, Workflow, AME, Notifications, Personalization, Configuration Workbench, Functional Setup Manager, iSetup</i></p> <p>Training & Certifications</p> <p><i>*Certified Cloud Procurement Implementer R11</i></p> <p><i>*Cloud Financials Specialist</i></p> <p><i>*Cloud Procurement Training R8 & R11</i></p> <p><i>*Oracle E-Business Suite Implementation Champion for Procure to Pay</i></p>	Citizens Property Insurance, FL	11/2016 – Current
	Procurement Lead –Oracle ERP Cloud Implementation	
	Chicago Transit Authority, IL	09/2016 – 10/2016
	Functional Lead – Oracle Cloud Adv. Procurement Implementation	
	City of Detroit, MI	04/2016 – 08/2016
	Functional Lead – Oracle Cloud Adv. Procurement Implementation	
	Housing Authority of the City of Los Angeles, CA	12/2015 – 04/2016
	Functional Lead – Oracle R12 iSupplier Implementation	
	Hampton Roads Sanitation District, VA	04/2014 – 10/2015
	Procurement Lead – Oracle EBS R12 Implementation	
	Arlington Public Schools, VA	08/2013 – 04/2014
	Procurement Lead – Oracle EBS R12 Upgrade	
Hillsborough County/City of Tampa, FL	03/2012 – 08/2013	
Procurement Lead – Oracle EBS R12 Implementation.		
TriMet, OR	01/2012 – 02/2012	
Procurement Lead – Oracle EBS R12 Upgrade.		
Pinellas County, FL	07/2010 – 12/2011	
Procurement Lead – Oracle EBS R12 Implementation.		
Larimer County, CO	02/2010 – 06/2010	
Procurement Lead – Oracle R12 Upgrade Assessment.		
King County, WA	02/2009 – 11/2009	
Procurement Lead – Oracle E-Business Suite R12 Implementation.		
City of San Marcos, TX	01/2008 – 02/2009	
Project Manager – Oracle E-Business Suite Annual Support and 11g Database Upgrade.		
City of Hurst, TX	01/2008 – 03/2008	

Education <i>Master of Business Administration</i> <i>Bachelor of Science, Business Administration and Accounting</i>	Procurement Lead – Oracle E-Business Suite 11i Upgrade.
	Rhode Island Airport Authority, RI 08/2007 – 10/2007 Project Manager – Oracle E-Business Suite Annual Support and 10g Database Upgrade.
	City of West Palm Beach, FL 03/2007 – 09/2007 Project Manager, Functional Lead – Oracle R11i10 iProcurement Implementation.
	Polk County, FL 11/2005 – 05/2007 Procurement Functional Lead – Oracle EBS 11.5.10 Implementation.
	Metro Atlanta Rapid Transit Authority, GA 07/2005 – 10/2005 Senior Functional Consultant – Oracle R11.5.10 Implementation.
	New Jersey State Police, NJ 10/2004 – 10/2005 Senior Functional Consultant – Oracle Applications R11.5.10 Implementation.
	City of St. Petersburg, FL 06/2004 – 09/2004 Functional Consultant – Oracle Applications R11.5.9 Implementation.
	State of Tennessee Dept. of Child Services, TN 06/2003 – 06/2004 Functional Consultant – Oracle Applications R11.5.9 Implementation.
	King County, WA 04/2003 – 11/2003 Functional Consultant – Oracle Applications Upgrade R10.7C to R11.5.8 Quality Assurance.
	Raleigh-Durham Airport Authority, NC 11/2002 – 03/2003 Lead Functional Consultant – Oracle Applications R11.5.8 Implementation.
	City of Chandler, AZ 01/2002 – 06/2002 Functional Consultant – Oracle Applications R10.7 to 11.5.6 Upgrade.
	Academy School District 20, CO 04/2001 – 11/2001 Functional Consultant – Oracle Applications R11.0.3 to 11.5.4 Upgrade.
	City of Detroit, MI 01/2000 – 04/2001 Functional Consultant – Oracle Public Sector Financial Applications R10.7 Support.
	Orleans Parish School Board, LA 06/1999 – 12/1999 Functional Consultant – Oracle Public Sector Financial Applications R10.7 NCA Implementation and Support.
TX Natural Resource Conservation Commission 01/1999 – 06/1999 Functional Consultant – Oracle Public Sector Financials R10.7 Implementation.	

DHARMENDER CHERUPALY

HCM Lead

Mr. Cherupaly has over 11 years of consulting experience in Oracle HCM modules including 6 years in Public Sector. He has completed multiple full-cycle implementations, enhancements and upgrades in different countries around the world. He has experience in Core HR, Manager Self-Service, Employee Self-Service, Oracle Time and Labor, Advanced Benefits, Learning Management, Talent Management and various phases of project execution. He also has extensive experience in HRMS and OAB reporting. Mr. Cherupaly has conducted many training programs internally for peers and new joiners in the organization. He is certified as an 11i HRMS America Oracle Implementation Champion, Compensation and Benefits EMEA and America Implementation Champion, and Oracle HRMS R12 Presales Champion. He has excellent customer service, communication, leadership, strategic and logical thinking skills. He is an asset on any project.

	Project Summary	
<p>Oracle Applications</p> <p><i>Oracle Cloud HCM, Oracle E-Business Suite Release R12 and 11i, Core HR, Advanced Benefits, OTL, SSHR, Talent Management, OLM</i></p> <p>Methodologies</p> <p><i>EDM: Enterprise Domain Model EAM: Enterprise Application Migration AIM: Application Implementation Methodology</i></p> <p>Other Software</p> <p><i>Microsoft Office Suite, Visio, MPP, Forms Personalization, Self-Service Page Personalizations, Data Migration Tools, SQL, PL*SQL, UPK, HDL, Spreadsheet Loader</i></p> <p>Training & Certifications</p> <p><i>Oracle Cloud HCM, Taleo Recruiting, Taleo Learn, APAC HRMS America 11i Oracle Implementation Champion EMEA 11i Compensation and Benefits R12 HRMS Pre-Sales Champion</i></p> <p>Education</p> <p><i>MBA, HR and Marketing Bachelor of Engineering, Computer Science</i></p>	Citizens Property Insurance, FL	04/2017 – Present
	HRMS Lead –Oracle HCM Cloud Implementation	
	Tampa Airport Authority, FL	02/2017 – 03/2017
	Project Lead – Oracle Applications Support	
	City of Detroit, MI	08/2016 – 11/2016
	Cloud HCM SME – Oracle Cloud HCM Integration	
	Underwriters Laboratories, IL	06/2016 – 09/2016
	Project Lead – Oracle EBS to Cloud HCM Integration	
	Modesto Irrigation District, CA	11/2015 – 04/2016
	ACA Reporting Lead – Oracle EBS Enhancements	
	Clark County Water Reclamation District, NV	11/2015 – 04/2016
	ACA Reporting Lead – Oracle EBS Enhancements	
	City of Chattanooga, TN	07/2015 – 11/2015
	OAB Reporting Lead – Oracle EBS R12 Enhancements	
Hillsborough County/City of Tampa, FL	03/2012 – 07/2015	
HR Consultant – Oracle EBS R12 Implementation		
Oklahoma County, OK	01/2012 – 03/2012	
HR Consultant – Oracle EBS Reporting and Support		
Hitachi Consulting, TX	07/2011 – 12/2011	
HR SME – R12.1.3 Implementation		
Amli Residential, IL	09/2010 – 02/2011	
Project Lead – Oracle Advanced Benefits Implementation		
Amli Residential, IL	05/2010 – 09/2010	
HR Track Lead – Oracle E-Business Suite R12 Upgrade		
Arthur J. Gallagher, IL	10/2009 – 12/2009	
OAB Track Lead – Oracle Advanced Benefits, Annual Enrollments		
Secure Meters Ltd., Udaipur	10/2008 – 05/2009	

	HR Solution Architect – R12 HRMS Implementation
	BigBand Networks, CA 08/2008 – 10/2008
	Functional Lead – HRMS Upgrade
	Arthur J. Gallagher, IL 06/2008 – 08/2008
	OAB Functional Lead – Oracle Advanced Benefits Enhancements
	KGL Technical Services, Kuwait 04/2007 – 10/2007
Functional Lead – Oracle HRMS Implementation	
KGL Ports International, Kuwait 09/2006 – 03/2007	
Functional Consultant – Oracle HRMS Implementation	
KGL Holdings, Kuwait 09/2006 – 03/2007	
Functional Consultant – Oracle HRMS Implementation	

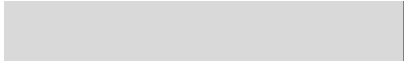
PRAVEEN KUMAR

Project Executive

Mr. Kumar is a senior Oracle Certified Implementer with over 23 years of professional experience specializing in EPM, including Hyperion Financial Management, Oracle Financials and Hyperion Performance Scorecards, Oracle Planning and Budgeting Cloud Service, and Hyperion Public Sector Planning and Budgeting, He is a Project Management Professional certified by PMI, USA. Mr. Kumar has architected and implemented several full life cycle EPM, EBS and BI applications. Mr. Kumar is extremely skilled in a variety of Financial, Financial Reporting and Consolidations, Planning and Manufacturing applications, as well as creating final Budget Book and Comprehensive Annual Financial Report (CAFR) packages. Mr. Kumar's industry experience gives him a deep understanding of business processes, which allows him to transfer knowledge successfully to the end user community. Mr. Kumar possesses excellent communication skills with good analytical and logical thinking capabilities.

	Project Summary	
Oracle & Hyperion Applications <i>Oracle Planning and Budgeting Cloud (PBCS), Enterprise PBCS, Account Reconciliation (ARCS), Financial Consolidation & Close (FCCS), Profitability & Cost Management (PCMCS), Enterprise Performance Reporting (EPRCS)</i> <i>Hyperion Planning, Hyperion Public Sector Planning and Budgeting, Hyperion Financial Management, Financial Close, Hyperion Performance Scorecard</i> <i>Oracle BI, BI Applications and Oracle BI Cloud Service</i> <i>Oracle Applications Releases R12, R11i Financials (GL, AP, FA, AR, Cash Management, Public Sector Budgeting, Enterprise Planning and Budgeting, Advance Collections) Inventory, Cost Management, Bill of Material, Work in Process, Workflow, Daily Business Intelligence, ADI</i>	Jacob K. Javits Convention Center, NY	03/2018 – Present
	Project Executive – Oracle Planning & Budgeting Implementation	
	Tampa International Airport, FL	02/2017 – Present
	Project Executive – Oracle Planning & Budgeting Implementation	
	West Virginia University, WV	10/2017 – 11/2017
	Project Executive – Budgeting Assessment Study	
	LA County Sanitation District, CA	02/2017 – 9/2017
	Budget Program Manager – Oracle Budgeting Implementation	
	Polk County, FL	08/2016 – 02/2017
	Program Manager - Oracle PBCS Budgeting Implementation	
TriMet, OR	05/2016 – 11/2016	
Program Manager – EPM Full Lifecycle Implementation, Oracle Public Sector Planning and Budgeting Implementation, Oracle Data Integrator (ODI) Design and Development		
Syracuse City School District, NY	04/2016 – 08/2016	
Program Manager – Hyperion 11.1.2.4 Implementation and Financial Statements		
Blue Cross Blue Shield Association, IL	10/2015 – 03/2016	
Project Manager – Hyperion 11.1.2.4 Upgrade		
City of Burbank, CA	09/2014 – Present	
Project Manager & Team Lead – Hyperion 11.1.2 Implementation & Managed Services Support		
Loudoun County and County Schools, VA	04/2012 – 12/2013	
Hyperion Lead – Hyperion 11.1.2 and BI Applications 7.9.6 Implementation		
Pinellas County, FL	11/2010 – 03/2012	





Functional Consultant – Legacy Systems to ERP System

SRIRAM RAMASWAMY

Payroll Lead

Mr. Ramaswamy is a highly experienced professional with over twenty-seven years of experience in the implementation of business application software systems. He is especially seasoned with the Oracle Human Capital Management and Financial applications. Mr. Ramaswamy has extensive experience in leading business application implementations with diverse skills in the areas of business requirements gathering, product configuration, design & development of extensions, systems integration, and project management. His valuable experience in consulting and managing information systems allows him to combine project delivery skills with continuous enhancement, sustenance, and support to deliver a successful project.

	Project Summary	
<p>Oracle Applications</p> <p><i>Oracle HCM (HR, Payroll, OTL, OPM, OAB, Labor Distribution, SSHR, Compensation, Financials (GL, AP, FA, iExpense), Purchasing, iProcurement</i></p> <p>Development Tools</p> <p><i>Workflow, AME, OAF, TOAD, Java, Discoverer, SQL, PL/SQL, FSG, Fast Formula, XML Publisher, Configuration Workbench, Personalization, Functional Setup Manager</i></p> <p>Other Software</p> <p><i>Microsoft Project, Visio, PowerPoint, MS Office, Kronos, Vertex</i></p> <p>Training & Certifications</p> <p><i>Oracle HCM Cloud Training</i></p> <p>Education</p> <p><i>Master of Business Administration, Indian Institute of Management</i></p> <p><i>Bachelor of Engineering, Bharathiar University</i></p>	Citizens Property Insurance, FL	04/2017 – Current
	Payroll Lead –Oracle ERP/HCM Cloud Implementation	
	Chicago Transit Authority, IL	05/2016 – 03/2017
	Functional Lead (Payroll & OTL) – Oracle ERP Migration & Implementation; HRMS and Taleo	
	Hampton Roads Sanitation District, VA	02/2015 – 05/2016
	Functional Lead (Payroll & OTL) – Full Life-cycle Oracle Applications Implementation including Financials, HCM (OTL/Payroll), Hyperion and OBIEE	
	University of Chicago Medical Center, IL	06/2006 – 01/2015
	Oracle Techno-Functional Specialist – Oracle E-Business Suite Applications Implementation and Upgrade	
	Oracle Corporation, CA	12/2004 – 06/2006
	Sr. Principal Consultant – Oracle Financials and Human Resources Implementations	
SIS Inc., IL	02/2002 – 12/2004	
Sr. Principal Consultant – Oracle Financials and Human Resources Implementations		
KPMG Consulting, NY	04/2001 – 02/2002	
Sr. Consultant –Oracle Financials and Human Resources Implementations		
Mascon Global, IL	12/1995 – 04/2001	
Sr. Principal Consultant – Oracle Financials and Human Resources Implementations		
Silverline Technologies, NJ	06/1992 – 12/1995	
Sr. Systems Analyst – Oracle Financials and Human Resources Implementations		
CMC, IL	05/1989 – 06/1992	
Systems Engineer – Informix Implementation and Support		

3.2 SIMILAR PROJECT EXPERIENCE AND REFERENCES

AST has proudly developed a reputation as a “go-to” partner for Oracle applications implementations in the Public Sector. This reputation has been built on a proven track record of success in completing all projects on-time, on-budget, and to the complete satisfaction of our clients. Our clients have always found our commitment to their success, product knowledge, and quality of our resources as our key strengths.

AST takes the satisfaction of its customer seriously and conducts independent customer surveys from time to time to make sure our efforts and intentions match our customers’ expectations. The outcome of the most recent customer survey conducted by A.T. Kearney on behalf of AST in July/August of 2016, recorded a customer satisfaction levels in the upper ninety percent range.

Occasionally, some of our customers conduct their own internal survey amongst their users and departments to evaluate vendor performance. We often score high marks on post-project surveys amongst all users and project participants.

We understand that not everything can be anticipated at the onset of any project and that our client's internal priorities and constraints will most likely shift during a long engagement, especially within the Public Sector. AST takes great care in highlighting these potential risks to our clients so that together we can be better prepared to deal effectively with unforeseen events and system issues. By selecting AST as your partner, you will gain more than just a consultant-you gain a committed and trusted business partner.

We have included some Case Studies on the following pages detailing similar projects we have completed for State and Local Government clients.



Case Study

Oracle Cloud ERP Increases Productivity and Lowers Costs at the City of Detroit

City of Detroit, MI

Detroit, incorporated in 1806, is the largest city in the Midwestern state of Michigan, with a population of 700,000. The "Motor City" is the birthplace of Motown Records and is a major port on the Detroit River.

Despite economic downturn in the city and the 2013 filing of the largest municipal bankruptcy case in U.S. history, Detroit officially ended its bankruptcy in December 2015.

Oracle Technologies

- Oracle Financials Cloud Service
 - General Ledger
 - Accounts Payable
 - Accounts Receivable
 - Fixed Assets
 - Cash Management
 - Expenses
 - Advanced Collections
 - Automated Invoice Processing
 - Financial and CAFR Reports
- Oracle Procurement Cloud Service
 - Purchasing
 - Self Service Procurement
 - Supplier Portal
 - Procurement Contracts
 - Sourcing
 - Supplier Qualification Mgmt
 - Enterprise Contract Mgmt
 - OTBI Reports
- Oracle Project Portfolio Cloud
 - Project Costing
 - Project Billing
 - Project Contracts
 - Project Control
 - Project Performance Reporting
 - Grants Cloud Service
- Oracle Planning & Budgeting Cloud
- Oracle SOA and WebLogic Suite

"We're extremely pleased today with the go-live of such a transformational project. AST did a great job of engaging and integrating with the City of Detroit's Project team throughout the project, enabling the city users to be ready Day 1 of the new system."

John Naglick, Chief Deputy CFO/Finance Director, City of Detroit

Business Needs

As a result of its fiscal distress and bankruptcy exit criteria, the City underwent a full functional transformation of its financial operations, including replacement of legacy financial management systems and restructuring of the City's financial functions. The objective was to build a high-functioning financial foundation to support the City's current and future goals and objectives.

The City's primary goals for business transformation included the following:

- Reduce System Complexity & Long-term TCO
- Implement Best Practices
- Standardize Business Processes
- Eliminate Customizations
- Improve Business System Management
- Eliminate Shadow Systems
- Retire Legacy Systems
- Improve Efficiency and Automation
- Realize a Successful Implementation

Services & Benefits

AST was selected as Oracle's highly-recommended vendor of choice for this transformation—the first large municipality in North America to implement Oracle Cloud ERP and PBCS. Oracle Cloud ERP and PBCS perform the following key business functions: Accounting/Finance, Planning & Budgeting, Procurement, and Project Portfolio Management. The software applications are hosted in the cloud, and Oracle is responsible for creating, maintaining and patching instances, and maintaining uptime based on the City's service level agreements. This allows the City to keep IT staffing levels to a minimum, as well as reduce costs, have less paperwork, greater accuracy, better navigation, and increased reporting and self-service access.

Both Cloud ERP and EPM were implemented using AST's EDM methodology, which consists of a multi-wave approach. This enabled the City to synchronize the go-live phases by functional area, increasing efficiency and reducing project risk.

In order to accommodate the use of a new and improved system for the FY 2017 operational budget process, the PBCS (EPM) solution successfully went live in October 2015 to replace the City's legacy BRASS budgeting system, and the Cloud ERP system successfully went live in March 2016.



ORACLE Platinum Partner

APPLICATIONS SOFTWARE TECHNOLOGY LLC

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AST LLC supports Oracle Cloud solutions for ERP, CX, HCM, EPM, BI, MDM, Middleware and Security. Our excellent track record and our exclusive focus on Oracle software enable our clients to undertake the most challenging projects with confidence.





Case Study

Prince William County Ascends to the Cloud

Prince William County, VA

Prince William County (PWC) is Virginia's second-most populous county with more than 450,000 residents. It is part of the Washington, D.C. metro area, was the first majority-minority county, and boasts the seventh highest income of any county in the United States.

Oracle Technologies

- Oracle EBS Financials
- Oracle EBS Advanced Procurement
- OBIEE
- Hyperion Planning & Budgeting
- Managed Cloud Solutions

AST Technologies

- Grants Analytics

Services Provided

- Phased Implementation
 - Phase 1: Financials & OBIEE
 - Phase 2: Hyperion
 - Phase 3: Advanced Procurement
- Training and Change Management for 800 users
- Post-Production Support
- Managed Services

"PWC sought an implementation partner who could understand our requirements and work collaboratively with our team to revolutionize our back-office systems. Partnering with AST was the right choice."

Michelle Attreed, Finance Director/Project Sponsor, Prince William County

Business Needs

Prince William County (PWC) was using an aging legacy financial and budgeting system that provided limited reporting and transactional processing capabilities. PWC sought a system to modernize its back-office systems in order to achieve the following benefits:

- Decrease paper-based processes and manual approval routings
- Increase analytical reporting capabilities
- Eliminate manual processes for Travel Orders and Supplier Maintenance
- Add Accounts Receivable functionality
- Speed the turnaround of AP Invoice payments to achieve better discounts

Services & Benefits

ASCEND, which is PWC's new Oracle-based system, is housed and managed by Oracle Managed Cloud Solutions (OMCS), allowing the PWC technical department to focus on value-add application functionality, rather than infrastructure and database management. The new system provides:

- Transition to automated approval processes for procurement, budgeting, and finance;
- A budget preparation application providing increased reporting and integration;
- New AR functionality, enabling all departments to create and collect on customer bills;
- A specific application for tracking and managing Federal grants;
- Procurement functions for vendor self-service, contract components, and integrated sourcing for vendor solicitations; and
- Improved audit capabilities for AP and travel-related transactions.

AST's proven methodology and project management approach were strong contributing factors to the success of the project. AST's understanding of Public Sector challenges and processes (e.g., encumbrance accounting, CAFR reporting, the Proffer process), coupled with a deep knowledge of the Oracle toolset, enabled the program to consistently stay ahead of schedule.

The AST Change Management team was instrumental in the overall project success. AST guided the County to create an approach that communicated the appropriate level of information at the executive and departmental personnel levels. Organizationally, PWC was well-prepared and trained prior to the system go-live, resulting in a smooth transition and minimal disruption.



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Case Study

Pinellas County Implements Oracle Project Unified System (OPUS)

Pinellas County, Florida

Centrally located on Florida's West Coast, Pinellas County is home to nearly a million residents. With 11 appointing authorities and nearly 4,000 employees, the County manages operations of all County services.

Oracle Technologies

- Oracle E-Business Suite
 - Financials
 - Asset Management
 - iProcurement
 - Advanced Purchasing
 - Projects/Grants
 - Human Resources/SSHR
 - Payroll
 - Time & Labor
 - Learning Management
 - Advanced Benefits
- Oracle Hyperion
 - Budgeting
 - Performance Management
 - Financial Reporting
- Oracle Business Intelligence Enterprise Edition

Services Provided

- Implementation Services
- Interface Development
- Data Conversion
- Reports Development
- Customizations
- Training
- Post-Production Support

"AST consultants were very professional, skilled and knowledgeable in the EBS applications as well as municipal government business processes. AST's leadership team was very engaged and was willing to go the 'extra mile' to get issues resolved and risks mitigated."

Peggy Rowe, HR Director

Business Needs

The County previously implemented a limited Oracle E-Business Suite (EBS) footprint to select appointing authorities. Users, management, and IT agreed that the applications did not fully capitalize on the potential for cost reduction, productivity improvements, or enhanced business intelligence. The initial implementation left the County's operations split – with the County operating on Oracle E-Business Suite, while its financial functions operated on a legacy financials application with inefficient interfaces. The solution required excessive manual operations to validate data and perform reporting. The proposed project, Oracle Project Unified System ("OPUS"), was the County's blueprint to improve and integrate its business processes around Oracle E-Business Suite.

Services & Benefits

AST recommended a full reimplementation of EBS, as well as new installations of Oracle Business Intelligence Enterprise Edition (OBIEE), Hyperion, and Advanced Procurement. The entire solution was implemented and consolidated using Oracle Access Manager for single sign-on access.

The legacy requisition process has been replaced with iProcurement to provide fund checking and electronic routing of requisitions for special purchases. Project details are now integrated into the requisitioning process and purchases are transferred to Projects for automatic tracking. AST also created an integrated solution for P-Card purchases and Payables utilizing iExpense.

Hyperion Planning and the power it delivers played a large part in OPUS. Two-way integration between Oracle GL and Hyperion Planning allows for the updating of COA values, as well as the extraction of budget and actual amounts from GL. AST migrated two years of actuals and budgets to Hyperion, and created data integrations with Oracle HRMS and Projects for workforce planning and long-term CIP budgeting, respectively.

For Human Resources, the OPUS Project migrated nearly all employees to self-service time entry, enabling automatic routing of time cards, while eliminating manual time cards, time-keepers, payroll auditing, and pay stub and W-2 printing. Time entry forms now interface with the Projects module to capture labor and benefits costs for a project. Employee Leave processes were moved online, with custom reports and the ability for supervisors to review capabilities based on leave type. For training and knowledge transfer, AST employed Oracle UPK for authoring and managing content, while delivering online learning across all modules.

By implementing the full EBS solution, the County has increased efficiency, reduced manual data validation, and replaced numerous paper approval process with system approvals and improved ad hoc reporting.



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Exhibit G

AST is pleased to provide references to our performance on similar past projects in the Exhibit G format on the following page.

Exhibit G - BUSINESS REFERENCES**PROPOSER:** Applications Software Technology, LLC**PROJECT:** ERP Product Solution(s) and Implementation Services**BID#:** CMGR-180083-MS**BID DUE DATE:** June 26, 2018

Provide the following business reference information for three clients that a same or similar project has been provided within the past five years. You may include photos or other pertinent information.

The City reserves the right to check references with current customers as provided by the Proposer and with any customers the City identifies as necessary to understand prior performance at any time throughout the process.

#1 Service dates (i.e. 6/2009 to 9/2009): Project 7/12-6/13; 9/16-3/17 Amount \$ 1.7M

Project Client Name: Polk County, FL ERP Migration and PBCS Implementation

Project Location: 330 W Church St

City, State Zip: Bartow, Florida 33830-3760

Client Contact Name: Todd Bond, Budget Director

Phone Number: (863) 534-5610 Fax Number: N/A

Email Address (if available): N/A

#2 Service dates (i.e. 6/2009 to 9/2009): 8/2017-7/2018 Project Amount \$ 3M

Project Client Name: EPB of Chattanooga Oracle Cloud ERP Implementation

Project Location: 10 Martin Luther King Blvd

City, State Zip: Chattanooga, Tennessee 37402

Client Contact Name: Ketha Richardson

Phone Number: (423) 648-1385 Fax Number: N/A

Email Address (if available): N/A

#3 Service dates (i.e. 6/2009 to 9/2009): Project Multiple since 2007 Amount \$ Varies by Project

Project Client Name: City of Burbank, CA Oracle ERP implementation and support

Project Location: 275 East Olive Avenue

City, State Zip: Burbank, California 91502

Client Contact Name: Medik Ghazikhanian, Assistant IT Director

Phone Number: (818) 238-5153 Fax Number: N/A

Email Address (if available): mghazikhanian@burbankca.gov

4 EXECUTIVE SUMMARY

The City of Gainesville, FL is seeking to replace its outdated legacy Enterprise Resource Planning (ERP) system with next generation technology that will enable it to reduce the need for customization, expand capabilities, and enhance operational efficiencies through increased system integration and access to innovative technologies. The City's journey is similar to many of its peers and our customers in the Public Sector. Shrinking budgets and aging populations require public sector organizations to improve operational efficiency, share information and integrate processes all while reducing costs. FL and Governments like it, need to replace aging on premise applications with new ones that are effective, easy to use and less costly.

Applications Software Technology, LLC (AST) has spent the better part of two decades guiding State and Local Government agencies in Florida and throughout North America through challenging enterprise information technology initiatives. AST understands that the City's success does not hinge on simply delivering a functional ERP system in the cloud. True success of a cloud migration is only achieved through re-thinking old business processes, adopting the industry-best practices built into the software, and achieving complete buy-in to these new methods and job roles across the organization. Such changes, if not properly managed, can hamper productivity and generate resistance across the board. Therefore, unlike traditional implementation approaches that focus only on delivering the system on time, and on budget, our team of experts advise, lead and influence the City's transformation based upon achieving, promoting, and communicating key strategic imperatives and benefits to deliver a sustainable and successful implementation.



As Public Sector agencies across the U.S. embrace the concept of cloud computing, many of them are finding Oracle Cloud Applications to be the best fit for their distinct requirements. Oracle Cloud Applications reduce Public Sector customers' total cost of ownership by eliminating their infrastructure costs, providing automatic upgrades, managing their risks, and improving productivity. We believe Oracle's comprehensive portfolio of Finance, Budgeting, HR/Payroll, and Human Capital Management Cloud applications are purpose-built for State and Local Governments. Only Oracle Cloud offers the capability to dramatically improve your organization's efficiency, provide better access to information, eliminate redundant applications, replace manual processes and improve data accuracy, all while providing an enhanced user experience at a lower cost.

With extensive functionality across complete business processes, Oracle Cloud Applications deliver complete solutions that deliver end-to-end business process execution with the added capabilities of social, mobile and analytics embedded throughout. Built on a foundation of 100% standards-based

middleware, using a service-oriented-architecture approach and a common data model, Oracle Cloud Applications set a new standard for the way you innovate, work, and adopt technology. Oracle's complete, modern Cloud Applications are uniquely:

- Personalized – gives you options to extend beyond what's in the box and personalize your applications, user interface and upgrade schedule based on the needs of your organization
- Connected – connect your business and processes, and connect any person anywhere, via built-in social, mobile, and analytic capabilities
- Secure – won't mix your data or applications with those of other customers, and will ensure complete data isolation and security at multiple technology layers
- Built on Best Practices – Oracle has developed the functionality of our applications around cross industry and industry specific best practices. This will enable the City to implement business processes more rapidly and at a lower cost than traditional on-premise applications.

Oracle developed and owns the entire Cloud infrastructure. Other Cloud providers rely on components of other companies to provide the same services. Owning the entire infrastructure means they can offer superior service at the lowest possible cost. By eliminating infrastructure costs, providing automatic upgrades, managing their risks, and improving productivity, Public Sector customers like the City of Gainesville, FL reduce their IT complexity and can direct fiscal resources to citizen services.

AST provides the deep industry and business process expertise needed to guide our customers along their unique ERP cloud migration journey. We have made significant investments in becoming a Cloud Industry leader and award-winning Oracle Platinum partner. More than 90% of our workforce is certified in industry leading Cloud technologies, and with more than 300 successfully completed Oracle Cloud projects under our belt, AST is proud to be a trusted partner helping our customers navigate the transition to the cloud – from development of an internal cloud strategy and framework, to full implementation and, ultimately, to post-deployment support and managed services.

Our proposal is comprehensive and includes the full complement of implementation services required for an organizational transformation of this magnitude:

- Project management and governance
- Organizational change management
- Comprehensive training services, including
 - Core team, UAT team, technical team and end user training
 - Role based training material preparation
 - Job aids and training exercises
- System and Workflow configurations
- Data Conversion
- Reports Development
- Interface Development
- Quality Assurance and Testing
- Post Deployment Support

The proposed Oracle ERP Cloud solution, in conjunction with AST's approach and exceptionally strong Government-focused team, will provide the most value to the City of Gainesville, FL as it undergoes this significant transformation. The City can also rely on AST's impeccable credentials and unblemished history of past performance with similar Government clients to ensure that the migration to this more modern platform is managed and executed with the least amount of risk; thereby, producing a significant Return on Investment (ROI).

5 ORGANIZATIONAL MINIMUM QUALIFICATIONS

The following table provides our responses to the City's organizational minimum requirements.

Item	Qualification	Response
A	Must be authorized to transact business in the State of Florida. Please submit registration from Florida Department of State, Division of Corporations.	AST is authorized to transact business in the State of Florida and has performed similar services for multiple state and local governments in the State of Florida. A copy of our Certificate of Good Standing from the Florida Department of State is provided on the following page.
B	Provide Company Stability Report to include: <ul style="list-style-type: none"> ▪ Bonding Capability up to \$250,000 ▪ Credit Rating or Financial Statements 	<p>AST's exclusive focus on Oracle technology has resulted in unprecedented stability for a software systems integration firm as well as consistent and carefully controlled growth over the past 22 years. In 2015, AST acquired Serene Corporation, a recognized leader in Oracle CX and pioneer in Oracle Cloud implementations. Today, we continue to explore opportunities for both organic and non-organic growth that are complementary to our suite of services and provide added value to our customers.</p> <p>We have included copies of independently audited financial statements for the last XX years in a separately sealed envelope enclosed with our submission. As a Privately-held company, AST's financial statements are for the City's evaluation of our company's financial performance and deemed confidential-not for public disclosure.</p>
C	Bank Reference	JP Morgan Chase Main U.S. operating accounts Michelle Johnson, Client Service Associate 10 South Dearborn St, 37th Floor Chicago, IL 60603 Ph#312-732-1335

State of Florida Department of State

I certify from the records of this office that APPLICATIONS SOFTWARE TECHNOLOGY CORPORATION is an Illinois corporation authorized to transact business in the State of Florida, qualified on February 26, 2002.

The document number of this corporation is F02000001048.

I further certify that said corporation has paid all fees due this office through December 31, 2016, that its most recent annual report/uniform business report was filed on July 8, 2016, and that its status is active.

I further certify that said corporation has not filed a Certificate of Withdrawal.

*Given under my hand and the
Great Seal of the State of Florida
at Tallahassee, the Capital, this
the Eighth day of July, 2016*



Ken Detjmer
Secretary of State

Tracking Number: CC6838115479

To authenticate this certificate, visit the following site, enter this number, and then follow the instructions displayed.

<https://services.sunbiz.org/Filings/CertificateOfStatus/CertificateAuthentication>

6 QUALIFICATIONS-ITN SPECIFIC MINIMUM QUALIFICATIONS

The following table provides our responses to the City's ITN specific minimum requirements.

Item	Qualification	Response
A	Must have no less than two (2) years' experience in providing ERP solution(s) for governmental entities and must have successfully implemented ERP solution(s) for no less than three (3) government municipalities. For details, please complete Exhibit G.	<p>AST has nearly 23 years' experience delivering Oracle ERP solutions for state and local government agencies including several within the State of Florida as shown in Section 3. Additionally, AST has been a leader in the Public Sector's migration to Cloud Applications including the first Public Sector implementation of Oracle Cloud ERP for the City of Detroit, first Oracle Planning and Budgeting Cloud Service implementation for Orlando International Airport, FL, and the first Oracle Cloud HCM implementation in the Public Sector at Eastern Municipal Water District, CA.</p> <p><i>AST is currently deploying similar Oracle Cloud ERP solutions for Citizens Property Insurance, City of Jacksonville, and City of Hollywood, FL.</i></p>
B	Must be able to be supported on multiple operating systems and browsers	<p>Access to the Oracle Cloud ERP solution is web-based and therefore not dependent on operating systems. Oracle Cloud ERP can run in most common browsers such as Chrome, Microsoft Internet Explorer, Safari, and Firefox. Browser support is available at: http://www.oracle.com/us/products/system-requirements/overview/index.html</p>
C	Must be able to supply ERP products incorporating robust and verifiable security features	<p>Internal access to Oracle Cloud systems is controlled by restricting access to authorized personnel. Oracle enforces strong password policies on infrastructure components and cloud management systems used to operate the Oracle Cloud environment. This includes requiring a minimum password length, password complexity, and regular password changes. Strong passwords or multi-factor authentication are used throughout the infrastructure to reduce the risk of intruders gaining access through exploitation of user accounts. System access controls include system authentication, authorization, access approval, provisioning, and revocation for employees and any other Oracle-defined 'users'. Customers are responsible for all end user administration within the program. Oracle does not manage customer's end user accounts. Customers may configure the programs and additional built-in security features.</p> <p>Oracle Cloud services, regardless of the data center location, are assessed and audited for compliance with several global security frameworks. Oracle complies with Safe Harbor data requirements and our facilities must comply with the SSAE16 framework. Our</p>

Qualifications-ITN Specific Minimum Qualifications

		<p>hardware, OS, and network solutions must comply with PCI and government-specific hardening standards that further protect customer data.</p> <p>Oracle security personnel perform ongoing intrusion scans and correlate results via a SIEM strategy so that continued security is maintained and all events are analyzed for patterns that prevent security compromise from occurring. In addition, our applications are hardened to these same high levels of certification and qualifications required for US DoD DIACAP, G-Cloud IL3, NIST 800.53 and FedRAMP, to name a few. This depth of security ensures that all customer data is safe from intrusion or compromise regardless of physical hosting location.</p> <p>Auditing is also a built-in service of Fusion Applications, built on top of Oracle Fusion Middleware Audit Framework. The Audit Service supports a central repository of audit records for entire domain. Administrators can conveniently leverage the service to audit events triggered by configuration changes as well as operational activity for components and deployed applications.</p>
D	Must provide and implement data migration services	AST has included data migration services as part of our proposed implementation. Please see Section 8.8.
E	Must provide and implement interface and integration services	AST has included interface development services as part of our proposed implementation. Please see Section 8.8.
F	Must provide and conduct training services	AST has included training services as part of our proposed implementation. Please see Section 8.8.
G	The service implementer must be able to provide key implementation services on-site at the City through use of an on-site implementation team. Proposers must provide experienced and qualified professionals with in-depth knowledge of ERP product(s) and service implementation. Include profiles of the proposed implementation team(s) in Tab 3, Company Introduction.	AST prefers to have key consultants on-site at our client's location, as we feel this offers more complete and effective knowledge sharing to our clients. All key members of our proposed team will work on-site for the majority of their time on the project. Any remote work from the key members of our team will be discussed and approved by the City.
H	The service implementer must be a certified partner of the product manufacturer. Provide documentation in Tab 11, Certifications and Qualifications.	AST is a certified Oracle Platinum partner and Oracle Cloud Premier Partner. Documentation attesting to our partnership is provided in Section 11, and our Oracle Partner profile can be found on the Oracle website at https://solutions.oracle.com/scwar/scr/Partner/SC2PP-ASTCORPORATION.html .
I	Must support all the source codes for customization and enhancements.	As Oracle Cloud applications are web applications deployed in a SaaS environment, Oracle has moved away from allowing local customizations. However, the Oracle Cloud Applications provide a highly configurable

Qualifications-ITN Specific Minimum Qualifications

		and extensible user experience to maximize user productivity and engagement with your organization.
J	Must disclose any and all complaints or pending actions, legal or otherwise, against the Respondent within the last two (2) years	AST has had no complaints or pending actions, legal or otherwise filed against our firm within the last two (2) years, nor at any time in our 23-year corporate history.

7 PROJECT SCOPE-FUNCTIONAL REQUIREMENTS

AST is proposing a full complement of Oracle Cloud Enterprise Resource Planning (ERP), Supply Chain Management (SCM), Human Capital Management (HCM) and Enterprise Performance Management (EPM) Cloud applications to meet the City's requirements as listed in Exhibit 1-Functiona Requirements. Oracle Cloud Applications are a fully integrated suite of applications that streamline data-entry and simplify information retrieval. Cloud Applications' standards-based integration technologies ensure data is entered once and shared across the entire system. However, Oracle Cloud Applications are also modular in nature. Individual modules are designed to share data from other modules or remain self-sufficient based upon customer requirements. This ability is ideally suited to a phased implementation and allows you to add additional modules and functionality at your own pace.

Our proposed solution includes the following application suites and functionality. Brief overviews of the functionality in each application are provided in **Appendix A**.

ERP Cloud Product Suite	
Fusion Financials Cloud Service	Fusion Financials Cloud Service
	Fusion Expenses Cloud Service
	Fusion Transactional Business Intelligence for Financials Cloud Service
	Fusion Automated Invoice Processing Cloud Service
	Fusion WebCenter Forms Recognition Cloud Service
	Fusion Advanced Collections Cloud Service
Fusion Procurement Cloud Services	Fusion Purchasing Cloud Service
	Fusion Self Service Procurement Cloud Service
	Fusion Supplier Portal Cloud Service
	Fusion Sourcing Cloud Service
	Fusion Procurement Contracts Cloud Service
	Fusion Supplier Qualification Management Cloud Service
Fusion Supply Chain Management Cloud Services	Fusion Inventory Management Cloud Service
Oracle Fusion Project Portfolio Management Cloud Service	Fusion Project Financials Cloud Service
	Fusion Project Contract Billing Cloud Service
	Fusion Grants Management Cloud Service
Oracle Enterprise Performance Management Cloud Service	Planning and Budgeting Cloud Service
	Enterprise Performance Reporting Cloud Service
Oracle Human Capital Management Cloud Service	Fusion Human Capital Management Base Cloud Service
	Oracle Payroll Cloud Services for U.S.
	Fusion Workforce Compensation Cloud Service
	Fusion Time and Labor Cloud Service
	Fusion Human Resources Help Desk Cloud Service
	Policy Automation for Human Resources Help Desk
	Workforce Health and Safety Incidents Cloud Service
	Work Life Cloud Service
	Advanced Human Capital Management Control Cloud Service
Oracle Talent Management Cloud Service	Oracle Talent Acquisition Cloud Service
	Fusion Goal Management Cloud Service
	Fusion Performance Management Cloud Service
	Fusion Talent Review and Succession Management Cloud Service

	Learning Cloud Service
	Strategic Workforce Planning Cloud Service
	Taleo Scheduling Cloud Service
Technology	Additional Test Environment for Oracle Fusion Cloud Service
	Transparent Data Encryption Security Cloud Service
Third Party Products	ADP

Oracle spent countless hours examining how Public-Sector employees actually work and use enterprise applications to understand their pain points. This examination has resulted in the following distinguishing business features of the proposed Oracle Cloud solution:

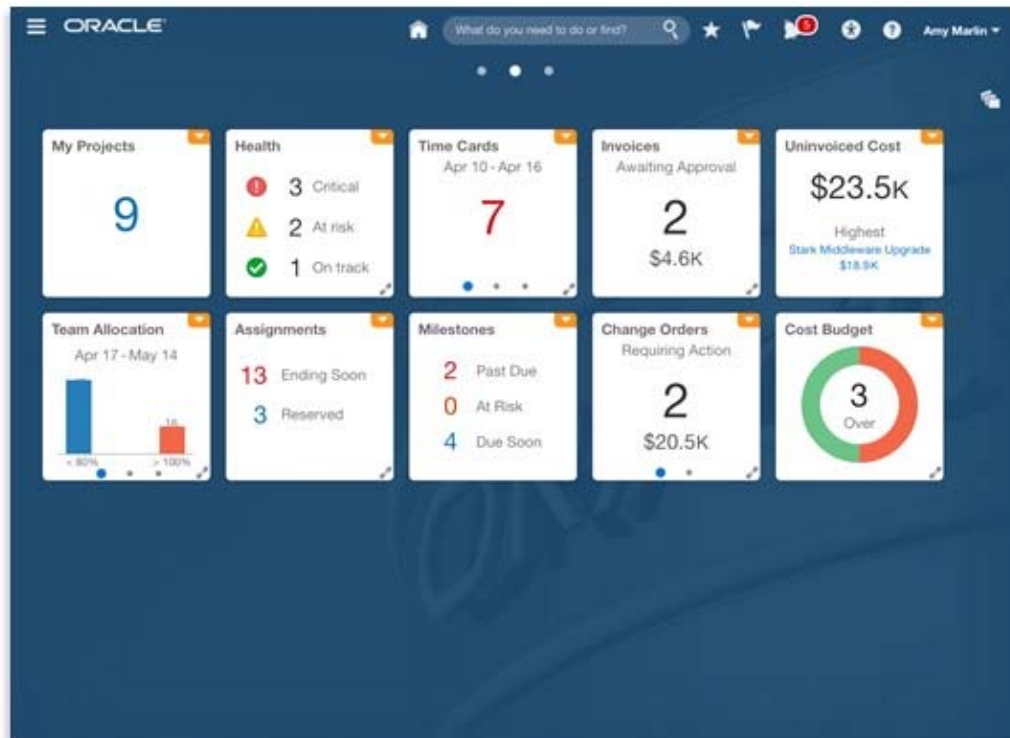
1. Built from scratch with Best Practices

Oracle has over 30 years of experience building business applications. In 2008, Oracle decided to build a completely new suite. It would be built for Cloud deployment and consist of the best features from existing business applications, PeopleSoft, Oracle E-Business Suite, JD Edwards, Hyperion and Seibel. Oracle developers spent thousands of hours speaking with customers and comparing features before building Cloud applications. The result is a world class, configurable suite of applications designed with built in Best Practices. They are a core part of Cloud applications. Oracle's years of experience allowed it to build our Cloud applications from scratch with the best practices learned over the years. Through configuration, these best practices can be tailored specifically for the City of Gainesville, FL. Please review this link to learn more about Best Practices - <https://www.oracle.com/applications/modern-best-practice/index.html>

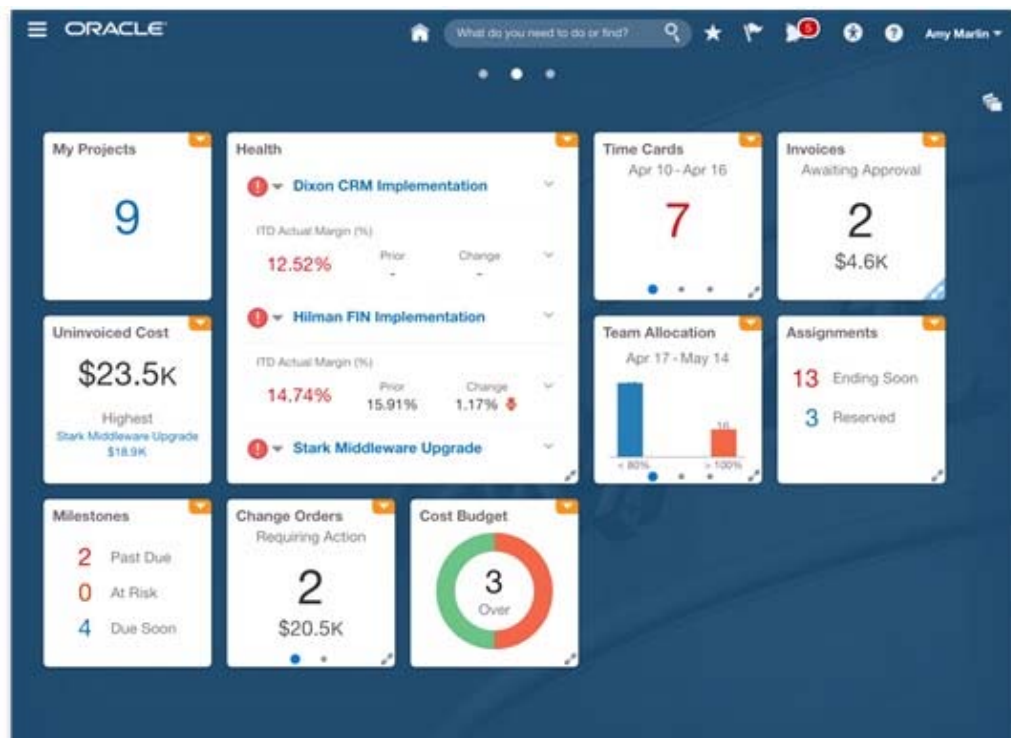
2. Advanced User Interface

Oracle's Cloud based applications include the latest usability features most desired by today's workers. That includes total mobility, social collaboration and data visualization tools for analyzing data. Legacy on-premise applications are still based on older technology even if they are hosted by the vendor. Oracle's User Interface (UI) design principle is "Simplicity First". Oracle's UI is built around three basic actions:

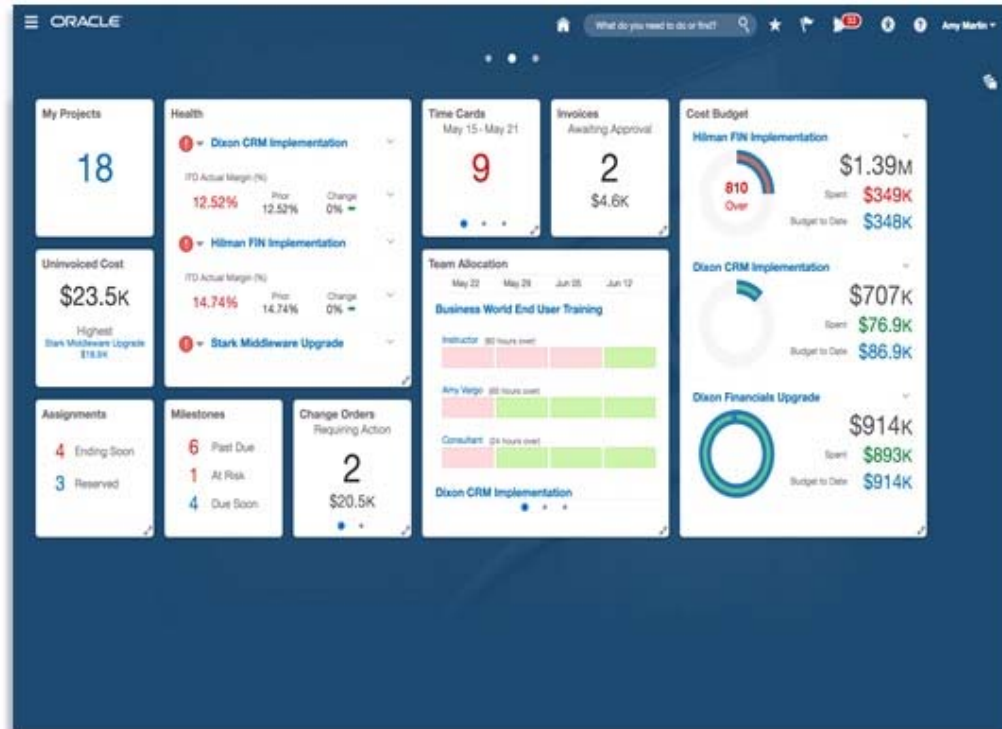
Glance is the smallest interaction, informing users whether they have to do something. For example, a user would glance at their dashboard and notice they want more information about Project Health. They would expand that option to scan the details.



Scan is a 30-sec to 1-min interaction to get more information or do a simple task. The user can see an expanded view of Project Health and decide to take action.



Commit is completing a transaction or task. Finally, the user is presented with all the details they need to complete an action.



Please use this link for more information about Oracle's Interface design approach - <http://extreme.us.oracle.com/oracleapps/?p=12499>

3. Complete Offering

Oracle is the only vendor that can provide all components in the Cloud, SaaS, PaaS and IaaS. This has clear impacts on business applications.

Subscriptions are modular and the City can add applications and users as the need arises. Since Oracle provide a complete application offering for EPM, HCM, EPM, Business Intelligence, Citizen Service and others, the City of Gainesville, FL can use only what they need and expand when necessary.

Platform as a Service (PaaS) is a natural complement to business applications. Platform services include tools for application development, business process management, integration, content management, data management and security. The City can utilize these services to complement application functionality with extensions, manage integration with on-premise or external applications, manage content and security. All from the same vendor with a set of standards-based tools. More information about Oracle's PaaS offerings can be found by selecting this link - https://cloud.oracle.com/en_US/paas.

4. Built on Open Standards

Oracle uniquely offers its cloud services based on Oracle Database, Oracle Fusion Middleware, and Oracle application components including Identity Management and cloud instance and infrastructure monitoring and management. Leveraging a complete Oracle hardware and software stack enables customers to minimize the risk associated with third-party service providers. Oracle uses minimal third-party service providers to build, configure, manage, and maintain the Oracle Cloud Service resulting in a more reliable and secure solution for the City.

The same standards-based tools Oracle has marketed to customers for years are the same tools used to build and run its SaaS applications. These tools are familiar to thousands of developers across multiple

industries. For the City, it means internal staff and contractors will most likely be proficient in many areas they need to support your business processes. Oracle Cloud applications make abundant use of open source technologies and methodologies. Oracle Cloud code leverages several programming languages including Java, SOA, PL/SQL, and C.

Web services are used to integrate web-based applications into Oracle Cloud solutions. The web services expose Oracle Cloud business objects and processes through the use of open standards-based technologies. The web services support development environment and clients that comply with the following open standards:

- ★ Extensible Markup Language (XML)
- ★ Simple Object Access Protocol (SOAP)
- ★ Business Process Execution Language (BPEL)
- ★ Web Services Description Language (WSDL)
- ★ Representational State Transfer (REST)

5. Efficient and Lower Cost Infrastructure

Oracle developed and owns the entire Cloud infrastructure. Oracle uses all of its own components to support its Cloud offerings including hardware, database, middleware, identity management and operations management. Other Cloud providers rely on components of other companies to provide the same services. Oracle's approach provides several advantages to the City of Gainesville, FL.

- All Cloud hosting components are kept in synch regardless of changes to any. This improves performance and lower the risk of system errors
- All components can be tuned for maximum efficiency and performance.
- Since one vendor controls the stack, the City can rely on that vendor to ensure that all components are effectively managed.
- Owning all components allows Oracle to be more efficient and provide lower costs to our subscribers.

Oracle Cloud applications also provide the many advantages inherent in SaaS. Oracle provides and maintains all hardware and technology software. Upgrades are provided very frequently, currently about twice a year. And the technical upgrades are included with your subscription. The complex, unpredictable and costly upgrade cycles customers are accustomed to with On-Premise ERP applications goes away with the migration to a true Cloud model.

The cost benefits of implementing our Cloud applications are clear:

- ★ Drives down capital expenditures
- ★ Reduces labor costs
- ★ Creates certainty of monthly expenses
- ★ Reduces costs on maintenance, upgrades and patches

Even without lower and predictable costs, there are still major benefits to implementing Oracle ERP Cloud Applications:

- ★ Cloud is more secure
- ★ Cloud is more reliable
- ★ Cloud is more extensible
- ★ Cloud is easier to use
- ★ Extend applications faster

7.1 EXHIBIT 1

A completed copy of the Functional and Technical Requirements Matrix is provided on the following page. Please note, AST bases the proposed implementation scope on the requirements listed in the Functional Requirements which is often at a very high level. In some cases, it may be technically infeasible to meet the requirements due to the lack of availability of data, controls/constraints of the SaaS applications, or for other system architecture reasons. This infeasibility may not become apparent until the detailed Define/Model phase of the project.

As part of the Define phase, AST will conduct a series of workshops and discussions to gather and further define the City's business and technical requirements as they are understood as part of this RFP, but also to understand what additional needs may be required. Financial, operational, technical and administrative business processes will be reviewed with the City's Subject Matter Experts, team leads and Management, to ensure that they are in agreement with the business requirements.

Rank of importance of requirements is determined by both the business input we receive from the City (project team members and SMEs) as well as thorough discussions with our consultants leveraging their prior experience to derive an overall agreed upon rank of importance. AST has used both client-provided and AST business requirements traceability matrices on projects and is comfortable using either option. Our ProjectFIT™ repository then enables requirements to be imported and mapped to testing activities to ensure that all requirements are covered in the test plan.

Reference

- 1 Vendor Response - this column and criteria is only for vendor purposes when they submit their proposal
- 2 R1.x refers to HR Requirements
- 3 R2.x refers to Finance Requirements
- 4 R3.x refers to Risk Requirements
- 5 R4.x refers to General Requirements

Vendor Response	Criteria	Description	Cost
S - Standard	Provided as a part of the base system	No Modification is required. Desired functionality is achieved through user configuration	Included
F - Future	Provide in the base of the next release	Provided in the next scheduled future release within 6 months at no additional cost	Included
T - Third-Party	Provided by third-party	Desired functionality is achieved through a third-party	Included
C1 - Customization Level1	Base will require some enhancements	Enhancements are classified as minor coding	\$1,000 - \$15,000
C2 - Customization Level2	Base will require minor coding	Minor custom coding	\$15,001 - \$35,000
C3 - Customization Level3	Base code needs modification	Substantial coding effort	\$35,001 - \$75,000
C4 - Customization Level4	Extensive modification to base code	Extensive coding effort	\$75,001 - \$100,000
N- Not Available	Does not include	Development not possible	Not included

City's ERP Functional Requirements

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City's ERP Functional Requirements

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City's ERP Functional Requirements

	Response
Partner Name	ADP
Please describe the partnership	Used for W-2 and tax filing in Oracle Payroll
Please describe how the solution will be integrated into your proposal	Pre-Built integration between Oracle Payroll Cloud and ADP
Have the proposed products been successfully integrated/interfaced in other similarly situated municipalities? If yes, please identify the clients and the approach used.	Yes, Electric Power Board of Chattanooga; Citizens Property Insurance, Florida; City of Hollywood, FL (in process)
Will implementation services for the third-party software product be provided by the Primary Proposer, or by the proposed third-party's employees?	By ADP, implementation costs included in AST's pricing



8 PROJECT SCOPE-TECHNICAL REQUIREMENTS

Successful implementation of Oracle Cloud Applications requires a highly qualified partner that not only understands how to quickly and effectively configure the applications to meet client needs, but also has a deep understanding of the day-to-day issues which affect Educators, School Administrators and District employees. AST's methods have been refined through hundreds of complex Enterprise Resource Planning (ERP) implementation projects delivered nationwide over more than 2 decades. Our approach provides a strong system development methodology (SDM) that is well defined, documented, and repeatable to successfully deliver the Oracle Software as a Service (SaaS) solution.

AST brings single source delivery confidence to the City through our proven end-to-end project implementation approach and oversight. AST was one of the first Oracle systems integrators to aggressively transform our business for cloud computing. In addition to hiring and retaining the best Oracle Cloud consultants, AST has made significant investments in our consultants training and skills development specifically for the Oracle Cloud applications. Today, 100% of our consulting staff is Oracle Cloud certified. Our record of successful cloud implementations and dedicated team of Certified Oracle Cloud Implementation Specialists has earned AST Oracle Cloud Premier Partner status and ranked among Oracle's Top Cloud Partners in the world.

AST shall perform implementation Services necessary to enable the Oracle Cloud ERP and EPM applications to operate in a production environment, including:

- **Project Management:** Establish in coordination with the City the necessary charter, governance, tools, resources, and risk mitigation strategy to create and maintain a Project Management structure including coordination and collaboration with the Eaglestone project management team.
- **Definition:** Draft documentation, as described in this SOW, and work with key project members to validate and understand project scope, planning, project organization, requirements, and artifacts.
- **Design:** System Configuration, Development and Data Conversion: Configure, develop and implement business process requirements, conversion tools, scoped application interfaces, system management, and workflows. Conduct System configuration sprints to validate the business flow requirements.
- **Testing and Final Preparation:** Lead the planning and creation of test plans, and implementation of final testing including system integration and acceptance testing, training, cut-over activities, and readiness plans for go-live steps.
- **Production Go-Live:** To the extent scoped, move the stage or "phase" of users, application managers, systems operation managers and Oracle Cloud ERP functions, interfaces and converted data from the pre-production environment to the live production environment

AST will be leveraging our Enterprise Domain Model (EDM) Methodology to successfully deliver the City's ERP project. EDM is proven agile methodology that has been successfully deployed for Cloud ERP implementation projects in the Public Sector including large Public School Districts like the City. Rooted in the fundamentals of the Project Management Book of Knowledge (PMBOK) and Oracle Unified Method (IUM), EDM provides a comprehensive process, with standard methods, controls, oversight, and guidelines to ensure that all of our clients' projects and programs are conducted in a disciplined, proven, well-managed, and consistent manner.



EDM leverages a structured yet flexible framework that defines processes and procedures to specifically guide the entire implementation lifecycle of the ERP project. We stress a “fit-to-standard” approach and adoption of leading practices native to the application products as a foundational element of our approach.

8.1 DATA & SECURITY

1. Provide an overview of the data conversion/migration tools and methods.

AST’s data conversion experience and methodology supports both the conversion of current data and volumes of historical data necessary to support business operations and reporting.

- Leverages Oracle’s easy-to-use File-Based Loader, Spreadsheet Data Loader, and Specialized Data Loaders and Templates.
- Results from each conversion iteration is tracked and reported
- Iterative development, testing and implementation approach which leads to a continual improvement of data quality
- Clearly defined roles for AST and City project team in data conversion approach.

2. Provide an overview of the data encryption provided by your proposed solution.

Oracle Cloud offers several standard encryption technologies and options to protect data while in transit or at rest.

- Data in Transit – For network transmission, customers may choose to use secure protocols (such as TLS) to protect their data in transit over public networks.
- Data at Rest - Transparent Data Encryption (TDE) protects Cloud Applications data which is "at rest" on the file system from being read or used.
- Isolated Tenancy - Oracle Cloud leverages the next generation tenancy model where each customer accesses their own private database instance, not a shared database.

3. Provide an overview of the role-based security capabilities of the proposed solution.

Oracle Cloud offer a robust security model that encompasses industry standards, regulatory requirements, industry best practices, and leverages the security capabilities of the Oracle database.

- Oracle Cloud leverages the security principle of least privilege using the industry best practice of Role Based Access Control (RBAC).
 - Application administrators control access to application functions and data ensuring that users only see systems functions and rows of data pertinent to their job.
 - Roles can also be setup to ‘AutoProvision’ – i.e. mapping rules can be invoked automatically when a user hires or transfers into a specific position.
 - The Security Console is an easy-to-use administrative interface that you use for most role-management tasks.

4. Provide an overview of how the proposed solution avoids the duplication of data and maintains data quality.

Oracle Cloud Applications are a fully integrated suite of applications that streamline data-entry and simplify information retrieval.

- Oracle Cloud uses standards-based integration technologies to ensure data is entered once and shared across the entire system.
 - Oracle Cloud Applications are modular in nature. Individual modules are designed to share data from other modules or remain self-sufficient based upon customer requirements.
 - This ability is ideally suited to a phased implementation and allows you to add additional modules and functionality at your own pace.
- Typical integration points will be satisfied out of the box by Oracle's integrated Cloud Applications which are architected on a common data model.

5. Provide an overview of the Data Backup Strategy.

The proposed solution is for a SaaS deployment. Operational tasks including backup and recovery are managed by Oracle Cloud Operations.

- Oracle periodically makes backups of production data to minimize data loss in the event of a disaster.
- Database backups are stored at the primary site used to provide the Oracle Cloud Services, as well as at an alternate location for redundancy purposes.
- A backup is retained online and/or offline for a period of at least 60 days after the date that the backup is made.
- Oracle typically does not update, insert, delete or restore Customer data on behalf of Customer.

8.2 COMPLIANCE

1. Provide an overview of how the proposed solution complies with federal, state, and local laws and regulations.

Oracle works to provide timely updates with Federal and State requirements.

- Oracle employs individuals whose sole responsibility is to research and monitor legislative changes.
- Oracle then documents required software feature updates or enhancements needed to support changes in industry and governmental regulations and requirements.
- A dedicated Oracle Development and Quality Engineering team then develops the changes or enhancements that are delivered to Oracle customers via periodic electronic updates.

8.3 USER-FRIENDLY INTERFACE

1. Provide an overview of the user-interface in the proposed solution.

Simplicity, mobility, and extensibility are the driving themes behind the Oracle Cloud user experience.

- Oracle Cloud applications are managed and accessible via the most common internet browsers such as Chrome, Microsoft Internet Explorer and Edge, Safari, and Firefox.
- Oracle follows a glance-scan-commit design philosophy, where a simplified user interface provides:
 - Infolets provide the information you need to know at a glance.
 - In scan mode, the user might click to the next level of information.

- If a more complex task needs to be completed, the user heads to a richer, more comprehensive experience. This is a decision to commit.

2. Provide an overview of the mobile platform in the proposed solution.

Customer access to Oracle Cloud Applications is achieved through any Internet enabled desktop or mobile device.

- Oracle Cloud’s responsive mobile design provides a consistent user experience across multiple devices.
- In addition, Oracle Cloud applications also include native applications for popular mobile devices such as iPhone, iPad, and Android devices.

3. Provide an overview of the online help and tool capabilities in the proposed solution.

Oracle Cloud Documentation provides documentation, tutorials, and videos so that you can learn about Oracle Cloud services.

- Applications Help delivers many types of help including: examples, FAQs, glossary terms, help topics, PDF guides, and videos, and is fully integrated into the application.
- Additionally, you can also customize help text that appears on the page, and users with the appropriate roles can customize or add to predefined help.
- Oracle Applications Customer Connect is a community gathering place for collaboration spanning several solutions and provides additional help resources.

4. Provide an overview of how the solution’s user interface can be personalized, specifically by end-users with limited technical knowledge.

Organizations may configure the Oracle Cloud Applications to match their business practices while individual users can personalize their experience to maximize individual productivity. This includes:

- User-defined Fields – allow you to add user-defined fields to your Oracle Cloud Applications quickly, easily and without coding.
- User Interface – allows you to tailor the look and feel of the application, including the ability to hide, enable, reorder, rename, and highlight elements.
- Workflow – Oracle Cloud leverages a standards-based workflow service to deliver a robust Workflow and Approvals engine that enables complex rules.
- Organizations can make these configurations quickly and easily. The layering architecture of Oracle Cloud Applications ensures that configurations are protected through updates.

8.4 STANDARDIZATION

1. Provide an overview of managing forms and templates of the proposed solution.

BI Publisher is ideal for high volume, highly-formatted transaction-based reports providing details of current operational data.

- BI Publisher can be used to produce reports such as invoices, shipping labels, government forms, EFT and EDI files, checks, operational reports and correspondence.
- BI Publisher is already used to deliver pre-packaged reports in Cloud applications such as payment formats, tax reports and other fixed format, high volume documents.

- This makes it easy to customize and extend the reporting content already available to suit specific business requirements.
- End users can easily create report layouts using the BI Publisher Layout Editor directly in a Web browser or with Microsoft Word.

2. Provide an overview of the workflow capabilities of the proposed solution.

Oracle Cloud leverages a standards-based workflow service to deliver a robust Workflow and Approvals engine that enables complex rules and routings.

- Oracle Cloud delivers workflows out of the box which can be further configured by the Customer.
- You can select approvers for a task, arrange approvers in the required sequence, define approval rules for each approver, and configure conditions for each rule.
- Workflow tasks may be accessed by emails or worklists. Approvers can delegate their approval responsibilities to other approvers.
- Initiated transactions generate a graphical process view that is available to the participants and administrator.

3. Provide an overview of the reporting capabilities of the proposed solution.

Business Intelligence analytics are woven into the fabric of your business processes so that you can work naturally and intuitively.

- The flexible, pre-delivered operational reports use real-time transactional data and let you include your own ad hoc queries.
- Business analytics are embedded on key pages and in transactional flows throughout Oracle Cloud and are linked directly to transactions and other decision points.
- The reporting tools available within Oracle Cloud Applications are designed to offer the best match for any reporting requirements:
 - Oracle Transactional Business Intelligence (OTBI) is designed for operational users who want to create their own custom queries, reports, dashboards, charts and graphs.
 - BI Publisher is ideal for high volume, highly-formatted transaction-based reports providing details of current operational data.

4. Provide an overview of the time and attendance module of the proposed solution.

Oracle Time and Labor automates the entire time and attendance record-keeping process and provides an intuitive, web-based interface for time entry and approval. It offers:

- A simplified way to submit, review, track and approve timecards.
- At the same time, it helps you control costs and time worked, consolidate timecard information, and adhere to organizational time management rules.
- Oracle Time and Labor is part of Oracle Human Resources Management family of applications and integrates seamlessly with Human Resources and Payroll.
- Oracle Time and Labor also is a key module in Oracle's enterprise project management solution, Oracle Projects.

5. Provide an overview of the image capture and document management capabilities of the proposed solution.

Oracle Fusion Automated Invoice Processing Cloud Service and Fusion WebCenter Forms Recognition Cloud Service provide out-of-the-box invoice imaging integration within Oracle Payables.

- Supplier invoices can be scanned with intelligent document recognition and then automatically completed, validated, approved, and paid without any user intervention.
- Invoices requiring attention can be automatically routed to the appropriate finance personnel for faster completion, approval, and payment processing.
- You can view the invoice image directly within Oracle Payables while creating an invoice – so it is easy to complete the task quickly and accurately.
- With integrated imaging and optical character recognition (OCR) capabilities, you can make invoice entry faster, and reduce errors eliminating the need for costly third-party solutions.

8.5 SCALABILITY & PERFORMANCE

1. Provide an overview of any limitations meeting high availability (99.9%).

Oracle has well-defined Service Level Objective policies, as outlined in Section 3 of the Oracle Cloud Enterprise Hosting and Delivery Policies.

- Commencing at Oracle’s activation of your production Oracle Cloud service, Oracle works to meet the Target Service Availability Level, or Target Uptime, of 99.5%.
- Please refer to the following document for details:
<http://www.oracle.com/us/corporate/contracts/ocloud-hosting-delivery-policies-3089853.pdf>

2. Provide an overview of the Disaster Recovery Plan for the proposed solution.

Oracle has well-defined Service Continuity policies, as outlined in Section 2 of the Oracle Cloud Enterprise Hosting and Delivery Policies.

- Oracle deploys the Oracle Cloud Services on resilient computing infrastructure designed to maintain service availability and continuity in the case of an incident affecting services.
- Data centers redundancy with backup generators in place, and Oracle may incorporate redundancy in one or more layers, including network infrastructure, servers, and storage.
- Oracle periodically makes backups of production data for Oracle's sole use to minimize data loss in the event of an incident.
- Please refer to the following document for details:
<http://www.oracle.com/us/corporate/contracts/ocloud-hosting-delivery-policies-3089853.pdf>

8.6 FLEXIBILITY & EXTENSIBILITY

1. Provide an overview of any third-party Commercial Off-The-Shelf (COTS) package integration supported by the proposed solution.

Oracle Cloud provides desktop integration to allow users to work with familiar tools. Third party software may be necessary to take advantage of some features.

- There are Microsoft plug-ins provided, at no additional cost, to support desktop integration to Microsoft Office solutions. Adobe Acrobat is also used for reporting functions.

In addition, many Oracle partners provide solutions that are integrated with one or more Oracle Applications.

- Oracle Cloud Marketplace offers a platform for system integrators and independent software vendors to showcase services and applications that interoperate with Oracle Applications Cloud Services.
- Oracle's Cloud Marketplace may be found at the following link: https://cloudmarketplace.oracle.com/marketplace/en_US/homeLinkPage
- AST solutions on the Oracle Cloud Marketplace may be found at the following link: https://cloudmarketplace.oracle.com/marketplace/en_US/listing/1301513

2. Provide an overview of how the proposed solution integrates with the security of third-party applications (LDAP, Single Sign on Tools).

Oracle Cloud Applications can integrate with identity management platforms via SAML 2.0.

3. Provide an overview of the minimum hardware and software requirements for the proposed solution.

N/A. The proposed solution is for a SaaS deployment.

- Oracle Cloud Applications are 100% SaaS, providing capabilities including lower TCO, no hardware purchase or software management and automatic upgrades and rapid feature advancement.
- Operational tasks such as installation, maintenance, upgrades, monitoring, and backup are managed by Oracle Cloud Operations and included as part of the subscription costs.

As Oracle Cloud Applications are web applications deployed in a SaaS environment, Oracle has moved away from requiring workstation minimum requirements.

- Oracle Cloud is accessible via most common Internet browsers such as Chrome, Microsoft Internet Explorer, Microsoft Edge, Safari, and Firefox.
- Desktops require minimum native screen resolution of 1280x1024 and one of the supported browsers.

4. Provide an overview for the proposed solution roadmap for the next 5 years. Specifically addressing the following:

- **Functionality**
- **Technology Platform**
- **Mobility**
- **Integration**
- **Hosting Options**

Oracle's long-term direction is continuous development, enhancement and expansion of our Cloud suite of Software as a Service (SaaS) offerings. Investment themes include:

- **Completeness** - Oracle offers the most complete Cloud offerings across applications and platform services and we'll continue to expand our offerings in every subject area.
- **Easy** – One overriding development principle is to continuously improve the user experience to allow our customers to achieve better results, faster.
- **Innovative** – Oracle updates your software on a regular basis. We are also beginning to embed advanced technology such as Artificial Intelligence and computer-human interface capabilities.
- **Personalized** – We provide many options to personalize and configure business processes to meet your needs.

We'll continue to expand our Platform as a Service (PaaS) and Infrastructure as a Service (IaaS) that allow customers to complement our SaaS offerings.

8.7 SOLUTION ARCHITECTURE

1. Provide an overview of the major function modules of the proposed solution and how they relate to each other.

Oracle offers a complete suite of Cloud SaaS applications for the public sector. The proposed applications include:

- Enterprise Resource Planning - Streamline your enterprise business processes. With Financials, Procurement, and more, you can increase productivity, lower costs, and improve controls.
- Human Capital Management - Modern HR differentiates the business with a talent-centric strategy. With HCM, you can find the best talent and increase agility.
- Enterprise Performance Management - With the innovation and simplicity of Cloud, EPM enables organizations to drive predictable performance, report with confidence, and connect the organization.
- A description of Oracle's SaaS Applications may be found at the following link: Oracle's Cloud Marketplace may be found at the following link: https://cloud.oracle.com/en_US/saas

2. Provide an overview on how internal and external integration are incorporated.

Oracle offers multiple ways to integrate Oracle Cloud Applications with your existing infrastructure and information technology assets, whether integrations call for real-time or batch interaction.

- Inbound Integration - For moving data into the Oracle Cloud Applications, Oracle offers two simple solutions, File Based Loaders, and Spreadsheet Loaders.
- Outbound Integration - To export data from the Oracle Cloud Applications, Oracle offers solutions, including HCM Extract and Oracle Transactional Business Intelligence (OTBI).
- Web Services - Oracle Cloud Applications support the use of Web Services to provide a standardized way of integrating Cloud services with disparate application systems.

3. Provide an overview on how the proposed solution enables the upgrade of the specific modules.

Oracle Cloud Applications provide quarterly updates which provide fixes and/or enhancements to the existing release of the Cloud Applications.

- As new functionality is steadily introduced into your environment; it is done in a non-disruptive way.
- That is, new functionality is delivered disabled or turned off. You choose when to enable and begin leveraging as it fits into your schedule.
- Plus, new feature enablement is as simple as using a wizard-based tool to activate and configure.
- Overall, this approach is sensitive to your business needs and minimizes any operational disruption

4. Provide an overview of the proposed solution hosting methods.

The proposed solution is for a SaaS deployment.

- Oracle Cloud Applications are 100% SaaS, providing capabilities including lower TCO, no hardware purchase or software management and automatic upgrades and rapid feature advancement.

- Operational tasks such as installation, maintenance, upgrades, monitoring, and backup are managed by Oracle Cloud Operations and included as part of the subscription costs.

8.8 IMPLEMENTATION

1. Provide a detailed Service Level Agreement (SLA) matrix or a sample that is applicable for this solicitation.

A Sample Statement of Work for a similar Oracle Cloud ERP Implementation is provided in **Appendix B**.

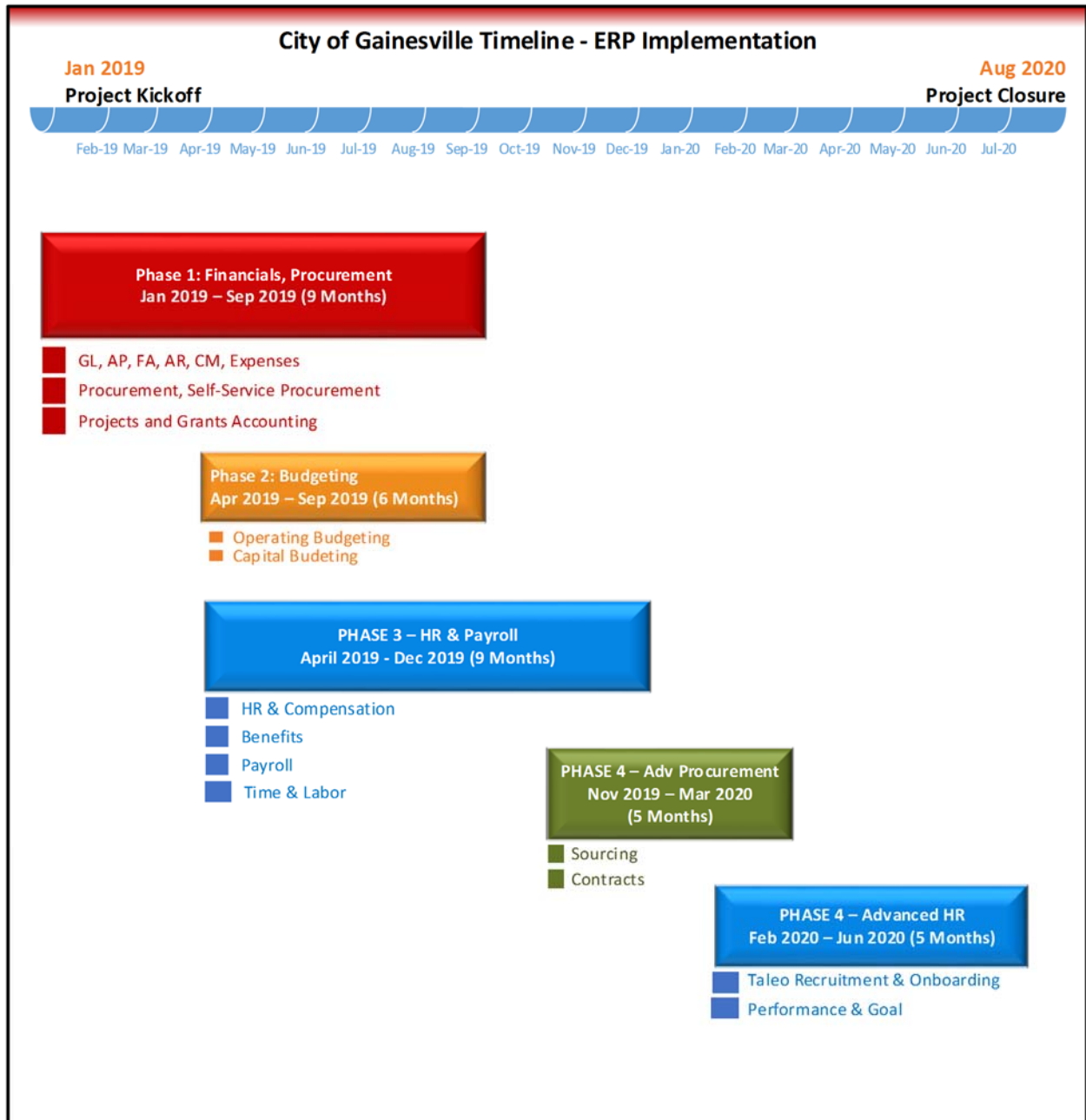
2. Provide an overview of the software components.

A complete listing of the software components proposed is provided in Section 7. Overviews of the functionality in each application are found in **Appendix A**.

3. Provide an overview of the software deployment model; including a complete detailed timeline.

AST's EDM Methodology is designed not only to deliver a robust ERP system on deadline and on budget, but also to promote the City's self-sustainability post go-live.

- In the Define stage, AST holds workshops to demonstrate the standard processes and functionality available within a given application so City users understand any gaps.
- AST will configure the Cloud Applications in Sprints, focusing on specific components so AST and the City can complete the design and development work quickly.
- Each subsequent Sprint increases the richness, comprehensiveness, and consistency of the solution.
- An Application Configuration Document will be created for each functional module which will document all of the configurations made.
- AST will complete the implementation in 4 phases spread across 18 months as demonstrated in the timeline on following page.



4. Provide an approach to data mapping and data conversion.

AST's well-organized and executed conversion strategy minimizes disruptions in the end-user's workflow and contributes to a seamless transition to the new Oracle solution.

- AST recommends only essential data be converted. Prior history can be maintained in the legacy system while only open/current transactions are converted
- Data mapping elements for each transaction will be identified.
- The mapping rules for each data element will be specified. This will be further bifurcated into Validation Rules and Transformation Rules
- Data mapping tables show what is needed for the target application to meet business requirements and where these data elements will come.

- The rules specified will be approved before actual coding for conversion begins

5. Describe your methodology for documenting and developing integration between the solution and other systems (i.e., Application Program Interfaces, batch processes, etc.).

AST Cloud Connect is an integration approach that skillfully incorporates industry-leading technologies, proven business knowledge, and relevant experience to successfully design and implement interfaces.

- Leverages 50+ pre-defined integrations across Oracle Cloud Financials, SCM, Procurement, PBCS, and Projects supported by pre-defined business process workflows which are both configurable and customizable.
- Our team reviews integration requirements with the City and determines the best method of interfacing data to and from the Oracle ERP solution.
- AST Cloud Connect accelerators save time spent bootstrapping integration solutions, allowing the project team to quickly begin validation and testing.
- Users have quicker access to validate data inflows and make adjustments without slowing down the implementation cycle.
- Extensive documentation including administration, maintenance, and extension guides enabling organizations to be self-sufficient for their future integration needs.

6. Describe your recommended testing methodology, approach and tools.

AST verification and validation activities are fully ingrained during each phase of the project cycle and involves multiple rounds of testing.

- Ensures that all components, customizations, integrations, services and existing and new business processes will work the same or better post deployment into production.
- Focuses on validating workflows and requirements mapping to the City's "real world" needs of the rather than on standard capabilities provided by the deployed solutions.
- Proactively engages business end users ensuring they will get fully comfortable using the functionalities and feature sets of the new system.
- Includes several testing types including: System Testing, Integration Testing, Stress/Performance Testing, User Acceptance Testing, and Regression Testing.
- Test Automation for up to 50 functional test scripts for the modules in scope during the course of project implementation cycle.

7. Describe your approach to training.

AST believes continuous training is critical to the success of a new ERP implementation. Therefore, training and knowledge transfer are integral parts of our methodology.

- AST is also a certified Oracle University Partner ensuring the City will receive the highest level of training and the full complement of Oracle benefits.
- Project team training starts on day one of the project and continues throughout the life of the project.
- Knowledge Sharing is experiential, on-the-job learning for project team members in one-on-one or small group settings.
- AST recommends a train-the-trainer approach for end users as this enhances City subject-matter-expertise through greater ownership of training content.
- Our team will work with the City to develop plans that will ensure ongoing end user training and staff development will become "business as usual."

8. Provide an overview of resource hour estimate for both implementation team and City staff as well as estimated timeline for overall project.

Success can only be achieved when AST and City personnel form a strong synergistic team for problem solving and to provide practical and emotional support.

- AST attempts to staff projects with resources who have previously worked together on similar engagements for similar clients to foster team chemistry and collaboration.
- Unlike implementation partners who focus exclusively on the systems side of the implementation our proposal is complete, comprehensive and consists of over 35,000 consulting hours.
- Our Team views all tasks as opportunities to champion leading practices, share knowledge, test ideas, and help employees understand and embrace the change.
- AST prefers to have key consultants on-site at our client's location, as we feel this offers more complete and effective knowledge sharing to our clients.
- AST can leverage consulting resources from our offshore facility in India as a mechanism for reducing implementation cost, while maintaining high quality.

9. Provide the description of the system and application architect (List all hardware/operating system/database platforms upon which the product is supported. List which industry standard benchmarks or guidelines measures are used to establish this recommendation)

Oracle Cloud Applications are 100% SaaS. The City experiences lower Total Cost of Ownership, no hardware or software to purchase and manage, and automatic upgrades.

- Oracle Cloud is accessible via most common Internet browsers such as Chrome, Microsoft Internet Explorer, Safari, and Firefox.
- Desktops require minimum native screen resolution of 1280x1024 and one of the supported browsers.
- Oracle performs major upgrades to your environments approximately twice a year with a four to six-month upgrade window.
- Oracle monitors cloud service activity 24x7x365 within the Oracle Cloud and takes immediate action to correct any performance inhibiting event.
- Oracle complies with Safe Harbor data requirements and data center facilities must comply with the SSAE16 framework.

10. Describe the ongoing maintenance and support level that is being proposed (refer to 3.2(C) Preferences).

Oracle Cloud Operations performs changes to cloud hardware infrastructure, operating software, product software, and supporting application software to maintain operational stability, availability, security, performance.

- Oracle 24X7 product support is available to the City as long as the Cloud subscriptions are active.
- AST has included one month of post go-live support per phase in our proposal. Extended Application support can be provided with optional Managed Services contract.
- Service requests for Oracle Cloud Services may be submitted by the City's designated technical contacts via the Oracle Cloud Customer Support Systems.
- Oracle does not work to Service Level Agreements but makes reasonable efforts to respond to Severity 1 (complete loss of service) requests within one hour.
- Oracle offers customers an on-demand repository of answers to questions and approaches to complex technical problems for more than 3,000 products.

9 PROJECT SCOPE-PRICING

In an era filled with shrinking budgets, greater demands are placed on fewer employees. Enterprise applications projects require a solid return on how the resources are utilized. Delayed IT projects impose negative impacts that extend beyond cost and time overruns. An enterprise project is more than striking a balance between money and people, because after all, a project that affects your enterprise applications is not just an IT implementation but a transformation of your business that is enabled by IT.

AST specializes in Firm, Fixed-Fee projects for the Public Sector. We are dedicated to helping our clients plan not only the appropriate budget and staff levels, but also know a project's inherent risks of delay up front, that may eventually cost time, money, and affect the project's intended scope and overall quality.

We have proposed a firm, fixed price for implementation of the Enterprise Resource Planning (ERP) Product Solution(s) and Implementation Services for the City of Gainesville, FL, as detailed below. This fixed price is inclusive of all Project Management support, Functional and Technical Consulting, and on-going support.

9.1 SOFTWARE BILL OF MATERIALS

AST Corporation has proposed Oracle Cloud Applications for the City, which are a Software as a Service (SaaS) ERP solution. The City would subscribe to the service on a monthly subscription basis, which includes hosting, support, and maintenance of the applications. Subscriptions are renewable annually.

The pricing for the software includes the components listed below.

Software Product	Metric	Qty
Fusion Financials Cloud Service	Hosted Employee	2000
Fusion Expenses Cloud Service	Hosted Employee	2000
Fusion Automated Invoice Processing Cloud Service	Hosted Employee	2000
Fusion WebCenter Forms Recognition Cloud Service	Hosted Employee	2000
Fusion Advanced Collections Cloud Service	Hosted Employee	2000
Fusion Purchasing Cloud Service	Hosted Employee	2000
Fusion Self Service Procurement Cloud Service	Hosted Employee	2000
Fusion Supplier Portal Cloud Service	Hosted Employee	2000
Fusion Sourcing Cloud Service	Hosted Employee	2000
Fusion Procurement Contracts Cloud Service	Hosted Employee	2000
Fusion Supplier Qualification Management Cloud Service	Hosted Employee	2000
Fusion Inventory Management Cloud Service	Hosted Employee	2000
Fusion Project Financials Cloud Service	Hosted Employee	2000
Fusion Project Contract Billing Cloud Service	Hosted Employee	2000
Fusion Grants Management Cloud Service	Hosted Employee	2000
Planning and Budgeting Cloud Service	Hosted Named User	75
Enterprise Performance Reporting Cloud Service	Hosted Named User	2000
Fusion Human Capital Management Base Cloud Service	Hosted Employee	2000
Oracle Payroll Cloud Services for U.S.	Hosted Employee	2000
Fusion Workforce Compensation Cloud Service	Hosted Named User	2000
Fusion Time and Labor Cloud Service	Hosted Named User	2000
Fusion Human Resources Help Desk Cloud Service	Hosted Employee	2000
Policy Automation for Human Resources Help Desk	Hosted Named Seat Month	100

Oracle RightNow Universal Policy Automation Tier 3 Sessions Service Period Pool	100 Sessions	250
Workforce Health and Safety Incidents Cloud Service	Hosted Employee	2000
Work Life Cloud Service	Hosted Named User	2000
Advanced Human Capital Management Control Cloud Service	Hosted Employee	2000
Oracle Talent Acquisition Cloud Service	Hosted Employee	3000
Fusion Goal Management Cloud Service	Hosted Named User	2000
Fusion Performance Management Cloud Service	Hosted Named User	2000
Fusion Talent Review and Succession Management Cloud Service	Hosted Named User	2000
Learning Cloud Service	Hosted Named User	2000
Strategic Workforce Planning Cloud Service	Hosted Employee	40
Taleo Scheduling Cloud Service	Hosted Employee	3000
Additional Test Environment for Oracle Fusion Cloud Service	Each	1
Transparent Data Encryption Security Cloud Service	Each	1
Third Party		
ADP Tax Filing	Per Jurisdiction	1
ADP W-2 Filing	Per Employee	2000

9.2 EXHIBIT 5

As required by the RFP, AST has outlined its proposed pricing in the format prescribed by Exhibit 5 on the following page.

Proposals must lay out all of the cost with no hidden fees (if you are proposing multiple hosting methods, you **must** complete Exhibit 5, Pricing for each method)

Total Price		
Category	Price	Comments
HR	\$84,457	
Financials	\$256,563	
Payroll		Included in HR
Time and Attendance		Included in HR
Document Management	\$5,760	
Benefits		Included in HR
Implementation Services	\$4,381,900	Includes \$5,500 ADP implementation Cost
Maintenance		Included in Annual Subscription for SaaS
Support		2 months support for implementation included in the implementation cost
License		Included in Annual Subscription for SaaS
Data Conversion		Included in implementation cost
Integration, Interface, and File Import/Export		Included in implementation cost
Third-party Software/Services	\$6,320	ADP Annual Subscription
Software Customization		Included in implementation cost
Hardware		Not Applicable
Software Hosting		Not Applicable
Travel	\$574,000	Travel is estimated at 50% on blended cost
Other (please itemize)		

AST Summary:

Total SaaS Fees - Oracle	\$346,780
Total SaaS Fees - Third Party	\$6,320
Implementation Services Plus Travel	\$4,955,900
Grand Total	\$5,309,000

Module Summary Please list and provide a detail level of pricing for each module in proposal.	Human Resources										
	Application Software		Implementation Services			Maintenance		Support		Total Cost	
	One-time Cost	On-Going Annual Cost	Estimated Hours	Hourly Rate	Extended Cost	One-time Cost	On-Going Annual Cost	One-time Cost	On-Going Annual Cost	One-time Cost	On-Going Annual Cost
(Below List includes HR, Payroll, Benefits and Time & Attendance modules)											
B85800 - Oracle Human Capital Management Base Cloud Service - Hosted Employee		\$18,720									\$18,720
B87388 - Oracle Fusion Human Resource Help Desk Cloud Service - Hosted Employee		\$5,760									\$5,760
B89482 - Oracle Workforce Health and Safety Incidents Cloud Service - Hosted Employee		\$2,880									\$2,880
B88342 - Oracle Work Life Cloud Service - Hosted Named User		\$4,320									\$4,320
B89448 - Oracle Fusion Advanced Human Capital Management Control Cloud Service - Hosted Employee		\$4,320									\$4,320
B86334 - Oracle Payroll Cloud Service for United States - Hosted Employee		\$10,080									\$10,080
B75365 - Oracle Fusion Time and Labor Cloud Service - Hosted Named User		\$4,320									\$4,320
B67291 - Oracle Fusion Goal Management Cloud Service - Hosted Named User		\$2,880									\$2,880
B67293 - Oracle Fusion Performance Management Cloud Service - Hosted Named User		\$2,880									\$2,880
B67294 - Oracle Fusion Talent Review and Succession Management Cloud Service - Hosted Named User		\$1,440									\$1,440
B67295 - Oracle Fusion Workforce Compensation Cloud Service - Hosted Named User		\$4,320									\$4,320
B84494 - Oracle Transparent Data Encryption Security Cloud Service - Each		\$1,042									\$1,042
B85242 - Oracle Learning Cloud Service - Hosted Named User		\$2,880									\$2,880
B84256 - Oracle Talent Acquisition Cloud Service - Hosted Employee		\$10,800									\$10,800
B89574 - Oracle Strategic Workforce Planning Cloud Service - Hosted Employee		\$5,760									\$5,760
B82310 - Oracle Taleo Scheduling Cloud Service - Hosted Employee		\$1,080									\$1,080
B72234 - Oracle RightNow Universal Policy Automation Tier 3 Sessions/Service Period Pool - 100 Sessions -		\$495									\$495
B86967 - Oracle Policy Automation Agent Cloud Service - Hosted Named Seat Month (Blended Hourly Rate included)		\$480									\$480
Phase-3 HR & Payroll, Benefits and Additional Products			10,760	148.55	\$1,598,400					\$1,598,400	
Phase-5 HR Taleo, Performance & Goal Management			2,560	132.50	\$339,200					\$339,200	

Module Summary	Financials										
	Application Software		Implementation Services			Maintenance		Support		Total Cost	
	One-time Cost	On-Going Annual Cost	Estimated Hours	Hourly Rate	Extended Cost	One-time Cost	On-Going Annual Cost	One-time Cost	On-Going Annual Cost	One-time Cost	On-Going Annual Cost
<i>(Below List includes Financials, Procurement, Projects & Grants, and Budgeting)</i>											
B73946 - Oracle Planning and Budgeting Cloud Service - HostedNamed User		\$6,480									\$6,480
B79785 - Oracle Enterprise Performance Reporting CloudService - Hosted Named User		\$1,728									\$1,728
B84490 - Oracle Additional Test Environment for Oracle Fusion CloudService - Each		\$675									\$675
B86836 - Oracle Fusion FinancialsCloud Service - Hosted Employee		\$28,800									\$28,800
B86845 - Oracle Fusion Supplier Qualification Management CloudService - Hosted Employee		\$23,040									\$23,040
B86846 - Oracle Fusion Sourcing Cloud Service - Hosted Employee		\$23,040									\$23,040
B86847 - Oracle Fusion Procurement Contracts Cloud Service - HostedEmployee		\$23,040									\$23,040
B86856 - Oracle Fusion Inventory Management Cloud Service - HostedEmployee		\$23,040									\$23,040
B86838 - Oracle Fusion Expenses Cloud Service - Hosted Employee		\$2,880									\$2,880
B86839 - Oracle Fusion Advanced Collections Cloud Service - HostedEmployee		\$5,760									\$5,760
B86843 - Oracle Fusion Purchasing Cloud Service - Hosted Employee		\$23,040									\$23,040
B86844 - Oracle Fusion Supplier Portal Cloud Service - HostedEmployee		\$23,040									\$23,040
B86848 - Oracle Fusion Self Service Procurement Cloud Service - HostedEmployee		\$5,760									\$5,760
B86850 - Oracle Fusion Project Financials Cloud Service - HostedEmployee		\$28,800									\$28,800
B86849 - Oracle Fusion Project Contract Billing Cloud Service -Hosted Employee		\$23,040									\$23,040
B86855 - Oracle Fusion Grants Management Cloud Service - HostedEmployee		\$14,400									\$14,400
<i>(Blended Hourly Rate included)</i>											
Phase-1 Financials			15,020	114.89	\$1,725,600						\$1,725,600
Phase-2 Budgeting			3,680	116.96	\$430,400						\$430,400
Phase-4 Advanced Procurement			2,840	99.58	\$282,800						\$282,800

Payroll											
Module Summary	Application Software		Implementation Services			Maintenance		Support		Total Cost	
Please list and provide a detail level of pricing for each module in proposal.	One-time Cost	On-Going Annual Cost	Estimated Hours	Hourly Rate	Extended Cost	One-time Cost	On-Going Annual Cost	One-time Cost	On-Going Annual Cost	One-time Cost	On-Going Annual Cost
Included on HR tab											

Benefits											
Module Summary	Application Software		Implementation Services			Maintenance		Support		Total Cost	
Please list and provide a detail level of pricing for each module in proposal.	One-time Cost	On-Going Annual Cost	Estimated Hours	Hourly Rate	Extended Cost	One-time Cost	On-Going Annual Cost	One-time Cost	On-Going Annual Cost	One-time Cost	On-Going Annual Cost

Included on HR Tab

Time and Attendance											
Module Summary	Application Software		Implementation Services			Maintenance		Support		Total Cost	
Please list and provide a detail level of pricing for each module in proposal.	One-time Cost	On-Going Annual Cost	Estimated Hours	Hourly Rate	Extended Cost	One-time Cost	On-Going Annual Cost	One-time Cost	On-Going Annual Cost	One-time Cost	On-Going Annual Cost
Included on HR Tab											

Document Management											
Module Summary	Application Software		Implementation Services			Maintenance		Support		Total Cost	
Please list and provide a detail level of pricing for each module in proposal.	One-time Cost	On-Going Annual Cost	Estimated Hours	Hourly Rate	Extended Cost	One-time Cost	On-Going Annual Cost	One-time Cost	On-Going Annual Cost	One-time Cost	On-Going Annual Cost
B86840 - Oracle Fusion Automated Invoice Processing Cloud Service -Hosted Employee		\$2,880									\$2,880
B86841 - Oracle Fusion WebCenter Forms Recognition Cloud Service -Hosted Employee		\$2,880									\$2,880

(Implementation costs are included in Financials implementation Cost)

9.3 ASSUMPTIONS

AST has made the following assumptions in developing the proposed project approach, execution plan, and cost estimates.

Software Assumptions

1. Software subscription prices included are subject to final configuration and approval from Oracle America, Inc. The terms of the SaaS subscription are subject to the terms and conditions of Oracle Corporation's Master Agreement for software subscriptions.
2. Total discounts provided by Oracle America, Inc. are based on the software configuration stated in the proposal. Any changes to the software configuration may result in additional subscriptions costs.
3. Any changes to the overall solution which are not identified in the RFP response will have an impact on the implementation costs.
4. The first-year software subscription is non-cancelable and nonrefundable.
5. If software subscription terminated after year 1, there will not be any refund of previously earned fees and the City is liable for all fees accrued up to the point of termination.
6. Issuance of a PO by the City is evidence that funds have been appropriated and are not subject to non-appropriation.
7. The City will obtain SaaS subscription before the commencement of services and maintain such subscription for the duration of the services

Scope and Terms Assumptions

8. The scope of work shall be governed by the statement of work to be negotiated between AST and the City during contract negotiations. The implementation resource and cost estimates have been based on a fixed scope and schedule. Any the City-requested changes to project scope, timeline, approach or resources will be subject to a formal Change Control process and may result in an increase to project costs. Additionally, any the City-requested changes to project scope, timeline, approach or resources during the course of the project will be subject to a formal Change Control process and may result in an increase to project costs.
9. AST's objective is to implement the Oracle Cloud Applications without any modifications and as per the features and functions provided by Oracle. This may require changes in certain business processes and operating procedures.
10. AST in collaboration with the City will develop a detailed Statement of Work during the contracting process. The Statement of Work will be the governing project document, outlining project milestones as mutually agreed to by both parties.
11. The City management, including the Project Manager and key users, will be able to make timely decisions on the issues raised by the project team.
12. The City personnel will be assigned to the project as per an agreed upon staffing profile. Key users' and management's time will be made available for the duration of the project for interview, system demonstrations, system testing, decision-making and other tasks related to this project.
13. The City will designate a project sponsor who shall represent the City during the performance of services, ensure performance obligations, establish and maintain an active line of communication with the AST project manager during the performance of the services, and make timely decisions on the City's behalf on all relevant issues.
14. In order to meet the project timelines, the City Project Manager will review and accept the deliverables in a timely manner (as defined in the project plan) once submitted by AST, but no later

than five (5) business days. If the City suggests or requires changes to a deliverable, the feedback should be provided in a reasonable amount of time (within 5 business days from the submission date for all deliverables other than the Requirements and Gap-Fit analysis where it would be 10 business days). If no feedback is provided within the stipulated time, the deliverable will be deemed approved.

15. The City will provide adequate workspace and infrastructure for the consultants assigned to the project (including, but not limited to, desktop computers, telephone, internet, connection, remote/VPN access to all project related applications to network and existing documentation). Such access must be available within 2 days of the start of a consultant on the project.
16. The City will be responsible for making facilities available and required infrastructure ready for tasks like Training, Conference Room Pilots, and others.
17. The City will make documentation, computer programs and data related to the existing applications available to the AST project team in a timely manner.
18. The City is responsible for providing narratives of the current business processes during the Define/Model stage of each project phase.
19. The City will be able to provide detailed information related to third party vendors.
20. The City will be able to provide quick interpretations of labor agreements if questions arise.
21. Only seeded workflows will be supported, and the available configuration of those workflows is included in the scope of this offering. No custom workflows will be implemented.
22. The implementation is scoped for the City as a single Business Unit. All departments and entities that will form part of this implementation will be configured under the City Business Unit.
23. The City will be responsible for providing configuration elements in the Oracle Cloud Applications required format.
24. The standard Oracle Transactional Business Intelligence (OTBI) will be implemented. There are many requirements identified with a reporting solution. AST's experience is that many of the reporting needs can be met by either standard reports or user configurable reports. Any additional reporting needs will be handled through the Change Control process.
25. As software vendors are continuously improving the capabilities of their products, it is possible that over the course of the implementation time horizon additional capabilities may be introduced that the City would want to leverage. This will be handled through the Change Control process.
26. The City will address functional questions and resolve issues for activities owned by the City in agreed upon time periods.

Technical Assumptions

27. The current pricing proposal includes three Cloud environments (Production, Development, and Test) for Oracle Fusion Cloud ERP Applications and 2 for Cloud EPM. If additional environments are deemed as being required, these need to be priced separately.
28. It will be the responsibility of the City to extract the data from its current ERP system and other legacy systems and to perform any data cleanup required in the current system before converting the data or following the conversion of data in the Oracle Cloud Service. Data required for conversion will be provided in the format specified by the AST consulting team for the Data element/s to be converted in a timely manner as per the agreed project schedule.
29. The City will verify converted data and be primarily responsible for conversion error recognition and resolution.
30. The City and AST will be responsible for determining the best method of interfacing data to and from the City's legacy applications needed to support the City's Oracle solution. The City will be responsible for developing any programs required to extract the data from the legacy applications

- in the required format and any programs required to update the City legacy applications with data from the Oracle Cloud applications.
31. The City will be responsible for developing any programs required to extract the data from the legacy/third party applications in the AST specified format and any programs required to update the City legacy/third party applications with data from the Oracle Cloud applications.
 32. AST will provide the data extracts from Oracle Cloud applications for the City to update the third-party systems integrations. The City will be responsible loading into third party systems as per the individual third-party application needs.
 33. The City will work with the third-party vendors to facilitate integration of data with Fusion Cloud and coordinate any interface design, development or testing activities with third parties.
 34. The interfaces and data conversion effort estimates are based on the information provided in the RFP. AST shall work with the City at the time of the development of the scope of work to re-evaluate the effort requirements.
 35. AST bases the implementation scope on the requirements listed in the Functional Requirements which is at a very high level. In some cases, it may be technically infeasible to meet the requirements due to the lack of availability of data, controls/constraints of the SaaS applications, or for other system architecture reasons. This infeasibility may not become apparent until the detailed Define/Model phase. In such cases, AST will provide help and guidance to the City concerning alternative methods to meet its business requirements, such as implementing process changes or manual steps.
 36. Any changes to project scope, timelines, approach or resources will be subject to a formal Change Control process and result in an increase/decrease to the project budget.
 37. A detailed Change Control Process will be a mutually agreed upon plan that specifies the approval process for any changes to the Statement of Work.

Project Plan Assumptions

38. Due to federal tax laws, consultants traveling for long periods to the same project site must be cycled off after twelve (12) months. They will be transferred to work on an unrelated project for twenty-two (22) consecutive business days. AST will manage roll-offs so as not to impact SMFD project.
39. The AST Team will generally work a 4-day work week when onsite.
40. The AST Team will honor all holidays observed by the City, although, with notice, may choose to work on holidays and weekends when appropriate.

Pricing Assumptions

41. The pricing and scope is limited to procurement and implementation of the Oracle applications/modules included in this response as per the schedule included in the proposal. Any change in scope, schedule or Implementation of any additional modules/applications will require a change order and additional fees shall apply.
42. AST Travel is capped at 368 onsite trips of up to 4 consecutive business days for a single resource across all phases of the project. Additional trips will be subject to a formal Change Control process.
43. One month of post go-live implementation services support after every phase is included in the pricing. On-going Support for the Software and its hosting will be provided by Oracle Corporation as a part of the SaaS subscription costs.

9.4 EXCEPTIONS TO TERMS AND CONDITIONS

AST has carefully reviewed all of City of Gainesville, FL's standard terms and conditions provided in the RFP. Throughout our history, we have always been able to negotiate mutually acceptable terms with our Customers and execute contracts in a timely manner. Similarly, we do not anticipate any issues with the City.

The following items will need to be reviewed as part of contract negotiations.

RFP Section	Subsection	Term	Comments/Revised Language
Exhibit 6 – Draft contract terms and Conditions	Throughout Exhibit 6		The terms 'Consultant' and 'Contractor' are both used in exhibit 6, AST understands the terms to mean the same party (the selected proposer).
Exhibit 6 – Draft contract terms and Conditions	1.1	Termination for Convenience	-Requests (30) days prior written notice of termination to allot adequate time relieve staff, transition and wind the project down. AST understands the second half of the first sentence to read as " recovery against the CITY" instead of "recovery again the CITY"
	1.3	Termination for Default	AST requests (30) days prior written notice of default with an opportunity to cure the default within the (30) days or longer at City's discretion. 1.3, (i) AST request that this subsection state " any material term.."
	1.5	Determination of Willful Conduct	Requests removal of the last sentence because it contradicts the right to cure or remedy the noted default.
	1.7	Effect of Termination	For clarity, AST requests that the last sentence note the contingency that payment is made to Consultant/Contractor by City.
	1.8	IP, confidentiality and non-disclosure	All terms should align with the Oracle software solution. - 1.8 (c) & (d)AST requests that this section be replaced with language aligned with industry practice.
	1.11	Acceptance of Delivery	1.11 (ii) Request removal in its entirety.
	1.13	Change Order	AST requests that this section align with section 1.24 and the intent that all changes and modification must be mutually agreed upon by both parties in writing,
	1.20	'As Is" Data warranty by City	AST further discussion
	1.21	Limitation of Liability	AST request the following revisions to 1.21:

RFP Section	Subsection	Term	Comments/Revised Language
			IN NO EVENT WHATSOEVER WILL <u>EITHER PARTY</u> HAVE LIABILITY OF ANY KIND <u>TO THE OTHER PARTY</u> FOR ANY INCIDENTAL, CONSEQUENTIAL, SPECIAL, OR PUNITIVE DAMAGES, EVEN IF ADVISED OF THE POSSIBILITY THEREOF AND REGARDLESS OF THE THEORY UNDER WHICH THEY ARE PURSUED FOR ANY CLAIMS UNDER THIS CONTRACT. <u>THE MAXIMUM LIABILITY OF EITHER PARTY</u> UNDER THIS AGREEMENT SHALL IN THE AGGREGATE NOT EXCEED THE FEES <u>PAID TO CONSULTANT/CONTRACTOR BY CITY</u> UNDER THIS CONTRACT.
1.24	F	Survival	Requests – Survive for five (5) years after expiration or termination.
1.24	G	Assignment	Requests adding to the end of the first sentence: “...which consent shall not be unreasonably withheld or delayed.”
1.28		Time is of the essence	This section should except time delays not attributed to the Consultant/Contractor.

Any omission or generality in AST’s responses does not give rise to a binding obligation between the parties or constitute acceptance of any terms or conditions contained in the RFP. In the event that AST is awarded a contract by the City, no terms of any agreement to which AST is a party shall be deemed agreed to unless and until all such terms (together with any referenced attachments or exhibits) are mutually agreed to in writing between AST and the City. All such terms are subject to negotiations until all such terms are agreed to and incorporated into such agreement.

Action: Proposer is to ensure that the following certificate is duly completed and correctly executed by an authorized officer of your Company.

This proposal is submitted in response to Invitation to Negotiate CMGR-180083-MS issued by the City of Gainesville. The undersigned, as a duly authorized officer, hereby certifies that

Applications Software Technology, LLC

(Respondent Company Name-Legal and d/b/a Name of Responding Entity)

1755 Park Street, Ste 100 Naperville, IL 60563

Respondent Company Address

Respondent's License Number (if applicable)

agrees to be bound by the content of this proposal and agrees to comply with the terms, conditions and provisions of the referenced Invitation to Negotiate (ITN) and any addenda thereto in the event of an award. Exceptions are to be noted as stated in the ITN. The proposal shall remain in effect for a period of one hundred sixty (160) calendar days as of the Due Date for responses to the ITN.

The undersigned certifies that to the best of his/her knowledge: (check one of the below and provide information if required)

There is no Commissioner or employee of the City of Gainesville who has, or whose Relative has, an Interest in the entity or entities making this proposal.

___ There are Commissioner(s) and/or employee(s) of the City of Gainesville who have, and/or whose Relative(s) have, an Interest in the entity or entities making this proposal. Describe the nature of the interest held by each trustee, employee, or Relative of the trustee or employee (for example, grandson of Employee X owns the Company or spouse of Employee Y is a director of the Company).

“Interest” for purposes of this disclosure includes the following: director, trustee, officer, or employee of an entity, any contract with an entity (including consulting), or any partner, proprietor, stock, equity, or other ownership interest in an entity.

“Relative” for the purpose of this disclosure is an individual who is related to the trustee or employee as father, mother, son, daughter, brother, sister, uncle, aunt, first cousin, nephew, niece, husband, wife, father-in-law, mother-in-law, son-in-law, daughter-in-law, brother-in-law, sister-in-law, stepfather, stepmother, stepson, stepdaughter, stepbrother, stepsister, half-brother, half-sister, grandparent, great grandparent, grandchild, great grandchild, step grandparent, step great grandparent, step grandchild, step great grandchild, person who is engaged to be married to the trustee or employee or who otherwise holds himself or herself out as or is generally known as the person whom the trustee or employee intends to marry or with whom the trustee or employee intends to form a household, or any other natural person having the same legal residence as the trustee or employee”

The undersigned further certifies that their firm (check one) ___ IS or IS NOT currently debarred, suspended, or proposed for debarment by any federal entity. The undersigned agrees to notify the City of any change in this status, should one occur, until such time as an award has been made under this procurement action.

Person(s) authorized to negotiate in good faith on behalf of this firm for purposes of this Invitation to Negotiate are:

Name: Prasad Nettem Title: VP, ERP

Signature: Prasad Nettem Date: 7/5/18

Email: pnettem@astcorporation.com

Name: _____ Title: _____

Signature: _____ Date: _____

Signature of Authorized Officer _____ Date: _____

Printed Name _____ Email: _____

7.2 Addenda

The Bidder hereby acknowledges receipt of Addenda Nos. 1, 2, 3, 4, 5, 6, 7, 8, to these Specifications.

7.3 Taxes

The Bidder agrees that any applicable Federal, State and Local sales and use taxes, which are to be paid by City of Gainesville, are included in the stated bid prices. Since the City of Gainesville is generally exempt from taxes for equipment, materials and services, it is the responsibility of the Contractor to determine whether sales taxes are applicable. The Contractor is liable for any applicable taxes which are not included in the stated bid prices.

Note: THE CITY RESERVES THE RIGHT TO ADD OR DELETE LOCATIONS, SERVICES, ITEMS, MATERIALS OR ANY OTHER ASPECTS OF CONSIDERATION FROM THIS CONTRACT SHOULD IT BE IN THE BEST INTEREST OF THE CITY. THE CONTRACT PRICE WILL BE ADJUSTED ACCORDINGLY UPON MUTUAL NEGOTIATION AND AGREEMENT OF THE CONTRACTOR AND THE CITY'S REPRESENTATIVE.

7.4 Local Preference (check one)

Local Preference requested: YES NO

A copy of your Business tax receipt and Zoning Compliance Permit should be submitted with your bid if a local preference is requested. (see Exhibit C)

7.5 Qualified Local Small and/or Disabled veteran Business Status (check one)

Is your business qualified as a Local Small Business in accordance with the City of Gainesville Small Business Procurement Program? (see attached Exhibit A) YES NO

Is your business qualified as a Local Service-Disabled Veteran Business in accordance with the City of Gainesville Small and Service-Disabled Veteran Business Procurement Program? (see attached Exhibit A) YES NO

SIGNATURE ACKNOWLEDGES THAT: (check one)

Bid is in full compliance with the Specifications.


Bid is in full compliance with specifications except as specifically stated and attached hereto.

Signature also acknowledges that Bidder has read the current City of Gainesville Debarment/Suspension/Termination Procedures and agrees that the provisions thereof shall apply to this bid.

(CORPORATE SEAL)

ATTEST:

BIDDER:



Signature

By: Prasad Nettem

Title: VP, ERP

Applications Software Technology, LLC

Signature

By: 

Title: VP, Business Development

QUALIFIED LOCAL SMALL BUSINESS UNAVAILABILITY FORM

This form will assist you in meeting your Good Faith Efforts requirements. *Please TYPE or PRINT legibly. Use additional sheets as necessary.*

***Note:** Keep all relevant documentation that verifies opportunities were provided to Qualified Local Small Businesses. If it is not evident that your firm made Good Faith Efforts to maximize the Qualified Local Small Businesses, you will be asked to submit documentation.

BUSINESS RESPONSES: **1** -Did not bid in response to the invitation; **2** -Submitted a bid which was not the low responsible bid; **3** - Please specify other.

Qualified Local Small Business Name	Business Phone Number	Description of Work/Material Sought	Response of Business (1, 2 or 3)	Notes:
AST has not proposed the use of subcontractors on this engagement				
				1807-5EEE

The undersigned representative of the prime contractor confirms that the above Qualified Local Small Businesses were invited to participate as subcontractors

and/or materials suppliers in the prime contractor's the bid/proposal for the City of Gainesville.

Bidding/Proposing Company: Applications Software Technology, LLC Form Completed By: Prasad Nettem

Title: VP, ERP
7/5/18

Signature: 

Date:

CITY OF GAINESVILLE

Exhibit D - DRUG FREE WORKPLACE FORM

The undersigned vendor in accordance with Florida Statute 287.087 hereby certifies that Applications Software Technology, LLC

does:

(Name of Business)

1. Publish a statement notifying employees that the unlawful manufacture, distribution, dispensing, possession, or use of a controlled substance is prohibited in the workplace and specifying the actions that will be taken against employees for violations of such prohibition.
2. Inform employees about the dangers of drug abuse in the workplace, the business's policy of maintaining a drug-free workplace, any available drug counseling, rehabilitation, and employee assistance programs, and the penalties that may be imposed upon employees for drug abuse violations.
3. Give each employee engaged in providing the commodities or contractual services that are under bid a copy of the statement specified in subsection (1).
4. In the statement specified in subsection (1), notify the employees that, as a condition of working on the commodities or contractual services that are under bid, the employee will abide by the terms of the statement and will notify the employer of any conviction of, or plea of guilty of nolo contendere to, any violation of Chapter 893, Florida Statutes, or of any controlled substance law of the United State or any state, for a violation occurring in the workplace no later than five (5) days after such conviction.
5. Impose a sanction on, or require the satisfactory participation in a drug abuse assistance or rehabilitation program if such is available in the employee's community, by any employee who is so convicted.
6. Make a good faith effort to continue to maintain a drug-free workplace through implementation of this section.

As the person authorized to sign the statement, I certify that this firm complies fully with the above requirements.

Respondent's Signature

7/5/18

Date

CITY OF GAINESVILLE

Exhibit E - AFFIDAVIT OF NON-COLLUSION

I hereby swear (or affirm) under the penalty of perjury:

- (1) That I am the respondent (if the respondent is an individual), a partner of the respondent (if the respondent is a partnership), or an officer or employee of the bidding corporation with authority to sign on its behalf (if the respondent is a corporation);
- (2) That the attached proposal or proposals have been arrived at by the respondent independently, and have been submitted without collusion with, and without any agreement, understanding, or planned common course of action with any other vendor of materials, supplies, equipment, or services described in the invitation to bid, designed to limit independent bidding or competition.
- (3) That the contents of the bid or bids have not been communicated by the respondent or its employees or agents to any person not an employee or agent of the respondent or its surety on any bond furnished with the bid or bids; and
- (4) That I have fully informed myself regarding the accuracy of the statements made in this affidavit.

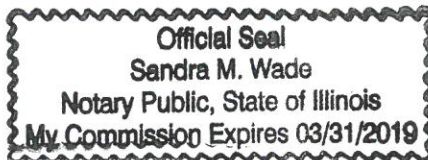
Signed: *[Signature]*

Firm Name: Applications Software Technology, LLC

Subscribed and sworn to before me this 3rd day of July 20 18

[Signature]

Notary Public



My Commission expires March 31, 20 19.

Respondent's E.I. Number: 36-4038140

(Number used on Employer's Quarterly Federal tax return)

CITY OF GAINESVILLE

CERTIFICATION OF PRIMARY PARTICIPANT REGARDING DEBARMENT, SUSPENSION, AND OTHER RESPONSIBILITY MATTERS

The Primary Participant (potential contractor for a major third-party contract), Applications Software Technology, LLC certifies to the best of its knowledge and belief that it and its principals:

- 1. Are not presently debarred, suspended, proposed for debarment, declared ineligible, or voluntarily excluded from covered transactions by any Federal department or agency;
2. Have not within a three-year period preceding this proposal been convicted of or had a civil judgment rendered against them for commission of fraud or a criminal offense in connection with obtaining, attempting to obtain, or performing a public (Federal, State, or local) transaction or contract under a public transaction; violation of Federal or State antitrust statutes or commission of embezzlement, theft, forgery, bribery, falsification, or destruction of records, making false statements or receiving stolen property;
3. Are not presently indicted for or otherwise criminally or civilly charged by a governmental entity (Federal, State, or local) with commission or any of the offenses enumerated in paragraph (2) of this certification; and
4. Have not within a three-year period preceding this application/proposal had one or more public transactions (Federal, State, or local) terminated for cause or default.

(If the primary participant (potentially third-party contractor) is unable to certify to any of the statements in this certification, the participant shall attach an explanation to this certification).

THE PRIMARY PARTICIPANT (POTENTIAL CONTRACTOR FOR A MAJOR THIRD-PARTY CONTRACT), Applications Software Technology, LLC, CERTIFIES OR AFFIRMS THE TRUTHFULNESS AND ACCURACY OF THE CONTENTS OF THE STATEMENTS SUBMITTED ON OR WITH THIS CERTIFICATION AND UNDERSTANDS THAT THE PROVISIONS OF 31 U.S.C. SECTION 3801 ET. SEQ. ARE APPLICABLE THERETO.

[Handwritten signature in blue ink]

Signature and Title of Authorized Official

ACKNOWLEDGMENT: Each Proposer shall acknowledge receipt of this Addendum No. 1 by his or her signature below, **and a copy of this Addendum to be returned with proposal.**

CERTIFICATION BY PROPOSER

The undersigned acknowledges receipt of this Addendum No. 1 and the Proposal submitted is in accordance with information, instructions, and stipulations set forth herein.

PROPOSER: Applications Software Technology, LLC

BY: Ferasad Ne Hem
DATE: 7/5/18


- 2. Question: Would we be able to get all of the documents in Word Document format instead of the pdf versions?
Answer: The City publishes all documents in pdf in order to maintain the integrity of the documents and they are easily viewable for anyone with Adobe.

- 3. Question: Could the City please clarify this instruction – or at least provide a guideline that instead sets a total page limit for responses to sections 4.2.1 through 4.2.8 as some responses will require more detail than others?
Answer: This is meant to be a high-level-overview of your response. We expect that we will get into the greater detail of these questions at Orals. Please use the suggested 5 bullet points with each bullet point limited to a maximum of 25 words (i.e. 125 words per question).

ACKNOWLEDGMENT: Each Proposer shall acknowledge receipt of this Addendum No. 2 by his or her signature below, **and a copy of this Addendum to be returned with proposal.**

CERTIFICATION BY PROPOSER

The undersigned acknowledges receipt of this Addendum No. 2 and the Proposal submitted is in accordance with information, instructions, and stipulations set forth herein.

PROPOSER: Applications Software Technology, LLC
BY: 
DATE: 7/5/18

Purchasing Forms


Answer: Pages 17-39 of the bid document and Exhibit 9-Tabulation of Subs

ACKNOWLEDGMENT: Each Proposer shall acknowledge receipt of this Addendum No. 3 by his or her signature below, **and a copy of this Addendum to be returned with proposal.**

CERTIFICATION BY PROPOSER

The undersigned acknowledges receipt of this Addendum No. 3 and the Proposal submitted is in accordance with information, instructions, and stipulations set forth herein.

PROPOSER: Applications Software Technology, LLC

BY: 

DATE: 7/5/18

Gainesville. Citizen centered People empowered

ADDENDUM NO. 4

Date: June 12, 2018

Bid Date: ~~June 26, 2018~~
June 29, 2018
at 3:00 P.M. (Local Time)

Bid Name: ERP Product Solution(s) and
Implementation Services

Bid No.: CMGR-180083-MS

NOTE: This Addendum has been issued only to the holders of record of the specifications.

The original Specifications remain in full force and effect except as revised by the following changes which shall take precedence over anything to the contrary:

Please find attached:

- a) Copy of the black-out period information (Financial Procedures Manual Section 41-423 Prohibition of lobbying in procurement matters) distributed during pre-bid meeting.


The following are answers/clarifications to questions received since the pre-bid meeting:

1. Question: Exhibit 1 – City’s ERP Functional Requirements: The list of options in the drop down of column C, Vendor Response, doesn’t contain “N – Not Available” as it says it should in the instructions. Please provide a copy with this option.
Answer: An updated “Exhibit 1- v 1.1” has been uploaded on DemandStar to include the Not Available drop down option.

ACKNOWLEDGMENT: Each Proposer shall acknowledge receipt of this Addendum No. 4 by his or her signature below, **and a copy of this Addendum to be returned with proposal.**

CERTIFICATION BY PROPOSER

The undersigned acknowledges receipt of this Addendum No. 4 and the Proposal submitted is in accordance with information, instructions, and stipulations set forth herein.

PROPOSER: Applications Software Technology, LLC
 BY: 
 DATE: 7/5/18

Please refer to Appendix 2, Glossary

- R3.41 - Ability to handle **per policies?**
- Please refer to this link <http://www.cityofgainesville.org/HumanResources.aspx>
- R3.58 - Policy 22.3
- R3.73 - City Ordinance Article 7, Chapter 2, Division 5
- R3.95 - City Policy L3, L4
- R3.127 - Policy L-5
- R3.157 - City Pension Plan Policy Article 7, Chapter 2, Division 5
 - Please refer to this link https://library.municode.com/fl/gainesville/codes/code_of_ordinances
- R2.162 - Ability to publish end-to-end solicitation process (e.g., original and updates) via different sources per FL Statue and Policy

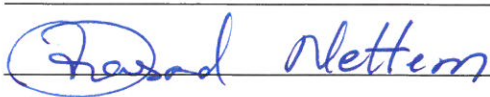
Answer: Please see additional Policy uploads in DemandStar for your use.

ACKNOWLEDGMENT: Each Proposer shall acknowledge receipt of this Addendum No. 5 by his or her signature below, **and a copy of this Addendum to be returned with proposal.**

CERTIFICATION BY PROPOSER

The undersigned acknowledges receipt of this Addendum No. 5 and the Proposal submitted is in accordance with information, instructions, and stipulations set forth herein.

PROPOSER: Applications Software Technology, LLC

BY: 

DATE: 7/5/18

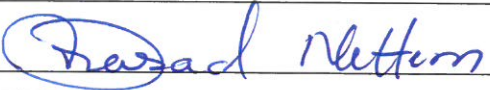
- Answer: Currently, it takes 3-4 days. The City is looking to improve its processes.
150. Question: In which steps do you think there is an opportunity to save time or improve accuracy?
 Answer: The City is looking to see the proposals for recommendations to improve efficiency.
151. Question: What are some of the critical reports that you utilize from your current systems? Please provide the name and Data Contained and Purpose for each report
 Answer: The City is still assessing its current environment to get the details. Please refer to ITN section 4.
152. Question: What is your PCard integration partner?
 Answer: VisaWorks. However, the City is open to explore options to meet our requirements or improve our processes.
153. Question: What are you credit card providers that support the city as considered outside sources as outlined in R2.138?
 Answer: The City's requirement R2.138 refers to the Accounts Receivable not credit cards.
154. Question: Can you give clarification on how you use the NDT (National Transit Database Report)
 Answer: NDT is a system utilized by the City to report its regional transit system data to the Federal Transit Administration (FTA).

ACKNOWLEDGMENT: Each Proposer shall acknowledge receipt of this Addendum No. 6 by his or her signature below, **and a copy of this Addendum to be returned with proposal.**

CERTIFICATION BY PROPOSER

The undersigned acknowledges receipt of this Addendum No. 6 and the Proposal submitted is in accordance with information, instructions, and stipulations set forth herein.

PROPOSER: Applications Software Technology, LLC

BY: 

DATE: 7/5/18

Oral presentations/Evaluation, if conducted	*Aug 13-17, 2018
Product Demonstrations by Review Teams/Evaluation	*Sept 4 – Oct 5, 2018
Negotiations Commence	*October 8, 2018
Recommendation to City Commission/Approval	*TBD
Projected award date	*TBD
Projected contract start date	*TBD

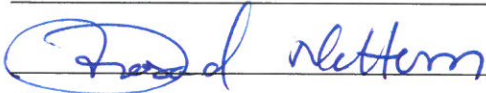
Please find attached:

Copy of the black-out period information (Financial Procedures Manual Section 41-423 Prohibition of lobbying in procurement matters) distributed during pre-bid meeting.

ACKNOWLEDGMENT: Each Proposer shall acknowledge receipt of this Addendum No. 7 by his or her signature below, **and a copy of this Addendum to be returned with proposal.**

CERTIFICATION BY PROPOSER

The undersigned acknowledges receipt of this Addendum No. 7 and the Proposal submitted is in accordance with information, instructions, and stipulations set forth herein.

PROPOSER: Applications Software Technology, LLC
 BY: 
 DATE: 7/5/18

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ADDENDUM NO. 8

Date: July 3, 2018

Bid Date: ~~June 26, 2018~~
~~June 29, 2018~~
July 6, 2018
at 3:00 P.M. (Local Time)

Bid Name: ERP Product Solution(s) and
Implementation Services

Bid No.: CMGR-180083-MS

NOTE: This Addendum has been issued only to the holders of record of the specifications.

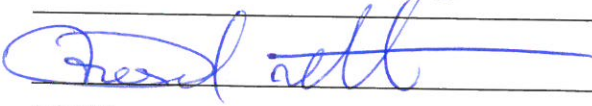
The original Specifications remain in full force and effect except as revised by the following changes which shall take precedence over anything to the contrary:

Please find attached:
ITN handbook to be used for the ERP Product Solution(s) and Implementation Services
Copy of the black-out period information (Financial Procedures Manual Section 41-423
Prohibition of lobbying in procurement matters) distributed during pre-bid meeting.

ACKNOWLEDGMENT: Each Proposer shall acknowledge receipt of this Addendum No. 8 by his or her signature below, **and a copy of this Addendum to be returned with proposal.**

CERTIFICATION BY PROPOSER

The undersigned acknowledges receipt of this Addendum No. 8 and the Proposal submitted is in accordance with information, instructions, and stipulations set forth herein.

PROPOSER: Applications Software Technology, LLC
BY: 
DATE: 7/5/18

December 20, 2017

Subject: Applications Software Technology LLC

To Whom It May Concern:

As of the date of this letter Applications Software Technology LLC (AST) is a worldwide Platinum level member of the Oracle Partner Network (OPN) with a valid Full Use Distribution Agreement (FUDA) with a Public Sector Addendum (PSA) which grants them the right to distribute/sell programs, hardware and cloud services for which they have met resell criteria to public entities.

If you have any questions please feel free to contact me at 703-364-4056.

Regards,
Glenda Sakati
Director, Government Resell Programs Group
Oracle Alliance and Channels

APPENDIX A: APPLICATION OVERVIEW

The table below provides an overview of the Oracle Cloud Applications proposed to meet the Functional Requirements in Exhibit 1.

Table 1 Proposed Solution for City of Gainesville, FL

Finance	
<u>Financials Cloud Service R13</u>	<p>Oracle Financials Cloud Service is a complete and integrated suite. It offers all of the core functions the City would expect in a complete finance system, such as a general ledger to process journals and allocations, accounts payable to process and pay supplier invoices, accounts receivables to invoice customer and receive payments, and so on. But Oracle Financials is unique, in that it goes beyond the traditional financial systems that collect, process, and report on data with decision support and embedded business intelligence as an afterthought. Oracle Financials fundamentally changes how finance users work, interact with data, and make decisions.</p> <p>The following functionality is included with Financials Cloud Service:</p> <ul style="list-style-type: none"> ▪ General Ledger ▪ Assets ▪ Budgetary Control and Encumbrance Accounting ▪ Cash Management ▪ Payables
<u>Expenses Cloud Service R13</u>	<p>Oracle Fusion Expenses is an expense management solution that streamlines and automates worker management of travel expenses. Workers can quickly enter expense reports anytime and anywhere with multiple entry options, including simplified online and spreadsheet entry options, as well as mobile entry for both the iPhone and Android. Configurable rules allow managers to enforce approval policies and corporate expense policies for controlling enterprise spending. Oracle Fusion Expenses also supports corporate card transactions and electronic image processing for expedited reimbursements.</p>
<u>Transaction Business Intelligence for Cloud Applications R13</u>	<p>Oracle Fusion Transactional Business Intelligence is a real time, self-service reporting solution offered to all Oracle Fusion application users to create ad hoc reports and analyze them for daily decision-making. Oracle Fusion Transactional Business Intelligence provides financial managers and specialists, business executives, and line managers the critical financial information to analyze financial metrics, budgets, cash flow, spend patterns, inventory tracking, asset management and performance management.</p>
<u>Automated Invoice Processing Cloud Service R13</u>	<p>You can now use the Payables imaging solution to automate the invoice creation process including invoice lines. This further improves processing time and user productivity, while reducing data entry errors and staffing requirements. Invoice images are scanned or sent by e-mail for recognition and validation, then appear directly in the Scanned Invoices section of the Invoice work area for approval, accounting, and payment. Invoices that cannot be fully recognized due to data or image quality are created as incomplete invoices. Users can review, correct, and complete these invoices manually.</p>
<u>Web Center Forms Recognition Cloud Service R13</u>	<p>Oracle WebCenter Forms Recognition is a learning-based intelligent document recognition (IDR) solution that can recognize, categorize and extract information from any type of document. Oracle WebCenter Forms Recognition uses intelligence - not templates - to effectively locate, extract,</p>

	and link data to back-end systems and processes, to provide the industry's highest level of document recognition and data extraction. Together with Oracle WebCenter Capture and Oracle WebCenter Content's imaging, Oracle WebCenter Forms Recognition offers a pre-packaged, end-to-end invoice processing solution for Oracle's Financial Management applications to facilitate processing large volumes of invoices with high upfront data extraction accuracy to minimize the need for human intervention.
<u>Fusion Advanced Collections Cloud Service R13</u>	Advanced Collections uses strategies based on the customer score. Strategy Management automatically identifies and applies a series of tasks to help ensure timely collections from overdue customers. These tasks can be manual or automated and can be customized to suit the business needs to improve the collection experience for both customers and collections agents, resulting in higher recovery rates of outstanding receivables.
Procurement	
<u>Purchasing Cloud Service R13</u>	Oracle Purchasing Cloud Service will enable the School District to automate purchasing transactions, and also includes a robust work area for buying professionals to manage exceptions. It includes a broad suite of capabilities including purchasing, supplier portal, purchasing contracts, sourcing, self-service requisitioning. The School District can execute routine transactions without manual intervention, increase productivity, and enforce every step. You can leverage supplier and agreement controls to automate creation from requisitions and communicate purchase orders to suppliers. This allows you to spend less time processing paper and spend more time discovering and exploiting new savings opportunities.
<u>Self Service Procurement Cloud Service R13</u>	Oracle Fusion Self Service Procurement streamlines the purchase requisitioning process using a consumer-centric approach and helps control employee spending by enforcing the procurement policy. Requisitions are validated and submitted for approval before they are processed onto purchase orders in Oracle Fusion Purchasing.
<u>Supplier Portal Cloud Service R13</u>	Oracle Supplier Portal Cloud is the next generation application for enabling smarter supplier interactions. It is a browser-based supplier self-service solution that brings a holistic approach to supplier management by removing communication barriers between you and your suppliers. Suppliers gain access a secure, integrated supplier work area that provides full visibility to transactions, offers closed loop collaboration, and enables electronic invoicing. The supplier work area provides a summary of all actions and transactions that require attention. Suppliers can access agreements, purchase orders, advance shipment notifications, invoices, and negotiations allowing suppliers to respond to your business needs.
<u>Sourcing Cloud Service R13</u>	Oracle Fusion Sourcing streamlines the supplier negotiation process using a collaborative approach to defining requirements and selecting the best source of goods and services for your organization. You can create, manage, evaluate, and award supplier negotiations.
<u>Supplier Qualification Management Cloud Service R13</u>	Oracle Fusion Supplier Qualification Management provides a complete solution for managing your suppliers' qualifications and capabilities, including monitoring compliance with your business policies, requirements, and storing any supporting documentation.
<u>Procurement Contracts Cloud Service R13</u>	Oracle Procurement Contracts Cloud can help you take control of the contracting process, reduce risk, and achieve world-class results. As part of the integrated Oracle Procurement Cloud suite, you can negotiate

	agreements with Oracle Procurement Contracts Cloud that follow your policies and deliver unprecedented visibility and compliance.
Supply Chain Management	
<u>Inventory Management Cloud Service R13</u>	Oracle Fusion Inventory Management offers a complete materials management solution that enables companies to successfully manage the flow of goods: inbound, within the warehouse, and outbound. This ensures that the flow of material is optimized to meet customer demand in a cost-effective manner
Projects and Grants	
<u>Project Financials Cloud Service R13</u>	Oracle Project Financials Cloud lets project-centric businesses stay informed and in control with modern, enterprise-grade solutions that deliver complete and integrated project financial management. With simplified project planning, budgeting and forecasting, and standardized cost capture across the enterprise, you can streamline your project financial planning processes and cut administrative effort with faster project costing.
<u>Project Contract Billing Cloud Service R13</u>	Oracle Project Contract Billing Cloud delivers a highly flexible approach to project contract-based billing, segregating the planning and execution of project work with a comprehensive, integrated solution providing full control over contract terms, rates and limits including when and how to recognize revenue and generate invoices.
<u>Grants Management Cloud Service R13</u>	Oracle Fusion Grants Management provides a robust and integrated solution for managing the complete post-award lifecycle. Integration with the ERP Cloud provides unprecedented efficiency and data accuracy. Grants related transactions are fully validated at the point of entry, ensuring that sufficient budget is available and only allowed cost categories are charged. Indirect costs are applied to all applicable transactions and are then included in all accounting, reporting, and billing activities. Standard invoice and report formats are provided to ensure that your sponsors receive information in the way that they require. A comprehensive, multi-dimensional ad-hoc reporting platform is available to track all grant funding and expenditures.
Human Resources and Payroll	
<u>Human Capital Management Base Cloud Service R13, includes:</u>	<p>Oracle Human Resources Cloud Service goes beyond traditional HR tasks with strategies that balance people, process and technology to improve workforce efficiency, effectiveness, and productivity. Built from the ground-up, HCM is developed for the Cloud or On Premise, on the device of choice, to provide a simple user interface to deliver relevant and secure information to users. Best-in practice processes, interactive organizational charts, collaborative tools, predictive analytics, and productive self-service are natively delivered out-of-the box to enable a rapid deployment of critical HR functionality.</p> <p>Base Cloud Service includes:</p> <ul style="list-style-type: none"> ▪ Oracle Fusion Global Human Resources ▪ Oracle Fusion Network at Work ▪ Oracle Fusion Workforce Directory Management ▪ Oracle Fusion Benefits ▪ Oracle Fusion Absence Management ▪ Oracle Fusion Workforce Predictions ▪ Oracle Fusion Workforce Modeling Cloud Service ▪ Oracle Payroll Interface ▪ Oracle Transactional Business Intelligence

<p><u>Fusion Workforce Compensation Cloud Service R13</u></p>	<p>Oracle Fusion Workforce Compensation Cloud Service delivers the ability to design and deliver pay programs tailored for your organization all in one application, including modeling various scenarios, gathering manager input and final reward communications. The robust configuration and integration capabilities make it the premier solution for rewarding the 21st Century workforce. Compensation is built to offer extensive customer-driven configuration options and simplified screen designs offered by Oracle Human Capital Management (HCM).</p>
<p><u>Payroll for United States R13</u></p>	<p>Oracle Payroll Cloud Service is a rules-based payroll management system enabling workforce cost controls that ensure the entire workforce is paid on time and according to compensation rules.</p> <p>Oracle Payroll Cloud Service is fully integrated to provide easy access to financial reconciliations across the enterprise. Configuration wizards and design templates match the way you run payroll, reducing risk and costs. Oracle Payroll Cloud Service provides process flows that appear as checklists allowing users to configure payroll processing steps and assign owners and deadlines. Oracle Payroll Cloud Service also provides a Payroll Dashboard that proactively brings payroll information directly to the user in real-time</p> <p>* All sales of Oracle Payroll Cloud Service in the United States include delivery of the required Vertex Tax Calculation Module.</p>
<p><u>Fusion Time and Labor Cloud Service</u></p>	<p>Oracle Time and Labor (Time and Labor) is a comprehensive, easy to use, rules-based time recording and management system designed to give you maximum visibility and control over your most valuable resource, your people. Natively integrated with Oracle Global Human Capital Management (Global HR), Oracle Absence Management, Oracle Payroll and Oracle Project Costing (Projects), Time and Labor supports a wide range of time recording needs for both your employees and contingent workforce.</p>
<p><u>Fusion Human Resources Help Desk Cloud Service</u></p>	<p>Oracle HR Help Desk delivers personalized HR services to your employees in an engaging, intelligent, and secure way. Natively developed in the Oracle Cloud, Oracle HR Help Desk is a full case management solution that delivers quick and consistent HR services to every employee, by intelligently routing each inquiry to the right HR stakeholder. Oracle HR Help Desk makes it easy for employees to find answers to their questions from any device and ensures data privacy and security for every employee's unique HR needs.</p>
<p><u>Policy Automation for Human Resources Help Desk</u></p>	<p>Oracle Policy Automation allows modeling, managing, testing and automation of policies without IT involvement. Policies modeled in Oracle Policy Automation are used to create guided interactive service dialogues to become part of:</p> <ul style="list-style-type: none"> ▪ Employee-facing Self Service portals ▪ Mobile- HCM solutions ▪ And HR service center solutions
<p><u>Workforce Health and Safety Incidents Cloud Service</u></p>	<p>Oracle Workforce Health and Safety Incidents provides organizations with the ability to effectively and simply manage environmental health and safety incidents. The entire process from reporting the incidents and hazards and capturing critical information, to conducting reviews, tracking KPIs, and automating follow-up actions is dramatically simplified for all employees. Natively developed in the Oracle Cloud, Oracle Workforce Health and Safety Incidents provides the solution to ensure the safety of your workforce.</p>
<p><u>Work Life Cloud Service</u></p>	

<p><u>Advanced Human Capital Management Control Cloud Service</u></p>	<p>Advanced HCM Controls automates data analyses and exception workflows needed to satisfy data privacy regulations (e.g., GDPR), ends insider threats (e.g., payroll fraud), and addresses risks and compliance mandates. Graph-based analyses continually monitor HCM Cloud security, configuration and transactions. Enterprises can leverage a pre-built library of rule templates or build their own in a visual workbench. Auditors can rely on the results of this embedded security and compliance automation, which remains in sync with HCM changes whenever they happen.</p>
<p>Talent Management</p>	
<p><u>Oracle Talent Acquisition Cloud Service</u></p>	<p>The Oracle Talent Acquisition Cloud provides tools to help you source active and passive candidates across a variety of websites, job boards, referrals, and social media. Screening, assessment, and innovating quick – filter technologies ensure that you find and select the best talent available, including students, experienced professionals, and hourly workers. Interview, offer management, and onboarding tools complete the process by engaging new employees early and making sure they are aligned with company initiatives. Gain insight into the business impact of your talent management decisions.</p>
<p><u>Fusion Goal Management Cloud Service</u></p>	<p>Goal Management enables the setting and tracking of goals across the various levels of an organization, supporting an ongoing performance conversation throughout the year. Business leaders communicate high - level initiatives, and managers and employees can collaborate to set goals that align to the organization’s direction. Personal development plans are delivered to allow employees to track their personal growth and career development.</p>
<p><u>Fusion Performance Management Cloud Service</u></p>	<p>Oracle Fusion Performance Management is designed to support workers, managers, and business leaders with point – in - time evaluation of worker performance. Organizations can configure the performance process to match their business practice. An industry-leading user experience enables workers and managers to easily see where they are and move smoothly through the process. Guidance and decision support are provided to users in context to help them easily and intelligently complete evaluations. Embedded intelligence supports managers and HR administrators inefficiently monitoring and managing the overall performance management process, enabling them to take action at the point it is needed</p>
<p><u>Fusion Talent Review and Succession Management Cloud Service</u></p>	<p>Talent Review and Succession Management enables executives and HR professionals to assess talent, evaluate macro - organizational trends, identify and mitigate talent risk, develop a leadership pipeline, and review individual talent details such as potential and risk of loss. Additionally, succession plans and talent pools are part of a seamless succession process that includes talent review meetings</p>
<p><u>Learning Cloud Service</u></p>	<p>Oracle Learning, built on our Oracle Cloud platform, natively integrates with other Oracle Cloud services, dramatically transforming learning. Other applications in the suite can embed learning in the context of their business processes. For example, compensation can have compliance driven videos to ensure the appropriate allocation of budgets to provide retention of high performers. Career development can use crowd - sourced video testimonials from colleagues to explain job roles to internal job seekers as part of their career planning process. Put the focus squarely on business growth and benefit from embedded, contextual learning.</p>

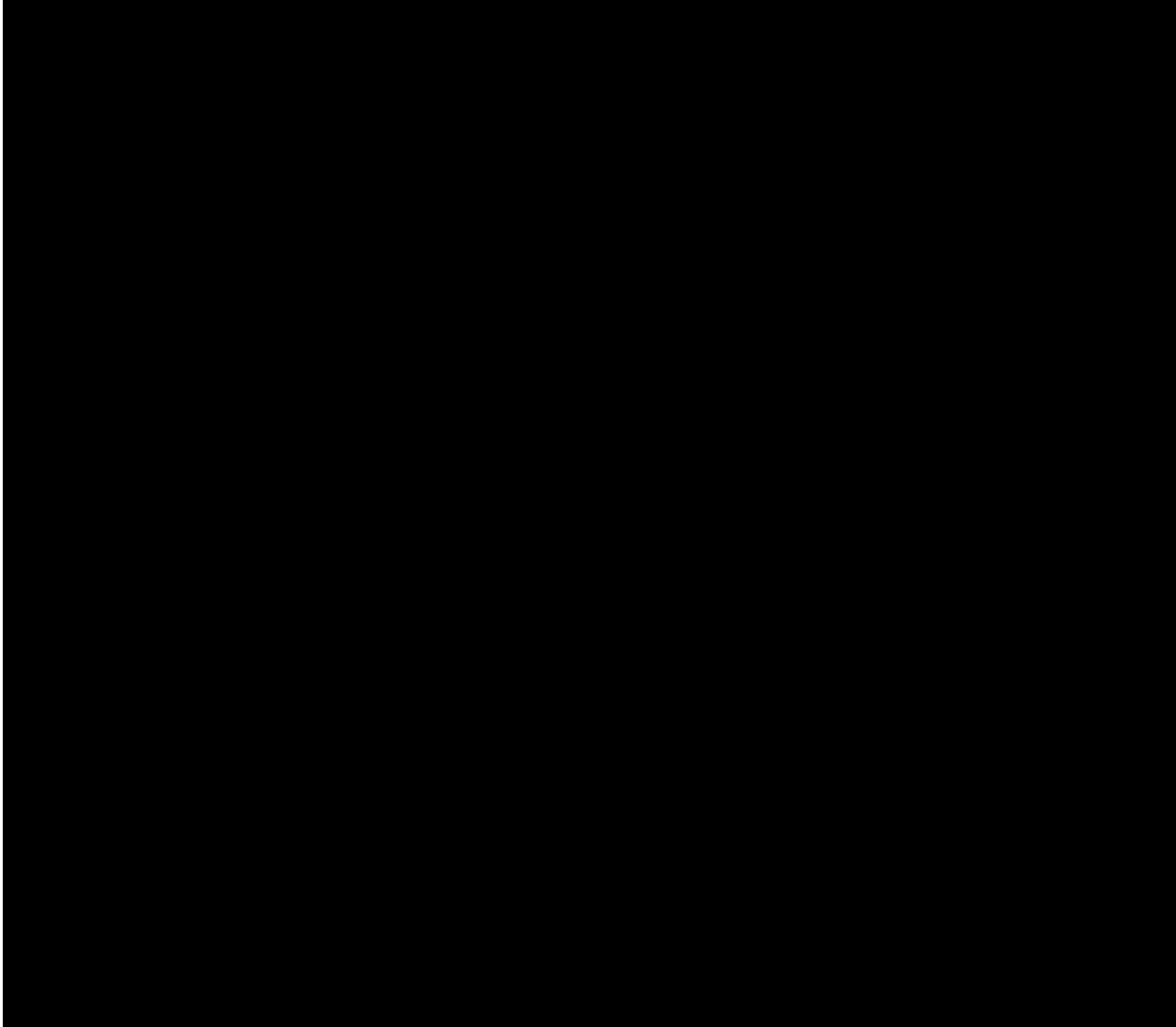
<p><u>Strategic Workforce Planning Cloud Service</u></p>	<p>Translates long-term corporate strategy into execution plans by ensuring that the strategy is supported by the right workforce—the right skill sets and headcount at the right time. You look at long-term demand for resources by exploring scenarios that impact those demands. You also look at what’s going to happen with your current workforce, for example, through retirement or natural attrition. Evaluating demand against supply helps you understand what gaps there may be—positive or negative—so that you can proactively plan for needed resources. You can anticipate the headcount and skills needed to support your business strategy.</p> <p>Strategic Workforce Planning provides configurable drivers and demand thresholds that enable planners to answer such questions as, “Do our employees have the right skill sets to accomplish future plans?” and “Will expected expenses and revenues support our plans?”. You select the best calculation logic for each driver, which translates driver values to future long-term full-time equivalent (FTE).</p>
<p><u>Taleo Scheduling Cloud Service</u></p>	<p>The Taleo Scheduling Center is a product used with Talent Acquisition Cloud Service to handle automated and high-volume scheduling of candidates. This add-on scheduling functionality allows users to schedule any number of screening functions for candidates, including but not limited to:</p> <ul style="list-style-type: none"> ▪ job fair or campus appointments ▪ mass recruitment events ▪ interviews
<p>Budgeting</p>	
<p><u>Planning and Budgeting Cloud Service 2017</u></p>	<p>Oracle Planning and Budgeting Cloud Service is a flexible planning application based on Oracle Hyperion Planning that supports enterprise-wide planning, budgeting, and forecasting in a cloud-based deployment providing a rich web and Microsoft Office enabled planning and modeling framework that supports driver-based planning to help connect operational assumptions to financial outcomes.</p>
<p><u>Enterprise Performance Reporting Cloud Service 2017</u></p>	<p>Oracle Enterprise Performance Reporting Cloud is a purpose-built solution in the Cloud for management and narrative reporting. It provides a secure, collaborative, process-driven approach for defining, authoring, reviewing and publishing financial and management report packages for internal and external stakeholders.</p>
<p>Additional Oracle Technologies</p>	
<p><u>Transparent Data Encryption Cloud Service</u></p>	<p>Transparent Data Encryption safeguards sensitive data against unauthorized access from outside of the database environment by encrypting data at rest. It prevents privileged operating system users from directly accessing sensitive information by bypassing controls and directly inspecting the contents of database files. Transparent Data Encryption also protects against theft, loss, or improper decommissioning of database storage media and backups.</p>



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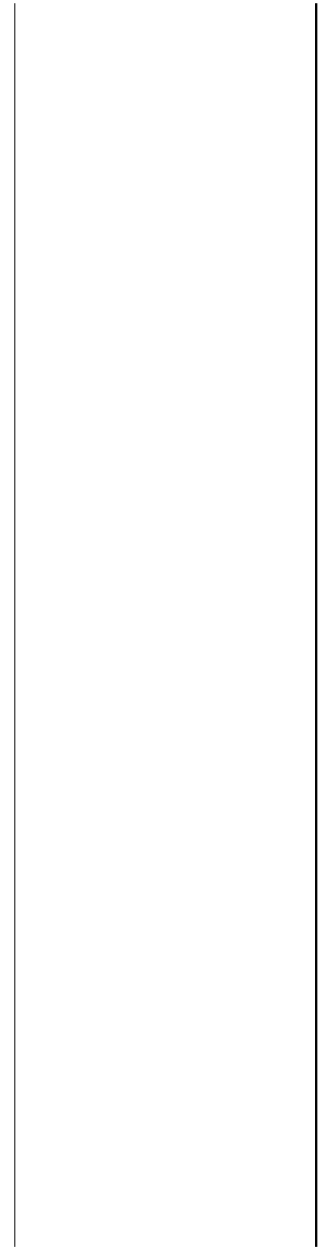
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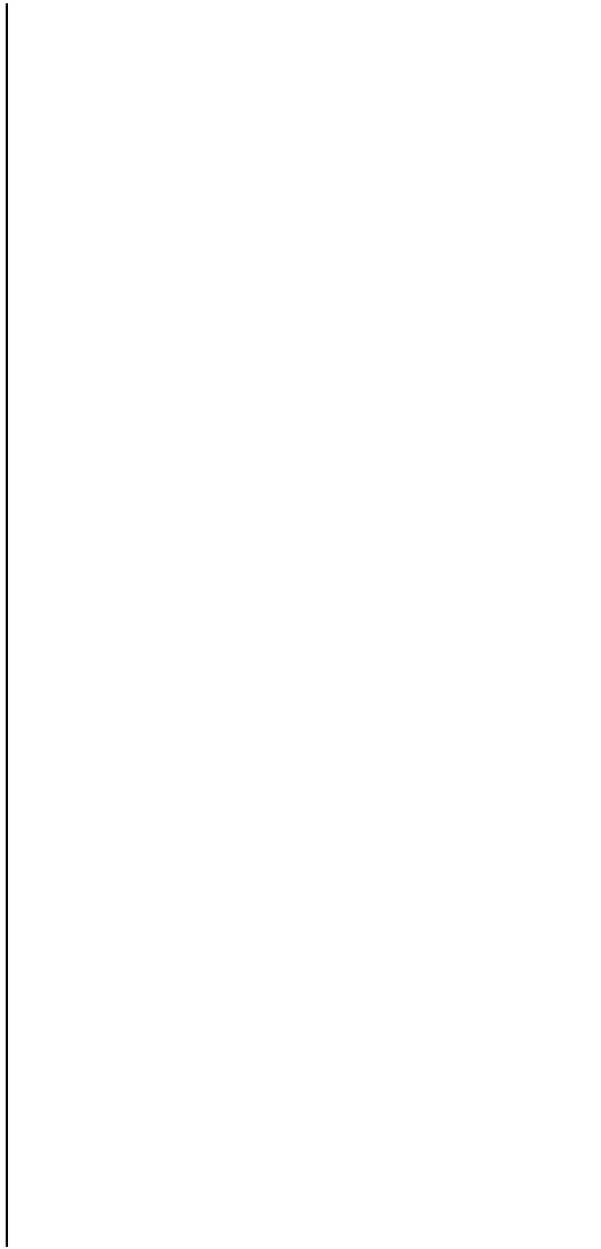
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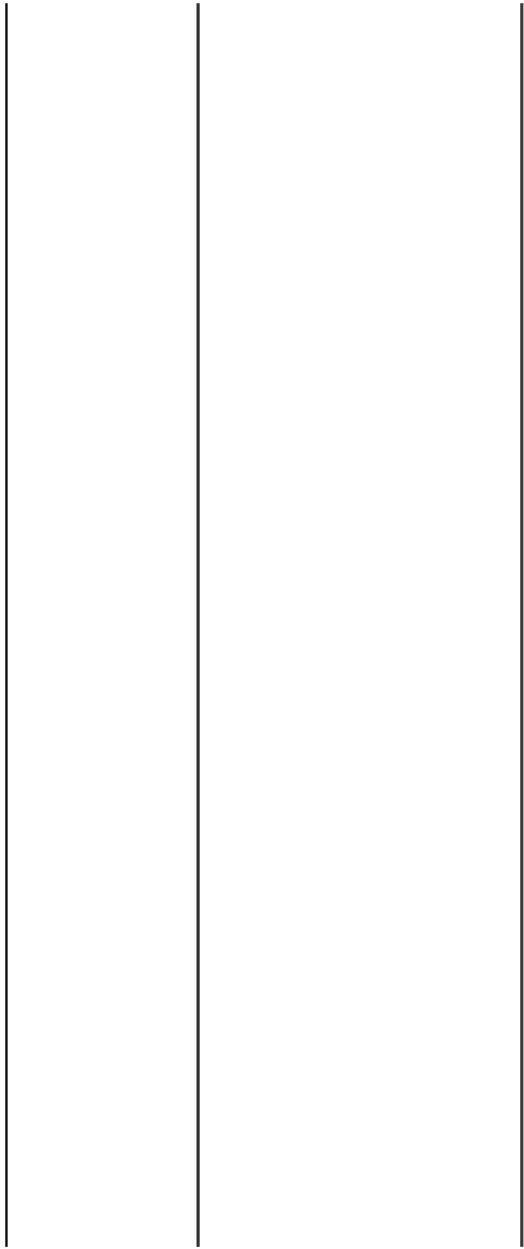
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Oracle ERP Cloud Implementation



Statement of Work- **Proprietary and Confidential**
Page 23



Draft Version V12

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