

THE INFORMATION IN THIS BOX IS NOT A PART OF THE CONTRACT AND IS FOR COUNTY USE ONLY



Contract Number

24-312

SAP Number

Human Resources

Department Contract Representative	Jordan Black
Telephone Number	909-388-0539
Contractor	Oracle America, Inc.
Contractor Representative	Henrik Beijar
Telephone Number	626-375-0411
Contract Term	May 5, 2026 to May 4, 2031
Original Contract Amount	\$21,441,044
Amendment Amount	
Total Contract Amount	\$21,441,044
Cost Center	
Grant Number (if applicable)	NA

Briefly describe the general nature of the contract: Professional Services Ordering Document US-19988291 for technical design and implementation services to develop a Human Capital Management System in the total contract amount of \$21,441,044 for a period of five years beginning May 5, 2026, through May 4, 2031.

FOR COUNTY USE ONLY

Approved as to Legal Form

▶ *Kate Ragon*
Kate Ragon, Deputy County Counsel

Date 4/30/24

Reviewed for Contract Compliance

▶ _____

Date _____

Reviewed/Approved by Department

▶ _____

Date _____



PROFESSIONAL SERVICES
ORDERING DOCUMENT

Ordering Document Number: US-19988291

Oracle America, Inc. 500 Oracle Parkway Redwood Shores, CA 94065	Your Name: San Bernardino County Your Address: 851 East Cooley Drive Colton, CA 92324
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Oracle Representative:	Scott Lemasters	Your Billing Contact:	Cody Barnes
Address:	500 Oracle Parkway Redwood Shores, CA 94065	Address:	851 E. Cooley Dr. Colton, CA 92324
Phone Number:	916-549-2430	Phone Number:	909-388-5524
Email Address:	scott.l.lemasters@oracle.com	Email Address:	Cody.Barnes@itd.sbcounty.gov

Services	Reference	Fees	Estimated Expenses	Total Fees and Estimated Expenses
Fixed Price Services	Exhibit 1	\$19,750,000.00	\$0.00	\$19,750,000.00
Fixed Price Services	Exhibit 2	\$1,691,044.00	\$0.00	\$1,691,044.00
Total Fees and Estimated Expenses				\$21,441,044.00

A. TERMS

- Applicable Master Agreement:** This order incorporates by reference the Master Agreement **US-OMA-FEC-80566740** all amendments and addenda thereto (collectively, the "Master Agreement").
- Professional Services Delivery Policies:** The Oracle Professional Services Delivery Policies ("Policies") available at <https://www.oracle.com/a/ocom/docs/corporate/professional-services-delivery-policies.pdf> apply to and are incorporated into this order. The Policies, current as of the ordering document effective date, are attached hereto as attached hereto as Exhibit A.
- Payment Terms:** Net 30 days from invoice date.
- Currency:** US Dollars.
- Offer Valid through:** 22-MAY-2026.
- Service Specifications:** The Service Specifications shall include any exhibit(s) attached to this order (including referenced or incorporated Oracle documents) and the Policies.
- Order of Precedence:** In the event of any inconsistencies, priority shall be established in the following descending order: (a) any exhibit(s) attached to this order; (b) this order; (c) the Policies; and (d) the Master Agreement.
- Rights Granted:** Upon payment, You have the non-exclusive, non-assignable, royalty-free, worldwide, limited right to use the services and anything developed and delivered by Oracle under this order ("services and deliverables") for Your internal business operations. You may allow Your agents and contractors to use the services and deliverables for Your internal business operations, and You are responsible for their compliance in such use. The

services and deliverables may be related to Your right to use cloud or hosted/managed services or Products owned or distributed by Oracle which You acquired under a separate order. The agreement referenced in that order shall govern Your use of such services or Products, and nothing in this order is intended to grant a right to use such services or Products in excess of the terms of that order, such as the services period or number and type of environments specified in a cloud or hosted/managed service order.

You retain all ownership and intellectual property rights to Your confidential and proprietary information that You provide to Oracle under this order.

9. Additional Third-Party Subprocessors:

In addition to the Third-Party Subprocessors listed on My Oracle Support, the following Third-Party Subprocessors may also process Your personal information pursuant to the Services:

Third-Party Subprocessor	Location	Type of Service
N/A		

B. ADDITIONAL ORDER TERMS

1. When services will be performed on-site at customer location in the US, as required by US Department of Labor regulations (20 CFR 655.734), You will allow Oracle to post a notice regarding Oracle H-1B employee(s) at the work site prior to the employee’s arrival on-site.
2. This order may be executed in any number of counterparts, each of which so executed shall be deemed to be an original, and such counterparts shall together constitute one and the same agreement. The parties shall be entitled to sign and transmit an electronic signature of this order (whether by facsimile, PDF or other email transmission), which signature shall be binding on the party whose name is contained therein. Each party providing an electronic signature agrees to promptly execute and deliver to the other party an original signed order upon request.
3. **Audit of Invoices.**
Upon Your written request, Oracle will provide documentation to support the fees and expenses invoiced for the Services, provided You: (a) identify the applicable ordering document and invoice numbers and dates; (b) make such request within six (6) months of the date of the applicable invoices; and (c) have a good-faith belief of errors in the invoices.
4. **Audit of Security Practices.**
Nothing in this order is intended to, or shall, limit Your audit rights under the Data Processing Agreement for Oracle Services.
5. **Drug- and Alcohol-Free Workplace.**
Oracle policy prohibits the use of drugs and alcohol in the workplace; specifically: (a) the use, possession, distribution, manufacture, purchase, or transfer of illegal drugs; and (b) reporting to work or driving a vehicle while using illegal drugs or under the influence of alcohol.
6. **Invoice Dispute.**
If You receive an invoice and in good faith believe that an invoice for the Services is incorrect, You shall notify Oracle of the alleged error within the payment period applicable to the Services (the “Payment Period”). You and Oracle agree to use commercially reasonable efforts to resolve the alleged error within the Payment Period. If You and Oracle come to agreement during the Payment Period on an adjusted amount, You shall promptly pay the agreed-upon amount within the Payment Period; otherwise, You will pay the invoiced amount before the end of the Payment Period, and You and Oracle agree to continue to use commercially reasonable efforts to resolve the alleged error after the Payment Period.
7. **Dispute Resolution.**

In the event of any dispute or disagreement arising out of or relating to the Master Agreement or this order (the "dispute"), the parties will endeavor to resolve it in accordance with this section. Either party may invoke this section by providing the other party with written notice of the dispute and a description of the issues. Each party will appoint a Vice President (or similar executive) to discuss the dispute and no formal proceedings for the judicial resolution of such dispute, except for the seeking of equitable relief, may begin until either Vice President (or similar executive) concludes, after a good-faith effort to resolve the dispute, that resolution through continued discussion is unlikely. The parties shall refrain from exercising any termination right and shall continue to perform their respective obligations under the Master Agreement and this order while the parties endeavor to resolve the dispute, provided that any party alleged to be in breach promptly makes good-faith efforts to cure the breach.

8. Background Checks.

Oracle, or its agent, has performed a background check on Oracle employees hired on or after January 1, 2003 in the United States. As of the ordering document effective date, the background check is used to attempt to: (a) ascertain an employee's previous employment with up to three (3) employers within the five (5) years preceding the date of the check; (b) ascertain an employee's highest degree earned; (c) assess any public criminal records uncovered for an employee within the seven (7) years preceding the date of the check; and (d) check for matches on the Office of Foreign Asset Control's Specially Designated Nationals and Foreign Sanctions Evaders Lists. The background check is adjudicated by Oracle. Checks are conducted to the extent not prohibited by law, and to the extent records are accessible employing commercially reasonable efforts and accessed at the time of the check by Oracle or its agent. While all criminal records are individually assessed in accordance with applicable laws and agency guidance, generally, significant crimes involving violence, dishonesty, and certain drug-related offenses are considered disqualifiers, except where a diversion program was successfully completed and/or the case was discharged or judicially dismissed. In general, international transfers and individuals with valid United States government issued security clearance are not subject to a background check. Processing and procedural variances may apply to students/interns, university recruiting hires, and to employees of companies acquired by Oracle.

9. Termination.

You may terminate this order without cause by providing Oracle with thirty (30) business days prior written notice. The effective date of termination under this section shall be the end of the thirtieth (30th) business day after Oracle receives written notice of termination from You. You shall pay fees and expenses (including those expenses for which Oracle has already become obligated in connection with contemplated Services) and taxes through the termination effective date. The fee for a completed deliverable shall be the fee stated in the exhibit for such deliverable. The fees for an incomplete deliverable shall be calculated and invoiced on a time and materials basis, at Oracle's standard time and materials rates in effect when the Services are performed, but shall not exceed the fee stated in the exhibit for such deliverable. You and Oracle each will use reasonable efforts to minimize fees and expenses in the event of such termination.

San Bernardino County	Oracle America, Inc.
Authorized Signature: <u><i>Dawn Rowe</i></u>	Authorized Signature: <u><i>Michael Estrada</i></u>
Name: <u>Dawn Rowe</u>	Name: <u>Michael Estrada</u>
Title: <u>Chair, Board of Supervisors</u>	Title: <u>Director - Customer Deal Desk</u>
Signature Date: <u>MAY 05 2026</u>	Signature Date: <u>16 Apr 2026</u>
Ordering Document Effective Date: _____	{to be completed by Oracle}

SIGNED AND CERTIFIED THAT A COPY OF THIS DOCUMENT HAS BEEN DELIVERED TO THE CHAIRMAN OF THE BOARD, LYNIA MONTE, Clerk of the Board of Supervisors of San Bernardino County, California.



Fixed Price Exhibit

Oracle Contract Information

Customer Name: San Bernardino County

Ordering Document Number: US-19988291

Exhibit Number: 1

1. Description of Services and Deliverables.

A. Definitions.

Within this exhibit, the following definitions will apply:

- i. **"Business Days"** shall mean County Business Days.
- ii. **"County"** shall mean San Bernardino County.
- iii. **"County's Process"** shall mean San Bernardino County's business processes related to, but outside of, the Oracle Cloud Applications.
- iv. **"Cloud"** is a general term meaning the delivery of hosted services over the internet.
- v. **"Cloud Updates"** shall mean product releases of the Oracle Fusion Cloud Services.
- vi. **"Complexity"** shall mean the complexity of an Oracle Cloud Application extensibility as defined in the *Oracle Professional Services Complexity Definitions* available at <https://www.oracle.com/a/ocom/docs/complexity-definitions.pdf>. There are five Complexity levels: Very Easy Complexity, Easy Complexity, Moderate Complexity, Complex Complexity, and Very Complex Complexity.
- vii. **"Configure"** and **"Configuration"** shall mean the setup of the Oracle Cloud Application using the Standard Functionality provided within the Oracle Fusion Cloud Services release planned for Go Live.
- viii. **"Conversion"** shall mean the data conversions set forth in Section 8.B (Conversions) and subject to the Complexity definitions.
- ix. **"Countries"** or **"Country"** shall mean the country or countries set forth in Section 1.D.vi (Country Assumptions).
- x. **"Custom Reports"** shall mean the custom reports listed in Section 8.C (Custom Reports) below and modifications to Standard Reports and are subject to the Complexity definitions.
- xi. **"Data Governance"** shall mean a set of disciplines, processes and technologies, for ensuring the accuracy, completeness, timeliness and consistency of multiple domains of County's data across the Oracle Cloud Applications, Non-Oracle Systems, and across County's business processes, functional areas, organizations and geographies.



- xii. **“Deliverable”** means the discrete output(s) of either County or Oracle as specified in the “Deliverable Name” column of the table in Section 1.E of this exhibit.
- xiii. **“EPM”** shall mean Oracle Fusion Enterprise Performance Management Cloud Service.
- xiv. **“Existing Process”** shall mean County’s legacy business processes prior to the onset of the project.
- xv. **“Extensions”** shall mean the extensions set forth in Section 1.C.iii. Activities (Extensions Work Stream).
- xvi. **“Flexfield”** is a flexible data field used to capture additional descriptive information or attributes.
- xvii. **“Global Design”** shall mean the part of the Services when (i) the To-Be Process and Oracle Cloud Applications are designed and harmonized to document the Global Template (if applicable); (ii) the strategy for Conversions, Integrations, Reports, training, and communications are developed; and (iii) the sequence and grouping of Countries/regions are confirmed. Global Design may be referred to as “Enterprise Design” if the Services are for a single Country.
- xviii. **“Global Template”** shall mean the globally consistent To-Be Process, Configurations, Conversions, Integrations, and Reports that all Countries/regions/business units will adapt to.
- xix. **“Go-Live”** is complete for a Wave (as described in the timeline in Section 1.C.i of this exhibit if the project consists of more than a single Wave) when each of the Deliverables identified as “production” in the Deliverables Section below for such Wave has been accepted pursuant to the acceptance process set forth in Section 2 (Acceptance of Deliverables).
- xx. **“HCM”** shall mean Oracle Fusion Cloud Human Capital Management.
- xxi. **“Integrations”** shall mean the data integrations set forth in Section 8.A (Integrations) and subject to the Complexity definitions.
- xxii. **“Non-Oracle Systems”** shall mean any applications, systems, databases, or business processes other than the in-scope Oracle Cloud Applications set forth in Section 1.B.i.
- xxiii. **“Ongoing Support Model”** shall mean the model (as set forth in the Ongoing Support Model Deliverable described in Section 1.E (Deliverables) below) under which County’s will support the Oracle Cloud Applications following the Post Go-Live Assistance Period.
- xxiv. **“Oracle Cloud Application(s)”** shall mean the in-scope Oracle software application module(s) to be implemented based on the Oracle Fusion Cloud Services as listed in Section 1.B.i.
- xxv. **“Oracle Cloud Operations”** shall mean the Oracle organization in charge of operating the subscribed Oracle Cloud Services.
- xxvi. **“Oracle Cloud Services”** shall mean the Oracle hosted Cloud offering separately subscribed by County for the Oracle Cloud Applications.
- xxvii. **“Oracle Modern Best Practices”** shall mean a collection of business processes that are pre-defined by Oracle and are designed to map to certain portions of the Standard Functionality contained in the respective Oracle Cloud Application.
- xxviii. **“Oracle True Cloud Method+”** and **“TCM+”** shall mean the Oracle Cloud delivery approach (i.e., methods, Deliverables) that underpins the execution of Cloud projects.
- xxix. **“Post Go-Live Assistance”** shall mean limited Oracle functional and technical resources to respond to support tickets or requests documented and dispositioned by County and provided to Oracle, which are specific to the Solution, during the Post Go-Live Assistance Period. Post Go-Live Assistance excludes the introduction of any scope not specified in this exhibit such as functionality, integrations, Custom Reports, Custom Security Roles (defined in the Details column of assumption SEC4 in Section 1.D.ii) and processes.

- xxx. **“Post Go-Live Assistance Period”** shall mean the period beginning upon Go-Live and ending three (3) months after go-live date covering six (6) pay periods.
- xxxi. **“Prototype”** shall mean a non-production environment used to tailor aspects of the Solution and an associated activity to demonstrate and Validate the Solution as further described in this exhibit.
- xxxii. **“Reports”** shall mean the Standard Reports and the Custom Reports.
- xxxiii. **“Solution”** as used in this exhibit, shall mean the Oracle Cloud Applications and the Configurations, Reports, Conversions, and Integrations, as specified in this exhibit and is not intended to bind Oracle to “solve” any product related issues or problems.
- xxxiv. **“Standard Functionality”** shall mean the standard functionality of the Oracle Cloud Applications as set forth in the relevant product documentation.
- xxxv. **“Standard Reports”** shall mean the unmodified reports available in Standard Functionality of the Oracle Cloud Applications.
- xxxvi. **“To-Be Process”** shall mean County’s adapted business process flows within the Oracle Cloud Applications.
- xxxvii. **“Training Materials”** shall mean the content to be used for County’s training specified in the Training Plan Deliverable
- xxxviii. **“Validation”** or **“Validate”** shall mean a test or testing to confirm that the Oracle Cloud Applications are performing in accordance with the Global Template.
- xxxix. **“Wave”** shall mean a discrete segment of the Services as specified in Section 1.C.i if the project consists of more than a single Wave.
- xi. **“You”** and **“your”** refers to San Bernardino County, the entity that has ordered services from Oracle America, Inc. (**“Oracle”**).

B. Cloud Applications and Scope of Services.

- i. Oracle Cloud Applications.

Using Oracle TCM+ and as further set forth in this exhibit, Oracle will implement Standard Functionality for the following Oracle Cloud Applications, modules, and processes:

HCM Oracle Cloud Applications

Pillar	Application	Module(s)	Processes
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Pillar	Application	Module(s)	Processes
HCM	Oracle Fusion United States Payroll Cloud Service	Oracle Fusion United States Payroll	Maintain Personal Payroll Information; Manage Payroll Transactions; Manage Inbound Interface; Perform Pre-payroll Processes; Confirm Payroll Readiness; Produce & Distribute On Cycle Pay; Calculate Payment Distributions; Calculate Cost Distributions; Distribute Payroll Payments; Distribute Payroll Accounting Information; Manage Regulatory and Tax Reporting (US Only), including IRS Lock-in Letters; Process Wage Attachments (US Only), including e-IWO, child support, spousal support, IRS, FTB and Sheriff court orders tax levy, student loan, and vehicle; Process Off-cycle Payments; Payment Reissue Requests; Manage Outbound Interface; Transfer Data to HR/Payroll; Manage Termination Leave Cash Outs; Manage Direct Deposits, including Pay Cards; Manage Deduction Vendor Outbound Interface; Manage Payroll Adjustments, including Short Term Disability, Workers Compensation, and overpayment recoveries; Manage Time Entry Corrections; Manage Company Change assignments, including leave transfers; Manage Leave Pre-designations, including on demand leave cash outs; Manage Military Pay; Manage Beneficiary Designation for Last Warrant; Manage Mass Data Loads, including loads for taxable pay and taxable fringe benefits; Manage W-2 reporting and reconciliation, including form generation and SSA upload file; Manage Quarterly Tax Reporting (941 and DE 9), including Quarterly Amendments (941X and DE 9 ADJ); Manage Bi-Weekly Tax Deposits to IRS and EDD; Manage Retro Report process for retroactive payments

Pillar	Application	Module(s)	Processes
HCM	Oracle Fusion Human Resources (core) Cloud Service	Oracle Fusion Core Human Resources ("HR")	Manage Enterprise Structures; Manage Organizational Structures; Manage Divisions. Manage Departments; Manage Disability Organizations; Manage Grades (Grades; Grade Ladders; Grade Rates); Manage Job Families; Manage Jobs; Manage Locations; Manage Reporting Establishments; Manage Positions; Hire or Rehire an Employee; Place or Renew Placement of a Contingent Worker; Add a Nonworker; Manage Pending Worker; Manage Employment Start Dates; Manage Work Relationships; Add Secondary Assignment; Manage Existing Assignment; End Secondary Assignment; Manage Temporary Assignment; Promote Worker; Transfer Worker within the Same Legal Entity; Transfer Worker to a Different Legal Entity; Change Location; Change Working Hours; Manage Person Identifiers for External Applications; Manage Leave of Absence; Add or Change Manager; Manage Direct Reports; Manage Areas of Responsibility; Manage Role and Approval Delegation; Manage Journeys; Voluntary Resignation; Terminate Employee Work Relationship; Retirement; End Contingent Worker Placement; End Nonworker Relationship; Reverse or Correct Termination; Manage Records Retention Program; Manage Documents of Record; Manage Seniority Dates; Use the Worker Directory; Share Data Access; Manage Labor Unions & Collective Agreements; Manage Employment Contracts; Manage Grievances; Manage Disciplinary Actions; Manage Mass Employee Communications; Manage Worker Schedules; Manage Demographic and Disability Information; Manage Identification Information; Manage Contact Information; Manage Family and Emergency Contacts; Manage Volunteering; Participate in Volunteering; Grade Step Progression; Grade Rate Synchronization; View Compensation History
HCM	Oracle Fusion Advanced HCM Controls Cloud Service	Oracle Fusion Advanced HCM Controls	Visual Algorithm Workbench, Automate Data Analyses, Manage Exceptions to Closure, Secure Collaboration with Auditors
HCM	Oracle Fusion HR Help Desk Cloud Service	Oracle Fusion HR Help Desk	Capture Issue; Route and Assign Issue; Diagnose and Resolve Issue; Manage Help Desk Knowledge
HCM	Oracle Fusion Workforce Modeling and Prediction Cloud Service	Oracle Fusion Workforce Modeling and Prediction	Predict Voluntary Termination and Performance; View Contributing Factors; Conduct What-If Analysis
HCM	Oracle Fusion Data Intelligence	Oracle Fusion HCM Analytics	Evaluate Workforce Deployment Performance; Generate Workforce Dashboards; Analyze Compensation Management Performance

Pillar	Application	Module(s)	Processes
HCM	Oracle Fusion Benefits Cloud Service	Oracle Fusion Benefits	<p>Manage Worker's Compensation; Analyze Benefit Plans; Initiate New Hire Employee Benefits; Manage Life Events W/O Employee Enrollment Opportunity; Manage Life Events with Employee Enrollment Opportunity; Manage Self-Assigned Life Event; Manage Defined Benefits/Contribution; Manage Employee Age Band Changes; Manage People to Cover; Manage Depended Age Out ; Manage Domestic Partner with Imputed Income; Manage Pension Events; Calculate Defined Benefit; Record Pension Payments; Manage Dependent Certification with Suspension ; Manage Dependent/Participation Certification W/O Suspension; Manage Participant Enrollment Certification (EOI); Drop Dependent with Certification; Manage DOR Approval; Processing Life Events ; Manage Court Orders – US; Manage Benefits Plans, Programs, and Events; Adding/Removing Life Events (Admin); Manage Benefits Billing ; Mange Open Enrollment – US; Manage Retiree Benefits</p>
HCM	Oracle Fusion Compensation Cloud Service	Oracle Fusion Compensation	<p>Analyze Compensation Market Data; Analyze Compensation Plans; Analyze Pension Plans; Analyze Compensation Strategy; Define Compensation Management Goals and Measurements; Define Compensation Policies; Establish Compensation Budgets; Manage Compensation Budgets; Manage Base Pay; Manage Individual Compensation; Manage Workforce Compensation; Administer Workforce Compensation; Manage Personal Contributions; Compensation Change Statements; Transfer Data to HR/Payroll; Manage Stock Option Plans; Administer Stock Purchase Plans; Maintain Stock Grants; Generate Compensation Management Intelligence; Analyze Compensation Management Performance; Analyze Total Compensation;</p>
HCM	Oracle Fusion Learning Cloud Service	Oracle Fusion Learning	<p>Manage Safety Training and Education; Manage Talent Profiles; Plan Career Paths & Training Requirements; Manage Individual Development Plan; Manage Learning Setup/Configuration; Manage Learning Catalog; Maintaining Catalog (Ongoing Tasks); Define Learning Objectives - Programs and Goals; Determine Learning Demand; Establish Learning Budgets; Define/Align Learning Roles; Define Regulatory Requirements; Review Report Inventory ; Identify Learning Audience(s); Measurement requirements; Identify Localization Requirements; Define Operations and Governance; Manage Training Resources; Configure and Develop Learning Structure; Configure and Develop Manage Learning Content; Configure and Develop Manage Learning Catalog; Import Learning Content; Enable 3rd Party Integrations; Create Courses, Specializations, and Communities; Build Catalog Structure; Manage Learning Setup; Manage Learning Access; Manage Learning By Administrator - Define Target Audience; Manage Learning By Administrator - Create Training Assignment; Manage Learning By Administrator - Review Learner Participation; Manage Learning by Line Manager - Assign Training to My Team; Manage Learning by Line Manager - Review Participation for My Team; Manage Learning by Learner - Self Enrollment; Manage Learning by Learner - Review My Participation</p>
HCM	Oracle Fusion Onboarding Cloud Service	Oracle Fusion Onboarding	<p>Manage Checklists; Manage Tasks (e.g., Onboarding tasks); Manage Signatures; Pre-Hire Workflow; New Hire Workflow; E-Offer</p>

Pillar	Application	Module(s)	Processes
HCM	Oracle Fusion Recruiting Cloud Service	Oracle Fusion Recruiting	Create Job Requisition; Post Requisition; Manage Job Requisition Lifecycle; Source Candidates; Manage Candidates (i.e. Moving Candidates from In-Review to Interview); Manage Candidate Pools (Manage specific pools of candidates based on a skillset or talent need); Manage Recruiting Campaigns (Advertise Job Requisitions and Referrals); Agency Sourcing; Manage Career Sites (i.e. External facing); Search Jobs (i.e. Internal Career Site for Employees); Apply for Jobs; Refer Jobs, Manage Candidate Job Applications , Manage Interviews, Create Job Offer; Extend and Accept Offers; Manage Background Checks with Partner Integration; Move to HR; Generate Recruiting Intelligence; Analyze Recruiting Effectiveness
HCM	Oracle Fusion Performance Management Cloud Service	Oracle Fusion Performance Management	Evaluate Worker Performance; Manage Performance Improvement Plan
HCM	Oracle Fusion Talent Management	Oracle Fusion Career Development	Plan Career Paths & Training Requirements; Manage Individual Development Plan
HCM	Oracle Fusion Performance Management Cloud Service	Oracle Fusion Goal Management Cloud	Define Organizational Goals; Manage Worker Goals
HCM	Oracle Fusion Succession Planning Cloud Service	Oracle Fusion Succession Planning	Manage Talent Review; Plan Successions; Manage Talent Pools
HCM	Oracle Fusion Talent Management	Oracle Fusion Profile Management	Define Organization Talent Requirements; Manage Model Profile; Analyze Competency Gaps; Manage Talent Profiles
HCM	Oracle Fusion Absence Management Cloud Service	Oracle Fusion Absence Management	Maintain Absence Enrollments; Schedule and Record Absences; Manage Absence Processing; Report and Analyze Absence Data; Maintain Long Term Absence
HCM	Oracle Fusion Time and Labor Cloud Service	Oracle Fusion Time and Labor	Maintain Time and Labor Profiles and Rules; Report Time; Transfer Time; Approve Time; Monitor Time; Analyze Time; Report Time, Transfer Time; Approve Time; Analyze Time
HCM	Oracle Fusion Workforce Health and Safety Cloud Service	Oracle Fusion Workforce Health and Safety	Define Environment, Health and Safety Requirements; Manage Environment, Health and Safety Policies and Procedures; Maintain Emergency Information; Manage Safety Training and Education; Manage Health Programs; Manage Environment, Health and Safety Incidents; Manage Worker's Compensation; Create Environment, Health and Safety Reports; Manage Incident Information; Create Incident

EPM Oracle Cloud Applications

Pillar	Application	Module(s)	Processes
ERP/ EPM	Oracle Fusion Enterprise Performance Management Cloud Service	Oracle Planning Workforce Planning	Workforce Planning by Employee and Job Code

Pillar	Application	Module(s)	Processes
ERP/ EPM	Oracle Fusion Enterprise Performance Management Cloud Service	Oracle Narrative Reporting	Management, Narrative and Statutory Reporting Packages with Self-Service and Collaboration Capabilities; Giving Visibility to the Progress and Status of the Reporting Lifecycle

ii. Services Overview.

Oracle will perform the following as described in this exhibit: Perform project management, governance, and deployment activities for the Oracle Cloud Applications as specified in Section 1.C.iii.

- a. Design To-Be Processes that align to the Oracle Cloud Applications based on the Global Design as specified in Section 1.C.iii.
- b. Configure and Validate the Oracle Cloud Applications as specified in Section 1.C.iii.
- c. Design the Conversion strategy and load data as specified in Section 1.C.iii for the Oracle Cloud Applications after San Bernardino County’s has extracted them from San Bernardino County’s source systems, cleansed, and transformed the data (Conversions listed in Section 8.B).
- d. Design the Integration Strategy and integrate the Oracle Cloud Applications with San Bernardino County’s systems as specified in Section 1.C.iii for the Integrations.
- e. Design an organizational change management strategy and work with San Bernardino County to document training and communications to deliver to San Bernardino County’s end users as specified in Section 1.C.iii.

C. Project Approach and TCM+ Stage Overview.

The Services will be provided using Oracle TCM+, which includes five (5) stages: Mobilize, Design, Localize and Validate, Go-Live, and Optimize & Innovate as specified in the table in Section 1.C.ii below. The specific role of each party is set forth in Section 1.C.iii.

i. Project Timeline.

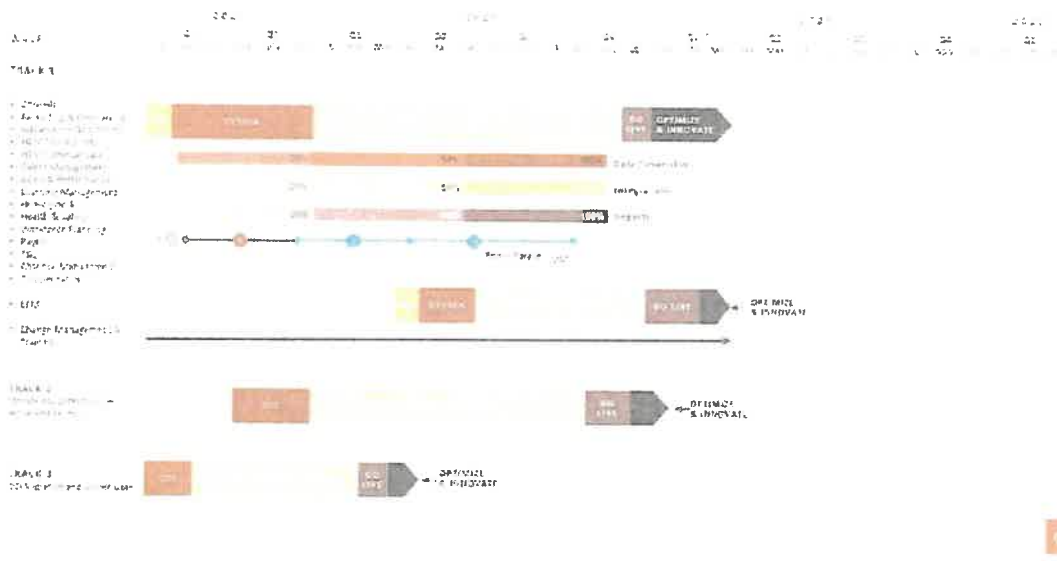
The project will consist of the following one (1) Wave.

Wave	Description
1	Implementation of Core HR, Recruiting & Onboarding, Talent Management, Goals & Performance, Learning Management, HR Helpdesk & Policy Automation, Health & Safety, HCM Touchpoints & Communicate, Advanced HCM Controls, Digital Assistant, Payroll, Time and Labor, Absence Management, Compensation, Benefits, Change Management, Training
1	Implementation of Oracle Cloud EPM – Workforce Planning (“WFP”)

The following diagram provides a high-level timeline for the project that will be further defined as part of the Project Plan Deliverable. The timelines and completion dates shown in the diagram are intended for planning and scheduling purposes only.

San Bernardino County - Plan on a Page

HCM/ERP



ii. TCM+ Stage Overview.

TCM+ Stage

Stage Overview

The purpose of this stage is to ramp up the project team, establish the team culture, and confirm delivery expectations. During this stage, the team will collaborate to define how we will govern the project. This includes:

MOBILIZE

- Identifying the teammates empowered to make decisions.
- Agreeing on a cadence in which we monitor and report progress.
- Communicating the change control process.
- Drafting and confirming the Project Plan Deliverable, including planning the Global Design workshop objectives, schedule, participants, and logistics.
- Establishing the Project Charter Deliverable and Governance Model Deliverable.
- Communicating the Deliverable acceptance framework in accordance with the Governance Model Deliverable.

This stage is dedicated to validating scope across the project and identifying any necessary scope changes (subject to the Change Control set forth in the Policies). The team will coordinate a series of workshops to:

DESIGN

- Discuss the To-Be Process and align on Configuration of the Oracle Cloud Applications.
- Establish a harmonized global/enterprise template that is shared with Country/region/business unit resources to identify where localizations may be required (e.g., legal, statutory, or tax requirements), if applicable.

One (1) Prototype ("Prototype 1") will be built. The technology teammates will work to define the Integration Strategy Deliverable and Data Conversion Strategy Deliverable which helps to confirm and finalize the Integration and Conversion inventories.

**TCM+
Stage**

Stage Overview

The Change Management Strategy Deliverable will be documented and work will begin on the Communication Plan Deliverable and Training Plan Deliverable.

This stage is dedicated to refining the Configuration of the Oracle Cloud Applications. The team facilitates design workshops to discuss and adapt Existing Processes to local (e.g., regional, Country, business unit) specifications. These design sessions build upon the Global Template from the Global Design stage to help:

- Identify business unit and Country-specific legal, regulatory, union, or works council requirements to be addressed.
- Define additional local (e.g., regional, Country, business unit) To-Be Process integration points.
- Identify technology, forms, or other documentation required to enable the To-Be Process locally.

**LOCALIZE
AND
VALIDATE**

Two (2) Prototypes (“Prototype 2” and “Prototype 3”) will be built. Each Prototype will be Validated to confirm that the Configurations, Conversions, Integrations, Reports and security of the Oracle Cloud Applications enable the To-Be Processes. The final Validation will be an end-to-end test to confirm the Solution. San Bernardino County continuously cleanses the data as it is iteratively converted and Validated with each Prototype.

A user acceptance test (“UAT”) is also completed, if needed, focusing on training and engaging the user community.

Communications and training to the end user population will be drafted, finalized, and delivered.

A Cutover Checklist Deliverable is also defined during this period in preparation for Go-Live.

GO-LIVE

During this stage, Conversions are Validated in preparation for Go-Live. The team executes the Cutover Checklist to deploy the Oracle Cloud Applications, Custom Security Roles if applicable, Integrations, and data to the production environment.

Delivery of communications and training to end users will continue.

**OPTIMIZE &
INNOVATE**

During this stage, Oracle will provide Post Go-Live Assistance to address identified issues associated with the scope of the Services.

iii. Activities.

Oracle and San Bernardino County will perform the activities specified in the Work Stream and Activities table below (the “Activities”). As used herein, “Work Stream” means a category of related Activities as set forth in the Work Stream and Activities table. As used in the Work Stream and Activities table below:

- a. “Primary” indicates the organization responsible for driving the completion of the Activity, including (but not limited to): authoring the associated Deliverable (if applicable), and scheduling and facilitating the necessary meetings to solicit input into the Deliverable/Activity.
- b. “Support” indicates the organization responsible for providing input into the completion of the Activity, including (but not limited to): reviewing and providing input into the content in the associated Deliverable/Activity, and participating in the necessary meetings to provide input into the Deliverable/Activity. Additional responsibilities specific to the support role are indicated in the table below (as needed). In the instances where Oracle is support, they can provide Deliverable examples, if needed.

#	Work Stream and Activities	Primary	Support	Notes About Support Role
PM1	Oversee and facilitate performance of San Bernardino County's resources.	San Bernardino County	N/A	
PM2	Oversee and facilitate performance of Oracle resources.	Oracle	N/A	
PM3	Provide executive sponsorship to oversee San Bernardino County's performance and resources.	San Bernardino County	N/A	
PM4	Provide executive sponsorship to oversee Oracle performance and resources.	Oracle	N/A	
PM5	Prepare and execute monthly steering committee meetings.	San Bernardino County	Oracle	<ul style="list-style-type: none"> • Help document and prepare materials for meetings.
PM6	Document the Project Charter Deliverable as described in Section 1.E (Deliverables) below.	Oracle	San Bernardino County	
PM7	Document the project Governance Model Deliverable as described in Section 1.E (Deliverables) below and establish a project governance committee.	Oracle	San Bernardino County	<ul style="list-style-type: none"> • Confirm Deliverable contributors, reviewers and sign-off resources.
PM8	Execute project governance processes.	Oracle	San Bernardino County	<ul style="list-style-type: none"> • Document and manage activities owned by San Bernardino County that impact the Services.
PM9	Document and manage the Project Plan Deliverable as described in Section 1.E (Deliverables) below.	Oracle	San Bernardino County	<ul style="list-style-type: none"> • Provide San Bernardino County's interdependencies for the Project Plan, including dependencies in San Bernardino County's organization with other projects and with third-party vendors. • Co-author and provide input into the integrated Project Plan.
PM10	Maintain the Project Plan and use it as the baseline to document a weekly status report (" Status Report ").	Oracle	San Bernardino County	<ul style="list-style-type: none"> • Assist with maintaining the Project Plan and provide accurate status of San Bernardino County owned or interdependent activities.

#	Work Stream and Activities	Primary	Support	Notes About Support Role
PM11	Compile Status Reports and jointly agree with San Bernardino County on the template and cadence to be used for the Status Reports.	Oracle	San Bernardino County	<ul style="list-style-type: none"> Document and provide input into the Status Report template. Provide updates to the Status Report for San Bernardino County's owned activities. Provide a conference room, teleconferencing tools, and in room equipment to accommodate all participants participating at San Bernardino County locations.
PM12	Conduct a project kick-off meeting with all project team members to review the Project Charter, Governance Model, and Project Plan Deliverables.	Oracle	San Bernardino County	<ul style="list-style-type: none"> Confirm San Bernardino County's participants and presenters for the meeting. Help define the agenda and content for meeting, including confirming San Bernardino County participants who will present and endorse the project. Confirm San Bernardino County support model for existing systems following Go-Live.
PM13	Document an Ongoing Support Model Deliverable as described in Section 1.E (Deliverables) below.	San Bernardino County	Oracle	<ul style="list-style-type: none"> Provide input on the impact of a proposed Ongoing Support Model. Confirm the Ongoing Support Model.
PM14	Manage and coordinate activities with San Bernardino County's third-party vendors aligning them and their delivery schedules with the project timeline.	San Bernardino County	Oracle	<ul style="list-style-type: none"> Provide input regarding third-party vendor products and services with project dependencies that impact the Services.
PM15	Coordinate activities with other dependent initiatives within San Bernardino County's organization, including projects being conducted in parallel or with dependencies necessary for deployment of the Oracle Cloud Applications.	San Bernardino County	Oracle	<ul style="list-style-type: none"> Provide input regarding dependent initiatives that may impact resources, schedule, scope, and/or Services.

#	Work Stream and Activities	Primary	Support	Notes About Support Role
PM16	Document a Cutover Checklist Deliverable as described in Section 1.E (Deliverables) below.	Oracle	San Bernardino County	<ul style="list-style-type: none"> Document the detailed tasks required to transition the Work Streams for which San Bernardino County is the Primary role to the new operating model, To-Be Process, and systems including resources and timing, based on input from the Work Streams. Confirm all Work Streams are represented in the cutover plan. Assist in maintaining the Cutover Checklist throughout Go-Live.
PM17	Document and manage the project business case.	San Bernardino County	N/A	
PM18	Coordinate with resources within Oracle to identify the appropriate Oracle point of contact for San Bernardino County regarding San Bernardino County's questions that come up throughout the duration of the Services.	Oracle	N/A	
PM19	Document an Environment Management Plan Deliverable as described in Section 1.E (Deliverables) below.	Oracle	San Bernardino County	
PM20	Execute the Environment Management Plan throughout the deployment(s), including the final deployment of the Solution into the production environment.	Oracle	San Bernardino County	<ul style="list-style-type: none"> Help coordinate and schedule environment related service requests with Oracle Cloud Operations.
PM21	Confirm San Bernardino County's staff member workstation system compliance and any pre-installation activities as described in the Oracle Cloud Application documentation.	San Bernardino County	N/A	
PM22	Document the Non-Oracle Systems Dependencies Deliverable as described in Section 1.E (Deliverables) below.	San Bernardino County	N/A	
PM23	Work directly with Oracle Cloud Operations for the following: enablement of single-sign-on; provisioning of new environments; cloning of environments (i.e., non-production to production, or production to non-production); updates and patches; Pretty Good Privacy encryption for data extracts and Business Intelligence Publisher extracts; and any issues related to the above activities.	San Bernardino County	N/A	

#	Work Stream and Activities	Primary	Support	Notes About Support Role
C1	Conduct a workshop during the TCM+ Design stage to demonstrate the To-Be Processes. Typical topics discussed include common data sources, and the Oracle Cloud Applications related to the Oracle Processes.	Oracle	San Bernardino County	<ul style="list-style-type: none"> Help coordinate participants and confirm on-site and remote facilities.
C2	Complete business questionnaires (via business subject matter experts) to help inform the design of the Oracle Cloud Applications.	San Bernardino County	Oracle	<ul style="list-style-type: none"> Answer questions about the questionnaire template. Advise on mapping San Bernardino County's business process to Standard Functionality.
C3	Design the San Bernardino County's Process.	San Bernardino County	N/A	<ul style="list-style-type: none"> Provide input into To-Be Process as part of Global Design and stakeholder reviews.
C4	Design To-Be Processes that align to the Oracle Cloud Applications.	Oracle	San Bernardino County	<ul style="list-style-type: none"> Maintain To-Be Processes following Global Design. Provide input into current state of end user experience to assess impacts.
C5	Identify business practice and procedure changes that will be required based on the To-Be Process and Global Template.	San Bernardino County	N/A	
C6	Identify changes to Non-Oracle Systems that will be required based on the To-Be Process and Global Template.	San Bernardino County	N/A	
C7	Execute Global Design culminating in Prototype 1 to make key decisions about the Configurations, security, Reports, Conversions, and Integration designs. As a result of Global Design, document decisions, compile a list of action items to work through, and manage any identified risks and issues.	Oracle	San Bernardino County	<ul style="list-style-type: none"> Identify empowered and accountable resources to make decisions. Confirm the final Global Template.

#	Work Stream and Activities	Primary	Support	Notes About Support Role
C8	Execute iterative Prototype builds (Prototype 2 and Prototype 3) to Validate the Configuration, Conversions, Integrations, Reports, and security.	Oracle	San Bernardino County	<ul style="list-style-type: none"> Identify empowered and accountable resources to make decisions. Validate the Prototypes accurately reflect the Global Template and localizations required for each business unit/region/Country. Perform functional and data access testing for any Custom Security Roles.
C9	<p>Create Configuration workbooks that reflect the following:</p> <ul style="list-style-type: none"> Decisions on Configurations and, if applicable, Reports. Countries/regions that will have localizations. <p>Approve the Configuration workbooks as follows:</p> <ul style="list-style-type: none"> Prior to the start of Prototype 1 for the Configurations and, if applicable, Reports, to be included in Prototype 1 Prior to the start of Prototype 2 for the Configurations and, if applicable, Reports, to be included in Prototype 2. 	Oracle	San Bernardino County	
C10	<ul style="list-style-type: none"> Prior to the start of Prototype 3 for the Configurations and, if applicable, Reports, to be included in Prototype 3. Prior to the start of end-to-end testing for the Configurations and, if applicable, Reports, to be included in end-to-end testing. Prior to the start of UAT for the Configurations and, if applicable, Reports, to be included in UAT. Prior to Go-Live for the Configurations and, if applicable, Reports, to be deployed to the production environment. 	San Bernardino County	Oracle	
C11	Implement Configurations in Prototype 1 Configuration and Conversion Results Deliverable in Section 1.E (Deliverables) below.	Oracle	San Bernardino County	<ul style="list-style-type: none"> Make resources available for advice and guidance. Set-up additional Configuration(s).

#	Work Stream and Activities	Primary	Support	Notes About Support Role
C12	Implement Configurations in Prototype 2 as described in the Prototype 2 Configuration and Conversion Results Deliverable in Section 1.E (Deliverables) below.	Oracle	San Bernardino County	<ul style="list-style-type: none"> Make resources available for advice and guidance. Set-up additional Configuration(s).
C13	Implement Configurations in Prototype 3 as described in the Prototype 3 and End-to-End Test Configuration and Conversion Results Deliverable in Section 1.E (Deliverables) below.	Oracle	San Bernardino County	<ul style="list-style-type: none"> Make resources available for advice and guidance. Set-up additional Configuration(s).
C14	Implement Configurations in the non-production environment used for UAT as described in the UAT Configuration and Conversion Results Deliverable in Section 1.E (Deliverables) below.	Oracle	San Bernardino County	<ul style="list-style-type: none"> Make resources available for advice and guidance. Set-up additional Configuration(s).
C15	Implement Configurations in San Bernardino County's production environment for the Oracle Cloud Applications.	Oracle	San Bernardino County	<ul style="list-style-type: none"> Make resources available for advice and guidance. Set-up additional Configuration(s).
C16	Implement required policy and procedure changes to support the To-Be Process and Oracle Cloud Applications.	San Bernardino County	N/A	
C17	Implement required changes to Non-Oracle Systems.	San Bernardino County	N/A	
C18	Assist with resolution of Configuration issues identified during testing/Validation and the Post Go-Live Assistance Period.	Oracle	San Bernardino County	<ul style="list-style-type: none"> Advise on To-Be Process impacts. Makes resources available for advice and guidance.
C19	Prepare test scenarios for testing/Validation.	San Bernardino County	Oracle	<ul style="list-style-type: none"> Provide sample/template test scenarios.
C20	Evaluate Cloud Updates and review associated release notes.	San Bernardino County	Oracle	<ul style="list-style-type: none"> Share information about features in a Cloud Update and help advise on how to incorporate the Cloud Update into the Project Plan Deliverable.
C21	Schedule and accept product features in a Cloud Update.	San Bernardino County	Oracle	<ul style="list-style-type: none"> Demonstrate the features and functionality of the Cloud Updates.
CON1	Provide information on San Bernardino County's data, including data models, data usage and legacy custom data.	San Bernardino County	Oracle	

#	Work Stream and Activities	Primary	Support	Notes About Support Role
CON2	Develop and/or modify [San Bernardino County Data Governance approach and provide to Oracle prior to the commencement of Global Design.	San Bernardino County	N/A	
CON3	Document a Data Conversion Strategy Deliverable as described in Section 1.E (Deliverables) below.	Oracle	San Bernardino County	<ul style="list-style-type: none"> Provide insights about all data sources and quality of data. Provide access to data owners across San Bernardino County's organization.
CON4	Extract data from San Bernardino County's source systems and provide to Oracle in an Oracle-specified format and location.	San Bernardino County	Oracle	<ul style="list-style-type: none"> Provide data formats, define delivery method, timing, volume, security and advise on strategy for consolidating different types of feeds.
CON5	Provide extracts of Flexfields in San Bernardino County's current solution.	San Bernardino County	Oracle	<ul style="list-style-type: none"> Document target fields using Flexfields.
CON6	Map San Bernardino County's source data to the Oracle Cloud Applications.	San Bernardino County	Oracle	<ul style="list-style-type: none"> Answer questions about the data conversion tools. Advise on Oracle standards. Advise San Bernardino County on Oracle Cloud data structures and data cleansing.
CON7	Document data import scripts for the Oracle Cloud Applications.	Oracle	N/A	
CON8	Validate data accuracy.	San Bernardino County	N/A	
CON9	Cleanse source data provided to Oracle.	San Bernardino County	N/A	
CON10	Transform (as needed) source data provided to Oracle.	San Bernardino County	N/A	
CON11	Import data into the Oracle Cloud Applications in the Prototype 1 environment and validate Conversion results as described in the Prototype 1 Configuration and Conversion Results Deliverable in Section 1.E (Deliverables) below.	Oracle	San Bernardino County	

#	Work Stream and Activities	Primary	Support	Notes About Support Role
CON12	Import data into the Oracle Cloud Applications in the Prototype 2 environment and validate Conversion results for Prototype 2 as described in the Prototype 2 Configuration and Conversion Results Deliverable in Section 1.E (Deliverables) below.	Oracle	San Bernardino County	
CON13	Import data into the Oracle Cloud Applications in the Prototype 3 environment and validate Conversion results for Prototype 3 as described in the Prototype 3 and End-to-End Test Configuration and Conversion Results Deliverable in Section 1.E (Deliverables) below.	Oracle	San Bernardino County	
CON14	Import data into San Bernardino County's end-to-end test environment for the Oracle Cloud Applications and validate Conversion results as described in the Prototype 3 and End-to-Test Configuration and Conversion Results Deliverable in Section 1.E (Deliverables) below.	Oracle	San Bernardino County	
CON15	Import data into San Bernardino County's UAT environment for the Oracle Cloud Applications and document Conversion Validation results as described in the UAT Configuration and Conversion Results Deliverable in Section 1.E (Deliverables) below.	Oracle	San Bernardino County	
CON16	Import data into San Bernardino County's production environment for the Oracle Cloud Applications from source systems as described in the Production Converted Data Deliverable in Section 1.E (Deliverables) below.	Oracle	San Bernardino County	
CON17	Perform data stewardship activities in data management (e.g., cleansing, matching, and merging).	San Bernardino County	Oracle	<ul style="list-style-type: none"> Answer questions regarding practices on data cleansing, matching and merging specific to the Oracle Cloud Applications.
CON18	Execute data load processes as part of Optimize & Innovate stage of TCM+.	San Bernardino County	Oracle	<ul style="list-style-type: none"> Answer questions about the data conversion tools. Advise on Oracle standards.
CON19	Resolve data quality issues as part of Optimize & Innovate stage of TCM+.	San Bernardino County	Oracle	<ul style="list-style-type: none"> Advise on Conversion standards.

#	Work Stream and Activities	Primary	Support	Notes About Support Role
IN1	Document an Integration Strategy Deliverable as described in Section 1.E (Deliverables) below.	Oracle	San Bernardino County	<ul style="list-style-type: none"> Provide insights about San Bernardino County's systems. Provide access to system owners across San Bernardino County's organization.
IN2	Enable connectivity to the Oracle Cloud Applications, which includes opening firewall ports, configuring proxies, and managing all other network related data center activities.	San Bernardino County	Oracle	<ul style="list-style-type: none"> Obtain connectivity information for San Bernardino County's Oracle Cloud Applications. Test and confirm connectivity.
IN3	Identify Integrations.	San Bernardino County	N/A	
IN4	Prepare Integration functional designs.	Oracle	San Bernardino County	<ul style="list-style-type: none"> Provide insights about San Bernardino County's systems. Provide access to system owners across San Bernardino County's organization. Validate and approve functional designs.
IN5	Prepare Integration technical designs.	Oracle	San Bernardino County	<ul style="list-style-type: none"> Provide insights about San Bernardino County's systems. Provide access to system owners across San Bernardino County's organization.
IN6	Build Integrations into Non-Oracle Systems.	San Bernardino County	Oracle	<ul style="list-style-type: none"> San Bernardino County will coordinate with third-party vendors for license and access for their products and conduct testing.
IN7	Implement the Integrations in San Bernardino County's production environment(s) for Non-Oracle Systems.	San Bernardino County	Oracle	
IN8	Prepare data extracts from the Oracle Cloud Applications for the Integrations.	Oracle	San Bernardino County	<ul style="list-style-type: none"> Make resources available for advice and guidance.
IN9	Prepare data imports into the Oracle Cloud Applications for the Integrations.	Oracle	San Bernardino County	<ul style="list-style-type: none"> Provide insights about San Bernardino County's systems. Provide access to system owners across San Bernardino County's organization.
IN10	Prepare data extracts from San Bernardino County / third-party systems for the Integrations.	San Bernardino County	Oracle	<ul style="list-style-type: none"> Respond to questions regarding data fields and format.

#	Work Stream and Activities	Primary	Support	Notes About Support Role
IN11	Prepare data imports into San Bernardino County's systems and third-party systems for the Integrations.	San Bernardino County	N/A	
IN12	Prepare unit test scripts for inbound data transfers into/from San Bernardino County systems and third-party systems.	San Bernardino County	Oracle	
IN13	Prepare unit test scripts for outbound data transfers into/from the Oracle Cloud Applications.	Oracle	San Bernardino County	
IN14	Correct test defects with the Solution during end-to-end test and UAT.	Oracle	San Bernardino County	<ul style="list-style-type: none"> Coordinate activities with San Bernardino County's system owners.
IN15	Correct test defects with Non-Oracle Systems during end-to-end test and UAT.	San Bernardino County	N/A	
IN16	Implement the Integrations in San Bernardino County's non-production environments (i.e., Prototype 2 and Prototype 3) to facilitate Validation for the Oracle Cloud Applications.	Oracle	San Bernardino County	<ul style="list-style-type: none"> Coordinate activities with San Bernardino County's system owners.
IN17	Implement the Integrations in San Bernardino County's production environment for the Oracle Cloud Applications.	Oracle	San Bernardino County	
IN18	Assist with resolution of Integration issues during the Post Go-Live Assistance Period.	Oracle	San Bernardino County	<ul style="list-style-type: none"> Coordinate resolution with San Bernardino County's system owners (as needed).
IN19	Decommission San Bernardino County's legacy systems.	San Bernardino County	N/A	
E1	Provide specifications for Extensions.	San Bernardino County	Oracle	
E2	Prepare the Extension functional and technical designs.	Oracle	San Bernardino County	<ul style="list-style-type: none"> Provide access to business process owners to help define the design.
E3	Prepare unit test scripts for the Extensions.	Oracle	San Bernardino County	<ul style="list-style-type: none"> Help correct deficiencies identified during unit testing.
E4	Correct test defects with the Extensions during end-to-end test and UAT.	Oracle	San Bernardino County	

#	Work Stream and Activities	Primary	Support	Notes About Support Role
E5	Implement the Extensions in San Bernardino County's non-production environments (i.e., Prototype 2 and Prototype 3) to facilitate Validation for the Oracle Cloud Applications.	Oracle	San Bernardino County	<ul style="list-style-type: none"> Coordinate activities with San Bernardino County's system owners.
E6	Implement the Extensions in San Bernardino County's production environment for the Oracle Cloud Applications.	Oracle	San Bernardino County	<ul style="list-style-type: none"> Coordinate activities with San Bernardino County's system owners.
E7	Assist with resolution of Extension issues identified during Validation and the Post Go-Live Assistance Period.	Oracle	San Bernardino County	<ul style="list-style-type: none"> Coordinate resolution with San Bernardino County's system owners (as needed).
R1	Deliver up to nine (9) virtual Custom Reports workshops for up to one hundred twenty (120) participants for up to four (4) hours each.	Oracle	San Bernardino County	<ul style="list-style-type: none"> Identify participants. Determine workshop dates, in conjunction with Oracle. Send workshop invitations.
R2	Document the Report Strategy Deliverable as described in Section 1.E (Deliverables).	Oracle	San Bernardino County	
R3	Rationalize and prioritize San Bernardino County's existing reports including any State and Federal compliance reports among others.	San Bernardino County	Oracle	<ul style="list-style-type: none"> Assist with normalization of San Bernardino County's existing reports.
R4	Provide specifications for Reports.	San Bernardino County	Oracle	
R5	Prepare functional and technical designs for the Custom Reports.	Oracle	San Bernardino County	<ul style="list-style-type: none"> Make resources available for advice and guidance.
R6	Approve functional and technical designs for the Custom Reports.	San Bernardino County	N/A	
R7	Prepare unit test scripts for the Reports.	Oracle	San Bernardino County	<ul style="list-style-type: none"> Help correct deficiencies identified during unit testing.
R8	Implement the Reports in San Bernardino County's non-production environments (i.e., Prototype 2, Prototype 3, end-to-end, and UAT) for the Oracle Cloud Applications.	Oracle	San Bernardino County	<ul style="list-style-type: none"> Coordinate activities with San Bernardino County's system owners.
R9	Implement the Reports in San Bernardino County's production environment for the Oracle Cloud Applications.	Oracle	San Bernardino County	<ul style="list-style-type: none"> Coordinate activities with San Bernardino County's system owners.

#	Work Stream and Activities	Primary	Support	Notes About Support Role
R10	Assist with resolution of Report issues identified during the Post Go-Live Assistance Period.	Oracle	San Bernardino County	<ul style="list-style-type: none"> Coordinate resolution with San Bernardino County's system owners (as needed).
R11	Create report architecture related to Oracle Cloud Applications.	Oracle	San Bernardino County	
R12	Map Custom Reports to Oracle reporting tools.	Oracle	San Bernardino County	
T1	Document the Test Strategy and Plan Deliverable as described in Section 1.E (Deliverables) below for end-to-end test and UAT.	Oracle	San Bernardino County	<ul style="list-style-type: none"> Provide guidance on building a test plan.
T2	Document the Test Scenarios and Scripts Deliverable as described in Section 1.E (Deliverables) below.	San Bernardino County	Oracle	<ul style="list-style-type: none"> Provide baseline test scenarios.
T3	Execute the test scripts.	San Bernardino County	Oracle	<ul style="list-style-type: none"> Oracle will supply sample test scripts to San Bernardino County. San Bernardino County can modify those scripts based on the testing needs.
T4	Document a summary and script-level detail of test results.	San Bernardino County	Oracle	<ul style="list-style-type: none"> Review and validate test results.
T5	Prepare and send a daily test and defect readout to the project team.	San Bernardino County	Oracle	<ul style="list-style-type: none"> Provide a sample readout.
T6	Assist with resolution of test issues during Validation and the Post Go-Live Assistance Period.	Oracle	San Bernardino County	
T7	Correct test defects in Non-Oracle Systems.	San Bernardino County	N/A	
T8	Manage defect resolution, including assigning owners to fix the defects and managing status through resolution.	San Bernardino County	Oracle	
T9	Confirm the Oracle Cloud Applications and the associated Configurations, Integrations, Conversions, Extensions (if needed), and Reports are ready to be deployed into San Bernardino County's production environment.	San Bernardino County	Oracle	
T10	Perform regression testing of Cloud Updates prior to UAT.	San Bernardino County	Oracle	

#	Work Stream and Activities	Primary	Support	Notes About Support Role
S1	Document a security strategy consisting of the security patch management approach, role design considerations, and explanations of any deviations from recommended practices.	Oracle	San Bernardino County	
S2	Provide input and perspective on Cloud and network security, firewalls, and location-based access to the Oracle Cloud Applications.	Oracle	San Bernardino County	
S3	Document a security role specifications document.	Oracle	San Bernardino County	<ul style="list-style-type: none"> Validate the specifications document.
S4	Document a security role design document.	Oracle	N/A	
S5	Configure the security roles from Oracle's consulting content library ("Library Security Roles") (if applicable) and/or any Custom Security Roles in one non-production environment.	Oracle	N/A	
S6	Document, review and configure Single Sign-On ("SSO") and Multi-Factor Authentication ("MFA") for San Bernardino County's users for the Prototype 3 and UAT environments.	Oracle	San Bernardino County	
S7	Document test scripts to test the Library Security Roles (if applicable) and/or Custom Security Roles functionality and data access.	San Bernardino County	Oracle	<ul style="list-style-type: none"> Provide guidance on security role functionality.
S8	Test Library Security Roles (if applicable) and/or Custom Security Roles functionality during testing.	San Bernardino County	Oracle	<ul style="list-style-type: none"> Provide clarifications, identify user issues and execute updates to the security roles functionality.
S9	Migrate the Library Security Roles (if applicable) and/or Custom Security Roles for Prototype 1, Prototype 2, and Prototype 3.	Oracle	San Bernardino County	
S10	Provide the Library Security Roles (if applicable) and/or Custom Security Roles and data access for users for Prototype 1, Prototype 2, and Prototype 3.	San Bernardino County	Oracle	<ul style="list-style-type: none"> Provide templates for San Bernardino County to provide security roles and data access for users.
S11	Assign the Library Security Roles (if applicable) and/or Custom Security Roles and data access for users for Prototype 1, Prototype 2, and Prototype 3.	Oracle	N/A	

#	Work Stream and Activities	Primary	Support	Notes About Support Role
S12	Provide security functionality workshop for the Oracle Cloud Applications for up to fifty (50) participants for up to five (5) hours each.	Oracle	San Bernardino County	<ul style="list-style-type: none"> Identify training participants.
S13	Activate threat monitoring using Oracle Cloud Guard in the UAT environment.	Oracle	San Bernardino County	
S14	Migrate the Library Security Roles (if applicable) and/or Custom Security Roles for UAT.	San Bernardino County	Oracle	
S15	Test the Library Security Roles (if applicable) and/or Custom Security Roles functionality during UAT.	San Bernardino County	Oracle	<ul style="list-style-type: none"> Provide clarifications, identify user issues and execute updates to the security roles functionality if applicable.
S16	Migrate the Library Security Roles (if applicable) and/or Custom Security Roles into the production environment.	Oracle	San Bernardino County	
S17	Assign the Library Security Roles (if applicable) and/or Custom Security Roles and data access for users in the production environment.	Oracle	San Bernardino County	
S18	Review Oracle Cloud Applications security and controls prior to Go-Live.	Oracle	N/A	
TS1	Deliver a virtual Change Academy Workshop Deliverable for up to forty (40) participants for up to sixteen (16) hours as described in Section 1.E (Deliverables) below.	Oracle	San Bernardino County	<ul style="list-style-type: none"> Identify participants. Determine workshop dates, in conjunction with Oracle. Send workshop invitations.
TS2	Provide up to twenty (20) days to no more than three (3) San Bernardino County contacts, change management guidance and advice on topics discussed during the Change Academy (e.g., templates).	Oracle	San Bernardino County	<ul style="list-style-type: none"> Identify up to three (3) San Bernardino County contacts who may request and schedule meetings to obtain change management guidance and advice from Oracle.
TS3	Deliver a virtual Cloud Culture Workshop Deliverable for up to twenty (20) participants for up to four (4) hours, as described in Section 1.E (Deliverables) below.	Oracle	San Bernardino County	<ul style="list-style-type: none"> Identify participants. Determine workshop dates, in conjunction with Oracle. Send workshop invitations.
TS4	Document a Change Management Strategy Deliverable as described in Section 1.E (Deliverables) below.	San Bernardino County	Oracle	

#	Work Stream and Activities	Primary	Support	Notes About Support Role
TS5	Document a Key Messaging Summary/ Creative Brief Deliverable as described in Section 1.E (Deliverables) below.	Oracle	San Bernardino County	
TS6	Document a Future State of Work Narrative Deliverable as described in Section 1.E (Deliverables) below.	Oracle	San Bernardino County	
TS7	Document a Creative Asset Deliverable as described in Section 1.E (Deliverables) below.	San Bernardino County	Oracle	
TS8	Conduct stakeholder interviews.	San Bernardino County	Oracle	
TS9	Document change impacts to confirm the To-Be Process and role alignment.	San Bernardino County	Oracle	
TS10	Document a Training Plan Deliverable as described in Section 1.E (Deliverables) below.	San Bernardino County	Oracle	
TS11	Document a Communication Plan Deliverable as described in Section 1.E (Deliverables) below.	San Bernardino County	Oracle	
TS12	Document a Communications Deliverable as described in Section 1.E (Deliverables) below.	San Bernardino County	N/A	
TS13	Document a Training Materials Deliverable as described in Section 1.E (Deliverables) below,	San Bernardino County	Oracle	
TS14	Conduct Training Delivery Deliverable as described in Section 1.E (Deliverables) below for end users	San Bernardino County	Oracle	
TS15	Provide San Bernardino County's end users the access necessary to access all virtual training.	San Bernardino County	N/A	
TS16	Onboard leaders, coaches, and change agents to help advocate for and lead the change globally.	San Bernardino County	N/A	

#	Work Stream and Activities	Primary	Support	Notes About Support Role
TS17	<p>Manage training logistics as required, including the following:</p> <ul style="list-style-type: none"> • Securing training locations, hardware, and system access. • Data setup in a non-production environment. <p>Photocopies.</p>	San Bernardino County	N/A	
TS18	Execute changes to San Bernardino County's organizational model and roles, and measure the change across the organization.	San Bernardino County	N/A	

D. Scope Assumptions.

The Services shall be subject to the assumptions set forth in this Section 1.D.

i. Oracle Cloud Applications Assumptions.

General Oracle Cloud Applications Assumptions

#	Scope	Scope Assumption	Details
G1	Countries	Up to (1) one	See Country list in Section 1.D.vi.
G2	Workers – HCM User Profiles	Up to twenty-five thousand (25,000)	Up to 25,000 HCM user profiles across San Bernardino County's active and contingent workers/person of interest.
G3	Standard Reports	Standard Functionality	Standard Business Intelligence Publisher (" BIP ") and Oracle Transactional Business Intelligence (" OTBI ") for the Oracle Cloud Applications.
G4	Languages	Up to one (1)	US English Country specific legislative data often stored in Flexfields.
G5	Localizations	Up to one (1)	Localizations (business or regulatory) will be limited to configurations available in Standard Functionality. Localization is the process of adapting the Oracle Cloud Applications for specific languages or regions.
G6	Flexfields	Up to thirty (30)	
G7	Fast Formulas (New)	Up to two hundred fifty (250)	Generic expressions of calculations or comparison to be repeated with different input values. Fast formulas are written using English words and basic mathematical functions.

#	Scope	Scope Assumption	Details
G8	User-defined Tables	Up to one thousand five hundred (1,500)	Logical tables with rows and columns that maintain date-tracked lists of values. The values are stored as cells for specific row and column combinations.
G9	Dynamic Columns	Up to thirty (30)	
G10	Modified Workflows	Up to fifty (50)	An automated process that passes a task from one user (or group of users) to another to view or act on. The task is routed in a logical sequence to achieve an end result.
G11	Page Personalization	Up to thirty (30)	A change that users make to control the look or behavior of the Oracle Cloud Application. Personalizations impact only the user making the change.
G12	Currencies	Up to one (1)	US Dollar
G13	Business Units	Up to five (5)	A unit of an enterprise that performs one or many business functions that can be rolled up in a management hierarchy.
G14	Legal Entities	Up to six (6)	Lawfully organized and constituted organizations identified and given rights and responsibilities under law through the registration with the 'appropriate authority or formation under State and Federal law.
G15	Legal Employers	Up to six (6)	A legal entity that employs people.
G16	Dashboards and Infolets	Up to ten (10)	Dashboards are a collection of analyses and other content, presented on one or more pages to help users achieve specific business goals. Infolets are used to aggregate key information.
G17	Active Employees	Up to twenty-five thousand (25,000)	

HCM Oracle Cloud Applications Assumptions

#	Scope	Scope Assumption	Details
PAY1	Pay Frequencies	Up to five (5)	Frequency of payroll periods, such as weekly, monthly, semimonthly etc. San Bernardino County pay frequencies are semi-monthly and bi-weekly.
PAY2	Pay Cycles	Up to five (5)	The length of time between payrolls, representing a recurring instance of a pay frequency.
PAY3	Earning Codes	Up to one thousand one hundred (1,100)	Used to identify the type of earning an employee is paid.

#	Scope	Scope Assumption	Details
PAY4	Deduction Codes	Up to eight hundred (800)	The rates and rules used to calculate the deduction amount.
PAY5	Tax Jurisdictions for Filing Taxes	Up to thirty (30)	A geographic area where a tax is levied by a specific tax authority.
PAY6	Consolidated Groups	Up to five (5)	Facilitates separating payroll run results for supplemental processing and runs within the same period for the same payroll, for which reporting, costing, and post-run processing can be run.
PAY7	Banks for Payroll Payments	In Scope	Oracle will configure/set up all banks for payments per Country's business requirements and operation required for Go-Live
PAY8	Payment Methods	Up to (5) Five	A method to disburse wages and other compensation. Payment methods are set for organization, personal and third-party payments.
PAY9	Payroll Statutory Units	Up to ten (10)	A legal entity registered to report payroll tax and social insurance.
PAY10	Pay Slips	Up to ten (10)	Provides a record of individual payroll payments received, including pay amounts, deductions taken, and accruals.
Table 3: Full Core Human Resources (FHR)			
GHR1	Employee and Manager Self Service Functionality	In Scope	Enable employee and manager self-service Standard Functionality.
GHR2	Legislative Data Group	Up to one (1)	A means of partitioning payroll and related data. At least one legislative data group is required for each Country. Each legislative data group is associated with one or more payroll statutory units.
GHR3	Reference Data Sets	In Scope	Contains reference data that can be shared across a number of business units or other determinant types. A data set supports common administration of that reference data.
GHR4	Workforce Structures	In Scope	Define additional partitioning of workers within the organization, separating people into divisions, departments, locations, and reporting establishments. Workforce structures can be used to assign roles to workers within the organization, including grades, jobs, and positions.
GHR5	Position Management	In Scope	Manage positions, optimize organization management, and position control. Create and manage position hierarchies and manage various positions across the management hierarchy.
GHR6	Employee Profile	Up to twenty-five thousand (25,000)	Employee qualifications and skills.

#	Scope	Scope Assumption	Details
GHR7	Job Profile	Up to twenty-five thousand (25,000)	Collection of work requirements and required skills and qualifications for a job.
GHR8	Conversion of Employee Personal and Employment Information - Years of Data	Most recent record	Conversion of employee and employment information from San Bernardino County's legacy system. Oracle Modern Best Practices is to convert one (1) year of history.
GHR9	Conversion of Employee Salary Data - Years of Data	Most recent record	Conversion of salary information from San Bernardino County's legacy system.
GHR10	Conversion of Termination History - Years of Data	Most recent record only	Conversion of termed employment information from San Bernardino County's legacy system. Termed within three (3) years of Go-Live.
GHR11	Mobile Capabilities	In Scope	Capabilities generally available in the Oracle Cloud HCM Mobile App at the time of delivery.
GHR12	Branding	In Scope	Logo, background image (watermark), icon style and size, color schema for background, global and regional labels, buttons, links, and heading.
ADC1	HCM Access Models	Up to twenty (20)	Defines risk of roles or privileges that enable users to work with data in a business application. All HCM access models are part of Standard Functionality.
ADC2	HCM Access Controls	Up to twenty (20)	A permanent record of measures to address a specific access risk. One (1) HCM access control will be deployed for each HCM access model. Define rule set to monitor configuration changes or transaction anomalies in a business application.
ADC3	HCM Financial Models	Up to ten (10)	Financial model details: <ul style="list-style-type: none"> Five (5) audit models Five (5) transaction models HCM Financial models will be built based on the business objects provided in Standard Functionality.
ADC4	HCM Financial Controls	Up to ten (10)	A permanent monitoring measure to address a configuration or a transaction risk. One (1) HCM financial control will be deployed for each HCM financial model.
ADC5	Custom Dashboard	One (1)	Collection of analyses and other content, presented on one or more pages to help users analyze business data.

#	Scope	Scope Assumption	Details
ADC6	Incidents and Remediation	In Scope	<p>Incidents are a record that exceeds the risk defined by an HCM advanced control.</p> <p>San Bernardino County is responsible for identifying false positives and remediation of incidents.</p> <p>Oracle will assist San Bernardino County with technical remediation.</p>
ADC7	Advanced HCM Controls Training	Up to four (4) hours for up to five (5) participants	<p>High-level overview of the Oracle Fusion Advanced HCM Controls module.</p>
ADC8	Job-Level Security	In Scope	<p>Group of users who are able to administer controls and manage incidents.</p> <p>Data security is out of scope.</p>
HHD1	Tier Management	Up to ten (10)	<p>Communication channels.</p>
HHD2	Channels	Up to ten (10)	<p>Channel details:</p> <ul style="list-style-type: none"> Email Computer telephony integration ("CTI") Internet
HHD3	Knowledge Content Type Creation	Up to ten (10)	<p>Content type is a template that contains defined required and optional fields that you use to write a knowledge article.</p> <p>For example: Frequently Asked Questions ("FAQ") or Solution</p>
HHD4	Knowledge Articles	Up to ten (10)	<p>Documents housed in the Knowledge Repository. These articles can be linked to service requests to provide quick, efficient and consistent solutions to employee inquiries.</p>
HHD5	Knowledge Repository	Up to ten (10)	<p>Collection of Knowledge Articles housed in the Cloud.</p>
HHD6	User Interface	Up to ten (10)	<p>A user interface that consists of a page layout with defined fields.</p>
HHD7	Attributes per Page	Up to ten (10)	
HHD8	Service Request Assignment Rules	Up to ten (10)	<p>To automatically assign HR service requests to queues when the service requests are created or updated. You can schedule these rules to run automatically.</p>
HHD9	Service Request Categories	Up to ten (10)	<p>Help identify the nature of issues reported in service requests. For example, categories can help group service requests related to general HR in one category and service requests related to benefits in another category.</p>

#	Scope	Scope Assumption	Details
HHD10	Product Usage Groups	Up to ten (10)	Help narrow down service request issues. Examples are Payroll Application or Benefits Application.
WKP1		In Scope	
HCA1		In Scope	
BEN1	Benefits Programs	Up to three (3)	A package of related benefits defined at the top of the benefits object hierarchy that sets general boundaries for all lower-level components. They define currency, defined rate frequency and communicated rate frequency for any subordinate objects.
BEN2	Benefit Plans	Up to one hundred thirty (130)	A specific offering within a plan type that is associated with a program. A health maintenance organization ("HMO") and a preferred provider organization ("PPO") are examples of medical insurance plans.
BEN3	Benefit Plan Types	Up to fifty (50)	A category, such as medical or dental insurance, used to group and maintain related benefit plans. Required for defining benefit plan eligibility.
BEN4	Benefit Options	Up to one thousand five hundred (1,500)	An option is an electable choice within a plan or plan type, such as coverage for an employee or employee plus spouse. You can associate an option with one or more plans and plan types.
BEN5	Life Events	Up to thirty (30)	A change to a person's personal or employment data that affects benefits participation. Required for defining benefit plan eligibility.
BEN6	Benefit Eligibility Profiles	Up to six hundred fifty (650)	An eligibility profile is a user-defined set of criteria used to determine whether a person qualifies for a benefits offering, variable rate or coverage, compensation plan, checklist task, or other object for which eligibility must be established.
BEN7	Benefit Groups	Up to thirty (30)	Assign to workers to use as eligibility criteria for benefits objects.
BEN8	Coverages Levels	Up to one hundred (100)	
BEN9	Self-Service Benefit Enrollment	In Scope	
BEN10	Payroll Elements	Up to fifty (50)	Component in the calculation of a person's pay. An element may represent a compensation or benefit type, such as salary, wages, stock purchase plans, pension contributions, and medical insurance.

#	Scope	Scope Assumption	Details
BEN11	Derived Factors	Up to thirty (30)	Calculated eligibility criterion that changes over time, such as age or length of service.
BEN12	Benefit Balances	Up to thirty (30)	Compensation such as data obtained from a legacy compensation application entered as a one-time benefit balance.
BEN13	Certifications	Up to thirty (30)	Documents that a participant must provide to finish enrollment in a benefits offering.
COM1	Compensation Plans	Up to seventy-five (75)	A grouping of compensation items that are being evaluated at the same time, such as Merit, Discretionary Bonus, Non-discretionary Bonus, etc.
COM2	Individual Compensation Plans	Up to ten (10)	Define compensation that managers can award to individual workers outside of the regular compensation cycle, such as a spot bonus or education reimbursement. They also enable workers to manage their own contributions to charitable or savings plans.
COM3	Annual Salary Review Plan	Up to ten (10)	A specific type of a compensation plan.
COM4	Components of Pay	Up to fifteen (15)	A category of compensation being awarded or evaluated such as merit, discretionary bonus, or non-discretionary bonus.
COM5	Bonus Distribution Plans	Up to ten (10)	A specific type of compensation plan.
COM6	Compensation Change Statements	Up to ten (10)	Used to show recent changes to base and variable pay. Consists of statement groups composed of Rich Text Format ("RTF") statement templates. The content of the change statements is based on the associated workforce compensation plan.
COM7	Compensation Statements	Up to ten (10)	A statement that communicates compensation, rewards, and benefits to workers.
COM8	Performance Ratings on Salary Review Plan	Up to ten (10)	A method of Configuration to enable performance ratings to be displayed on salary review plan worksheets.
COM9	Eligibility Profiles	Up to sixty (60)	A set of criteria used to determine whether a person qualifies for a benefits offering, variable rate or coverage, compensation plan, checklist task, or other object for which eligibility must be established.
COM10	Wage Progression Rules	Up to one hundred (100)	A set of criteria used to determine whether a worker is eligible to advance to a specific grade or step within a progression grade ladder.

#	Scope	Scope Assumption	Details
COM11	Salary Basis	Up to ten (10)	Defines validation and payroll details for an employee's base pay. Details include the period of time in which base pay is quoted, the factor used to annualize base pay, any components used to attribute base pay adjustments to different reasons, and any associated grade rate for salary validation.
COM12	Progression Grade Ladders	Up to one hundred (100)	A hierarchy used to group grades and define their sequence. It includes the associated rates and progression rules for each grade and step within the ladder.
COM13	Steps	Up to forty-five thousand five hundred (45,500)	A level of increment within a grade.
COM14	Workflow Levels	Up to seven (7)	Define the number of levels of supervisor hierarchy an approval transaction could traverse before it is fully approved.
COM15	Grades	Up to four thousand five hundred (4,500)	A component of the employment model that defines the level of compensation for a worker.
COM16	Grade Rates	Up to sixty (60)	Used to define pay values for grades in a legislative data group.
LEA1	Curriculum or Programs	Up to one hundred seventy-five (175)	A collection of training leading to a program or certification.
LEA2	Videos and Tutorials	Up to ten (10)	<p>A video is a type of media content that is recommended to other learners. A tutorial is a collection of multiple pieces of mixed-media content that is specific to a particular topic.</p> <p>Acceptable file types consist of: asf, avi, divx, f4v, flv, mkv, m1v, m2v, m2ts, M2t, mpeg, mpg, mp4, m4v, mxf, mov, mts, raw, ts, trp, vob, wmv, xvid, 264, h264, 265, h26o.</p>
LEA3	Instructor-Led Training Sessions/Events	Up to ten (10)	Live online, or live on-site events, led by one or more instructors.
LEA4	Learning Communities	Up to ten (10)	A place where learning can be grouped around a particular topic or area of interest and shared or assigned to a distinct set of people known as the community members.
LEA5	Learning Specializations	Up to ten (10)	Aa logical grouping of courses aimed to help learners achieve learning goals that a single course cannot achieve.
LEA6	Learning Assignments	Up to ten (10)	Assigns a learning item to a learner and specifies whether the assignment is voluntary, required or recommended.

#	Scope	Scope Assumption	Details
LEA7	Learning Outcomes	Up to ten (10)	A skill, competency, or certification acquired on completion of a learning assignment.
LEA8	Standard Evaluations	Up to fifteen (15)	<p>Capture feedback from learners about the offering that they completed via a questionnaire.</p> <p>Details for standard evaluations:</p> <ul style="list-style-type: none"> • For instructor-led learning • For online learning • For blending learning
LEA9	Automated Learning Assignments to Learner Groups – Business Rules	Up to ten (10)	Automatically assign all or a group of employees to a learning item and specify whether the assignment is voluntary, required, or recommended.
LEA10	Web-based Training Courses (SCORM, AICC, PDF, URLs, Videos)	Up to ten (10)	<p>Self-paced, electronic learning items that are delivered to learners.</p> <p>Any additional courses will need to be loaded via REST API by San Bernardino County.</p> <p>Acceptable file types for video consist of: asf, avi, divx, f4v, flv, mkv, m1v, m2v, m2ts, M2t, mpeg, mpg, mp4, m4v, mxf, mov, mts, raw, ts, trp, vob, wmv, xvid, 264, h264, 265, h26o.</p>
LEA11	Contextual Learning Item	Up to ten (10)	Configuration parameter in the contextual learning components such as showcase, association, and assignment.
LEA12	Third Party Providers	Up to ten (10)	<p>Enable Oracle Validated (external) Providers:</p> <ul style="list-style-type: none"> • SkillSoft • LinkedIn Learning • Open Sasame
Onboarding			
OB1	New Hire Onboarding Checklists	Up to ten (10)	Checklists for actions that require the completion of standard tasks for onboarding new hires.
OB2	New Hire Onboarding Checklist Tasks	Up to ten (10)	Checklists tasks are for actions to be taken for onboarding new hires.
OB3	Configurable New Hire Forms	Up to fifty (50)	Forms to capture candidate information during the onboarding process.
Recruitment			
REC1	Job Requisition Templates	Up to twenty (20)	<p>File containing information likely to be reused for a similar job position that can be used to auto-populate many of the requisition fields. A requisition template can be created for each position or job category.</p> <p>Requisition form fields, including re-labeling of delivered fields, hiding or disabling irrelevant data fields, and adding custom fields leveraging Standard Functionality Flexfields.</p>

#	Scope	Scope Assumption	Details
REC2	Job Requisition Workflows (Modified)	Up to ten (10)	Requisition approval workflows can be Configured so that an approver (hiring managers and their supervisors) can review and approve job requisitions.
REC3	Job Application Flows	Up to ten (10)	A sequence of pages that candidates complete when they apply for a job on an external career site.
REC4	Candidate Selection Workflows	Up to ten (10)	The framework to move candidates through the hiring process in order to evaluate and find the best candidate for a job.
REC5	Job Offer Templates	Up to ten (10)	Provides the formatting, branding, and most of the text that each candidate will see when they receive their offer letter. It also contains tokens that are replaced by specific values for each person's offer letter. When an individual offer letter gets created, this template becomes personalized by merging that candidate's specific job title, offer start date, location as replacements for its tokens.
REC6	Offer Approval Workflows	Up to ten (10)	Offer approval workflows can be Configured so that an approver (hiring managers and their supervisors) can review and approve job offers.
REC7	Career Sites	Up to ten (10)	A website where an organization posts jobs for positions to be filled.
REC8	External Career Sites	Up to ten (10)	A standard Oracle URL must be used for external career sites (i.e., "vanity" URLs may not be used) and San Bernardino County shall be responsible to incorporating external career sites into their digital platform.
REC9	Agencies	Up to ten (10)	Recruiting agencies who may submit candidates that they manage to apply on requisitions.
REC10	Interview Management	Up to ten (10)	Enable the Standard Functionality Integration with Microsoft Outlook.
REC11	Candidate Pool Management	Up to ten (10)	A candidate pool is an identified group of candidates. Candidate pools can be used to group candidates and manage sourcing activities for either a current job position or a future job position that may be potentially filled.
REC12	Interview Questionnaire	Up to ten (10)	Contain questions used by recruiters and hiring managers to collect feedback on candidates during candidate interviews. Interview questionnaires are added to job requisitions and job requisition templates.
REC13	Job Application	Up to ten (10)	A record containing information provided by the candidate when applying for a job. It also contains information about the progression of the job application in the candidate selection process.

#	Scope	Scope Assumption	Details
GM8	Content Types in Content Catalog	Up to ten (10)	An attribute such as a skill, quality, or qualification that is added to a profile.
TRS1	Talent Review Meetings	Up to ten (10)	A meeting where organization managers evaluate trends, assess strengths, and address areas of risk for the organization.
TRS2	Talent Review Meeting Templates	Up to ten (10)	Determines the appearance of the ratings, review grid, population filters, detail-on-demand options, rating models, labels, and colors used for a talent review meeting.
TRS3	Succession Plans	Up to ten (10)	A plan that identifies candidates for a role or position or to succeed a named incumbent. Succession plans identify workers who are ready now, or can develop the necessary skills, for jobs and positions that aren't currently vacant.
TRS4	Talent Pools	Up to ten (10)	A selected group of workers for whom San Bernardino County will track training, readiness, or development. Talent pools are used to categorize people based on their performance, potential, or functional area. For example, a group of people can be categorized based on their potential as Early Talent, Promising Talent, and High Potential.
PRO1	Performance Evaluation Process – Annual	Up to ten (10)	A performance evaluation process for an annual review cycle.
PRO2	Performance Evaluation Process – Quarterly	Up to ten (10)	A performance evaluation process for an annual review cycle.
PRO3	Approval Workflows	Up to ten (10)	An automated process that passes a task from one user (or group of users) to another to view or act on. This usually is completed by an administrator or a supervisor/manager and is triggered by an event such as submission of a performance review document for approval before the document is shared with the worker being reviewed.
PRO4	Personalizations	Up to ten (10)	Changes that users can make to certain user interface elements at run time.
ABM1	Absence Plans	Up to one hundred seventy-five (175)	Accrual and Non-accrual. A benefit that entitles workers to accrue time for the purpose of taking leave and receiving payments during absence periods.
ABM2	Absence Types	Up to thirty (30)	A grouping of absences, such as illness or personal business that is used for reporting, accrual, and compensation calculations.

#	Scope	Scope Assumption	Details
ABM3	Absence Reasons	Up to twenty-five (25)	A specific cause of absence that can be selected during absence recording.
ABM4	Absence Categories	Up to twenty-five (25)	Ability to group absence types for reporting and analysis. For example, you can create an absence category called family leave and associate with its absence types, such as maternity, paternity, and childcare.
ABM5	Absence Certifications	Up to twenty-five (25)	Create certification criteria for absences that require documentation to authorize an absence. For example, in case of an absence due to illness, require that workers must submit a doctor's certificate within a stipulated period of time.
ABM6	Eligibility Profile	Up to forty (40)	Criteria used to determine whether a person qualifies for an absence plan.
ABM7	Payroll Elements	Up to forty (40)	Used to calculate a person's pay. An element may represent a compensation or benefit type, such as salary, wages, stock purchase plans, pension contributions, and medical insurance.
ABM8	Discretionary Disbursement or Donation Rules	Up to sixty (60)	Rules for donating some or all of accrual plan balances to others who need it.
TAL1	Timecard Layouts	Up to ten (10)	Defines timecard fields that appear on timecard pages and approval notifications; buttons and fields that appear on a web clock; fields that appear on shift dialog boxes; and time categories used to calculate and display time totals on time review, view, and approval notification pages.
TAL2	Timecard Fields	Up to ten (10)	Container for one or more-time attributes with valid values and specifications for displaying the attributes on the timecard.
TAL3	Time Categories	Up to ten (10)	Define what type of time (i.e., payroll, absence, etc.) workers report and how frequently. A defined classification of the types of time entries, such as worked time or scheduled time, which can be referenced in rules, time summaries, and analytics.
TAL4	Time Entry and Processing Rules	Up to four hundred (400)	Time entry rules are based on formulas and are used to validate time entries and automatically apply pay rules, such as overtime and shift premium calculations.
TAL5	Time Consumer Sets	Up to ten (10)	Specifies approval periods, time category and validation actions, and time transfer rules for each time consumer.
TAL6	Time Processing Profiles	Up to twenty (20)	Determines the timecard period and time entries to use with associated validation, calculation, approval, and transfer rules.

#	Scope	Scope Assumption	Details
TAL7	Time Entry Profiles	Up to twenty (20)	Enable employees to report, review, and submit time using timecards, calendar, and web clock. They indirectly enable managers to report, review, and submit employee time using timecards. They also enable managers to generate time events, time entries, and timecards for one or multiple employees at a time.
TAL8	Time Device Rules	Up to twenty (20)	Validate time events imported from time collection devices, create or update time entries, and create time entry exceptions.
TAL9	HCM Groups (for Time Entry/Reporting)	Up to five hundred (500)	Identifies people who share common characteristics. Relational and logical operators are used to include or exclude employees from the group. Employees can be part of multiple groups.
HAS1	Investigation Questionnaires	Up to twenty (20)	Questionnaire to answer questions related to an incident.
HAS2	Incident Types	Up to twenty (20)	Event types such as vehicle incident or environmental spills or releases.
HAS3	Commerce Quote-level Layout	Up to twenty (20)	
HAS4	Commerce Line-level Layout	Up to twenty (20)	
HAS5	Commerce User Profiles	Up to twenty (20)	User profiles will control workflow steps and attribute visibility and create distinct user experiences based on user group.
HAS6	Commerce Standard Process Steps	Up to ten (10)	Design using Standard Functionality flow steps to control workflow, approvals, and submitting orders.
HAS7	Commerce Library Functions	Up to twenty (20)	Library functions calculate pricing and set quote- and line-level attributes.
HAS8	Document Generations	Up to twenty (20)	Quote and contract documents to be generated from a Configure Price Quote ("CPQ") quote based on quote data.
HAS9	Document Sections	Up to ten (10)	
HAS10	General – User Groups	Up to ten (10)	User groups control user access.
HAS11	General – Data Tables	Up to twenty (20)	Tables will store data and act as inputs to rules.
HAS12	General - Stylesheet	Up to twenty (20)	Stylesheet is for branding and appearance of CPQ.
HAS13	Transformation of Existing Data - Formats	Up to twenty (20)	Design for transformation of existing quote data to match the CPQ quote format.
HAS14	Process Flow Diagrams	Up to twenty (20)	Diagrams will describe user's interaction with CPQ.

PAB1	Financial Statement Planning (FSP)	Required to enable Workforce Features	Configure the standard driver-based functionality available in the Workforce Planning module.
PAB2	Financial Statement / Workforce Planning Accounts	Up to thirty (30) Workforce Related Accounts	Enablement of accounts and drivers creates a chart of accounts with account group members, driver, driver members for calculations, KPIs, and forms.
PAB3	Financial Statement Planning Entity Dimension - Entities	Up to six (6)	Dimension members that reflect the business hierarchy, such as departments, cost centers, and business units.
PAB4	Workforce Planning ("WFP") –Employees	Up to twenty-nine thousand (29,000)	Creation of an employee dimension of up to twenty-nine thousand (29,000) employees. Annual Planning will be enabled.
PAB5	WFP – Job codes	Up to four thousand (4,000)	Enable and Configure WFP Standard Functionality by job code.
PAB6	Workforce Planning Custom Dimensions	Up to four (4)	Specify data to gather from users. Configure an additional four (4) user-defined custom dimensions with up to one hundred (100) members each. Launch specific calculations. Up to twenty (20) new business rules or modifications to existing rules/formulas:
PAB7	Workforce Planning Business Rules	Up to twenty (20)	Six (6) Very Easy Complexity Four (4) Easy Complexity Four (4) Moderate Complexity Four (4) Complex Complexity Two (2) Very Complex Complexity
PAB8	Web Forms	Up to fifteen (15)	Used to facilitate the input of budget data and assist in the calculation of budget data. Up to fifteen (15) web forms in addition to standard web forms included in Standard Functionality: Five (5) Very Easy Complexity Four (4) Easy Complexity Two (2) Moderate Complexity Two (2) Complex Complexity Two (2) Very Complex Complexity
PAB9	Task List	Up to five (5)	Organize, track, and prioritize workloads.
PAB10	Approval Workflow	Up to two (2)	Allows approval assignment process.

PAB11	Version Dimension	Up to six (6)	A "version" is a dimension member used to represent the state or iteration of a plan, forecast, or submission—for example, Working, Final, or Approved. It lets you manage multiple iterations of the same Scenario (e.g., Budget or Forecast) over the same Time, Entity, and Account intersections without overwriting prior work.
PAB12	Scenario Dimension Members	Up to five (5)	A "Scenario" is a core dimension that defines the business context or type of data set you're working with—most commonly Actuals, Budget, and Forecast.
ESS1	Essbase Management Reporting Cube	Up to one (1)	Custom reporting application based on defined Report specifications and the design of the dimension outline.
NAR1	Reporting Packages	One (1)	Setup one (1) Memorandum of Understanding (MOU). Defines the structure of report content, assigns responsibilities to content creators and reviewers, and manages their collaboration and workflow to produce a unified document.
NAR2	Report Doclets	In Scope	Utilize SmartView templates to create Doclets for inclusion in Narrative Reporting.
NAR3	Reports	Up to twenty (20)	Add up to twenty (20) reports for inclusion in "MOU"
NAR4	Provisioning Rules	In scope	Identify roles that conflict with one another.

ii. Security Assumptions

#	Scope	Scope Assumption	Details
SEC1	Security Profiles (HCM)	Standard Functionality	A set of criteria that identifies HCM objects of a single type for the purposes of securing access to those objects. Provide the predefined security data specified in Oracle product documentation (i.e., Standard Functionality) for the Oracle Cloud Applications.
SEC2	Custom Security Profiles (HCM)	As specified in Section 8.D	
SEC3	Library Security Roles	Up to ten (10)	Security roles from Oracle's consulting content library.

#	Scope	Scope Assumption	Details
SEC4	Custom Security Roles	As specified in Section 8.D	Provide users access to data and functions that are not included in Standard Functionality or the Library Security Roles. Custom security roles for ERP providing access to data that is associated with any segment in the chart of account are out of scope.
SEC5	Data Roles (HCM)	Standard Functionality.	A defined set of data describing the job a user does within that defined set of data. A data role inherits job or abstract roles and grants entitlement to access data within a specific dimension of data based on data security policies.
SEC6	Custom Data Roles (HCM)	Up to ten (10)	
SEC7	Role Automatic Provisioning/ Deprovisioning Rules	Up to fifteen (15) rules	How users acquire a role automatically when at least one of their assignments satisfies the conditions in the relevant role mapping.

iii. Conversion Assumptions.

#	Item	Assumption	Details
CONV1	Data file transfer scripts	One way	Transfer scripts are from a Non-Oracle System source to an Oracle Cloud Application, or from an Oracle Cloud Application to an external system.
CONV2	Data format	Consistent	Data coming from multiple source systems is formatted the same as one (1) or a series of batch files. The format will be defined during Global Design and adhered to throughout deployment.
CONV3	Data Conversion mappings	Leverage delivered layouts	Utilize Standard Functionality layouts and handling exceptions (as necessary).
CONV4	Tools	File based data import	File based data import is a data processing tool used to load data into Oracle Cloud Financials applications from external sources. Data to be converted must adhere to the file-based data import standards for data loading.
CONV5	Non-production Data Conversion iterations	Up to three (3)	For each Wave, data will be converted up to three (3) times following the pre-defined Conversion processes established during Enterprise/Global Design.
CONV6	Production Data Conversion iterations	One (1)	Applicable to the initial one (1) Wave Go Live.

iv. Integration Assumptions.

#	Item	Assumption	Details
INT1	Integration automation	In Scope	Integrations will be automated using the Standard Functionality of the Oracle Cloud Applications and the middleware deployed. Depending on Standard Functionality of the Oracle Cloud Applications and the Integration platform, all Integration design patterns will be employed.
INT2	Oracle Cloud Applications	In Scope – Generally available release of Oracle Cloud Applications	Integrations will be limited to interfaces available in the generally available release of the Oracle Cloud Applications without any changes, customizations, or enhancements.

v. Reports Assumptions.

#	Item	Assumption	Details
RT1	Reporting tool	OTBI	Used for ad-hoc and dashboard operational reporting
RT2	Reporting tool	BIP	Used for pixel perfect and high-volume reporting
RT3	Reporting tool	Financial reporting Studio and Smartview Excel add-in	Used for ad-hoc and dashboard operational reporting in Oracle Cloud Essbase

vi. Country Assumptions.

#	Country
CO1	United States

vii. Transformation Services Assumptions.

#	Assumption
TS1	San Bernardino County will provide resources to own transformation internally, including leading and influencing to drive assistance and adoption for transformation/change management activities

E. Deliverables.

Services performed by Oracle under this exhibit shall be for the purpose of providing the Deliverables where Oracle is identified as the owner in the table below. San Bernardino County will be responsible for providing the Deliverables where San Bernardino County is identified as the owner in the table below. **“Owner”** indicates the organization responsible for driving the completion of the Deliverable, including (but not limited to): authoring the Deliverable, and scheduling and facilitating the necessary meetings to solicit input into the Deliverable.

#	Deliverable Name	Owner	Deliverable Description/Acceptance Criteria
D1	Project Charter	Oracle	<p>Does the document:</p> <ul style="list-style-type: none"> • Detail the scope of the project in accordance with this exhibit – what is in and out of scope? • Articulate the delivery principles – how the team will work together to deliver the project? • Identify the key outcomes of the project and success criteria – what are the business goals? • Provide a guide/mission that grounds the project work effort? • Identify project sponsor? • Identify key stakeholder groups?
D2	Governance Model	Oracle	<p>Does the document:</p> <ul style="list-style-type: none"> • Identify project sponsor(s)? • Describe how the project team will communicate with each other throughout the delivery of the Services for both project management/change management? • Define the Status Report template, process, and meetings to enable the process? • Describe project document lifecycle and storage standards, including how risks, issues, actions, and decisions will be documented and managed to resolution? • Define the process for escalating issues, risks, and decisions? • Confirm who, within San Bernardino County's and Oracle's organizations, is empowered to resolve/mitigate different types of issues/risks and make decisions? • Confirm the pace at which issues, risks, and decisions need to be acted on and closed? • Detail the Deliverable acceptance process (Subject to Section 2, Acceptance of Deliverables, below), including test scenarios for each applicable Deliverable, the reviewers and approvers, and the status definitions, Deliverable submission and follow up as a Deliverable progresses through the acceptance process?
D3	Project Plan	Oracle	<p>Does the document:</p> <ul style="list-style-type: none"> • Define the project schedule of when activities, tasks, and Deliverables are to be completed, and identify the associated dependencies to complete the defined schedule? • Identify the resources required to execute the defined schedule?
D4	Report Strategy	Oracle	<p>Does the document:</p> <ul style="list-style-type: none"> • Document the approach for the design, development, and delivery of Reports? • Outline the reporting platforms, architecture, and data sources driving the Reports?

#	Deliverable Name	Owner	Deliverable Description/Acceptance Criteria
D5	Environment Management Plan	Oracle	<p>Does the document:</p> <ul style="list-style-type: none"> Document the process to be used to make changes to instances, including pod refreshes, access management (for Configurations, Conversions, etc.), and how Cloud Updates will be implemented? Define roles and responsibilities associated with the different environments (i.e., who has access, what type of access they have)? Define what type of data is converted into/available to which environment?
D6	Data Conversion Strategy †	Oracle	<p>Does the document:</p> <ul style="list-style-type: none"> Detail the Conversion strategy, source systems, approach, technical conversion tools, critical dependencies, and San Bernardino County's Data Governance processes that apply to the Oracle Cloud Applications that will be adhered to throughout the duration of the project?
D7	Integration Strategy †	Oracle	<p>Does the document:</p> <ul style="list-style-type: none"> Detail the approach, technical tools, critical dependencies, and the relevant Integration governance process that will be adhered to throughout the duration of the project? Confirm the current technical architecture and how the technical architecture changes will be implemented?
D8	Test Strategy and Plan	Oracle	<p>Does the document:</p> <ul style="list-style-type: none"> Define the strategy for testing? Confirm the entry and exit criteria for each test cycle? Define which stakeholders to involve throughout the testing effort? Confirm the testing approach? Define the testing schedule and the accountable resources to complete the work? Confirm the test data, Integrations, and Configurations that are required to execute the testing? Confirm the approach to manage defects from identification through resolution?
D9	Change Management Strategy	San Bernardino County	<p>Does the document:</p> <ul style="list-style-type: none"> Define the goals, expected outcomes, critical success factors, and how the change management work is organized? Confirm the stakeholders who will be impacted by the change, including an assessment of the level of impact?
D10	Non-Oracle Systems Dependencies	San Bernardino County	<p>Does the document:</p> <ul style="list-style-type: none"> Specify processes, Non-Oracle Systems, technology, people, and policies that need to be addressed as they relate to scope outside of the Services in this exhibit?

#	Deliverable Name	Owner	Deliverable Description/Acceptance Criteria
D11	Cutover Checklist	Oracle	<p>Does the document:</p> <ul style="list-style-type: none"> Identify the list of cutover activities and tasks required to move Configurations, Conversions, Integrations, and Reports into the production environment? Define how handoffs are documented including how each cutover activity is status reported, which role completes the activity, and how notifications of cutover are reported?
D12	Change Academy Workshop	Oracle	<ul style="list-style-type: none"> Was the Change Academy workshop conducted for up to sixteen (16) hours? Were the templates discussed in the Change Academy workshop provided to San Bernardino County?
D13	Cloud Culture Workshop	Oracle	<ul style="list-style-type: none"> Was the Cloud Culture Workshop conducted for up to four (4) hours? Was a document provided that summarizes the Cloud Culture Workshop?
D14	Key Messaging Summary/ Creative Brief	Oracle	<p>Does the document:</p> <ul style="list-style-type: none"> Identify San Bernardino County's deployment goals/objectives and future state vision?
D15	Future State of Work Narrative	Oracle	<p>Does the document:</p> <ul style="list-style-type: none"> Identify a project theme, mission/vision statement, and elevator pitch?
D16	Creative Asset	San Bernardino County	<p>Does the document:</p> <ul style="list-style-type: none"> Include a project logo, PowerPoint presentation template, and/or newsletter template consistent with the project theme?
D17	Test Scenarios and Scripts	San Bernardino County	<p>Does the document:</p> <ul style="list-style-type: none"> Identify business process scenarios relevant for San Bernardino County's business? Define test cases that validate the scenarios? Include the test scripts to execute the test cases?
D18	Communication Plan	San Bernardino County	<p>Does the document:</p> <ul style="list-style-type: none"> Define the communications that will be delivered (and to whom) as part of the deployment? Confirm who, within San Bernardino County, will document, review, and distribute the communications?
D19	Communications	San Bernardino County	<p>Does the document:</p> <ul style="list-style-type: none"> Confirm how San Bernardino County's Countries/regions/business units can adapt communications to meet their needs?

#	Deliverable Name	Owner	Deliverable Description/Acceptance Criteria
D20	Training Plan	San Bernardino County	<p>Does the document:</p> <ul style="list-style-type: none"> Define the training (by type) that will be delivered by San Bernardino County (and to whom) as part of the deployment? Confirm who will be responsible for developing training materials, approving training materials and delivering training? Confirm who, within San Bernardino County will be responsible for adapting the Training Materials to meet San Bernardino County's Countries/regions/business unit's needs?
D21	Training Materials	San Bernardino County	<p>Does the document/tool:</p> <ul style="list-style-type: none"> Reflect the content identified in the Training Plan Deliverable?
D22	Training Delivery	San Bernardino County	Was the training specified in the Training Plan delivered?
D23	Prototype 1 Configuration and Conversion Results	Oracle	<p>Do the Oracle Cloud Applications in Prototype 1:</p> <ul style="list-style-type: none"> Contain the Configurations specified in the Configuration workbooks? Contain Conversion results required for Prototype 1 as documented in the Test Strategy and Plan Deliverable?
D24	Prototype 2 Configuration and Conversion Results	Oracle	<p>Do the Oracle Cloud Applications in Prototype 2:</p> <ul style="list-style-type: none"> Contain the Configurations specified in the Configuration workbooks? Contain Conversion results required for Prototype 2 as documented in the Test Strategy and Plan Deliverable?
D25	Ongoing Support Model	San Bernardino County	<p>Does the document:</p> <ul style="list-style-type: none"> Define the strategy for how the Oracle Cloud Applications will be supported following the Post Go-Live Assistance Period? Define the roles and responsibilities for the Ongoing Support Model?
D26	Prototype 3 and End-to-End Test Configuration and Conversion Results	Oracle	<p>Do the Oracle Cloud Applications in Prototype 3:</p> <ul style="list-style-type: none"> Contain the Configurations specified in the Configuration workbooks? Contain Conversion results required for Prototype 3 and end-to-end test as documented in the Test Strategy and Plan Deliverable?
D27	UAT Configuration and Conversion Results	Oracle	<p>Do the Oracle Cloud Applications in the non-production environment used for UAT:</p> <ul style="list-style-type: none"> Contain the Configurations specified in the Configuration workbooks? Contain Conversion results that meet the entry criteria for UAT as documented in the Test Strategy and Plan Deliverable?
D28	Production Configuration *	Oracle	<p>Do the Oracle Cloud Applications in the production environment:</p> <ul style="list-style-type: none"> Contain the Configurations and, if applicable, Reports as documented in the Configuration workbooks?
D29	Production Converted Data*	Oracle	<p>Do the Oracle Cloud Applications in the production environment:</p> <ul style="list-style-type: none"> Contain the data as documented in the Data Conversion Strategy Deliverable?

#	Deliverable Name	Owner	Deliverable Description/Acceptance Criteria
D30	Production Integrations*	Oracle	<p>Do the Oracle Cloud Applications in the production environment:</p> <ul style="list-style-type: none"> Contain the Integrations as documented in the Integration Strategy Deliverable? Provide the listing of all completed, delivered and accepted Deliverables. Summary of Go Live activities and outstanding issues. Next steps available options and recommendations for outstanding issues.
D31	Project Closure	Oracle	<ul style="list-style-type: none"> Outline tasks, activities and steps required to close the project. Completion of six (6) pay cycles without processing errors, defined as unresolved errors caused by system configuration issues previously validated and approved by the County. Number of pay cycles coincides with the three (3) month hypercare support period. Identify project highlights and industry standard Cloud practices for future projects.

Notes:

* Indicates the components that make-up the Oracle Cloud Applications Go-Live in the production environment. A Go-Live is complete when each of the identified Deliverables for the Go-Live have been accepted pursuant to the acceptance process set forth in Section 2 (Acceptance of Deliverables) below.

† The Deliverable will be adapted for each Wave. Each such Deliverable will be subject to the Deliverable acceptance process set forth in Section 2 (Acceptance of Deliverables).

2. Acceptance of Deliverables.

Upon completion of any Deliverable owned by Oracle as set forth in Section 1.E above, Oracle shall provide a notification to San Bernardino County that the Deliverable is complete and conforms to its description, constituting Oracle's submission of a Deliverable. San Bernardino County shall have seven (7) Business Days after Oracle's submission of a Deliverable ("**acceptance period**") to provide written notice of acceptance or rejection. San Bernardino's failure to provide notice of acceptance or rejection within the acceptance period shall cause a Deliverable to be deemed accepted. Oracle shall provide follow up notices as set forth in the Governance Model.

If San Bernardino County rejects a Deliverable, San Bernardino County must specify the deficiencies in detail in the written notice. Oracle will use reasonable efforts at no cost to San Bernardino County to promptly cure any such deficiencies, and San Bernardino County shall have a new acceptance period to provide written notice of acceptance or rejection.

3. Fees, Expenses, and Taxes.

San Bernardino County agrees to pay to pay Oracle the fee specified below for the Services and Deliverables. This fee does not include expenses or taxes. Once an Oracle-owned Deliverable is accepted, in writing or deemed accepted, in accordance with Section 2 (Acceptance of Deliverables) above, the corresponding fee for such Deliverable specified below becomes due and payable and Oracle shall thereafter invoice, and San Bernardino County shall pay such fee; this payment obligation shall become non-cancelable and the sum paid non-refundable on such acceptance date, except as may otherwise be provided in the Master Agreement.

#	Deliverable Name	Deliverable Description/Acceptance Criteria	Estimated Invoicing Month	Deliverable Fee
D1	Project Charter	<p>Does the document:</p> <ul style="list-style-type: none"> • Detail the scope of the project in accordance with this exhibit – what is in and out of scope? • Articulate the delivery principles – how the team will work together to deliver the project? • Identify the key outcomes of the project and success criteria – what are the business goals? • Provide a guide/mission that grounds the project work effort? • Identify project sponsor? • Identify key stakeholder groups? 	1	\$750,000.00
D2	Governance Model	<p>Does the document:</p> <ul style="list-style-type: none"> • Identify project sponsor(s)? • Describe how the project team will communicate with each other throughout the delivery of the Services for both project management/change management? • Define the Status Report template, process, and meetings to enable the process? • Describe project document lifecycle and storage standards, including how risks, issues, actions, and decisions will be documented and managed to resolution? • Define the process for escalating issues, risks, and decisions? • Confirm who, within San Bernardino County's and Oracle's organizations, is empowered to resolve/mitigate different types of issues/risks and make decisions? • Confirm the pace at which issues, risks, and decisions need to be acted on and closed? • Detail the Deliverable acceptance process (Subject to Section 2, Acceptance of Deliverables, above), including test scenarios for each applicable Deliverable, the reviewers and approvers, the status definitions, Deliverable submission and follow up as a Deliverable progresses through the acceptance process? 	1	\$750,000.00
D3	Project Plan	<p>Does the document:</p> <ul style="list-style-type: none"> • Define the project schedule of when activities, tasks, and Deliverables are estimated to be completed, and identify the associated dependencies to complete the defined schedule? • Identify the resources required to execute the defined schedule? 	2	\$1,500,000.00

#	Deliverable Name	Deliverable Description/Acceptance Criteria	Estimated Invoicing Month	Deliverable Fee
D4	Report Strategy	<p>Does the document:</p> <ul style="list-style-type: none"> • Document the approach for the design, development, and delivery of Reports? • Outline the reporting platforms, architecture, and data sources driving the Reports? 	3	\$500,000.00
D5	Environment Management Plan	<p>Does the document:</p> <ul style="list-style-type: none"> • Document the process to be used to make changes to instances, including production refreshes, access management (for Configurations, Conversions, etc.), and how Cloud Updates will be implemented? • Define roles and responsibilities associated with the different environments (i.e., who has access, what type of access they have)? • Define what type of data is converted into/available to which environment? 	2	\$500,000.00
D6	Data Conversion Strategy †	<p>Does the document:</p> <ul style="list-style-type: none"> • Detail the Conversion strategy, source systems, approach, technical conversion tools, critical dependencies, and San Bernardino County's Data Governance processes that apply to the Oracle Cloud Applications that will be adhered to throughout the duration of the project? 	2	\$650,000.00
D7	Integration Strategy †	<p>Does the document:</p> <ul style="list-style-type: none"> • Detail the approach, technical tools, critical dependencies, and the relevant Integration governance process that will be adhered to throughout the duration of the project? • Confirm the current technical architecture and how the technical architecture changes will be implemented? 	3	\$650,000.00
D8	Test Strategy and Plan	<p>Does the document:</p> <ul style="list-style-type: none"> • Define the strategy for testing? • Confirm the entry and exit criteria for each test cycle? • Define which stakeholders to involve throughout the testing effort? • Confirm the testing approach? • Define the testing schedule and the accountable resources to complete the work? • Confirm the test data, Integrations, and Configurations that are required to execute the testing? • Confirm the approach to manage defects from identification through resolution? 	3	\$450,000.00
D11	Cutover Checklist	<p>Does the document:</p> <ul style="list-style-type: none"> • Identify the list of cutover activities and tasks required to move Configurations, Conversions, Integrations, and Reports into the production 	10	\$1,000,000.00

#	Deliverable Name	Deliverable Description/Acceptance Criteria	Estimated Invoicing Month	Deliverable Fee
		environment? <ul style="list-style-type: none"> Define how handoffs are documented including how each cutover activity is status reported, which role completes the activity, and how notifications of cutover are reported? 		
D12	Change Academy Workshop	<ul style="list-style-type: none"> Was the Change Academy workshop conducted for up to sixteen (16) hours? Were the templates discussed in the Change Academy workshop provided to San Bernardino County? 	2	\$450,000.00
D13	Cloud Culture Workshop	<ul style="list-style-type: none"> Was the Cloud Culture Workshop conducted for up to four (4) hours? Was a document provided that summarizes the Cloud Culture Workshop? 	2	\$300,000.00
D14	Key Messaging Summary/ Creative Brief	Does the document: <ul style="list-style-type: none"> Identify San Bernardino County's deployment goals/objectives and future state vision? 	3	\$450,000.00
D15	Future State of Work Narrative	Does the document: <ul style="list-style-type: none"> Identify a project theme, mission/vision statement, and elevator pitch? 	4	\$450,000.00
D23	Prototype 1 Configuration and Conversion Results	Do the Oracle Cloud Applications in Prototype 1: <ul style="list-style-type: none"> Contain the Configurations specified in the Configuration workbooks? Contain Conversion results required for Prototype 1 as documented in the Test Strategy and Plan Deliverable? 	6	\$3,000,000.00
D24	Prototype 2 Configuration and Conversion Results	Do the Oracle Cloud Applications in Prototype 2: <ul style="list-style-type: none"> Contain the Configurations specified in the Configuration workbooks? Contain Conversion results required for Prototype 2 as documented in the Test Strategy and Plan Deliverable? 	9	\$2,000,000.00
D26	Prototype 3 and End-to-End Test Configuration and Conversion Results	Do the Oracle Cloud Applications in Prototype 3: <ul style="list-style-type: none"> Contain the Configurations specified in the Configuration workbooks? Contain Conversion results required for Prototype 3 and end-to-end test as documented in the Test Strategy and Plan Deliverable? 	14	\$2,000,000.00
D27	UAT Configuration and Conversion Results	Do the Oracle Cloud Applications in the non-production environment used for UAT: <ul style="list-style-type: none"> Contain the Configurations specified in the Configuration workbooks? Contain Conversion results that meet the entry criteria for UAT as documented in the Test Strategy and Plan Deliverable? 	16	\$1,300,000.00
D28	Production Configuration *	Do the Oracle Cloud Applications in the production environment:	18	\$500,000.00

#	Deliverable Name	Deliverable Description/Acceptance Criteria	Estimated Invoicing Month	Deliverable Fee
		<ul style="list-style-type: none"> Contain the Configurations and, if applicable, Reports as documented in the Configuration workbooks? 		
D29	Production Converted Data*	Do the Oracle Cloud Applications in the production environment: <ul style="list-style-type: none"> Contain the data as documented in the Data Conversion Strategy Deliverable? 	18	\$300,000.00
D30	Production Integrations*	Do the Oracle Cloud Applications in the production environment: <ul style="list-style-type: none"> Contain the Integrations as documented in the Integration Strategy Deliverable? 	18	\$250,000.00
D31	Project Closure	<ul style="list-style-type: none"> Provide the listing of all completed, delivered and accepted Deliverables. Summary of Go Live activities and outstanding issues. Next steps available options and recommendations for outstanding issues. Outline tasks, activities and steps required to close the project. Completion of six (6) pay cycles without processing errors, defined as unresolved errors caused by system configuration issues previously validated and approved by the County. Number of pay cycles coincides with the three (3) month hypercare support period. Identify project highlights and industry standard Cloud practices for future projects. 	21	\$2,000,000.00
			Total Fixed Fee	\$19,750,000.00

Any expenses will be invoiced monthly. Oracle shall comply with San Bernardino County Travel Management Policies 08-02 and 08-02 SP1, as may be amended from time to time, with respect to all travel undertaken in connection with this Contract. San Bernardino County shall reimburse Oracle only for travel expenses that are reasonable, necessary, actually incurred, and directly related to performance of the Services. Oracle shall use the lowest reasonable cost available to the San Bernardino County for transportation, lodging, and other travel arrangements. Meal expenses may be reimbursed only for actual, reasonable, and necessary costs incurred for breakfast, lunch, and dinner, and shall not exceed the applicable General Services Administration (GSA) per diem meal rate for the travel location. Lodging expenses may be reimbursed only for actual, reasonable, and necessary costs for nights reasonably required to perform the Services, using the lowest reasonable available rate. Lodging costs in excess of the applicable GSA lodging rate for the travel location must be approved by San Bernardino County in writing in advance or, if advance approval is not feasible, supported by documentation satisfactory to County establishing that no reasonable lodging was available at or below such rate. Mileage for authorized use of a privately owned vehicle shall be reimbursed at the then-current Internal Revenue Service standard mileage rate. Contractor shall submit to County, on a monthly basis, an itemized statement identifying the travel dates, destination, business purpose, and each reimbursable item claimed and, for mileage claims, the origin, destination, and number of miles traveled. Contractor shall retain and, upon County's request, provide receipts and other supporting documentation sufficient to verify each claimed expense for three (3) years to align with IRS requirements. County shall not reimburse any expense that is unreasonable, inadequately

documented, not actually incurred, unrelated to performance of the Services, or otherwise inconsistent with this Contract or applicable County policy provided (a) compliance does not place Oracle's resources in unsafe conditions or expose Oracle's resources to undue risk; (b) notwithstanding anything to the contrary in such guidelines, Oracle resources will make all travel arrangements through, and using, Oracle's travel providers, and Oracle will provide only copies of receipts and only for any expenses totaling more than twenty-five dollars (\$25); (c) You provide at least fifteen (15) days of prior written notice of any change to Your expense guidelines; and (d) Oracle's failure to adhere to any changes made to Your expense guidelines shall not limit Your responsibility to reimburse Oracle for reasonable expenses.

4. Project Management.

San Bernardino County and Oracle each agree to designate a project manager who shall work together to facilitate an efficient delivery of the Services. San Bernardino County project manager shall have the authority to approve Services on San Bernardino County's behalf. Oracle shall have the sole right to exercise direct control and supervision over the work assignments of Oracle resources.

5. Subcontractor

Notwithstanding anything to the contrary in the Policies, Oracle will not retain any subcontractors to perform on-site Services without Your written consent. Oracle remains fully responsible for all acts/omissions of its subcontractors providing implementation services.

6. San Bernardino County's Cooperation.

- A.** The Services scope in this exhibit is limited to up to four (4) non-production environments and one (1) production environment procured separately by San Bernardino County. The final project environments will be defined in the Environment Management Plan Deliverable. The non-production environment(s) will be required to allow the flexibility needed for meeting the timelines while having parallel Configuration, Validation, and Integration/Conversion activities. If it is determined by Oracle that additional environments are necessary, San Bernardino County will procure those environments from Oracle separately.
- B.** Perform all tasks assigned to San Bernardino County in this exhibit and provide the Deliverables in a timely manner.
- C.** County shall supply extracts from its existing applications for Integrations and Conversions using mutually agreed templates and specifications. County's responsibility is limited to providing such extracts. Oracle shall own responsibility for mapping, validation, transformation, and load tooling required to move the data into the Oracle Cloud Applications. Timelines shall be based on reasonable efforts by both parties, not absolute obligations. County shall use reasonable effort to remain consistent with the Project Plan and schedule mutually agreed by the parties.
- D.** Provide all files from San Bernardino County's existing applications for Integrations and Conversions in a format and level of detail specified by Oracle and required to load into the Oracle Cloud Applications.
- E.** San Bernardino County's resources will fill the following roles as required for the Services:
 - i. Project sponsors to help resolve escalated issues, make escalated decisions, and set project direction.
 - ii. Project director to oversee the project.
 - iii. Project managers to help manage the Project Plan, identify status, and deploy the solution.
 - iv. Solution architect to confirm the Solution and validate localizations, as applicable.

- v. Business process owners to confirm decisions and help shape the Solution.
 - vi. Security and functional leads to test the security design and validate security within the in-scope Countries/regions, as applicable.
 - vii. Security resource to support configuration and testing of security roles.
 - viii. Reporting lead to confirm the reporting approach and validate the local variances, as applicable.
 - ix. Reporting developers to help develop Reports in the Countries/regions, as applicable.
 - x. Technical architect to confirm the architecture.
 - xi. Data leads and data specialists to help extract, cleanse, and Validate data.
 - xii. Integrations lead and developers to help design, build, and test Integrations with San Bernardino County's systems.
 - xiii. Change management lead to confirm and execute the Change Management Strategy Deliverable.
 - xiv. Training resources to design, develop, and execute training.
 - xv. Communications resources to design, develop, and execute training.
 - xvi. Testing lead to plan and execute testing.
 - xvii. Test scenario/script developers to document test scenarios/scripts and then execute them.
- F. If San Bernardino County requires any security assessment or audit that may impact Oracle's performance of Services, then San Bernardino County will complete such assessment or audit prior to the commencement of Global Design.

7. Project Assumptions.

- A. The parties agree that the Services is estimated to commence in July 2026 and estimated to be completed by March 2028, which dates shall constitute the baselined project schedule.
- B. Any change to the Services specified in this exhibit that requires a change in the level of effort and/or change in duration may result in a change order, including an adjustment to fees.
- C. Services will be performed 9 AM to 5 PM Monday through Friday local time, except as otherwise mutually agreed upon.
- D. Services will be performed on-site at San Bernardino County's facility, or remotely, as agreed upon.
- E. All Deliverables will be documented using standard Oracle TCM+ templates and formats in US English.
- F. Configuration of the Oracle Cloud Applications will be limited to the Standard Functionality generally available in the Oracle Cloud Applications release planned for Go-Live.
- G. Oracle may use a tool hosted on Oracle infrastructure to validate that payroll calculations in County's legacy payroll application match calculations in Oracle Cloud Payroll. Payroll data shall be used only to the extent necessary to perform such validation. Oracle shall implement data minimization, , and appropriate security controls. Oracle shall also adhere to a defined retention and deletion timeline for all County payroll data used in validation, ensure no cross-border data transfers occur without County's prior written consent, and provide full auditability of such processes.
- H. Oracle may identify County as a customer verbally in sales and marketing presentations with prior written permission from the County. Any other sales, marketing, or promotional activities involving County's name, logo, or participation shall require County's prior written consent.

-
- I. Anything not expressly listed in the description of Services is not included in the scope of, or estimated fees for, Services.

Any work San Bernardino County requests beyond the scope stated in this exhibit will need to be presented by San Bernardino County for approval through the agreed upon governance process (per the Governance Model Deliverable).

- J. County shall be responsible only for translation of non-standard language content. Oracle shall deliver, configuration workbooks, and project documentation in English and shall provide a glossary of key terms. Oracle shall not impose unanticipated translation burdens on County, and all required translation responsibilities shall be identified in advance.
- K. Up to three (3) iterations of data import due to data correction will be performed for Prototype 1, Prototype 2, and Prototype 3, and up to two (2) iterations of data import due to data correction will be performed for end-to-end test, UAT, and production.
- L. Oracle to provide up to three (3) months of break fix support for extensions, custom reports, custom security, workflows and integrations from the Go-Live date.

8. Reference Tables.

A. Integrations.

#	Integration	Source	Target(s)	Complexity
INTE1	A&E Labor Distribution File	Cloud HCM – TBD	ARCH ENG	Moderate
INTE2	AB119 File – ASBCFM	Cloud HCM Core HR	ASBCFM	Moderate
INTE3	AB119 File – CAN	Cloud HCM Core HR	CNA	Moderate
INTE4	AB119 File – CWA	Cloud HCM Core HR	CWA	Moderate
INTE5	AB119 File – IBEW	Cloud HCM Core HR	IBEW	Moderate
INTE6	AB119 File – IUOE	Cloud HCM Core HR	IUOE	Moderate
INTE7	AB119 File – SBCPAA	Cloud HCM Core HR	SBCPAA	Moderate
INTE8	AB119 File – SBCPOA	Cloud HCM Core HR	SBCPOA	Moderate
INTE9	AB119 File – SEIU	Cloud HCM Core HR	SEIU	Moderate
INTE10	AB119 File – SEIU for PPF	Cloud HCM Core HR	SEIU	Moderate
INTE11	AB119 File – Teamsters	Cloud HCM Core HR	TEAMSTERS	Moderate
INTE12	Account Code Table Update View	Cloud HCM Payroll	SAP	Moderate
INTE13	Address Get	MAINFRAME	Cloud HCM Core HR	Moderate
INTE14	Address Send	Cloud HCM Core HR	MAINFRAME	Moderate
INTE15	Agility Demographics	Cloud HCM Core HR	ARMC AGILITY	Moderate
INTE16	Agility Department	Cloud HCM Core HR	ARMC AGILITY	Moderate
INTE17	Agility Jobcode	Cloud HCM Core HR	ARMC AGILITY	Moderate
INTE18	Agility Medi	Cloud HCM Core HR	ARMC AGILITY	Moderate
INTE19	Agility SPOK	Cloud HCM Core HR	ARMC AGILITY	Moderate
INTE20	Agility Supervisor	Cloud HCM Core HR	ARMC AGILITY	Moderate
INTE21	ARCHIBUS Interface File	Cloud HCM – TBD	ARCHIBUS	Moderate
INTE22	ARMC Meditech File	Cloud HCM – TBD	ARMC	Moderate
INTE23	ARMC UKG Person Export	Cloud HCM Core HR	ARMC UKG	Moderate
INTE24	ARMC_UKG Leave Accrual Export	Cloud HCM Absence Management	ARMC UKG	Moderate
INTE25	Arrowhead United Way	Cloud HCM Benefits	AHUW	Moderate
INTE26	BI Publisher Active Ees	Cloud HCM Core HR	SB BI PUBLISHER	Moderate
INTE27	BI Publisher Active Ees	Cloud HCM Core HR	SB BI PUBLISHER	Moderate
INTE28	BI Publisher Department Child	Cloud HCM Core HR	SB BI PUBLISHER	Moderate
INTE29	BI Publisher position jobcode	Cloud HCM Core HR	SB BI PUBLISHER	Moderate
INTE30	BI Publisher Racef Version 2	Cloud HCM Core HR	SB BI PUBLISHER	Moderate
INTE31	BI Publisher Term History V2	Cloud HCM Core HR	SB BI PUBLISHER	Moderate
INTE32	Blue Shield	Cloud HCM Benefits	BENEFIT FOCUS	Moderate
INTE33	Bud Prep Detail Data	Cloud HCM Core HR	BUDGET PREP	Moderate
INTE34	CA Nurses Deduction File	Cloud HCM Payroll	CA NURSES	Moderate
INTE35	CA Nurses Member File	Cloud HCM Core HR	CA NURSES	Moderate
INTE36	Case Load Match Report	Cloud HCM – TBD	HSS MAINFRAME	Moderate
INTE37	CATFORM	Cloud HCM – TBD	ISD IMAGING	Moderate
INTE38	Cobra Reporting	Cloud HCM Benefits	HUMAN RESOURCES	Moderate
INTE39	Deductions for ING WIN6 format	Cloud HCM Benefits	INVESTMENT FIRM	Moderate

#	Integration	Source	Target(s)	Complexity
INTE40	Delta Dental PMI File	Cloud HCM Benefits	DELTA PMI	Moderate
INTE41	Dovetail Employee Data feed	Cloud HCM Core HR	DOVETAIL	Moderate
INTE42	DWP Time File	MAINFRAME	Cloud HCM Time & Labor / Payroll	Moderate
INTE43	EMACS_EE_DATA	Cloud HCM Core HR	ARMCADP	Moderate
INTE44	Email Global Address List	EMACS LOCAL	Cloud HCM Core HR	Moderate
INTE45	Employee Data used by SPOE	Cloud HCM Core HR	ISDSPOE	Moderate
INTE46	Employee info for ISD CAFM	Cloud HCM Core HR	ISDCAFM	Moderate
INTE47	EOI Extract File	Cloud HCM Benefits	MINNESOTA LIFE	Moderate
INTE48	HCM AP file to SAP	Cloud HCM Payroll	SAP	Moderate
INTE49	Health Advocate File Feed	Cloud HCM Benefits	HEALTH ADVOCATE	Moderate
INTE50	IBT Member Enrollment File	Cloud HCM Benefits	TEAMSTERS	Moderate
INTE51	Interface to UKG Analytics	Cloud HCM Time & Labor	ARMC UKG	Moderate
INTE52	IVOS	Cloud HCM – TBD	IVOS	Moderate
INTE53	IVOSJBCD	Cloud HCM – TBD	IVOS	Moderate
INTE54	Job Information for Imaging	Cloud HCM Core HR	ISD IMAGING	Moderate
INTE55	JOBBDGOV	Cloud HCM – TBD	BOARD GOV FIRE	Moderate
INTE56	JobCode Description	Cloud HCM Core HR	ACR	Moderate
INTE57	JOBDPSS	Cloud HCM – TBD	HSS ADMIN	Moderate
INTE58	Kaiser Health File	Cloud HCM – TBD	KAISER	Moderate
INTE59	Leave Balances	Cloud HCM Absence Management	PUBLIC WRKS SFTP	Moderate
INTE60	Loss of Eligibility – Life Ins	Cloud HCM Benefits	MINNESOTA LIFE	Moderate
INTE61	Medical Center – LD	Cloud HCM – TBD	ARMC	Moderate
INTE62	Medical Center Ledger	Cloud HCM – TBD	ARMC	Moderate
INTE63	Member Enrollment File	Cloud HCM Benefits	TEAMSTERS	Moderate
INTE64	MetLife Disability File	Cloud HCM Benefits	METLIFE	Moderate
INTE65	Origami Employee File	Cloud HCM Core HR	ORIGAMI	Moderate
INTE66	PA Interface to SAP	Cloud HCM Core HR	SAP	Moderate
INTE67	Paid EE By Fund For FCY	Cloud HCM Payroll	ACR	Moderate
INTE68	Paid EE By Fund, Dept, Jobcd	Cloud HCM Payroll	ACR	Moderate
INTE69	Pay Data Exp Detail FCY	Cloud HCM Payroll	ACR	Moderate
INTE70	Pay Date Exp Other Earns FCY 09	Cloud HCM Payroll	ACR	Moderate
INTE71	Pay Data Expenses Detail	Cloud HCM Payroll	ACR	Moderate
INTE72	Pay Data Expenses Other Earns	Cloud HCM Payroll	ACR	Moderate
INTE73	Pay Voucher for Dedu Download	Cloud HCM Payroll	FAS	Moderate
INTE74	Pension Gold Off-Cycle	Cloud HCM Payroll	RETIREMENT	Moderate
INTE75	Positions for Budget Prep	Cloud HCM Core HR	BUDGET PREP	Moderate
INTE76	RACF Security Download	Cloud HCM – TBD	ISD SECURITY	Moderate
INTE77	Retirement Employer Codes	Cloud HCM Core HR	RETIREMENT	Moderate
INTE78	Retirement PensionGold XML	Cloud HCM Payroll	RETIREMENT	Moderate
INTE79	Retirement Profile File	RETIREMENT	Cloud HCM Benefits	Moderate
INTE80	Retirement Rates	RETIREMENT	Cloud HCM Benefits	Moderate

#	Integration	Source	Target(s)	Complexity
INTE81	Safety Union Due Changes	SEBA DOWNLOAD	Cloud HCM Payroll	Moderate
INTE82	SANBAG Time File	SANBAG	Cloud HCM Time & Labor / Payroll	Moderate
INTE83	SANBAG Time File	SANBAG	Cloud HCM Time & Labor / Payroll	Moderate
INTE84	SAP CM File	Cloud HCM – TBD	SAP	Moderate
INTE85	SAP CM for Garnishments	Cloud HCM – TBD	SAP	Moderate
INTE86	SAP GL-I-01 File for Accrual	Cloud HCM Payroll	SAP TEST	Moderate
INTE87	SAP GL-I-01 File for Reversal	Cloud HCM Payroll	SAP TEST	Moderate
INTE88	SAP GL-I-01 Interface File	Cloud HCM Payroll	SAP	Moderate
INTE89	SAP GL-I-02 Interface File	SAP	Cloud HCM Payroll	Moderate
INTE90	SAP Job to Position Mapping	Cloud HCM Core HR	SAP	Moderate
INTE91	SAP Position Account Update	Cloud HCM Core HR	SAP	Moderate
INTE92	SAP Position Employee Group	Cloud HCM Core HR	SAP	Moderate
INTE93	SAP Position to Account Map	Cloud HCM Core HR	SAP	Moderate
INTE94	SAP Position/Jobcode Update	Cloud HCM Core HR	SAP	Moderate
INTE95	SDU EFT File	Cloud HCM Payroll	WELLS FARGO	Moderate
INTE96	SDU FAS File	Cloud HCM – TBD	FAS	Moderate
INTE97	SDU Treasurer File	Cloud HCM – TBD	TREASURER	Moderate
INTE98	SEIU Activity Report	Cloud HCM – TBD	SEIU	Moderate
INTE99	SEIU Master Report	Cloud HCM – TBD	SEIU	Moderate
INTE100	SIMS Employee File	Cloud HCM Core HR	SIMS	Moderate
INTE101	SIMS Jobcode Interface File	Cloud HCM Core HR	SIMS	Moderate
INTE102	Special District Time	MAINFRAME	Cloud HCM Time & Labor / Payroll	Moderate
INTE103	Special District Time	MAINFRAME	Cloud HCM Time & Labor / Payroll	Moderate
INTE104	SSN Validation for IRS	Cloud HCM Payroll	ATC EMACS	Moderate
INTE105	Teamsters Activity Report	Cloud HCM Benefits	TEAMSTERS	Moderate
INTE106	Teamsters Master Report	Cloud HCM Benefits	TEAMSTERS	Moderate
INTE107	Teamsters Trust – Dependents	Cloud HCM Benefits	ZENITH	Moderate
INTE108	Teamsters Trust EE Data	Cloud HCM Benefits	ZENITH	Moderate
INTE109	Treasure Interface Warrant	Cloud HCM – TBD	FAS	Moderate
INTE110	Treasurer Warrant File	Cloud HCM – TBD	TREASURER	Moderate
INTE111	Ul data	Cloud HCM – TBD	EXPERIAN	Moderate
INTE112	Vision Interface File	Cloud HCM Benefits	EYEMED	Moderate
INTE113	Warrant Reconciliation File	Cloud HCM – TBD	WELLS FARGO	Moderate
INTE114	Zenith Benefits Enrollment	Cloud HCM Benefits	ZENITH	Moderate
INTE115	Zenith Deduction Download	Cloud HCM Benefits	ZENITH	Moderate
INTE116	Zenith Enrollment File	ZENITH	Cloud HCM Benefits	Moderate
INTE117	Zenith load to CSV	Cloud HCM Benefits	EMACS LOCAL	Moderate
INTE118	HCM to EPM	Cloud HCM	Cloud EPM	Moderate
INTE119	NeoGov	NeoGov – inbound	Cloud -inbound	Complex
INTE120	NeoGov	NeoGov – inbound	Cloud -inbound	Complex
INTE121	NeoGov	NeoGov – inbound	Cloud -inbound	Complex

#	Integration	Source	Target(s)	Complexity
INTE122	NeoGov	NeoGov – inbound	Cloud -inbound	Complex
INTE123	NeoGov	NeoGov – outbound	Cloud -outbound	Complex
INTE124	NeoGov	NeoGov – outbound	Cloud -outbound	Complex
INTE125	NeoGov	NeoGov – outbound	Cloud -outbound	Complex
INTE126	NeoGov	NeoGov – outbound	Cloud -outbound	Complex
INTE127	PeopleSoft retro process	PeopleSoft – inbound	Cloud – inbound	Complex
INTE128	PeopleSoft retro process	PeopleSoft – inbound	Cloud – inbound	Complex
INTE129	PeopleSoft retro process	PeopleSoft – inbound	Cloud – inbound	Complex
INTE130	PeopleSoft retro process	PeopleSoft – outbound	Cloud – outbound	Complex
INTE131	PeopleSoft retro process	PeopleSoft – outbound	Cloud – outbound	Complex
INTE132	PeopleSoft retro process	PeopleSoft – outbound	Cloud – outbound	Complex

B. Conversions.

Data conversion activities for the following will be converted from the County's current PeopleSoft Production environment (EMACS), activities started from 1/1/1999. Three (3) years of data will be converted per the Production cutover date agreed per the Cutover Checklist Deliverable (D11).

#	Business Object	From System(s)	Complexity
CNV1	Historical Employee Demographic and Job/Assignment Data (Active, and Terminated employees within three years of Go-Live)	Most recent record, sourced from PeopleSoft 9.2. All data associated with the active record in PeopleSoft. • Includes hire records	Complex
CNV2	Compensation (Active and Terminated employees within three years of Go-Live)	• Most recent record only, from PeopleSoft 9.2 All data associated with the active compensation record in Peoplesoft.	Easy
CNV3	Recruiting	• Six to eight (6-8) integrations between NeoGov and Cloud. No conversions. • Up to five thousand (5,000) Sharable Content Object Reference Model (SCORM) or any other industry standard format of courses.	Moderate
CNV4	Learning	• Up to two million five hundred thousand (2,500,000) learning transcripts for completions • Mandatory courses will be configured simultaneously with course content. No conversions.	Moderate

#	Business Object	From System(s)	Complexity
CNV5	Payroll	<ul style="list-style-type: none"> Year to Date Balances for mid-Calendar Year conversion, and Fiscal Year to Date balances for mid-Fiscal Year conversion for Active and Terminated employees for balances initialization data, tax cards for federal, state, local and garnishments. Necessary Quarter to Date balances for subsequent year's W2 processing. Assigned Payroll, Payment Methods, and Element Entries for all employees Active. 	Complex
CNV6	Benefits (Active employees)	<ul style="list-style-type: none"> Most recent Enrollment, Current dependents for Active employees only and beneficiaries All data associated with the active record in PeopleSoft. Termed employees: data accessible in Extra Information Table ("EIT") Oracle Fusion Artificial Intelligence Data Platform ("FAIDP"). 	Moderate
CNV7	Absence Management (Active employees)	<ul style="list-style-type: none"> Most recent record, sourced from PeopleSoft 9.2, including loading of data into Oracle Cloud HCM All data associated with the active record in PeopleSoft. Termed employees: data accessible in EIT or FAIDP. 	Moderate
CNV8	Performance Management (Active and Terminated employees within 3 years of Go-Live)	<p>Most recent record, sourced from PeopleSoft 9.2, including loading of data into Oracle Cloud HCM for Performance Ratings</p> <ul style="list-style-type: none"> All data associated with the active record in PeopleSoft. 	Moderate
CNV9	Service Hours	<ul style="list-style-type: none"> Fifty (50) fast formulas to calculate service hours Conversion of service hour balances 	Complex

C. Custom Reports.

#	Custom Report Name	Description	Complexity
CR1	SBBEN014	Combined Giving Gen Dedu Rpt- Combined Giving Report	Easy
CR2	SBBEN017	LTD-SEBA Payment Rpt- SEBA Long Term Disability report for EHS, SPO & SPS union codes.	Easy
CR3	SBBEN022	SEBA Vimly Benefits Interface- SEBA Vimly Benefits Interface	Complex
CR4	SBBEN026	Service Pin Eligibility Rpt- Quarterly Service Pin Eligibility	Moderate
CR5	SBBEN032	Combined Giving Campaign Rpt- Combined Giving Campaign Report listing all contributors by Department	Easy
CR6	SBBEN210	Misc Cnty Paid Contrib Rpt- Miscellaneous County Contributions	Complex
CR7	SBBEN213	Leave-Sick Conversion Rpt- This program will create a report of Employees eligible for Sick Leave Conversion to Vacation Hours. This is an annual report that will run after the close of the prior Fiscal year.	Moderate
CR8	SBBEN224	DPS Rollover for Exempt- DPS Rollover for Exempt	Moderate
CR9	SBHR022	Medicare Eligibility Rpt- Hire Date for Medicare Elig.	Easy
CR10	SBHR030	Leave-Perfect Attendance Rpt- Perfect Attendance Report	Moderate

#	Custom Report Name	Description	Complexity
		including the Military earning codes MPY, MLB and UPM	
CR11	SBHR035	SBPEA Termination Rpt- This program will create a report of Terminations and Deaths of employees during a pay period who have a dedcd that matches the criteria. Report data is compiled using either an Effdt or Action_Dt that falls within a pay period.	Moderate
CR12	SBHR036	SEBA NewHire Dedu Exception Rp- SEBA Audit Report of Peace Officers	Easy
CR13	SBHR055	UI Claim Interface – Eedge- This process creates a data file every pay period for unemployment claims handled by EMPLOYERS EDGE	Moderate
CR14	SBHR058	SEIU EE Master/Activity Report- SEIU Master List of Employees and Employee Activity Report	Moderate
CR15	SBHR077	ARMC Person Export to UKG- Generate ARMC Person Export to UKG	Moderate
CR16	SBHR080	ARMC UKG Analytics- ARMC Person & Payroll Extract to Kronos UKG Analytics.	Moderate
CR17	SBHR083	SEBA Employee Activity Report – SEBA Employee Activity Report	Moderate
CR18	SBLD005	LD MajorPgm By JobCode Rpt- Labor Distribution Report – Major Program By Jobcode	Complex
CR19	SBLD006	LD Pgm By Brnch/Act/JobCode- Labor Distribution Report – Program By Branch By activity By Jobcode	Complex
CR20	SBLD008	LD MajorPgm By Pgm/Act/Jobcode- Labor Distribution Report – Major Program By Program By Activity By Jobcode	Complex
CR21	SBLD009	LD MajorPgm By Pgm/Branch Rpt-Labor Distribution Report – Major Pgm By Pgm By Branch	Complex
CR22	SBLD010	LD MajorPgm By Pgm/JobCde Rpt- Labor Distribution Report – Major Pgm By Pgm By Jobcode	Complex
CR23	SBLD011	LD MajorPgm By Pgm/JobCd/Brnch- Labor Distribution Report – Maj Pgm By Pgm By Job By Brnch	Complex
CR24	SBLD012	LD Group By Org/JobCd/Obj/EE- Labor Distribution Report – LDG By Org By Job By Obj By EE Ladore Distribution Report - By Job By Obj By EE	Complex
CR25	SBLD013	LD Job/Personal Data for ARMC- Labor Distribution Report – Employee Listing CMC	Complex
CR26	SBLD016	LD JobCode Costing Tbl Insert- Job Code Costing Table Creation	Complex
CR27	SBLD018	LD Hours By JobCode/EE/Pgm- Labor Distribution Report – Hours Per Pgm/JobCd By EE	Complex
CR28	SBLD019	LD ARMC Cost Acctng Interface- Arrowhead Regional Medical Center Cost Acctg report	Complex
CR29	SBLD023	LD Branch By MajorPgm/Pgm- Labor Distribution Report – Branch By MajPgm By Pgm	Complex
CR30	SBLD024	LD Branch By MajorPgm/Jobcode – Labor Distribution Report – Branch By MajoPgm By JobCode	Complex
CR31	SBLD025	LD Program By Loc/Act/Jobcode- Labor Distribution Report – Pgm By Loc By Actvty By Jobcd	Complex
CR32	SBLD026	LD Branch By SubPgm/JobCode – Labor Distribution Report - Sort by Emplid, Program.	Complex
CR33	SBLD027	LD Work Time For Grp Selected – Labor Distribution Transaction Report – Productive Time	Complex
CR34	SBLD029	LD Group By Pgm/JobCode- Labor Distribution Report – LDGroup by Program by Jobcode Report	Complex
CR35	SBLD030	LD Sections By Program- Labor Distribution Report – Sections By Program	Complex
CR36	SBLD031	LD Benefit Factor Calculation – Labor Distribution Report – Benefit Factor Calculation	Complex

#	Custom Report Name	Description	Complexity
CR37	SBLD032	LD Wk/NonWk Analysis By LDGrp- Labor Distribution Report – Prd/Nonprd Anal By LDGroup	Complex
CR38	SBLD036	LD Group By Program- Labor Distribution Report – LDGroup By Program	Complex
CR39	SBLD039	LD Group By Major Program- Labor Distribution Report – LDGroup By Major Program	Complex
CR40	SBLD043	LD Program By Employee- Labor Distribution Reports – Program By Employee	Complex
CR41	SBLD048	LD Employee Time Analysis Rpt- Labor Distribution Report – Employee Time Analysis Report II	Complex
CR42	SBLD050	LD Sections By Activity- Labor Distribution Report – Section By Activity	Complex
CR43	SBLD051	LD Fund By Dept/CostCtr/Earncd- Labor Distribution Report – Fund By Dpt By CostC By Erncd	Complex
CR44	SBLD052	LD Payrol Charge Empl/Cost Rpt- Labor Distribution Report – Payroll FNA Charges by EmplID By Cost Center By Object Code	Complex
CR45	SBLD055	LD ObjCd By CostC/Org/EE- Labor Distribution Report – Obj By CostC By Org By EE	Complex
CR46	SBLD060	LD Program By Location- Labor Distribution Report – Program By Location	Complex
CR47	SBLD061	LD Work Time For Grp Selected – Labor Distribution Transaction Report – Productive Time – Sorted by Program	Complex
CR48	SBPAY014	Reimburse Dept/Publ Gather Rpt- Report for employees with GAT earnings	Easy
CR49	SBPAY012	SDI Flag Audit Exception Rpt- SDI Flag Setting Exception	Easy
CR50	SBPAY017	Combined Giving By Dept Rpt- Combined Giving Campaign Report By Department	Easy
CR51	SBPAY018	Combined Giving By DedCd Rpt – Combined Giving Campaign Report by Deduction Code	Easy
CR52	SBPAY026	Returning Retirees Rpt- The Returning Retirees Report is generated from Pay Check data.	Moderate
CR53	SBPAY030	Unemployment Ins Claims Rpt- Create Diskette file and report of employment insurance claims	Complex
CR54	SBPAY042	Earnings data invalid Acct_Cd- Earnings data with invalid Acct_Cd values	Moderate
CR55	SBPAY043	Job data with invalid Acct_Cd- Job data with invalid Acct_Cd values	Moderate
CR56	SBPAY044	Lv Cashout Predesignation- Leave Cashout Predesignation Finalize process	Moderate
CR57	SBPER001	Leave Position Chg Rpt- Position changes in the current pay period with a possible leave cash out	Moderate
CR58	SBPER003	Years of Service Rpt- This report supplies a list of employees who have completed a certain number of years (specified at run time) or more. It prints the employee name, date hired, length of service (expressed in years and months), the employee department, and job title.	Moderate
CR59	SBPER025	WrkForce Analysis Dpt/Unin Rpt- Report Counts and totals by minority group by Department and Union Code	Moderate
CR60	SBPER040	Company Change Rpt- Report company changes to the JOB record where effdt or action date is in the current period.	Moderate
CR61	SBPOS005	SSG – Auth/Assign Psn Summary- Social Services Group – Authorized vs Assigned JobCode Position Count Report	Moderate
CR62	SBRT002	RTMT Deduction Process- T profile processing used to create addl pays and retirement deductions	Moderate
CR63	SBRT006	RTMT/PG Contribu XML Interface- Retirement PG Contribution XML	Moderate

#	Custom Report Name	Description	Complexity
CR64	SBRT007	RTMT/Nurse Override Date Upd- Override retirement dates for nurses	Easy
CR65	SBTAX004	Annual Census Survey Rpt- Annual Census Survey Report	Moderate
CR66	SBWP006	Update Job Status Data- Updates the job status hours worked and date the employee is expected to be moved from probation to active.	Moderate
CR67	BAS702A	Benefit Program/Plan/Options- This report prints the benefit program, benefit plan and benefit option data that comprise a benefit program definition.	Moderate
CR68	BAS702B	Benefit Program Costs- This report prints the benefit program costs information associated with options within the benefit program definition. This report supplements report BAS702A.	Easy
CR69	SBBEN151	Leave Liability Report- Leave Liability	Easy
CR70	SBBEN221	Health Reconciliation Rpt- To generate Health Reconciliation Report that list a summary of employee premium and deduction counts and amounts by PLAN_TYPE, VENDOR_ID, GROUP_NBR, and COVRG_CD.	Easy
CR71	SBBEN223	Hlth Reconciliation Count Rpt- To generate Health Reconciliation Control Count Report that compares employee counts in BN_SNAP_PLAN_H to ones in HIPAA carrier interface files.	Easy
CR72	SBGAR001	Garnishment Payee Report for all payees designated to receive the report	Easy
CR73	SBHR017	Garnishment Audit Report	Easy
CR74	SBPER036	New Hire Rpt- PRWORA – New hire reporting. Only for federal reporting.	Easy
CR75	BEN007	Leave Accruals	Easy
CR76	SBBEN016	LTD-Benefits Rpt- LTD Regular Benefits	Moderate
CR77	SBBEN007	Leave Accrual/ negative leave balances Report	Moderate
CR78	SBBEN011	Leave-Term Payout Process Report	Moderate
CR79	SBBEN013	Supplemental Life / AD/D Report	Easy
CR80	SBBEN200	Dependent Care Deferral Report	Easy

D. Custom Security Profiles.

#	Security Profile Type	Number of Custom Security Roles	Complexity
CSP1	Security Profile Without Use of SQL	Up to (30) Thirty	Easy
CSP2	Security Profile with Use of Area of Responsibility ("AOR")	Up to (30) Thirty	Moderate
CSP3	Security Profile with Use of SQL	Up to (30) Thirty	Complex

Your Name: San Bernardino County (County)
Ordering Document Number: US-19988291
Exhibit Number: 2

1. Description of Services and Deliverables.

A. Services.

Oracle will configure the Oracle Fusion Artificial Intelligence Data Platform ("FAIDP") along with AI Data Platform ("AIDP") for the San Bernadino County's PeopleSoft HCM Production data and provide HCM History reports on as specified in Section B of this exhibit.

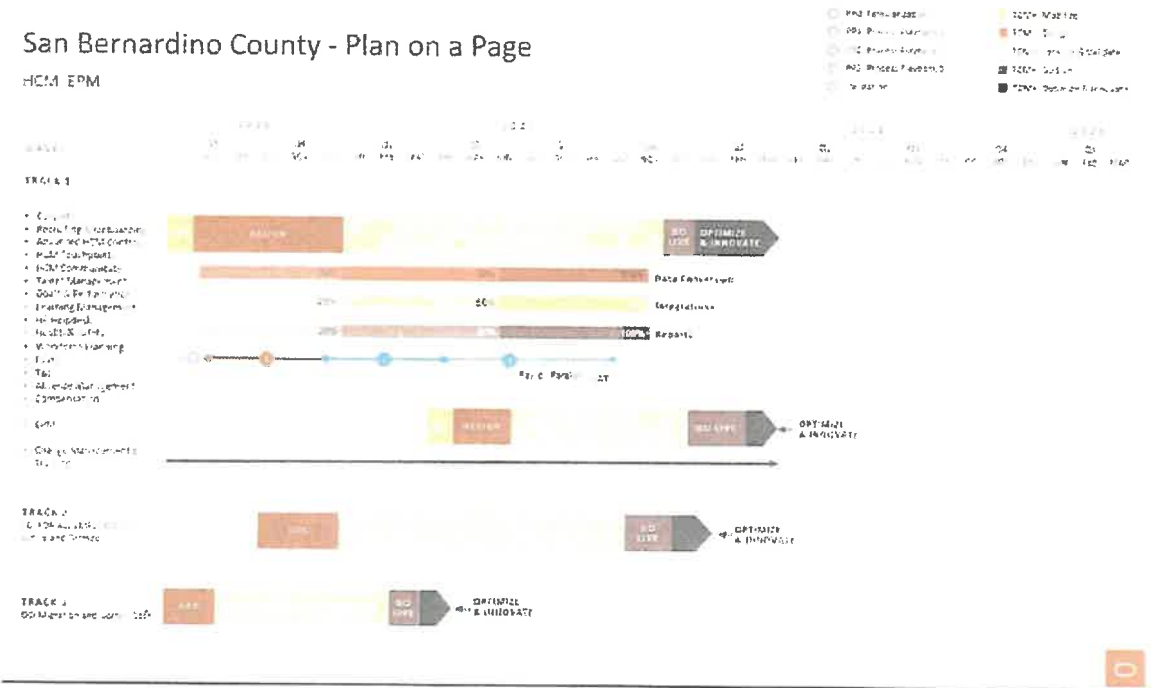
Unless otherwise defined, all terms which are defined in Section 1.A (Definitions) of Exhibit 1 shall have the same meanings herein.

B. Oracle will perform the following tasks:

1. FAIDP and AIDP:
 - i. Configure FAIDP & AIDP for the following four (4) environments:
 - Development environment
 - End to end testing environment
 - Validation / testing environment
 - Production environment
 - ii. Update the Environment Management Plan with the configuration.
2. Design and develop the history reporting Solution:
 - i. Data pipelines from PeopleSoft staging database residing on Oracle Cloud Infrastructure ("OCI") (autonomous data processing [ATP]) into AIDP medallion architecture.
 - ii. Custom physical data model into star schema in FAIDP's Autonomous Data Warehouse ("ADW") platform.
 - iii. Custom semantic model in FAIDP's Oracle Analytics Cloud ("OAC") platform for up to twenty (20) subject areas.
 - iv. Develop a reporting strategy for PeopleSoft historic data with FAIDP / AIDP.
3. Design and develop up to twenty-five (25) custom reports for PeopleSoft history.
 - i. Develop functional specifications for individual reports which include the requirements, field mappings and wireframe layouts, filters, data visualizations.
 - ii. Develop technical designs for the reports.
 - iii. Perform unit test.
 - iv. Migrate the unit tested reports to target testing and production environments.
4. Build prototype for end to end and user acceptance testing ("UAT").
 - i. Build prototype that includes all the configurations, historic data migration and

- the unit tested reports.
 - ii. Conduct end-to-end test testing.
 - iii. Provide UAT support.
 - 5. Production deployment.
 - i. Production history data migration to reporting platform and reports deployment.

The following diagram provides a high-level timeline for the project. The timelines and completion dates shown in the diagram are intended for planning and scheduling purposes only. **Please refer to Phase 2 – Wave 1 below.**



C. Scope Assumptions.

1. General Assumptions

Scope				
#	Scope	Assumption	Details	
G1	FAIDP Data Storage and Reporting for All	All historical employees	Build data pipelines to bring data from Peoplesoft replicated staging database (ATP) residing on OCI and into AIDP	

	Employees – sourced from up to 140 PeopleSoft tables		Medallion Architecture. Up to 140 Landing pipelines (112 Simple, 28 Medium) Finalize into AIDP Medallion Architecture up to 50 Warehouse tables (with 20 fact tables and 30-dimension tables).
G2	Number of reports	25	Build a total of up to Twenty-Five (25) reports in Oracle Analytics (FAIDP) Dimensional data in all reports will be cross mapped to Fusion Foundational structures made available as a part of the Fusion Configuration and Fusion HCM Conversion process.
G3	Number of custom subject areas	20	Build total of up to Twenty (20) Subject areas within Fusion Data Intelligence Platform (FDIP). Perform Semantic Modelling for the 20 Subject Areas.
G4	Number of external source systems	1	PeopleSoft HCM
G5	Number of source system tables	140	Source system tables history reporting.

2. The Solution articulated in this exhibit is dependent on the replication solution to replicate PeopleSoft HCM History changes from on-premises PeopleSoft to OIC ATP Staging database via Golden Gate Cloud Service.
3. The history reporting scope will be limited to only those data sets and modules that are required for San Bernardino County history reporting.
4. Actual reporting requirements are expected to be derived during this project requirement gathering and detailed design sessions. History reports will cross reference for dimensional data based on PeopleSoft to Fusion HCM cross references captured during the HCM implementation and data migration.
5. Adjustments made in PeopleSoft HCM by County will be factored in the history reporting if the adjusted data are for objects scoped in list of 140 source tables.
6. The focus modules / areas assumed are Enterprise Structures / Foundation Objects, Core HR (Person / Worker / Position / Assignment), Payroll (Include Retro Adjustments), Benefits & Compensation.
7. County agrees to scale up the FDIP platform (OAC & ADW components) ECPU & OCPUs to

support the additional compute capacity and storage (block and object storage) needed for custom history reporting solutions as well as to account for the AI data platform processing requirements.

8. For employees not converted into Fusion HCM there will not be a cross reference to Fusion HCM Employee records.
9. The Solution includes where feasible deep linking for specific employee history for employees already in Fusion (Phase 1 employees). Links will contextually trigger the custom reports included in scope.
10. Conduct system integration testing for up to six (6) consecutive weeks.
11. Assist San Bernadino County with up to six (6) continuous weeks to support UAT.

D. Deliverables.

Services performed by Oracle under this exhibit shall be for the purpose of providing the Deliverables where Oracle is identified as the owner in the table below. San Bernardino County will be responsible for providing the Deliverables where San Bernardino County is identified as the owner in the table below. "Owner" indicates the organization responsible for driving the completion of the Deliverable, including (but not limited to): authoring the Deliverable, and scheduling and facilitating the necessary meetings to solicit input into the Deliverable.

No.	Deliverable Name	Owner	Deliverable Description
D1	Update the Environment Management Plan	Oracle	Perform Updates to the Environment Management Plan to include environments needed for Historic Data Reporting with FAIDP / AIDP.
D2	Reporting Strategy for Historic Data	Oracle	Document that details the reporting strategy for historic data as identified in section 1.B.2.iv
D3	Functional and Technical Design documents	Oracle	Document that details completion of custom reports as identified in section 1.B.3
D4	Test Scenarios and Scripts	San Bernardino County	Document that: <ul style="list-style-type: none"> Identifies business process scenarios relevant for San Bernardino County's business Define test cases that validate the scenarios Include the test scripts to execute the test cases
D5	Prototype & End-to-End Test	Oracle	Document that details the end-to-end testing results as identified in section 1.B.4.ii
D6	Perform UAT	San Bernardino County	Reporting data model that conforms with established Reporting as identified in D2 Deliverable.
D7	Production History Migration to Reporting Platform and Reports Deployment	Oracle	Reporting data model that conforms with established reporting as identified in D2 Deliverable.
D8	Project Closure	Oracle	<ul style="list-style-type: none"> Summary of Go-Live activities and outstanding issues. Outline tasks, activities and steps required to close the project. Four (4) weeks of Post Go-Live support

2. Acceptance of Deliverables.

Upon completion of any Deliverable owned by Oracle as set forth in Section 1.D above, Oracle shall provide a notification to San Bernardino County that the Deliverable is complete and conforms to its description, constituting Oracle's submission of a Deliverable. San Bernardino County shall have seven (7) Business Days after Oracle's submission of a Deliverable ("acceptance period") to provide written notice of acceptance or rejection. San Bernardino's failure to provide notice of acceptance or rejection within the acceptance period shall cause a Deliverable to be deemed accepted. Oracle shall provide follow up notices as set forth in the Governance Model.

If San Bernardino County rejects a Deliverable, San Bernardino County must specify the deficiencies in detail in the written notice. Oracle will use reasonable efforts at no cost to San Bernardino County to promptly cure any such

deficiencies, and San Bernardino County shall have a new acceptance period to provide written notice of acceptance or rejection.

3. Fees, Expenses, and Taxes.

A. San Bernardino County agrees to pay Oracle the fee specified below for the Services and Deliverables. This fee does not include expenses or taxes. Once an Oracle-owned Deliverable is accepted, in writing or deemed accepted, in accordance with Section 2 (Acceptance of Deliverables) above, the corresponding fee for such Deliverable specified below becomes due and payable and Oracle shall thereafter invoice, and San Bernardino County shall pay such fee; this payment obligation shall become non-cancelable and the sum paid non-refundable on such acceptance date, except as may otherwise be provided in the Master Agreement.

No.	Deliverable Name	Deliverable Description	Estimated Invoice Month	Deliverable Fee
D1	Update the Environment Management Plan	Perform Updates to the Environment Management Plan to include environments needed for Historic Data Reporting with FAIDP / AIDP.	1	\$250,000.00
D2	Reporting Strategy for Historic Data	Document that details the reporting strategy for historic data as identified in section 1.B.2.iv	2	\$350,000.00
D3	Functional and Technical design documents	Document that details completion of custom reports as identified in section 1.B.3	6	\$300,000.00
D5	Prototype & End-to-End Test	Document that details the end-to-end testing results as identified in section 1.B.4.ii	9	\$350,000.00
D7	Production History Migration to Reporting Platform and Reports Deployment	Reporting data model that conforms with established Reporting as identified in D2 Deliverable.	15	\$240,000.00
D8	Project Closure	<ul style="list-style-type: none"> • Summary of Go-Live activities and outstanding issues. • Outline tasks, activities and steps required to close the project. • Four (4) Weeks of Post Go-Live support 	17	\$201,044.00
Total Fixed Fee				\$1,691,044.00

Any expenses will be invoiced monthly. Oracle shall comply with San Bernardino County Travel Management Policies 08-02 and 08-02 SP1, as may be amended from time to time, with respect to all travel undertaken in connection with this Contract. San Bernardino County shall reimburse Oracle only for travel expenses that are reasonable, necessary, actually incurred, and directly related to performance of the Services. Oracle shall use the lowest reasonable cost available to the San Bernardino County for transportation, lodging, and other travel arrangements. Meal expenses may be reimbursed only for actual, reasonable, and necessary costs incurred for breakfast, lunch, and dinner, and shall not exceed the applicable General Services Administration (GSA) per diem meal rate for the travel location. Lodging expenses may be reimbursed only for actual, reasonable, and necessary costs for nights reasonably required to perform the Services, using the lowest reasonable available rate. Lodging costs in excess of the applicable GSA lodging rate for the travel location must be approved by San Bernardino County in writing in advance or, if advance approval is not feasible, supported by documentation satisfactory to County establishing that no reasonable lodging was available at or below such rate. Mileage for authorized use of a privately owned vehicle shall be reimbursed at the then-current Internal Revenue Service standard mileage rate. Contractor shall submit to County, on a monthly basis, an itemized statement identifying the travel dates, destination, business purpose, and each reimbursable item claimed and, for mileage claims, the origin, destination, and number of miles traveled. Contractor shall retain and, upon County's request, provide receipts and other supporting documentation sufficient to verify each claimed expense for three (3) years to align with IRS requirements. County shall not reimburse any expense that is unreasonable, inadequately documented, not actually incurred, unrelated to performance of the Services, or otherwise inconsistent with this Contract or applicable County policy provided (a) compliance does not place Oracle's resources in unsafe conditions or expose Oracle's resources to undue risk; (b) notwithstanding anything to the contrary in such guidelines, Oracle resources will make all travel arrangements through, and using, Oracle's travel providers, and Oracle will provide only copies of receipts and only for any expenses totaling more than twenty-five dollars (\$25); (c) You provide at least fifteen (15) days of prior written notice of any change to Your expense guidelines; and (d) Oracle's failure to adhere to any changes made to Your expense guidelines shall not limit Your responsibility to reimburse Oracle for reasonable expenses.

4. Project Management.

San Bernardino County and Oracle each agree to designate a project manager who shall work together to facilitate an efficient delivery of the Services. San Bernardino County project manager shall have the authority to approve Services on Your behalf. Oracle shall have the sole right to exercise direct control and supervision over the work assignments of Oracle resources.

5. Subcontractor.

Notwithstanding anything to the contrary in the Policies, Oracle will not retain any subcontractors to perform on-site Services without Your written consent. Oracle remains fully responsible for all acts/omissions of its subcontractors providing implementation services.

6. San Bernardino County's Cooperation.

A. Perform all tasks consistent with the project schedule assigned to San Bernardino County in this exhibit.

B. San Bernardino County's resources will fill the following roles as required for the Services:

- i. Project sponsors to help resolve escalated issues, make escalated decisions, and set project direction.
- ii. Project director to oversee the project.
- iii. PeopleSoft HCM resources will identify HCM tables for the history reporting Solution (up to one hundred forty [140]) within four (4) weeks of the commencement of the design.
- iv. PeopleSoft / HCM resources will provide requirements for the twenty-five (25) reports required for the history reporting Solution within four (4) weeks of the commencement of the design.
- v. PeopleSoft HCM resources to support the data extraction process, identify any exception PeopleSoft legacy records that should not be extracted into the reporting Solution, identify any configuration driven data that will require HCM Fusion equivalents that are not already mapped as well as to elaborate

- business rules embedded into PeopleSoft through customizations.
- vi. Testing lead to plan and execute testing and reconciliation queries.
- vii. Test scenario/script developers to document test scenarios/scripts and to then execute.

7. Project Assumptions.

- A. Any change to the Services specified in this exhibit that requires a change in the level of effort and/or change in duration may result in a change order, including an adjustment to fees.
- B. Services will be performed from 9 AM to 5 PM Monday through Friday Pacific Time, except as otherwise mutually agreed upon.
- C. Services will be performed on-site at San Bernardino County's facility, or remotely, as agreed upon.
- D. Oracle may identify San Bernardino County as a customer verbally in sales and marketing presentations with prior written permission from San Bernardino County. Any other sales, marketing, or promotional activities involving San Bernardino County's name, logo, or participation shall require San Bernardino County's prior written consent.
- E. Anything not expressly listed in the description of Services is not included in the scope of, or estimated fees for, Services.
- F. Any work San Bernardino County requests beyond the scope stated in this exhibit will need to be presented by San Bernardino County for approval through the agreed upon governance process.
- G. San Bernardino County shall be responsible only for translation of non-standard language content. Oracle shall deliver project documentation in English. Oracle shall not impose unanticipated translation burdens on San Bernardino County, and all required translation responsibilities shall be identified in advance.

ORACLE

Oracle Professional Services Delivery Policies

Effective Date: August 2, 2024; Version 3.0

These Professional Services Delivery Policies ("Policies") apply to the consulting services, customer success services, and managed services You ordered ("Services"). These Policies do not apply to Oracle Cloud Services. Oracle may update these Policies and the documents referenced herein; however, Oracle updates will not result in a material reduction in the level of performance, functionality, security, or availability of the Services, or in a material increase in the level of Your cooperation, for the duration of Your order.

ON-SITE SERVICES

You and Oracle must agree upon the performance of the Services at one of Your facilities, taking into consideration all applicable laws, regulations, standards, and protocols. If agreed upon, You must provide a safe and healthy workspace for all Oracle resources (e.g., free from recognized hazards that cause, or are likely to cause, serious physical harm or death, and with acceptable ventilation, oxygen concentration and sound levels, and ergonomically correct workstations).

If the performance of on-site Services becomes negatively impacted due to a declared disaster, public health or safety concern, or national or global emergency, Oracle and You shall cooperate in good faith to review such impact and, if necessary, invoke the change control process.

If requested, Oracle resources will obtain a badge to enter Your facilities and comply with Your reasonable physical security and safety policies and procedures while on-site, to the extent they do not violate any applicable law (including privacy laws), place Oracle resources in harm, or require Oracle resources to undergo background checks or other screening (unless set forth in Your order). However, no terms included in any such policies and procedures shall modify the Services, and You shall provide training regarding such policies and procedures as requested.

NETWORK ACCESS

You and Oracle will agree upon the access to Your systems and environments (including cloud tenancies) in order for Oracle to perform the Services. You are responsible for granting, securing, and managing Oracle's access.

If You and Oracle agree that the Services will be performed remotely, You shall provide and be responsible for maintaining remote access to Your systems and environments (including cloud tenancies) to enable Oracle to perform such Services, using: an Oracle-defined virtual private network; Oracle FastConnect, Oracle Advanced Support Gateway/Portal, or similar Oracle technology; or the Oracle Web Conference or other agreed-upon, third-party web conferencing application (collectively, "remote access tools").

Oracle is not responsible for any network connections or related problems, or for Your failure to provide and maintain remote access to Your systems and environments.

THIRD-PARTY COLLABORATION TOOLS

If You and Oracle agree, Oracle will provide You with access to third-party tools (e.g., Confluence, Wrike, or Jira) to promote collaboration related to the Services (each, a "collaboration tool"). Upon such access, You agree to:

- Only use a collaboration tool in connection with the Services, and cease use upon the end of the Services or written notice by Oracle, whichever is earlier.
- Promptly notify Oracle when You authorize an individual to use a collaboration tool and when You revoke such authorization due to reassignment, resignation, or termination.
- Do not store source code or product, security, financial, personal, or production data in a collaboration tool.
- Comply with the terms of service for a collaboration tool; specifically, for Wrike at <https://www.wrike.com/security/terms/>; and for Atlassian at <https://www.atlassian.com/legal/atlassian-customer-agreement>.

A collaboration tool is offered on an “as is” and “as available” basis without any warranty, express or implied, or indemnity or liability.

YOUR COOPERATION

Oracle’s ability to perform the Services depends upon You providing the cooperation listed below and in Your order and as agreed upon during the Services (collectively, “cooperation”):

1. For Services related to Oracle Cloud Services, obtain and maintain the Oracle Cloud Services under separate contract prior to and during the Services.
2. For all other Services: (a) obtain licenses for all applicable Products under separate contract prior to the commencement of the Services; (b) maintain the properly configured hardware/operating system platform to support the Services; and (c) maintain annual technical support for all such Products with access to software patches and updates made available by Oracle under separate contract during the Services.
3. Provide information, data, and documentation agreed upon for the Services.
4. Allocate agreed-upon functional, technical, and business resources, including from Your third parties, with the skills and knowledge to support the performance of the Services.
5. Provide the rights for Oracle to use, on Your behalf, any agreed-upon third-party products that are part of Your system or used to perform the Services.
6. Provide notices and obtain consents agreed upon for Oracle to perform the Services.

If You fail to provide reasonable cooperation, Oracle will not be responsible for any resulting deficiency in performing the Services.

PRIVACY AND SECURITY

In performing the Services, Oracle will comply with the following documents (which are incorporated herein):

- Oracle Services Privacy Policy, available at <http://www.oracle.com/legal/privacy/services-privacy-policy.html>.
- Oracle Data Processing Agreement for Oracle Services, available at <https://www.oracle.com/corporate/contracts/cloud-services/contracts.html#data-processing>.
- Oracle Corporate Security Practices (“Security Practices”), available at <https://www.oracle.com/assets/corporate-security-practices-4490843.pdf>.

The Security Practices cover the management of security for Oracle’s internal operations and the development and delivery of Oracle products and services. These Security Practices apply to all Oracle personnel, including employees and subcontractors, and cover a wide array of topics, such as organizational security, information security, asset management, access control, and security awareness.

SUBCONTRACTORS

Oracle may use subcontractors to support its performance of the Services, subject to any applicable terms and conditions in Your Master Agreement or order; provided that Oracle is responsible for its subcontractors’ performance to the same extent as its employees’ performance.

CHANGE CONTROL PROCESS

All requests for proposed changes to the Services must be in writing, including those related to changes in scope, deliverables, Your cooperation, project assumptions, or any other aspect of Your order.

Oracle shall not be obligated to perform, and You shall not be obligated to pay for, tasks related to any such changes unless agreed upon in an amendment to Your order.

#	Integration	Source	Target(s)	Complexity
INTE81	Safety Union Due Changes	SEBA DOWNLOAD	Cloud HCM Payroll	Moderate
INTE82	SANBAG Time File	SANBAG	Cloud HCM Time & Labor / Payroll	Moderate
INTE83	SANBAG Time File	SANBAG	Cloud HCM Time & Labor / Payroll	Moderate
INTE84	SAP CM File	Cloud HCM – TBD	SAP	Moderate
INTE85	SAP CM for Garnishments	Cloud HCM – TBD	SAP	Moderate
INTE86	SAP GL-I-01 File for Accrual	Cloud HCM Payroll	SAP TEST	Moderate
INTE87	SAP GL-I-01 File for Reversal	Cloud HCM Payroll	SAP TEST	Moderate
INTE88	SAP GL-I-01 Interface File	Cloud HCM Payroll	SAP	Moderate
INTE89	SAP GL-I-02 Interface File	SAP	Cloud HCM Payroll	Moderate
INTE90	SAP Job to Position Mapping	Cloud HCM Core HR	SAP	Moderate
INTE91	SAP Position Account Update	Cloud HCM Core HR	SAP	Moderate
INTE92	SAP Position Employee Group	Cloud HCM Core HR	SAP	Moderate
INTE93	SAP Position to Account Map	Cloud HCM Core HR	SAP	Moderate
INTE94	SAP Position/Jobcode Update	Cloud HCM Core HR	SAP	Moderate
INTE95	SDU EFT File	Cloud HCM Payroll	WELLS FARGO	Moderate
INTE96	SDU FAS File	Cloud HCM – TBD	FAS	Moderate
INTE97	SDU Treasurer File	Cloud HCM – TBD	TREASURER	Moderate
INTE98	SEIU Activity Report	Cloud HCM – TBD	SEIU	Moderate
INTE99	SEIU Master Report	Cloud HCM – TBD	SEIU	Moderate
INTE100	SIMS Employee File	Cloud HCM Core HR	SIMS	Moderate
INTE101	SIMS Jobcode Interface File	Cloud HCM Core HR	SIMS	Moderate
INTE102	Special District Time	MAINFRAME	Cloud HCM Time & Labor / Payroll	Moderate
INTE103	Special District Time	MAINFRAME	Cloud HCM Time & Labor / Payroll	Moderate
INTE104	SSN Validation for IRS	Cloud HCM Payroll	ATC EMACS	Moderate
INTE105	Teamsters Activity Report	Cloud HCM Benefits	TEAMSTERS	Moderate
INTE106	Teamsters Master Report	Cloud HCM Benefits	TEAMSTERS	Moderate
INTE107	Teamsters Trust – Dependents	Cloud HCM Benefits	ZENITH	Moderate
INTE108	Teamsters Trust EE Data	Cloud HCM Benefits	ZENITH	Moderate
INTE109	Treasure Interface Warrant	Cloud HCM – TBD	FAS	Moderate
INTE110	Treasurer Warrant File	Cloud HCM – TBD	TREASURER	Moderate
INTE111	UI data	Cloud HCM – TBD	EXPERIAN	Moderate
INTE112	Vision Interface File	Cloud HCM Benefits	EYEMED	Moderate
INTE113	Warrant Reconciliation File	Cloud HCM – TBD	WELLS FARGO	Moderate
INTE114	Zenith Benefits Enrollment	Cloud HCM Benefits	ZENITH	Moderate
INTE115	Zenith Deduction Download	Cloud HCM Benefits	ZENITH	Moderate
INTE116	Zenith Enrollment File	ZENITH	Cloud HCM Benefits	Moderate
INTE117	Zenith load to CSV	Cloud HCM Benefits	EMACS LOCAL	Moderate
INTE118	HCM to EPM	Cloud HCM	Cloud EPM	Moderate
INTE119	NeoGov	NeoGov – inbound	Cloud -inbound	Complex
INTE120	NeoGov	NeoGov – inbound	Cloud -inbound	Complex
INTE121	NeoGov	NeoGov – inbound	Cloud -inbound	Complex

#	Integration	Source	Target(s)	Complexity
INTE122	NeoGov	NeoGov – inbound	Cloud -inbound	Complex
INTE123	NeoGov	NeoGov – outbound	Cloud -outbound	Complex
INTE124	NeoGov	NeoGov – outbound	Cloud -outbound	Complex
INTE125	NeoGov	NeoGov – outbound	Cloud -outbound	Complex
INTE126	NeoGov	NeoGov – outbound	Cloud -outbound	Complex
INTE127	PeopleSoft retro process	PeopleSoft – inbound	Cloud – inbound	Complex
INTE128	PeopleSoft retro process	PeopleSoft – inbound	Cloud – inbound	Complex
INTE129	PeopleSoft retro process	PeopleSoft – inbound	Cloud – inbound	Complex
INTE130	PeopleSoft retro process	PeopleSoft – outbound	Cloud – outbound	Complex
INTE131	PeopleSoft retro process	PeopleSoft – outbound	Cloud – outbound	Complex
INTE132	PeopleSoft retro process	PeopleSoft – outbound	Cloud – outbound	Complex

B. Conversions.

Data conversion activities for the following will be converted from the County's current PeopleSoft Production environment (EMACS), activities started from 1/1/1999. Three (3) years of data will be converted per the Production cutover date agreed per the Cutover Checklist Deliverable (D11).

#	Business Object	From System(s)	Complexity
CNV1	Historical Employee Demographic and Job/Assignment Data (Active, and Terminated employees within three years of Go-Live)	Most recent record, sourced from PeopleSoft 9.2. All data associated with the active record in PeopleSoft. • Includes hire records	Complex
CNV2	Compensation (Active and Terminated employees within three years of Go-Live)	• Most recent record only, from PeopleSoft 9.2 All data associated with the active compensation record in Peoplesoft.	Easy
CNV3	Recruiting	• Six to eight (6-8) integrations between NeoGov and Cloud. No conversions. • Up to five thousand (5,000) Sharable Content Object Reference Model (SCORM) or any other industry standard format of courses.	Moderate
CNV4	Learning	• Up to two million five hundred thousand (2,500,000) learning transcripts for completions • Mandatory courses will be configured simultaneously with course content. No conversions.	Moderate

#	Business Object	From System(s)	Complexity
CNV5	Payroll	<ul style="list-style-type: none"> Year to Date Balances for mid-Calendar Year conversion, and Fiscal Year to Date balances for mid-Fiscal Year conversion for Active and Terminated employees for balances initialization data, tax cards for federal, state, local and garnishments. Necessary Quarter to Date balances for subsequent year's W2 processing. Assigned Payroll, Payment Methods, and Element Entries for all employees Active. 	Complex
CNV6	Benefits (Active employees)	<ul style="list-style-type: none"> Most recent Enrollment, Current dependents for Active employees only and beneficiaries All data associated with the active record in PeopleSoft. Termed employees: data accessible in Extra Information Table ("EIT") Oracle Fusion Artificial Intelligence Data Platform ("FAIDP"). 	Moderate
CNV7	Absence Management (Active employees)	<ul style="list-style-type: none"> Most recent record, sourced from PeopleSoft 9.2, including loading of data into Oracle Cloud HCM All data associated with the active record in PeopleSoft. Termed employees: data accessible in EIT or FAIDP. 	Moderate
CNV8	Performance Management (Active and Terminated employees within 3 years of Go-Live)	<p>Most recent record, sourced from PeopleSoft 9.2, including loading of data into Oracle Cloud HCM for Performance Ratings</p> <ul style="list-style-type: none"> All data associated with the active record in PeopleSoft. 	Moderate
CNV9	Service Hours	<ul style="list-style-type: none"> Fifty (50) fast formulas to calculate service hours Conversion of service hour balances 	Complex

C. Custom Reports.

#	Custom Report Name	Description	Complexity
CR1	SBBEN014	Combined Giving Gen Dedu Rpt- Combined Giving Report	Easy
CR2	SBBEN017	LTD-SEBA Payment Rpt- SEBA Long Term Disability report for EHS, SPO & SPS union codes.	Easy
CR3	SBBEN022	SEBA Vimly Benefits Interface- SEBA Vimly Benefits Interface	Complex
CR4	SBBEN026	Service Pin Eligibility Rpt- Quarterly Service Pin Eligibility	Moderate
CR5	SBBEN032	Combined Giving Campaign Rpt- Combined Giving Campaign Report listing all contributors by Department	Easy
CR6	SBBEN210	Misc Cnty Paid Contrib Rpt- Miscellaneous County Contributions	Complex
CR7	SBBEN213	Leave-Sick Conversion Rpt- This program will create a report of Employees eligible for Sick Leave Conversion to Vacation Hours. This is an annual report that will run after the close of the prior Fiscal year.	Moderate
CR8	SBBEN224	DPS Rollover for Exempt- DPS Rollover for Exempt	Moderate
CR9	SBHR022	Medicare Eligibility Rpt- Hire Date for Medicare Elig.	Easy
CR10	SBHR030	Leave-Perfect Attendance Rpt- Perfect Attendance Report	Moderate

#	Custom Report Name	Description	Complexity
		including the Military earning codes MPY, MLB and UPM	
CR11	SBHR035	SBPEA Termination Rpt- This program will create a report of Terminations and Deaths of employees during a pay period who have a dedcd that matches the criteria. Report data is compiled using either an Effdt or Action_Dt that falls within a pay period.	Moderate
CR12	SBHR036	SEBA NewHire Dedu Exception Rp- SEBA Audit Report of Peace Officers	Easy
CR13	SBHR055	UI Claim Interface – Eedge- This process creates a data file every pay period for unemployment claims handled by EMPLOYERS EDGE	Moderate
CR14	SBHR058	SEIU EE Master/Activity Report- SEIU Master List of Employees and Employee Activity Report	Moderate
CR15	SBHR077	ARMC Person Export to UKG- Generate ARMC Person Export to UKG	Moderate
CR16	SBHR080	ARMC UKG Analytics- ARMC Person & Payroll Extract to Kronos UKG Analytics.	Moderate
CR17	SBHR083	SEBA Employee Activity Report – SEBA Employee Activity Report	Moderate
CR18	SBLD005	LD MajorPgm By JobCode Rpt- Labor Distribution Report – Major Program By Jobcode	Complex
CR19	SBLD006	LD Pgm By Brnch/Act/JobCode- Labor Distribution Report – Program By Branch By activity By Jobcode	Complex
CR20	SBLD008	LD MajorPgm By Pgm/Act/Jobcode- Labor Distribution Report – Major Program By Program By Activity By Jobcode	Complex
CR21	SBLD009	LD MajorPgm By Pgm/Branch Rpt-Labor Distribution Report – Major Pgm By Pgm By Branch	Complex
CR22	SBLD010	LD MajorPgm By Pgm/JobCde Rpt- Labor Distribution Report – Major Pgm By Pgm By Jobcode	Complex
CR23	SBLD011	LD MajorPgm By Pgm/JobCd/Brnch- Labor Distribution Report – Maj Pgm By Pgm By Job By Brnch	Complex
CR24	SBLD012	LD Group By Org/JobCd/Obj/EE- Labor Distribution Report – LDG By Org By Job By Obj By EE Labore Distribution Report - By Job By Obj By EE	Complex
CR25	SBLD013	LD Job/Personal Data for ARMC- Labor Distribution Report – Employee Listing CMC	Complex
CR26	SBLD016	LD JobCode Costing Tbl Insert- Job Code Costing Table Creation	Complex
CR27	SBLD018	LD Hours By JobCode/EE/Pgm- Labor Distribution Report – Hours Per Pgm/JobCd By EE	Complex
CR28	SBLD019	LD ARMC Cost Acctng Interface- Arrowhead Regional Medical Center Cost Acctg report	Complex
CR29	SBLD023	LD Branch By MajorPgm/Pgm- Labor Distribution Report – Branch By MajPgm By Pgm	Complex
CR30	SBLD024	LD Branch By MajorPgm/Jobcode – Labor Distribution Report – Branch By MajoPgm By JobCode	Complex
CR31	SBLD025	LD Program By Loc/Act/Jobcode- Labor Distribution Report – Pgm By Loc By Actvty By Jobcd	Complex
CR32	SBLD026	LD Branch By SubPgm/JobCode – Labor Distribution Report - Sort by Emplid, Program.	Complex
CR33	SBLD027	LD Work Time For Grp Selected – Labor Distribution Transaction Report – Productive Time	Complex
CR34	SBLD029	LD Group By Pgm/JobCode- Labor Distribution Report – LDGroup by Program by Jobcode Report	Complex
CR35	SBLD030	LD Sections By Program- Labor Distribution Report – Sections By Program	Complex
CR36	SBLD031	LD Benefit Factor Calculation – Labor Distribution Report – Benefit Factor Calculation	Complex

#	Custom Report Name	Description	Complexity
CR37	SBLD032	LD Wk/NonWk Analysis By LDGrp- Labor Distribution Report – Prd/Nonprd Anal By LDGroup	Complex
CR38	SBLD036	LD Group By Program- Labor Distribution Report – LDGroup By Program	Complex
CR39	SBLD039	LD Group By Major Program- Labor Distribution Report – LDGroup By Major Program	Complex
CR40	SBLD043	LD Program By Employee- Labor Distribution Reports – Program By Employee	Complex
CR41	SBLD048	LD Employee Time Analysis Rpt- Labor Distribution Report – Employee Time Analysis Report II	Complex
CR42	SBLD050	LD Sections By Activity- Labor Distribution Report – Section By Activity	Complex
CR43	SBLD051	LD Fund By Dept/CostCtr/Earncd- Labor Distribution Report – Fund By Dpt By CostC By Erncd	Complex
CR44	SBLD052	LD Payrol Charge Empl/Cost Rpt- Labor Distribution Report – Payroll FNA Charges by EmplID By Cost Center By Object Code	Complex
CR45	SBLD055	LD ObjCd By CostC/Org/EE- Labor Distribution Report – Obj By CostC By Org By EE	Complex
CR46	SBLD060	LD Program By Location- Labor Distribution Report – Program By Location	Complex
CR47	SBLD061	LD Work Time For Grp Selected – Labor Distribution Transaction Report – Productive Time – Sorted by Program	Complex
CR48	SBPAY014	Reimburse Dept/Publ Gather Rpt- Report for employees with GAT earnings	Easy
CR49	SBPAY012	SDI Flag Audit Exception Rpt- SDI Flag Setting Exception	Easy
CR50	SBPAY017	Combined Giving By Dept Rpt- Combined Giving Campaign Report By Department	Easy
CR51	SBPAY018	Combined Giving By DedCd Rpt – Combined Giving Campaign Report by Deduction Code	Easy
CR52	SBPAY026	Returning Retirees Rpt- The Returning Retirees Report is generated from Pay Check data.	Moderate
CR53	SBPAY030	Unemployment Ins Claims Rpt- Create Diskette file and report of employment insurance claims	Complex
CR54	SBPAY042	Earnings data invalid Acct_Cd- Earnings data with invalid Acct_Cd values	Moderate
CR55	SBPAY043	Job data with invalid Acct_Cd- Job data with invalid Acct_Cd values	Moderate
CR56	SBPAY044	Lv Cashout Predesignation- Leave Cashout Predesignation Finalize process	Moderate
CR57	SBPER001	Leave Position Chg Rpt- Position changes in the current pay period with a possible leave cash out	Moderate
CR58	SBPER003	Years of Service Rpt- This report supplies a list of employees who have completed a certain number of years (specified at run time) or more. It prints the employee name, date hired, length of service (expressed in years and months), the employee department, and job title.	Moderate
CR59	SBPER025	WrkForce Analysis Dpt/Unin Rpt- Report Counts and totals by minority group by Department and Union Code	Moderate
CR60	SBPER040	Company Change Rpt- Report company changes to the JOB record where effdt or action date is in the current period.	Moderate
CR61	SBPOS005	SSG – Auth/Assign Psn Summary- Social Services Group – Authorized vs Assigned JobCode Position Count Report	Moderate
CR62	SBRT002	RTMT Deduction Process- T profile processing used to create addl pays and retirement deductions	Moderate
CR63	SBRT006	RTMT/PG Contribu XML Interface- Retirement PG Contribution XML	Moderate

#	Custom Report Name	Description	Complexity
CR64	SBRT007	RTMT/Nurse Override Date Upd- Override retirement dates for nurses	Easy
CR65	SBTAX004	Annual Census Survey Rpt- Annual Census Survey Report	Moderate
CR66	SBWP006	Update Job Status Data- Updates the job status hours worked and date the employee is expected to be moved from probation to active.	Moderate
CR67	BAS702A	Benefit Program/Plan/Options- This report prints the benefit program, benefit plan and benefit option data that comprise a benefit program definition.	Moderate
CR68	BAS702B	Benefit Program Costs- This report prints the benefit program costs information associated with options within the benefit program definition. This report supplements report BAS702A.	Easy
CR69	SBBEN151	Leave Liability Report- Leave Liability	Easy
CR70	SBBEN221	Health Reconciliation Rpt- To generate Health Reconciliation Report that list a summary of employee premium and deduction counts and amounts by PLAN_TYPE, VENDOR_ID, GROUP_NBR, and COVRG_CD.	Easy
CR71	SBBEN223	Hlth Reconciliation Count Rpt- To generate Health Reconciliation Control Count Report that compares employee counts in BN_SNAP_PLAN_H to ones in HIPAA carrier interface files.	Easy
CR72	SBGAR001	Garnishment Payee Report for all payees designated to receive the report	Easy
CR73	SBHR017	Garnishment Audit Report	Easy
CR74	SBPER036	New Hire Rpt- PRWORA – New hire reporting. Only for federal reporting.	Easy
CR75	BEN007	Leave Accruals	Easy
CR76	SBBEN016	LTD-Benefits Rpt- LTD Regular Benefits	Moderate
CR77	SBBEN007	Leave Accrual/ negative leave balances Report	Moderate
CR78	SBBEN011	Leave-Term Payout Process Report	Moderate
CR79	SBBEN013	Supplemental Life / AD/D Report	Easy
CR80	SBBEN200	Dependent Care Deferral Report	Easy

D. Custom Security Profiles.

#	Security Profile Type	Number of Custom Security Roles	Complexity
CSP1	Security Profile Without Use of SQL	Up to (30) Thirty	Easy
CSP2	Security Profile with Use of Area of Responsibility ("AOR")	Up to (30) Thirty	Moderate
CSP3	Security Profile with Use of SQL	Up to (30) Thirty	Complex

Your Name: San Bernardino County (County)
Ordering Document Number: US-19988291
Exhibit Number: 2

1. Description of Services and Deliverables.

A. Services.

Oracle will configure the Oracle Fusion Artificial Intelligence Data Platform ("FAIDP") along with AI Data Platform ("AIDP") for the San Bernadino County's PeopleSoft HCM Production data and provide HCM History reports on as specified in Section B of this exhibit.

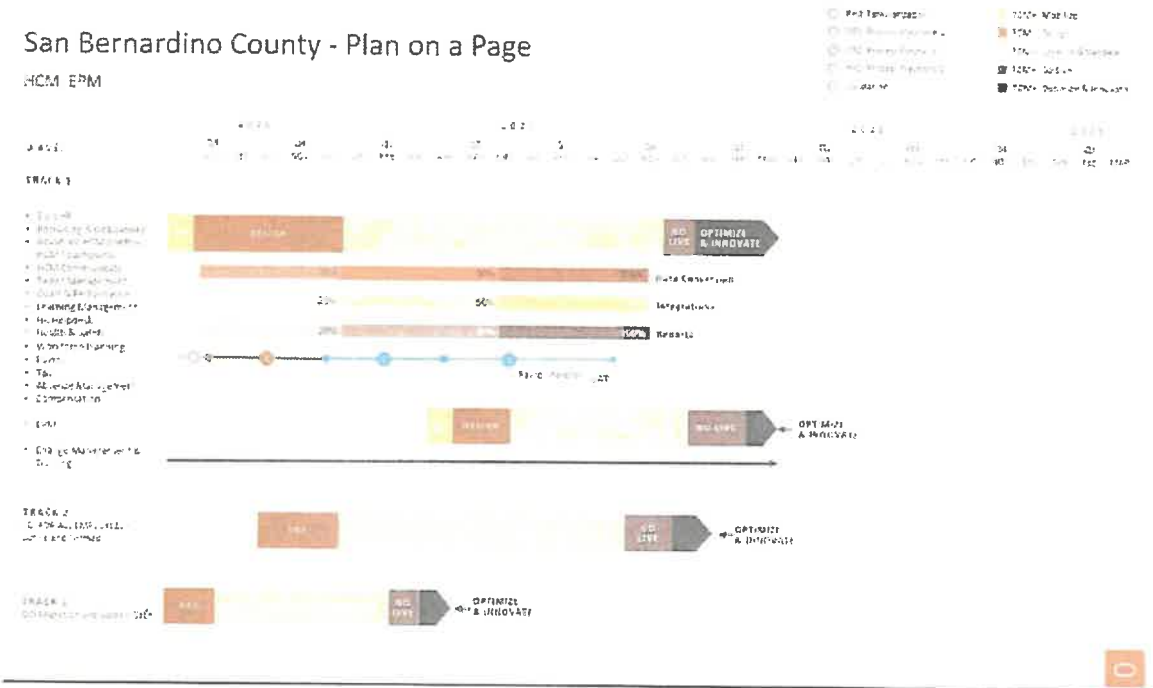
Unless otherwise defined, all terms which are defined in Section 1.A (Definitions) of Exhibit 1 shall have the same meanings herein.

B. Oracle will perform the following tasks:

1. FAIDP and AIDP:
 - i. Configure FAIDP & AIDP for the following four (4) environments:
 - Development environment
 - End to end testing environment
 - Validation / testing environment
 - Production environment
 - ii. Update the Environment Management Plan with the configuration.
2. Design and develop the history reporting Solution:
 - i. Data pipelines from PeopleSoft staging database residing on Oracle Cloud Infrastructure ("OCI") (autonomous data processing [ATP]) into AIDP medallion architecture.
 - ii. Custom physical data model into star schema in FAIDP's Autonomous Data Warehouse ("ADW") platform.
 - iii. Custom semantic model in FAIDP's Oracle Analytics Cloud ("OAC") platform for up to twenty (20) subject areas.
 - iv. Develop a reporting strategy for PeopleSoft historic data with FAIDP / AIDP.
3. Design and develop up to twenty-five (25) custom reports for PeopleSoft history.
 - i. Develop functional specifications for individual reports which include the requirements, field mappings and wireframe layouts, filters, data visualizations.
 - ii. Develop technical designs for the reports.
 - iii. Perform unit test.
 - iv. Migrate the unit tested reports to target testing and production environments.
4. Build prototype for end to end and user acceptance testing ("UAT").
 - i. Build prototype that includes all the configurations, historic data migration and

- the unit tested reports.
- ii. Conduct end-to-end test testing.
- iii. Provide UAT support.
- 5. Production deployment.
 - i. Production history data migration to reporting platform and reports deployment.

The following diagram provides a high-level timeline for the project. The timelines and completion dates shown in the diagram are intended for planning and scheduling purposes only. **Please refer to Phase 2 – Wave 1 below.**



C. Scope Assumptions.

1. General Assumptions

		Scope	
#	Scope	Assumption	Details
G1	FAIDP Data Storage and Reporting for All	All historical employees	Build data pipelines to bring data from Peoplesoft replicated staging database (ATP) residing on OCI and into AIDP

	Employees – sourced from up to 140 PeopleSoft tables		Medallion Architecture. Up to 140 Landing pipelines (112 Simple, 28 Medium) Finalize into AIDP Medallion Architecture up to 50 Warehouse tables (with 20 fact tables and 30-dimension tables).
G2	Number of reports	25	Build a total of up to Twenty-Five (25) reports in Oracle Analytics (FAIDP) Dimensional data in all reports will be cross mapped to Fusion Foundational structures made available as a part of the Fusion Configuration and Fusion HCM Conversion process.
G3	Number of custom subject areas	20	Build total of up to Twenty (20) Subject areas within Fusion Data Intelligence Platform (FDIP). Perform Semantic Modelling for the 20 Subject Areas.
G4	Number of external source systems	1	PeopleSoft HCM
G5	Number of source system tables	140	Source system tables history reporting.

2. The Solution articulated in this exhibit is dependent on the replication solution to replicate PeopleSoft HCM History changes from on-premises PeopleSoft to OIC ATP Staging database via Golden Gate Cloud Service.
3. The history reporting scope will be limited to only those data sets and modules that are required for San Bernardino County history reporting.
4. Actual reporting requirements are expected to be derived during this project requirement gathering and detailed design sessions. History reports will cross reference for dimensional data based on PeopleSoft to Fusion HCM cross references captured during the HCM implementation and data migration.
5. Adjustments made in PeopleSoft HCM by County will be factored in the history reporting if the adjusted data are for objects scoped in list of 140 source tables.
6. The focus modules / areas assumed are Enterprise Structures / Foundation Objects, Core HR (Person / Worker / Position / Assignment), Payroll (Include Retro Adjustments), Benefits & Compensation.
7. County agrees to scale up the FDIP platform (OAC & ADW components) ECPU & OCPUs to

support the additional compute capacity and storage (block and object storage) needed for custom history reporting solutions as well as to account for the AI data platform processing requirements.

8. For employees not converted into Fusion HCM there will not be a cross reference to Fusion HCM Employee records.
9. The Solution includes where feasible deep linking for specific employee history for employees already in Fusion (Phase 1 employees). Links will contextually trigger the custom reports included in scope.
10. Conduct system integration testing for up to six (6) consecutive weeks.
11. Assist San Bernadino County with up to six (6) continuous weeks to support UAT.

D. Deliverables.

Services performed by Oracle under this exhibit shall be for the purpose of providing the Deliverables where Oracle is identified as the owner in the table below. San Bernardino County will be responsible for providing the Deliverables where San Bernardino County is identified as the owner in the table below. "**Owner**" indicates the organization responsible for driving the completion of the Deliverable, including (but not limited to): authoring the Deliverable, and scheduling and facilitating the necessary meetings to solicit input into the Deliverable.

No.	Deliverable Name	Owner	Deliverable Description
D1	Update the Environment Management Plan	Oracle	Perform Updates to the Environment Management Plan to include environments needed for Historic Data Reporting with FAIDP / AIDP.
D2	Reporting Strategy for Historic Data	Oracle	Document that details the reporting strategy for historic data as identified in section 1.B.2.iv
D3	Functional and Technical Design documents	Oracle	Document that details completion of custom reports as identified in section 1.B.3
D4	Test Scenarios and Scripts	San Bernardino County	Document that: <ul style="list-style-type: none"> Identifies business process scenarios relevant for San Bernardino County's business Define test cases that validate the scenarios Include the test scripts to execute the test cases
D5	Prototype & End-to-End Test	Oracle	Document that details the end-to-end testing results as identified in section 1.B.4.ii
D6	Perform UAT	San Bernardino County	Reporting data model that conforms with established Reporting as identified in D2 Deliverable.
D7	Production History Migration to Reporting Platform and Reports Deployment	Oracle	Reporting data model that conforms with established reporting as identified in D2 Deliverable.
D8	Project Closure	Oracle	<ul style="list-style-type: none"> Summary of Go-Live activities and outstanding issues. Outline tasks, activities and steps required to close the project. Four (4) weeks of Post Go-Live support

2. Acceptance of Deliverables.

Upon completion of any Deliverable owned by Oracle as set forth in Section 1.D above, Oracle shall provide a notification to San Bernardino County that the Deliverable is complete and conforms to its description, constituting Oracle's submission of a Deliverable. San Bernardino County shall have seven (7) Business Days after Oracle's submission of a Deliverable ("acceptance period") to provide written notice of acceptance or rejection. San Bernardino's failure to provide notice of acceptance or rejection within the acceptance period shall cause a Deliverable to be deemed accepted. Oracle shall provide follow up notices as set forth in the Governance Model.

If San Bernardino County rejects a Deliverable, San Bernardino County must specify the deficiencies in detail in the written notice. Oracle will use reasonable efforts at no cost to San Bernardino County to promptly cure any such

deficiencies, and San Bernardino County shall have a new acceptance period to provide written notice of acceptance or rejection.

3. Fees, Expenses, and Taxes.

A. San Bernardino County agrees to pay Oracle the fee specified below for the Services and Deliverables. This fee does not include expenses or taxes. Once an Oracle-owned Deliverable is accepted, in writing or deemed accepted, in accordance with Section 2 (Acceptance of Deliverables) above, the corresponding fee for such Deliverable specified below becomes due and payable and Oracle shall thereafter invoice, and San Bernardino County shall pay such fee; this payment obligation shall become non-cancelable and the sum paid non-refundable on such acceptance date, except as may otherwise be provided in the Master Agreement.

No.	Deliverable Name	Deliverable Description	Estimated Invoice Month	Deliverable Fee
D1	Update the Environment Management Plan	Perform Updates to the Environment Management Plan to include environments needed for Historic Data Reporting with FAIDP / AIDP.	1	\$250,000.00
D2	Reporting Strategy for Historic Data	Document that details the reporting strategy for historic data as identified in section 1.B.2.iv	2	\$350,000.00
D3	Functional and Technical design documents	Document that details completion of custom reports as identified in section 1.B.3	6	\$300,000.00
D5	Prototype & End-to-End Test	Document that details the end-to-end testing results as identified in section 1.B.4.ii	9	\$350,000.00
D7	Production History Migration to Reporting Platform and Reports Deployment	Reporting data model that conforms with established Reporting as identified in D2 Deliverable.	15	\$240,000.00
D8	Project Closure	<ul style="list-style-type: none"> • Summary of Go-Live activities and outstanding issues. • Outline tasks, activities and steps required to close the project. • Four (4) Weeks of Post Go-Live support 	17	\$201,044.00
Total Fixed Fee				\$1,691,044.00

Any expenses will be invoiced monthly. Oracle shall comply with San Bernardino County Travel Management Policies 08-02 and 08-02 SP1, as may be amended from time to time, with respect to all travel undertaken in connection with this Contract. San Bernardino County shall reimburse Oracle only for travel expenses that are reasonable, necessary, actually incurred, and directly related to performance of the Services. Oracle shall use the lowest reasonable cost available to the San Bernardino County for transportation, lodging, and other travel arrangements. Meal expenses may be reimbursed only for actual, reasonable, and necessary costs incurred for breakfast, lunch, and dinner, and shall not exceed the applicable General Services Administration (GSA) per diem meal rate for the travel location. Lodging expenses may be reimbursed only for actual, reasonable, and necessary costs for nights reasonably required to perform the Services, using the lowest reasonable available rate. Lodging costs in excess of the applicable GSA lodging rate for the travel location must be approved by San Bernardino County in writing in advance or, if advance approval is not feasible, supported by documentation satisfactory to County establishing that no reasonable lodging was available at or below such rate. Mileage for authorized use of a privately owned vehicle shall be reimbursed at the then-current Internal Revenue Service standard mileage rate. Contractor shall submit to County, on a monthly basis, an itemized statement identifying the travel dates, destination, business purpose, and each reimbursable item claimed and, for mileage claims, the origin, destination, and number of miles traveled. Contractor shall retain and, upon County's request, provide receipts and other supporting documentation sufficient to verify each claimed expense for three (3) years to align with IRS requirements. County shall not reimburse any expense that is unreasonable, inadequately documented, not actually incurred, unrelated to performance of the Services, or otherwise inconsistent with this Contract or applicable County policy provided (a) compliance does not place Oracle's resources in unsafe conditions or expose Oracle's resources to undue risk; (b) notwithstanding anything to the contrary in such guidelines, Oracle resources will make all travel arrangements through, and using, Oracle's travel providers, and Oracle will provide only copies of receipts and only for any expenses totaling more than twenty-five dollars (\$25); (c) You provide at least fifteen (15) days of prior written notice of any change to Your expense guidelines; and (d) Oracle's failure to adhere to any changes made to Your expense guidelines shall not limit Your responsibility to reimburse Oracle for reasonable expenses.

4. Project Management.

San Bernardino County and Oracle each agree to designate a project manager who shall work together to facilitate an efficient delivery of the Services. San Bernardino County project manager shall have the authority to approve Services on Your behalf. Oracle shall have the sole right to exercise direct control and supervision over the work assignments of Oracle resources.

5. Subcontractor.

Notwithstanding anything to the contrary in the Policies, Oracle will not retain any subcontractors to perform on-site Services without Your written consent. Oracle remains fully responsible for all acts/omissions of its subcontractors providing implementation services.

6. San Bernardino County's Cooperation.

A. Perform all tasks consistent with the project schedule assigned to San Bernardino County in this exhibit.

B. San Bernardino County's resources will fill the following roles as required for the Services:

- i. Project sponsors to help resolve escalated issues, make escalated decisions, and set project direction.
- ii. Project director to oversee the project.
- iii. PeopleSoft HCM resources will identify HCM tables for the history reporting Solution (up to one hundred forty [140]) within four (4) weeks of the commencement of the design.
- iv. PeopleSoft / HCM resources will provide requirements for the twenty-five (25) reports required for the history reporting Solution within four (4) weeks of the commencement of the design.
- v. PeopleSoft HCM resources to support the data extraction process, identify any exception PeopleSoft legacy records that should not be extracted into the reporting Solution, identify any configuration driven data that will require HCM Fusion equivalents that are not already mapped as well as to elaborate

- business rules embedded into PeopleSoft through customizations.
- vi. Testing lead to plan and execute testing and reconciliation queries.
- vii. Test scenario/script developers to document test scenarios/scripts and to then execute.

7. Project Assumptions.

- A. Any change to the Services specified in this exhibit that requires a change in the level of effort and/or change in duration may result in a change order, including an adjustment to fees.
- B. Services will be performed from 9 AM to 5 PM Monday through Friday Pacific Time, except as otherwise mutually agreed upon.
- C. Services will be performed on-site at San Bernardino County's facility, or remotely, as agreed upon.
- D. Oracle may identify San Bernardino County as a customer verbally in sales and marketing presentations with prior written permission from San Bernardino County. Any other sales, marketing, or promotional activities involving San Bernardino County's name, logo, or participation shall require San Bernardino County's prior written consent.
- E. Anything not expressly listed in the description of Services is not included in the scope of, or estimated fees for, Services.
- F. Any work San Bernardino County requests beyond the scope stated in this exhibit will need to be presented by San Bernardino County for approval through the agreed upon governance process.
- G. San Bernardino County shall be responsible only for translation of non-standard language content. Oracle shall deliver project documentation in English. Oracle shall not impose unanticipated translation burdens on San Bernardino County, and all required translation responsibilities shall be identified in advance.

ORACLE

Oracle Professional Services Delivery Policies

Effective Date: August 2, 2024; Version 3.0

These Professional Services Delivery Policies ("Policies") apply to the consulting services, customer success services, and managed services You ordered ("Services"). These Policies do not apply to Oracle Cloud Services. Oracle may update these Policies and the documents referenced herein; however, Oracle updates will not result in a material reduction in the level of performance, functionality, security, or availability of the Services, or in a material increase in the level of Your cooperation, for the duration of Your order.

ON-SITE SERVICES

You and Oracle must agree upon the performance of the Services at one of Your facilities, taking into consideration all applicable laws, regulations, standards, and protocols. If agreed upon, You must provide a safe and healthy workspace for all Oracle resources (e.g., free from recognized hazards that cause, or are likely to cause, serious physical harm or death, and with acceptable ventilation, oxygen concentration and sound levels, and ergonomically correct workstations).

If the performance of on-site Services becomes negatively impacted due to a declared disaster, public health or safety concern, or national or global emergency, Oracle and You shall cooperate in good faith to review such impact and, if necessary, invoke the change control process.

If requested, Oracle resources will obtain a badge to enter Your facilities and comply with Your reasonable physical security and safety policies and procedures while on-site, to the extent they do not violate any applicable law (including privacy laws), place Oracle resources in harm, or require Oracle resources to undergo background checks or other screening (unless set forth in Your order). However, no terms included in any such policies and procedures shall modify the Services, and You shall provide training regarding such policies and procedures as requested.

NETWORK ACCESS

You and Oracle will agree upon the access to Your systems and environments (including cloud tenancies) in order for Oracle to perform the Services. You are responsible for granting, securing, and managing Oracle's access.

If You and Oracle agree that the Services will be performed remotely, You shall provide and be responsible for maintaining remote access to Your systems and environments (including cloud tenancies) to enable Oracle to perform such Services, using: an Oracle-defined virtual private network; Oracle FastConnect, Oracle Advanced Support Gateway/Portal, or similar Oracle technology; or the Oracle Web Conference or other agreed-upon, third-party web conferencing application (collectively, "remote access tools").

Oracle is not responsible for any network connections or related problems, or for Your failure to provide and maintain remote access to Your systems and environments.

THIRD-PARTY COLLABORATION TOOLS

If You and Oracle agree, Oracle will provide You with access to third-party tools (e.g., Confluence, Wrike, or Jira) to promote collaboration related to the Services (each, a "collaboration tool"). Upon such access, You agree to:

- Only use a collaboration tool in connection with the Services, and cease use upon the end of the Services or written notice by Oracle, whichever is earlier.
- Promptly notify Oracle when You authorize an individual to use a collaboration tool and when You revoke such authorization due to reassignment, resignation, or termination.
- Do not store source code or product, security, financial, personal, or production data in a collaboration tool.
- Comply with the terms of service for a collaboration tool; specifically, for Wrike at <https://www.wrike.com/security/terms/>; and for Atlassian at <https://www.atlassian.com/legal/atlassian-customer-agreement>.

A collaboration tool is offered on an “as is” and “as available” basis without any warranty, express or implied, or indemnity or liability.

YOUR COOPERATION

Oracle's ability to perform the Services depends upon You providing the cooperation listed below and in Your order and as agreed upon during the Services (collectively, “cooperation”):

1. For Services related to Oracle Cloud Services, obtain and maintain the Oracle Cloud Services under separate contract prior to and during the Services.
2. For all other Services: (a) obtain licenses for all applicable Products under separate contract prior to the commencement of the Services; (b) maintain the properly configured hardware/operating system platform to support the Services; and (c) maintain annual technical support for all such Products with access to software patches and updates made available by Oracle under separate contract during the Services.
3. Provide information, data, and documentation agreed upon for the Services.
4. Allocate agreed-upon functional, technical, and business resources, including from Your third parties, with the skills and knowledge to support the performance of the Services.
5. Provide the rights for Oracle to use, on Your behalf, any agreed-upon third-party products that are part of Your system or used to perform the Services.
6. Provide notices and obtain consents agreed upon for Oracle to perform the Services.

If You fail to provide reasonable cooperation, Oracle will not be responsible for any resulting deficiency in performing the Services.

PRIVACY AND SECURITY

In performing the Services, Oracle will comply with the following documents (which are incorporated herein):

- Oracle Services Privacy Policy, available at <http://www.oracle.com/legal/privacy/services-privacy-policy.html>.
- Oracle Data Processing Agreement for Oracle Services, available at <https://www.oracle.com/corporate/contracts/cloud-services/contracts.html#data-processing>.
- Oracle Corporate Security Practices ("Security Practices"), available at <https://www.oracle.com/assets/corporate-security-practices-4490843.pdf>.

The Security Practices cover the management of security for Oracle's internal operations and the development and delivery of Oracle products and services. These Security Practices apply to all Oracle personnel, including employees and subcontractors, and cover a wide array of topics, such as organizational security, information security, asset management, access control, and security awareness.

SUBCONTRACTORS

Oracle may use subcontractors to support its performance of the Services, subject to any applicable terms and conditions in Your Master Agreement or order; provided that Oracle is responsible for its subcontractors' performance to the same extent as its employees' performance.

CHANGE CONTROL PROCESS

All requests for proposed changes to the Services must be in writing, including those related to changes in scope, deliverables, Your cooperation, project assumptions, or any other aspect of Your order.

Oracle shall not be obligated to perform, and You shall not be obligated to pay for, tasks related to any such changes unless agreed upon in an amendment to Your order.