



CITY OF SAN ANTONIO
**INFORMATION TECHNOLOGY
SERVICES DEPARTMENT**

Ch Request 06

SAP Success Factors Project

Version [1.3] • 05/19/2025

INTRODUCTION: Project Change Request

The template content starts on page 4.

DO NOT DELETE THIS PAGE

What This Is

Template for documenting and submitting a change to an existing project. During project execution, changes may be requested or required to meet unexpected needs or address details of defined requirements discovered during development. Change control defined in the planning stage of a project should identify the Change Control Board and/or process for evaluating a proposed change. All changes should be thoroughly analyzed and evaluated for impact on:

- Timeline, including impact to other work/deliverables/milestones
 - Cost
 - Resource assignments / availability
 - Technology architecture, application design and/or technical requirements (e.g., tools needed)
 - Meeting client requirements and expectations
 - Risks, including any additional risks added (or mitigated) by proposed change
-

Why It's Useful

Leading a successful project that delivers the benefit(s) originally envisioned may mean allowing the scope to change in response to key discoveries, realized risks, or unanticipated issues. Where a scope change generates improved benefit, it should be proposed to the project's decision-making body.

However, changes to the scope of a project during project execution will result (usually) in added costs, greater risks, and longer duration, and must be documented to allow good planning and project control to continue. A well-defined Change Control Process and Scope Change Template will help identify both positive and negative impact of allowing the proposed change and serve as a key project asset for communication and plan updates.

Rather than one big change, it is typically a series of many small scope changes that will throw a project off-course. Rigorous scope control is essential to avoiding this 'scope creep' and delivering projects on time and on budget.

How to Use It

1. Change Control evaluation criteria should be established during the Project Planning stage of the project (see Project Plan Template & Communication Plan).

2. Evaluation criteria should include (1) definition of how/when the Project Manager may approve minor changes; (2) documentation criteria for presenting a change; and (3) guidance for yes/no decisions of the Change Control Board(s) and/or Steering Committee.
3. When a change is proposed during the course of the project, document the change using the change control form and capture details of the proposed change, options for addressing, and impact on project.
4. Present change for review and approval according to established process (see Project Plan Template & Communication Plan).
5. Update the Project Plan and related project documents with the decision, and revise the budget, timeline, resource plan, and milestones, as needed.

Human Resources / City of San Antonio

SAP Human Capital Management

VERSION: 1.3

REVISION DATE: 05/19/2025

Approval of the Change Control Process indicates an understanding of the purpose and content described in this deliverable. By signing this deliverable, each individual agrees work should be initiated on this project and necessary resources will be committed as described herein.

Approver Name(s)	Title	Signature	Date
Craig Hopkins	Executive Sponsor - Governance		
Troy Elliot	Executive Sponsor - Governance		
Renee Frieda	Executive Sponsor - Governance		
Justina Tate	Executive Sponsor - Governance		
Kevin Goodwin	Assistant Director, ITSD		
Olga Bennett	Product Manager		

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1.0 PROJECT IDENTIFICATION

Innotas #:	3155181160
Project Name:	<i>SAP Human Capital Management</i>

2.0 PROJECT CHANGE ROLES & RESPONSIBILITIES

Identify the membership and roles of Project Change Control Board. Often this is the same as the Steering Team for the project but may include individuals with more specific authority/responsibility over funding, resources or technology.

Role	Change Control Responsibility
<i>Project team members</i>	Originate change requests based on implementation needs using approved form and communication processes. Requests from team members should be discussed with the Project Manager and/or Team Lead prior to submitting an official change request.
<i>Project Manager</i>	Facilitate the completion of change requests and information gathering. Work directly with vendors (e.g., services or software estimate), appropriate ITSD technical resources and client SMEs to collect information needed to complete the request.
<i>Project Core Team</i>	Review change requests pending approval. Provide input as needed / requested. Determine if change should proceed to board review.
<i>Change Control Board</i>	Evaluate, allow, or disallow change requests based on the submitted information. Call upon the Project Manager and Team Leads to provide additional information as needed to complete review. Escalate resolution to Steering Team as needed.
<i>Project Steering Team</i>	Act as final decision body if needed for escalated change control requests. Understand Change Control process and support project team in scope management and subsequent timeline and budget updates.

3.0 CHANGE CONTROL FORM

Change Request Summary			
Created by: Yael Bahena		Assigned to: Kevin Goodwin	
Project Name: SAP Human Capital Management			
Priority	CR Level	Business Impact Severity	
Low, Normal, High, Critical	Level 1, Level 2, Level 3	Low, Medium, High, Critical	
Critical	Level 3 Immediate Action required	Critical	
<i>Brief Description: Parking Lot Items to be added to the SOW; Go-live date extended to June 21, 2025; SOW Term end date extended to July 18, 2025.</i>			
Scope Change Details			
Assigned Release:	1.0	Target Implementation Date:	05/01/2025
Detailed Description:	<p>The anticipated go-live date for the SAP Human Capital Management project is being revised from the original target of May 5, 2025, to a new proposed date of June 21, 2025. This recommendation is based on additional technical and functional requirements outlined below, with the most significant impact stemming from the integration of SuccessFactors Employee Central (SFSF EC) data replication to SAP ECC. This integration lies on the project's critical path and directly supports CoSA's time management and payroll processes.</p> <p>Following a detailed review of the data elements required for replication to SAP ECC, further complexity was identified, necessitating additional time for development and testing. The revised go-live date of June 21, 2025, is intended to mitigate payroll-related risks and ensure a stable and accurate transition to production.</p> <p>Key Components Included in the Change Request:</p> <ol style="list-style-type: none"> 1. New or Updated Portlets (Custom EC Development): <ul style="list-style-type: none"> ○ Education ○ Performance Rating (manual load) ○ Qualifications (new custom portlet) 2. Employee Replication: Additional requirements to SFSF EC to SAP ECC integration 		

	<p>3. Work Zone Enhancements:</p> <ul style="list-style-type: none"> ○ Leverage Work Zone links to access existing SAP ESS Portal or Fiori applications (10 items total) <p>4. NeoGov Integration:</p> <ul style="list-style-type: none"> ○ Addition of 30 new employee data fields for integration with SFSF <p>5. Data Conversion Adjustments:</p> <ul style="list-style-type: none"> ○ DCM build/mapping for the new Education portlet (from NeoGov) ○ DCM build/mapping for the custom Qualifications portlet ○ Updates to DCM logic for new Global Info fields from NeoGov <p>6. Extension of Go-Live Timeline:</p> <ul style="list-style-type: none"> ○ Applies to PMO, Testing, Learning Management System (LMS), Employee Central (EC), and Benefits (BF) workstreams <p>Revised Project Timeline Highlights: See plan on a page below</p> <ul style="list-style-type: none"> ● System Integration Testing (SIT 3): April 21 – May 9, 2025 ● User Acceptance Testing (UAT): May 12 – May 30, 2025 ● Cutover Activities: June 2 – June 20, 2025 ● Go-Live: June 21, 2025 ● Hypercare Support Ends: July 18, 2025
<p>Benefit of Proposed Change:</p>	<p>The revised go-live date will allow us to implement the additional requirements and complete the necessary integration testing and validations.</p>
<p>Alternatives:</p>	<p>The alternative was to go live without the items included in the change request, which would not have fully met CoSA's requirements expectations for go-live.</p>
<p>List of Impacted Deliverables:</p>	<p>Annex 1 Please find the deliverables table on page 17 of this document or use the link to the excel file below. https://service.projectplace.com/#direct/document/100000067746678</p>
<p>Impact Summary:</p>	<p>This change request will require an adjustment of the following sections in the PSA and MSA that will be documented in the amendment.</p> <p>MSA – Refer to Annex 2 Section 3.3 <u>Acceptance Process</u> This change request will follow the approach already established in the SOW regarding the 5% retainage.</p> <p>Upon submission of each deliverable, a retainage in the amount of 5% of the deliverable price shall be held by the City for all deliverables not labeled as Final Module Deliverable or Final Project Deliverable, to be</p>

paid upon City's acceptance of either the Final Project Deliverable (for deliverables indicated as "Core Deliverables" in Section 3.3.1 below) or the Final Module Deliverable of the associated Module (for deliverables indicated as "Module Deliverables" in Section 3.3.1 below) ("Retainage") respectively.

Section 3.3.1 Designation of Deliverables

There is an addition of 4 new deliverables: SFDD2WZ Workzone: System Design Document, SFSI2WZ WZ Integration Test and Report, SFTS2WZ Test Scripts (UAT), and SFDD3WZ Workzone: Key design components (Excel)

Please find below the list of all the deliverables impacted.

1. PO line item 43_CR6: SFAT1 Acceptance Test Plan
2. PO line item 59_CR6: SFCM10EC System Integrations (TD)
3. PO line item 75_CR6: SFCM12 Additional Customizations
4. PO line item 108_CR6: System Build
5. PO line item 22_CR6: SFDC1EC EC: Data Conversion
6. PO line item 26_CR6: SFDC6EC EC: Data Conversion Plan & Scope
7. PO line item 54_CR6: SFDD2EC EC: System Design Document
8. New: SFDD2WZ Workzone: System Design Document (CW's
9. PO line item 42_CR6: SFIT1 Interface Test Plan (SIT3)
10. PO line item 09_CR6: SFKDDEC EC: Key Design Decisions
11. PO line item 04_CR6: SFPE4 Resource Plan
12. PO line item 10_CR6: SFPM11 Project Plan Draft
13. PO line item 11_CR6: SFPM12 Deliverable Schedule
14. PO line item 122_CR6: SFPM14EC EC: Release Closure
15. PO line item 123_CR6: SFPM14BF BF: Release Closure
16. PO line item 124_CR6: SFPM14LMS LMS: Release Closure
17. PO line item 125_CR6: SFPM14WZ Workzone: Release Closure
18. PO line item 07_CR6: SFRQ2EC EC: Business Requirements Document (RTM)
19. PO line item 81_CR6: SFRQ2WZ Workzone: Business Requirements (RTM)
20. PO line item 20_CR6: SFRQ5EC Integration Design Document (FD)
21. PO line item 41_CR6: SFSI1 Integration Test Plan (SIT3)
22. PO line item 87_CR6: SFSI2BF BF: Integration Test and Report (SIT3)
23. PO line item 86_CR6: SFSI2EC EC Integration Test and Report (SIT3)
24. New: SFSI2WZ WZ Integration Test and Report (SIT3)
25. PO line item 67_CR6: SFSR4bEC Security Design Document (RBP)
26. PO line item 30_CR6: SFTS2EC EC: Test Scripts/Test Scenarios (SIT3)
27. New: SFTS2WZ Test Scripts (UAT)
28. PO line item 40_CR6: SFUT1 Unit Test Plan
29. PO line item 62_CR6: SFUT3EC EC: Unit Test and Report

	<p>30. New SFDD3WZ Workzone: Key design components (Excel)</p> <p><u>SOW</u></p> <p>3. Scope of Services <u>Scoping Factors/ Demographics</u> System Languages: English and Spanish only for EC. LMS confirmed no required as per Decision #D054 captured in the RAID. <u>B. Functional and Technical</u> <i>SuccessFactors Employee Central Scope</i> Custom Objects: Addition of Qualifications portlet (six object) <i>(New) SuccessFactors Talent Profile Scope</i> Enablement of the following portlets:</p> <ul style="list-style-type: none"> - Education - Special Assignments - Performance Rating <p><i>Integration</i> Addition of NeoGov interface for employee transactions</p> <p>4. Out of scope LMS translations to English Any training materials creation or update because of this change request.</p> <p>6. Project Timeline Updated Plan on a Page – POAP (Annex 1 below)</p> <p>7. Deliverables Include the additional WZ deliverables (Please see table below Annex 3 or review the following link https://service.projectplace.com/#direct/document/100000067746678)</p> <p>11. Fees and Expenses Accenture will perform its Services on a fixed fee basis based on deliverables completed within the month. Total Accenture’s fees for its Services included in this change request will be \$935,250 and taxes applicable. No travel expenses included. Please see Annex 2 below</p>		
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Financial Impact (in \$):	\$935,250	Schedule Impact (in days):	The change extends the go-live from May 5 to June 21, 2025, which extends the SOW completion date to July 18, 2025. This revised date extends the schedule by 48 calendar days
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Notes

Overall Assumptions of this CR

- SIT3: Any new requirements will be considered as post go-live. They will have to be analyzed to determine priority, effort (if CR

required) and implementation date.

- Employee Replication
 - The interface scope is locked down, and any additional requirements to this interface will be considered post go-live unless deemed critical.
 - This timeline assumes CoSA resources from HR, Finance, and IT will be available to support testing as needed, potentially including weekends in case of delays impacting the revised go-live date.
- Interfaces will continue testing in SIT3 and UAT.
- Employee Central scope for SIT3 will be limited to regression testing of changes resulted from interfaces requirements, mobile testing and support integration testing.
- The Data Conversion team will continue supporting defect resolution from SIT and UAT testing. SIT3 will proceed in T1 using Data Mock 3, and DR preparation will continue. Final data migration to Production will begin in May.
- Learning Management: there will be no SIT3 for LMS. Learning will continue with KT followed by UAT. We will retain the necessary resources to support deployment and go-live, including Hypercare.
- Work Zone SIT3 is introduced as a pre-validation of UAT testing. UAT will then include the original scope and self-service deep links.
- Benefitfocus will extend its data exchange testing and will align with the new UAT dates.
- Additional Training efforts are not included in this option. The offshore team will roll off by the end of April, and the training onshore lead will support until their roll-off in May. Any updates required to the end user training or training material will need to be supported by CoSA.
- Travel expenses are not included. The additional weeks will be worked remotely.
- Under this revised timeline, no further changes in scope will be allowed unless identified by the project team as critical and without a viable workaround for go-live. Any additional requirements will need to be reviewed and assessed for post-go-live implementation.

References

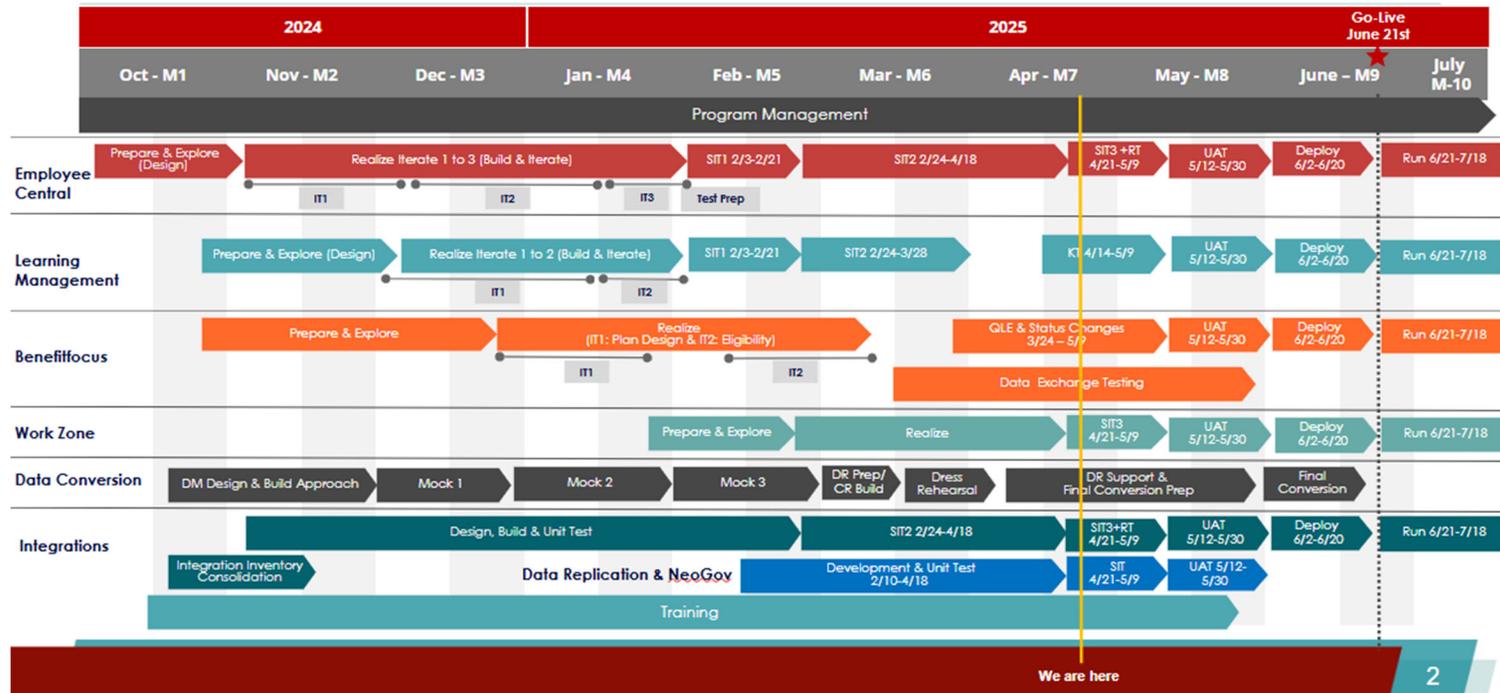
Attachment(s):

Field	Description
<i>Created By</i>	The name of the person that created the change request
<i>Assigned To</i>	The name of the person assigned to analyze the change request
<i>Project Name</i>	Project Name in PPM
<i>Priority</i>	Priority is a value assigned to the importance or urgency of an individual change relative to the other requested changes within a change request. It also indicates how soon the work should begin. Determining the priority of a single change request depends on how many other defects need attention, the risk of delay, and the resources available to fix it. Select Low, Medium, High or Critical.
<i>CR Level</i>	CR Level is a value that reflects how soon the change request must be resolved to avoid business consequences. It identifies how soon corrective action must be taken on the change request to avert or reduce the negative impact to the customer. Level 1 –More than ten business day, Level 2 –Within ten business days or less, Level 3- Immediate Attention Required
<i>Business Impact Severity</i>	Impact is the potential business vulnerability of implementing the change. Select Low, Medium, High or Critical.
<i>Assigned Release</i>	The release this change request will be assigned to (if applicable)
<i>Target Implementation Date</i>	The planned implementation date of the change
<i>Detailed Description</i>	Detailed description of the change
<i>Benefit of Proposed Change</i>	Benefits of implementing the change
<i>Alternatives</i>	Alternatives to implementing the change
<i>List of Impacted Deliverables</i>	Listing of impacted project deliverables
<i>Impact Summary</i>	Overall summary of change request
<i>Financial Impact (in \$)</i>	Impact the change has on the project budget
<i>Schedule Impact (in Days)</i>	Impact the change has the project schedule
<i>Notes</i>	Any additional notes about the change
<i>Attachments</i>	Any attachments can be attached here or can be referenced in an appendix that contains additional information related to the change.

Annex 1

Project Timeline – Revised for June 21st Go-Live

- Extend SIT2 by 4 weeks for EC & INT
- Add SIT3 (3 weeks) for EC & INT, then UAT in May
- WZ, add SIT3 then move to UAT in May
- Extend Data Exchange/OLE & Status Change Testing
- Data Replication / NeoGov – in line with other Integrations
- Go-Live June 21 - coinciding with middle of BC pay period



Annex 2

Monthly Billing

The established billing process and procedure are not amended by this change request.

For May and June, Accenture will invoice the amounts outlined in the table if all deliverables are approved as scheduled. The City of San Antonio will apply a 5% retainage, following the approach established in the original Statement of Work.

For July, for the final deliverables submitted as per the original Statement of Work, there will be a 100% retainage in accordance with the MSA, and including now the retainage of the change request billing amount mentioned below.

For the release of retainage, Accenture will provide a statement listing the invoice numbers and retained amounts for reconciliation with the City's financial system. The expected total retainage amount is \$223,937.50, based on the current scope of work described in the SOW, as amended. This statement will reflect the application of a \$270,000 adjustment, as agreed upon in this document, distributed between the July billing amount of this change request and the overall retainage release. As a result, the expected total retainage payment will be \$54,437.50. Upon completion of the reconciliation, the City will issue payment for the contract retainage balance, net of the agreed adjustment.

This monthly billing reflects the scope of this change request. Any additional change requests will be evaluated independently.

Invoice #	Description	Estimated Invoice Date	Billing Amount
1	May 2025	5/31/2025	\$ 411,000.00
2	June 2025	6/30/2025	\$ 423,750.00
3	July 2025	7/31/2025	\$ 100,500.00
Change Request Total			\$ 935,250.00

Annex 3

Deliverable Name	Deliverable Change	Dependency	SOW Price	Already invoiced (Y/N)	CR Price	Final Price	CR Deliverable Sign-Off Date	New Invoice Amount
SFAT1 Acceptance Test Plan	The updates to this deliverable are related to the changes requested and added to the project scope: - Extension of SIT2 - SIT3 Entry and Exit Criteria	SFQA1	\$129,000.00	Y	\$22,500.00	\$151,500.00	5/16/2025	\$22,500.00
SFCM10EC System Integrations (TD)	The following technical designs will need to be updated as per additional changes required. - SFSF data replication to SFSF - NeoGov to SFSF interface	SFRQ5EC	\$44,100.00	N	\$93,000.00	\$137,100.00	6/13/2025	\$137,100.00
SFCM12 Additional Customizations	The following additional customizations will require to be incorporated - Custom Qualifications Portlet - Custom fields/configurations to support SFSF data to SAP ECC replication		\$45,000.00	Y	\$67,500.00	\$112,500.00	6/13/2025	\$67,500.00
SFCM3EC EC: System Build	The following requirements have resulted in the additional configuration: - Education portlet - Special Assignments portlet - Performance Rating portlet - Qualifications portlet	SFDD2EC	\$21,750.00	N	\$28,500.00	\$50,250.00	5/16/2025	\$28,500.00
SFDC1EC EC: Data Conversion	Revise plan and procedure to convert the additional fields required in EC for Global Info (NeoGov related), Education Portlet and Qualifications.	SFCM1	\$21,750.00	Y	\$6,000.00	\$27,750.00	6/13/2025	\$6,000.00
SFDC6EC EC: Data Conversion Plan & Scope	Update the scope for DR Mock to incorporate the following: - Education portlet - Special Assignments portlet - Performance Rating portlet - Qualifications portlet - Performance Rating (manual load)	SFDC1	\$30,000.00	Y	\$19,500.00	\$49,500.00	6/13/2025	\$19,500.00

SFDD2EC EC: System Design Document	The configuration workbooks require update to document the below configuration. - Education portlet - Special Assignments portlet - Performance Rating portlet - Qualifications portlet - Performance Rating (manual load) - Additional fields for GobaI Info	SFRQ2EC	\$43,950.00	Y	\$15,000.00	\$58,950.00	5/16/2025	\$58,950.00
SFDD2WZ Workzone: System Design Document (CW's)	The design document should incorporate the Workzone link related to SAP ESS Portal or Fiori Apps. (10) 1. Employee's ability to display Remuneration Statements 2. Employee's ability to display of Annual W2's 3. Entering and Approval of Leave Requests such as vacation or STL's. 4. Employee's ability to display Pay and Benefits Letters. 5. Employee's ability to view his/her attendance Points Report. 6. Employee's ability to view his/her Quota Balances 7. Employee's ability to make elections for personal Leave Buyback to 457 Plan 8. Employee's ability to elect for the VIA Bus Pass annually. 9. Employee's ability to see his/her Total Compensation Statement 10. Executive's ability to complete their physical and schedule their hours for 457 eligibility	SFRQ2WZ	\$ -	N	\$45,000.00	\$45,000.00	6/13/2025	\$45,000.00
SFIT1 Interface Test Plan (SIT3)	Update the dates planned to test the following interfaces: - SFSF data replication to SAP ECC - NeoGov for employee transaction	SFQA1	\$118,500.00	Y	\$45,000.00	\$163,500.00	5/16/2025	\$45,000.00
SFKDDEC EC: Key Design Decisions	Key Design Decisions should capture the addition of the custom Qualifications portlet since the standard portlet did not meet CoSA requirements.		\$21,450.00	Y	\$3,750.00	\$25,200.00	5/16/2025	\$3,750.00
SFPE4 Resource Plan	Resources Plan will require an update to extend the resources required to support the go-live extension		\$58,500.00	Y	\$7,500.00	\$66,000.00	5/16/2025	\$7,500.00
SFPM11 Project Plan Draft	The project plan will incorporate the activities per workstream because of the go-live extension	SFPM12	\$58,500.00	Y	\$15,000.00	\$73,500.00	5/16/2025	\$15,000.00
SFPM12 Deliverable Schedule	The deliverable schedule will be updated with revised deliverable dates for the deliverables included in this CR based on the new go-live date and add the new Workzone deliverables		\$58,500.00	Y	\$6,000.00	\$64,500.00	5/16/2025	\$6,000.00
SFPM14EC EC: Release Closure	Release closure needs to consider the completion of the 5 items included in this CR	SFPM15 SFOC7 SFDD2 SFRQ5 SFCM10	\$78,000.00	N	\$43,215.00	\$121,215.00	7/18/2025	\$121,215.00
SFPM14BF BF: Release Closure	Release closure needs to consider the completion of the 5 items included in this CR	SFPM15 SFOC7 SFDD2 SFRQ5 SFCM10	\$17,100.00	N	\$9,045.00	\$26,145.00	7/18/2025	\$26,145.00

SFPM14LMS LMS: Release Closure	Release closure needs to consider the completion of the 5 items included in this CR	SFPM15 SFOC7 SFDD2 SFRQ5 SFCM10	\$78,000.00	N	\$43,215.00	\$121,215.00	7/18/2025	\$121,215.00
SFPM14WZ Workzone: Release Closure	Release closure needs to consider the completion of the 5 items included in this CR	SFPM15 SFOC7 SFDD2 SFRQ5 SFCM10	\$9,900.00	N	\$5,025.00	\$14,925.00	7/18/2025	\$14,925.00
SFRQ2EC EC: Business Requirements Document (RTM)	The EC business requirements will need to include the following: - Education portlet - Special Assignments portlet - Performance Rating portlet - Qualifications portlet - Performance Rating (manual load) - Additional fields for Gobal Info	SFKDDEC	\$45,000.00	Y	\$11,250.00	\$56,250.00	5/16/2025	\$11,250.00
SFRQ2WZ Workzone: Business Requirements (RTM)	The business requirement should include the Workzone link related to SAP ESS Portal or Fiori Apps. (10) 1. Employee's ability to display Remuneration Statements 2. Employee's ability to display of Annual W2's 3. Entering and Approval of Leave Requests such as vacation or STL's. 4. Employee's ability to display Pay and Benefits Letters. 5. Employee's ability to view his/her attendance Points Report. 6. Employee's ability to view his/her Quota Balances 7. Employee's ability to make elections for personal Leave Buyback to 457 Plan 8. Employee's ability to elect for the VIA Bus Pass annually. 9. Employee's ability to see his/her Total Compensation Statement 10. Executive's ability to complete their physical and schedule their hours for 457 eligibility	SFKDDWZ	\$11,250.00	Y	\$19,500.00	\$30,750.00	6/13/2025	\$19,500.00
SFRQ5EC Integration Design Document (FD)	Update Functional Designs impacted due to changes in these interfaces: - SFSF data replication to SAP ECC - NeoGov for employee transaction	SFDD2EC	\$22,650.00	N	\$67,500.00	\$90,150.00	6/13/2025	\$90,150.00
SFSI1 Integration Test Plan (SIT3)	Review test plan to document any changes related to these interfaces: - SFSF data replication to SAP ECC - NeoGov for employee transaction	SFQA1	\$58,500.00	Y	\$22,500.00	\$81,000.00	5/16/2025	\$22,500.00
SFSI2BF BF: Integration Test and Report (SIT3)	Update integration Test & Report based on the inclusion of SIT3 cycle and revised go-live date	SFRQ5	\$16,950.00	N	\$30,000.00	\$46,950.00	5/23/2025	\$46,950.00
SFSI2EC EC Integration Test and Report (SIT3)	Update integration Test & Report based on the inclusion of SIT3 cycle and revised go-live date	SFRQ5	\$100,500.00	N	\$142,500.00	\$243,000.00	5/23/2025	\$243,000.00

SFSI2WZ WZ Integration Test and Report (SIT3)	Update integration Test & Report based on the inclusion of SIT3 cycle and revised go-live date	SFRQ5	\$ -	N	\$37,500.00	\$37,500.00	5/23/2025	\$37,500.00
SFSR4bEC Security Design Document (RBP)	The EC security (roles/groups) will need to account for following: - Education portlet - Special Assignments portlet - Performance Rating portlet - Qualifications portlet - Performance Rating (manual load) - Additional fields for Gobal Info	SFDD2EC	\$44,250.00	Y	\$6,000.00	\$50,250.00	5/16/2025	\$6,000.00
SFSTS2EC EC: Test Scripts/Test Scenarios (SIT3) Note: This is SFSTS1EC in the SOW however in the PO they are combined in SFSTS2EC	Test Scripts will need to include test scripts for the following: - Education portlet - Special Assignments portlet - Performance Rating portlet - Qualifications portlet - Performance Rating	SFSTS2EC	\$3,900.00	Y	\$6,000.00	\$9,900.00	5/16/2025	\$6,000.00
SFSTS2WZ Test Scripts (UAT)	Test Scripts will include Workzone UAT test scenarios along with the Workzone links related to SAP ESS Portal or Fiori Apps. (10) mentioned in this CR.		\$ -	N	\$15,000.00	\$15,000.00	6/13/2025	\$15,000.00
SFUT1 Unit Test Plan	The unit test plan will now include new items as part of SIT3.	SFQA1	\$58,500.00	Y	\$12,000.00	\$70,500.00	5/16/2025	\$12,000.00
SFUT3EC EC: Unit Test and Report	Test Scripts will need to include the unit test report of the below: - Education portlet - Special Assignments portlet - Performance Rating portlet - Qualifications portlet - Performance Rating	SFDD2EC	\$44,250.00	Y	\$60,750.00	\$105,000.00	6/13/2025	\$60,750.00
SFDD3WZ Workzone:Key design components (Excel)	An organized spreadsheet listing components like widgets, UI cards & tiles used for designing SuccessFactors Work Zone pages	SFSI2WZ	\$ -	N	\$30,000.00	\$30,000.00	6/13/2025	\$30,000.00
						\$935,250.00		
						\$270,000.00		
						\$665,250.00		