



**RESPONSE TO:
REQUEST FOR PROPOSAL
#13-2016 Information Technology Consulting
and Technical Services**

COPY



DLZP
GROUP

RICHMOND, TEXAS 77406

www.dlzpgroup.com

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TRANSMITTAL LETTER

Todd Slatin - Purchasing Director
Lexington-Fayette Urban County Government
Room 338, Government Center
200 East Main Street
Lexington, KY 40507

DLZP Group would like to thank you for the opportunity to participate in the RFP #13-2016: Information Technology Consulting and Technical Services for Lexington-Fayette Urban County Government issued by Lexington, KY.

Bidder Information:

Name of Proposal Representative	Lisa Brunet
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Authorized Officer	Lisa Brunet

DLZP Group is a woman- and minority-owned certified company (please see our attached certification).

If you have any questions regarding DLZP Group's response, please contact me at 281.912.3597 ext. 101 or by email at lisa@dlzpgroup.com.

Sincerely,

Lisa Brunet
President
DLZP Group
281.912.3597 ext. 101
lisa@dlzpgroup.com

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1. Company Overview

DLZP Group is a woman- and minority-owned company with a focus on implementing, migrating, hosting, and managing Oracle applications in the AWS Cloud. With a strong Amazon Web Services' partnership and a prodigious network of robust Oracle relationships, DLZP Group is in the unique position to offer clients the expertise, vital connections, and innovation required for a cost-effective, customized solution.

We also offer innovative consulting services that fill the gap that has existed in the delivery of client services for years. Our range of service options are a combination of the traditional delivery method, coupled with a web-based subscription that provides a more tailored, cost-effective solution.

OUR EXPERIENCE

DLZP Group consultants have, on average, over 15 years' experience with proven PeopleSoft solutions and excel at projects with short timelines. Our **Team Approach** provides access to a wealth of experts in both functional and technical areas that are well-versed in your projects needs and committed to an efficient, cost-effective solution.

What DLZP Group offers you:

- A comprehensive Team Approach with an emphasis on clear communication and flexibility
- Exceptional customer service as you will find from our references
- An innovative spirit that strives to lead the industry
- A focus on understanding your enterprise business objectives and realizing a significant Return on Investment (ROI)
- A methodology that focuses on cost and time efficiency and superior performance
- A deep understanding of the alignment between business and technology
- Proven, broad applications' expertise

DLZP Group is experienced to deliver your solution based on the following key differentiators:

Deep PeopleSoft Expertise - Our PeopleSoft experience is in-depth, comprehensive and proven. Our team consists of PeopleSoft experts, along with veteran professionals who offer their unparalleled knowledge of business processes. David Brunet, our Director of Research and Development, has over 20 years of Financials and Supply Chain systems analysis, design and implementation experience.

Support Service Specialists – With our Subscription Service offering, we have always recognized the importance of expert support available when needed. Our Subscription Service provides this support in the most cost-effective way possible – On Demand. Currently, we have 10 customers on our Subscription plan with a number of them on the plan for 3+ years. Our team is well-versed in the new 9.2 functionality and has had ample experience providing testing and production support.

2. Vendor Requirements

A. TECHNOLOGY ASSESSMENT

Please see Attachment A.

B. SUPPORT SERVICES

1. Is help desk support available? Yes.
2. When is support available throughout the week?

DLZP Group will provide reasonable technical support via electronic request and Application Management Services during Primary Hours of Operation (PHO). The Support Desk service is included as part of the monthly DLZP Group Support Subscription Fees.

DLZP Group provides 24/7/365 Support to all our clients production environments. Non Production environments are covered under standard 5 Day (Mon-Fri) – 7am to 7pm local standard time support. Urgent requests are available 24/7.

A dedicated DLZP Group Client Services Manager (CSM) will be named as a communication link for all service needs.

3. Do you provide a process for escalating support issues?

Issue Severity	Response Time Provided	Resolution Time within PHO Targets
Critical: Any issue resulting in systems being down, impairing the ability of all users to access systems or impairing the ability to complete processing or critical activities on a timely basis	1 Hour	- Subject to AWS and Oracles support policies. - DLZP will work to resolve within 4 hours of request receipt.
High. Example: time-critical processing is prevented and/or a group of users are unable to function	4 Hours	- Subject to AWS and Oracles support policies. - DLZP will work to resolve within 24 hours of request receipt.
Medium. Example: the problem affects processing which is not time-critical and a workaround is not available; or the problem affects processing which is critical but a workaround is available.	24 Hours	- Subject to AWS and Oracles support policies. - DLZP will work to resolve within 72 hours of request receipt.
Low. Example: The problem is non-critical and workaround is available or reasonably scheduled in the future.	48 Hours	- Subject to AWS and Oracles support policies. - DLZP will work to until resolved of request receipt.

4. How are charges for support structured, documented, and tracked?

Any specific project related work will require a SOW and all work will be tracked against the Budget provided.

Weekly status reports are provided showing the hours and tasks performed in the previous week.

C. SOFTWARE DEVELOPMENT

LFUCG may have needs for software development from a qualified vendor. In addition to the technology assessment, proposals should include their application programming methodology, development life cycle, documentation standards, and other components of software development.

Currently we do not offer Software Development.

D. CONSULTING

Services may be required to provide technical leadership and guidance for information technology issues. Consulting services may include: requirements gathering, strategic planning, process documentation, needs assessment, solution selection, disaster recovery, IT governance, IT project management or other IT services. If your company proposes to offer consulting services, provide an overview of each area, outlining your company's experience, approach, and applied methodologies.

Please clearly define the approach and process your company employs to facilitate these services.

Our Consulting Background

With ten successful PeopleSoft implementations in four short years and ten customers currently utilizing our Subscription Support Services, DLZP Group has worked with many public and private firms. Two of our customers, who have been with us since the beginning, are the public utilities KCP&L (Kansas City Power and Light) and KCBPU (Kansas City Board of Public Utilities). We have been providing our Subscription Support Services to both utilities for 3+ years. We have also been providing Subscription Support Services to a private manufacturing firm since 2012, specifically in support of their PeopleSoft SRM application. Over the last four years, we've performed four PS 9.2 implementations and one PS 9.2 upgrade.

Our other Subscription Support Service clients are from diverse industries ranging from Financial to Power Management to National Research and Development Laboratories.

We also provide Cloud Management Services to 10 clients ranging from a Multinational Imaging Corporation to an Educational Company to an Internet and Entertainment Company.

We are a small, fairly young company, which gives us the ability to focus on your project and make your satisfaction our top priority. Customer Service takes precedence, and we are constantly striving to exceed expectations. Unlike some companies, we never take on more than we can "chew."

Our AWS Partnership and Services

DLZP Group is the leader in deploying Oracle Applications into the Amazon Web Services Cloud. DLZP was a founding member of the AWS Test Drive Program; below is an article about our capabilities.

<https://aws.amazon.com/blogs/apn/building-a-successful-oracle-aws-test-drive-dlzp-group-an-apn-consulting-partner/>

DLZP Offers a Fully Managed Hosting Solution that includes the following:

- 24/7 Production Support

- Demo, Development, Test and Production Environment
- Up to 25 Hours of Remote Support per Month
- Fully managed PeopleSoft Solution
- Supports Deployment for Employees

Support Methodology

Our Subscription Consulting services provides you with a team of senior-level consultants with overlapping skills and experience, thus strengthening the project team while utilizing less-dedicated resources for the project that delivers tailored services in a very cost-effective method.

DLZP Group uses a team approach to providing platform support, and will maintain responsibility for day-to-day management of the PeopleSoft applications and underlying infrastructure, underlying operating system and infrastructure support and related disaster recovery.

- DLZP Group will maintain responsibility for applying Patches to the Application Environments for an additional fee for these services.
- Provisioning and maintaining of Database, Application, and Web Server instances and Operating Systems is the responsibility of DLZP Group.
- Issues related to Oracle are subjected to Oracle's support policy; this includes but is not limited to Oracle / PeopleSoft Applications that are installed.
- Issues related to AWS are subjected to the AWS support policy.

24x7x365 Support

DLZP Group provides 24/7/365 Support to all our clients production environments. Non Production environments are covered under standard 5 Day (Mon-Fri) – 7am to 7pm local standard time support.

Maximum 30 Minute Response Time for Serious Issues

Urgent issues are acknowledged within 30 Min, and DLZP Provides direct contact information for urgent issues. All urgent issues will be worked until a resolution has been provided.

Installation Support

DLZP Group provides Installation Support services as part of our services.

Upgrade Support

DLZP Group provides Upgrade Support as part of our support agreement.

Application Fixes

DLZP Group provides Application Fix Support as part of our support agreement.

Documentation Fixes

DLZP Group provides Documentation Updates as part of our support agreement.

Operational Support

DLZP Group provides operational support of the Application Technical Tier to the OS as part of our delivered services. Additionally, DLZP Group will provide functional support help desk services to the team, as part of our support agreement.

Customization Fixes

DLZP Group will provide support of Customizations as needed at the direction of the client. All hours incurred to work on customizations will be drawn against the baseline support hours.

Project Methodology

Our unique delivery approach to your project is Team focused. This team consists of YOU, the customer -- your business analysts and IT department; your DLZP Project Coordinator, who is your primary contact and the person who keeps the project on-task throughout the engagement; and the DLZP Support Team – a group of experts that DLZP works with -- these include PeopleSoft specialists, Oracle Infrastructure Specialists, and other technical authorities. The DLZP Project Coordinator works directly with these specialists and can call any of them onto a project when-and-if they're needed.

While our approach is innovative and team-based, our methodology is based on industry standards and best practices. This combination provides a comprehensive, cost-effective solution that more efficiently meets both client and project requirements.

Scope of Service

Our 4-step Oracle Implementation methodology is an agile, scalable, focused, efficient and cost-effective implementation approach, which guarantees an open and candid dialogue during all phases. The methodology is designed to encourage strong client involvement every step of the way, by both client executives and Financials-process owners. This methodology uses the best practices, samples, templates and techniques learned from our team's decades of collective Oracle experience and are rooted in the Project Management Institute's *Project Management Body of Knowledge*. Our Methodology will establish a strong project management foundation to help deliver your project on time, in scope and at budget.

Our methodology includes audits on an interim basis within each phase and at the end of each phase. These allow for optimal resource planning, review of deliverables, risk management and approval of plans to proceed.

Our methodology consists of the following four stages:

- Phase I – Strategy and Planning
- Phase II – Definition and Design
- Phase III – Develop and Test
- Phase IV – Deploy and Support

Phase I – Strategy and Planning

At the project onset, the combined project team will refine the scope of the project, developing clear project boundaries for what is in-scope and what is out-of-scope and finalize the project charter. The objective of the Strategy and Planning Phase is to establish a true consensus among the project team and key stakeholders on critical elements of what will be done, how it will be done, and who will do it. Existing processes and best practice alternatives will be major inputs of this phase. Project management principals are implemented and key strategies are developed to deal with on-going project team communication, change management, training, testing, end-user reporting, knowledge transfer and the transition to production support.

We will jointly establish a project management team that will manage the project plan, project resources, and scope changes, and serve as the escalation point for project issues. The project management team will prepare the project plan and refine the project scope. The approved project plan and project scope will be the mechanism by which the project management team monitors project progress and identifies changes in the scope of services. The project plan will also identify the assigned resources, the deliverables and the timing of the key deliverables.

Specific Phase I Activities and Deliverables

- The Project Management Team will flush out the project plan and the scope of services, in addition to project assumptions, constraints and risks. This Team will also plan for the team's workspace and begin planning the kick-off meeting. The kick-off meeting will consist of a review of the project objectives, roles and responsibilities, and the deliverables of the project.
- The team will assist with a change management assessment on the organization's readiness for change and need for project-oriented communication. The results of the assessment will be analyzed and strategies will be developed that leverage current best practice and new technology to keep team members and stakeholders informed about the impending system implementation changes that will affect their work.
- A knowledge transfer plan will be developed including identification of intermediate success criteria that can be followed phase-by-phase to ensure that knowledge transfer is occurring throughout the life of the project.
- The teams will assess your training needs and determine the overall training effort needed for end-user training for the Core Team Business Users and Technical Support plus any additional employees to be determined at a later date. While creating the solution, we will assess the level of learning from the exposure to the implementation process to provide a cost efficient and effective training solution. As a result of the training, we will deliver a customized and tailored delta training solution through our system's training experts utilizing a train-the-trainer concept. This delta training is intended to highlight the changes between your current environment and the new version.
- To ensure all business functions are supported post-production, we will assess your current capabilities. We look at call volumes, response times, frequently asked questions (FAQ's) and escalation procedures. We also provide you with a process for applying patches, fixes and updates from Oracle.
- Technical team will plan the required environment infrastructure and establish Projects long term infrastructure plan.

Phase II – Definition and Design

The purpose of the Definition and Design phase is to create a detailed blue print of future business processes and technical infrastructure for subsequent development and testing. The current PeopleSoft system and associated business processes will be analysed against the new features and functions of the current PeopleSoft Application release being implemented. The project plan will be finalized and resource loaded based on the decisions made during this phase.

During this phase, team meetings will be used to drive the requirements (people, process, technology) and complete a gap analysis/fit assessment. Critical fit/gap decisions will be made on a daily basis about what features to implement with this project and which will be deferred for later consideration.

Analysis will be performed to compare delivered Oracle functionality to the organization's business requirements.

The project team will define the future state and complete a preliminary base configuration. An approach will be developed for any identified software gaps that will drive either process changes or customizations to the system. Interfaces will be analyzed in this phase and resources will be assigned to ensure they are adjusted correctly in the upcoming Development Phase.

Specific module reports will be reviewed during the Fit/Gap analysis. Oracle's capabilities will be reviewed and wherever possible, existing reports will be replaced with delivered reporting capabilities. In parallel with the specific information that is accessible through reports, the design for information access (security), report distribution, and printing will occur. The first technical Implementation occurs.

The Definition and Design phase will culminate with a series of design documents for new business processes, training material, test scripts and most importantly a complex Implementation script.

Specific Phase II Activities and Deliverables

- We will work with the management and end-users to begin integrating industry Best Practices into the policies and procedures that are being defined. This will ensure that once the Development Phase begins, everyone is in agreement as to what the future state application and associated business processes will look like.
- Each fit gap session will begin with a process review of current state processes. Participants will be asked to review and bring any formal or informal process-related documentation to the fit gap session. This allows the consultant to address items specifically as they relate the delivered functionality. It also allows the participants to be sure they have discussed all issues in the session. By the end of each session week all participants will be able to discuss future state processes. Each session leader will be responsible for documenting these future state processes for use in the training documentation.
- Delivered functionality and underlying technical objects that may be able to replace existing legacy system functionality will be identified and any “gaps” in the functionality will be noted and incorporated into the design documents. Any “gaps” will be identified as a customization or a process that needs to be reengineered. If a customization is deemed necessary, the functional lead will work with the technical developer to accomplish this in a way that is “upgrade neutral.” For example, to store additional data, a new table may be created rather than changing an existing table.
- Security needs will be identified. Oracle’s security structure will be compared to the current system’s structure as a point of reference. We will work with the security resource to identify what type of high-level roles will be needed in the applicable Oracle product. Where possible, delivered roles will be used. Any other roles will be set up as part of Phase III Develop. Work will also be completed to document procedures for security requests and changes.
- The training delivery method and high-level course content for each of the training objectives will be identified. This will drive the number of web-based training sessions, on-line assist content, train-the-trainer sessions, and instructor-led classes that will be delivered.
- The reporting requirements will be defined and any custom reports will be reviewed for changes during this phase. Oracle’s robust reporting capabilities will be reviewed, and wherever possible, existing reports will be replaced with delivered reporting capabilities.
- Interfaces will be analyzed during this phase to ensure they are integrated correctly in the upcoming Development Phases.
- The technical Team will initiate the processes to complete the install of a PeopleSoft 9.2 Demo and begin the Initial Move to Production for PeopleSoft ELM/HCM Upgrade.

Phase III – Develop and Test Configuration and Testing

During the Development phase, the new system will be configured, unit tested and implemented so all existing functionality is confirmed. Additionally, interfaces will be built and unit tested during this phase. All batch programs will be adjusted and unit tested during this phase. Training mechanisms will be developed and tailored to meet the specific business needs. Test plans and scripts are developed along with on-going system operations procedures. On-going system operations procedures are developed and implemented.

The disposition of all customizations will be executed during this phase. All customizations will include a design document, review and approval. This documentation will be critical during testing and support.

Customizations and modifications to the new application will be developed and applied during this phase and tested for accuracy. All customizations should require design documentation, review and

approval. This documentation will be critical during testing, implementation and support and will be used as a point-of-reference for future upgrades and maintenance.

Data integrity is ensured through creation and clean-up efforts while the performance of the system is analyzed and tuned. As a result of the Definition and Design phase, the conversion programs and table-loading sequences are in place, and the data that needs to be populated in the tables is ready for loading. The technical team will load the data into the new application. The reporting, batch, and security strategies are reviewed and implemented. Detail documentation on data conversions and validations will be created. This documentation will be one of the components necessary to support audits.

The information access and report distribution strategies will be developed and unit tested during this phase. Security changes will be defined in an Implementation environment and mechanisms for importing those to the future production environment will be created.

At the end of the Development phase, if the data is identified as accurate, the data can be moved into other environments to continue in Phase IV Deployment.

Training Development

The training materials for end-user training will be developed during this phase. This training will focus on the changes between the current business processes and the new business processes. The trainers will focus on the following activities:

- Design and develop materials for the most efficient training delivery approach based on results from the Training Needs' Analysis.
- Focus the majority of effort on training materials' development.
- Ensure materials are tailored to customer-specific business processes, workflow, environment, data, and culture.

Each of the training classes will have the following materials developed:

- Data Creation - Creation of exercise data into a format readily available to be uploaded into training instance.
- Training User Manual – PDF versions of presentation slides with step-by-step instructions for performing specific transactions.
- Training Course Evaluation – Two levels of evaluation will be done. The participants' perception of the training relevance to their job and the measurement of the participants' knowledge and skills acquisition.

System Management

During this phase, Technical Standards and Procedures and Technical Charter documents will be completed with your technical team. These documents lay the foundation of how all development work will be completed specifically as it pertains to the client.

The Technical Standards and Procedure document will have the following information:

- Conversion Strategy and Methodology
- Environment Strategy
- Development Strategy
 - Development Processes
 - Naming Conventions
 - Development Standards
 - Reporting Standards
- Change Management Strategy
 - Change Requests

- Change Approvals
- Cost Impact Analysis
- Updates Fixes Strategy
- Problem Reporting and Resolution Strategy
- Job Scheduling Strategy
- Disaster Recovery Strategy
- Application Code/Performance Analysis and Tuning Strategy
- Desktop Deployment

The Technical Charter focuses on the following items:

- Conversions – Information regarding the processes to move data from the legacy systems to Oracle. Tasks are typically grouped by their functional areas, which provide the necessary information on the target records, developer, comments, etc. Legacy contact information, script locations, procedures to run the conversion program, and expected results are also included.
- Interfaces – All business critical interfaces are listed with contact information, developer, comments, etc. Interface locations, procedures, and expected results are also included.
- Customizations - All business critical customizations are listed with contact information, developer, comments, object names, etc.
- Reports - All business critical custom reports are listed with contact information, developer, comments, etc.

Specific Phase III Activities and Deliverables

- Unit testing will be conducted on all delivered fields, pages, reports and processes. This will help ensure the team is on-track and help reduce the number of errors the team will encounter during the upcoming test phases.
- Any customizations or modifications to the application will be applied during this phase and tested for accuracy. All customizations will be documented, reviewed and approved. This documentation will be critical during testing, implementation, support, and future upgrades.
- Interfaces will be built and unit tested during this phase.
- A comprehensive Testing Plan and associated testing scripts will be created for the upcoming Testing Phase.
- The data conversion programs will be finalized and unit tested during this phase. Detail documentation on data conversions and validations will be created. This documentation will be one of the components necessary to support audits.
- The comprehensive training program will be developed. This plan will be complete with timeframes, method for conducting training, target audiences, and the documentation related to these training sessions. All end-user training materials will be developed and validated during this phase.
- Quality Assurance and Risk Management reviews will be conducted to ensure the project is on time and on budget.
- Upgrade Move to Production Iterations – The technical team will continue to refine the Move to Production process and to ensure that all activities required for a successful upgrade are documented and timed.

Phase IV – Deploy and Support

In order to ensure a quality implementation, testing needs to be performed to validate the new system. During this stage, conversion, functional, integration, user acceptance, volume/performance and parallel testing will be performed. The testing plan and scripts are created in Phase 3.

All test failures will be logged, reviewed and corrected. In the final stages of testing, some failures may be deemed “not critical” to be resolved before moving to production. All other test failure resolutions will require approval to perform the move to production. After the completion of testing, the move to production (e.g. rollout) will begin.

The move to production is typically scheduled over a weekend. A detailed “cutover” plan will list all necessary activities for a successful move. Your Oracle system will be ready for users on the Monday following the cutover weekend.

The post-production team will consist of the resources jointly agreed upon by the project team. This proposal estimates support by the functional and technical resources through the end of the post production support period. A final determination of how much time is actually needed will be determined during Phase 4 prior to go live.

A formal exit interview will take place as a safety net to provide a final opportunity for information gathering and sharing. A “Lessons Learned” meeting will be held with key project personnel. From these findings, a document will be published that will provide observations and analysis concerning areas of the project that went well and those areas that could have proceeded better. This final deliverable also provides recommendations on how to leverage successes and minimize challenges for similar projects and future PeopleSoft implementation and upgrade projects.

Specific Phase IV Activities and Deliverables

- Perform functional testing to verify the system functions as expected within each module.
- Perform Integration Testing to verify the system as a whole passes data accurately through the system.
- Perform User Acceptance Testing to verify the modifications that have been made to the system meet the function specifications of the users.
- Perform Parallel Testing to verify and compare results with the current system in its day-to-day operations.
- A Batch Performance Test will be performed with all major long running batch programs (COBOL, SQR or App Engine) to ensure that proper database and application software has been performed prior to the move to production.
- Perform Performance and Volume Testing to identify places where performance can be improved and to make the appropriate adjustments for these improvements.
- During this phase, train- the-trainer material including the creation of training workbooks, and step-by-step guides will be completed. Train-the-trainer classes will also be conducted. The delta training for end-users will occur just prior to the actual rollout date so the training is fresh in the minds of the user when they log on for the first time in the new system.
- Finalize detailed Cutover Plan.
- Rollout the new PeopleSoft Modules to the Production Environment.
- Go Live with the upgraded PeopleSoft modules.
- Provide Post Production Support.

Our Optimization Workshop

The purpose of the Optimization Workshop is to analyze current business and system requirements and to map those requirements to the PeopleSoft system. This effort serves to document the intended use of the system, as well as to determine any policy or procedure changes, workarounds, or modifications that may be needed to fully leverage the applications capabilities. The goal is to leverage current PeopleSoft features/functions to improve the business process even further with minimal to no investment in additional products.

The workshop involves a series of sessions with key users from each area designed to discuss the current business and system usage. These sessions will also highlight any areas that may require business process changes, additional training or system configuration. These discussions are conducted with the clients functional experts.

Workshop Objectives

The workshop effort has the following objectives:

- Review client's current business process for all currently implemented PeopleSoft Modules.
- Identify and recommend areas of improvement using exiting features / functions.
- Estimate implementation costs and resource requirements

Workshop Methodology

The workshop will have the following standard methodology:

- The key users from each area will attend a 2-4 hour session to openly discuss the current usage of the system.
- Existing documentation will be collected and incorporated where applicable.
- The sessions will focus on:
 - Understanding the current business process and its pain points.
 - Discussing how vanilla PeopleSoft can be used to meet the client's requirements.
 - Creating an environment that promotes teamwork, and open and honest discussion.

Workshop Benefits

The workshop will accomplish the following:

- Document and prioritize business requirements.
- Identify potential business process optimization opportunities that meet the client's requirements.
- Identify the effort and resources required for the implementation to obtain quick returns and early benefits.

Workshop Deliverables

The following is a list of the deliverables that will be created from the data and information gathered during the Optimization Workshop:

- Executive Summary
- Current Process Assessment
- Optimization Recommendations
- High-Level Effort Estimate

Upgrades and Customizations Process

Upgrading with Standard 9.2 Functionality

DLZP Group believes utilizing a best practice approach when upgrading PeopleSoft applications is to upgrade with standard and delivered 9.2 functionality as much as possible. We realize this may not always be possible and understand that each client has unique business processes that require special tailoring and configuration of applications.

The benefits of upgrading applications with standard functionality as much as possible reduces the level of effort for both client and our project teams in each and every phase of project. This will reduce the overall project effort, time, and cost by decreasing the need to review previous unique

configurations and customizations. Additionally, post-upgrade support costs will also be reduced as well.

The risks of implementing applications with standard functionality is that current unique business processes may have to be changed in order to adapt to the delivered functionality.

Upgrading with Customizations

DLZP Group realizes some organizations absolutely requires the migration of existing customizations in their applications because their unique business processes cannot be met with configurations and/or workarounds using standard delivered 9.2 functionality.

The benefits of upgrading with customizations enables a client to keep previously defined unique business processes that are required for business and operational purposes that their staff is already familiar with. This reduces the learning curve and the resistance to change that most organizations may confront with a new implementation or upgrade project.

The risks associated with upgrading with customizations are the additional time, effort, and costs that are incurred from reviewing current client customizations, comparing delivered functionality, prolonging the Fit/Gap phase, increasing development and testing time, and higher costs associated with post-implementation support.

DLZP Group has extensive experience in upgrading and implementing customizations to 9.x versions. Our approach to upgrading with customizations and the major activities are presented below.

Customization Review

For an upgrade project that requires the migration of existing customizations, DLZP Group will review our client's current customizations, creating the list and report needed to meet the client's requirements that are not met by delivered PeopleSoft 9.2 functionality.

For PeopleSoft applications and interface, in order to identify changes from the original product, our Technical Team will use Analyzer tools to create a catalog of customized objects. Our team will then use this to review the existing customizations and determine if the new functionality of version 9.2 addresses the client's business need or if the customizations will need to be integrated into a new 9.2 environment.

Requirements and specifications will be mutually agreed upon by the client and DLZP Group, and incorporated into the project plan with an agreed upon schedule for delivery.

Retrofitting Customizations

Once an upgrade checkup and review has been completed, the database will then be utilized to carry out the customization and development activities. Queries, interfaces, and bolt-on customizations will be retrofitted at this point and setup performed (Approval Framework, Integration Broker, Security and Process Scheduler Jobs).

Upgrade Process

The PeopleSoft Upgrade process has been refined over time and has proven to be very successful. We at DLZP Group believe in the process that Oracle PeopleSoft has developed and follow it to a tee, in order to ensure consistency and ease-of-issue reporting to the Oracle Support Team. As part of our commitment to our customers, we limit any deviations from the delivered process. Below we have provided a brief diagram of the PeopleSoft Upgrade Process.

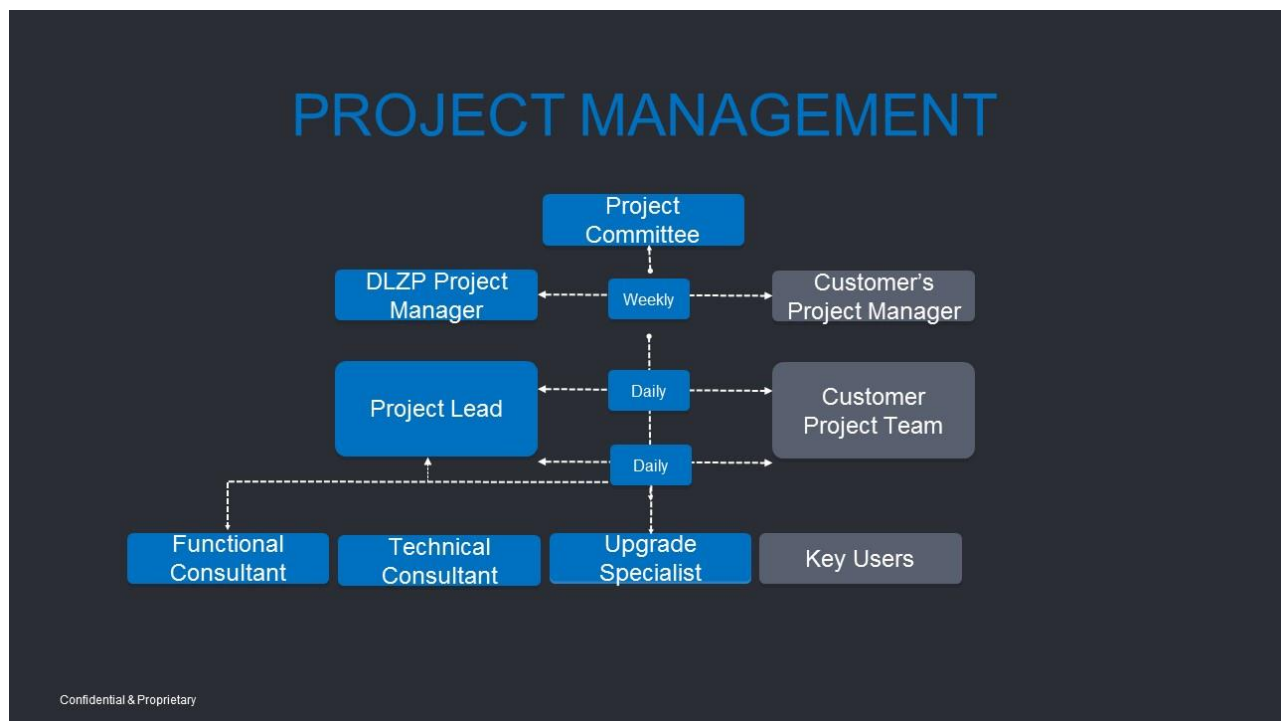
Testing of Customizations

Testing is part of our Phase III – Development phase of our implementation methodology: During the Development phase, the new system will be configured, unit tested, and implemented so all existing functionality is confirmed. Additionally, interfaces will be built and unit tested during this phase. All batch programs will be adjusted and unit tested during this phase. Training mechanisms will be developed and tailored to meet the specific business needs. Test plans and scripts are developed along with on-going system operations procedures. On-going system operations' procedures are developed and implemented.

The disposition of all customizations will be executed during this phase. All customizations will include a design document, review and approval. This documentation will be critical during testing and support.

Customizations and modifications to the new application will be developed and applied during this phase and tested for accuracy. All customizations should require design documentation, review and approval. This documentation will be critical during testing, implementation and support and will be used as a point-of-reference for future upgrades and maintenance.

Project Management



E. COST OF SERVICES

1. A fee schedule that includes hourly rates for proposed services.

Description	Comments	Rate
Monthly Support Subscription	Base Subscription that provides: <ul style="list-style-type: none"> • 10 Hours of Remote Support/month • Onsite work will incur \$20/hour premium and travel expenses will be billed at actuals. • 24/7 Production Support • 120 Hours Annually Minimum 1-Year Term.	\$1,850 / Month \$22,200 / Annually

2. Describe how your services are priced and any specific pricing.

All services are provided through our Subscription Plan or on-demand. With the base subscription plan you receive 10 hours per month for support. Any additional hours can either be purchased in increments of 40-hour bundles or on-demand as needed.

If purchasing hours on-demand they are billed at the standard rate listed in the pricing list. (Attachment B)

3. Define any additional charges. (e.g. travel expenses)

All time will be rounded up to the nearest 30 minutes. On site will be billed at a minimum of eight hours a day. Meals will be billed at the current Per Diem rate listed on <http://www.gsa.gov/portal/content/104877>. Hotel, airfare and transportation will be billed at actuals.

Add-On Services

Description	Comments	Rate
40-Hour Bundle	Minimum 1-Year Commitment Hours expire at the end of the 1-year term. 480 Hours Hours can be utilized across all Pillars. (i.e.HCM, FSCM, IAH) *Onsite work will incur \$20/hour premium and travel expenses will be billed at actuals.	\$5,800 / Month (remote)
Ad-Hoc Hours	Hours over the monthly allocation.	See chart
PeopleTools Upgrade	Upgrade to the latest release of PeopleTools.	\$10,500 / Pillar
Application Patch Current	Upgrade Environment to latest Patch Level. Client must be on the 9.2 release for this services. Client is responsible for: <ul style="list-style-type: none"> - System Testing - User Acceptance Testing - Customization - Reapplication DLZP can perform the tasks listed above for an additional fee.	\$26,500 / Pillar
Tax Updates	Application of Tax Updates DLZP will apply the Tax Update to the following DEMO > DEV > TEST > PROD	\$5,500 per Tax Update

4. Provide a completed copy of Attachment B.
Please see Attachment B.

F. COMPANY INFORMATION

1. Company name and address.

DLZP Group
2307 Thompson Crossing Drive
Richmond, Texas 77406

2. Identify all business partners you have with technology and consulting firms.

Oracle Corporation – Gold Partner
Amazon Web Services – Advanced Consulting Partner / Reseller
Canon - Solutions Partner
McAmdois – Partner

3. Provide resumes for all individuals being submitted for work under this RFP, along with the following information:

Please see the Attached Resumes. All of our proposed candidates are employees. In addition, DLZP Group has established relationships and access to over 100 talented Oracle and PeopleSoft consultants that can be accessed to perform full-time or on-demand consulting work for our clients. These consultants have a range of skills across the Oracle Product lines such as PeopleSoft, eBusiness Suite, JD Edwards, Oracle Business Intelligence, Hyperion Planning and Budgeting.

Name	Location	Hourly Rate of Pay	Travel & Living Expenses per Week
David Brunet/Cloud Architect/Project Manager	Richmond, TX	\$195 onsite/\$175 remote	Estimated \$2120. Meals will be billed at @54/day, airfare, hotel and travel will be billed at actuals
Victoria Ngarandi/Functional Consultant	Dallas, TX	\$185 onsite/\$165 remote	Estimated \$2120. Meals will be billed at @54/day, airfare, hotel and travel will be billed at actuals
Muhammed Sajeed/Technical Architect	Bangalore, India	\$165	
Roger Tidey/Functional Consultant	Dallas, TX	\$185 onsite/\$165 remote	Estimated \$2120. Meals will be billed at @54/day, airfare, hotel and travel will be billed at actuals
Carl Evanko/Consultant	Pittsburgh, PA	\$185 onsite/\$165 remote	Estimated \$1820. Meals will be billed at @54/day, airfare, hotel and travel will be billed at actuals

Name	Location	Hourly Rate of Pay	Travel & Living Expenses per Week
Edward Bandoh/System Admin-Architect	Atlanta, GA	\$185 onsite/\$165 remote	Estimated \$2020. Meals will be billed at @54/day, airfare, hotel and travel will be billed at actuals
Mark Gavora/Project Lead & Manager	San Antonio, TX	\$195 onsite/\$175 remote	Estimated \$2020. Meals will be billed at @54/day, airfare, hotel and travel will be billed at actuals

4. DLZP Group has been providing Consulting Services since our inception in 2011.

5. References



Contact Name: Edward Halter
 Telephone number: 816.260.1333
 Dates of Project: Nov. 2011 – current

Summary of Project:

PeopleSoft SCM/eSupplier enablement and HCM support including but not limited to QA Manager, Project Management, SRM Implementation, training, user guides.

KCP&L has been a client of DLZP Group’s since November 2011. DLZP Group has been performing consulting services in support of KCP&L’s PeopleSoft **9.1 reimplementation as a prime vendor**. Our role on this project has been to assist KCP&L in the selection of the best technologies to achieve their business objectives. Our work has helped to refine the project and identify the appropriate products, such as the identification of the SOA Suite to build integrations into the multitude of applications currently in use, as well as shaping the deployment of the Business Intelligence application. We have also conducted audits of the overall solution to validate and offer input/insight into the proposed solution as defined by the KCP&L project manager.



Contact Name: Sperlynn Byers
 Telephone number: 913.573.9135
 Dates of Project: July 2012 – current

Summary of Project:

PeopleSoft HCM and Enterprise Learning Management (ELM) support functional/technical, Supplemental Learning, Batch Processing and training, and **implementation of SCM products**.

DLZP Group provided ELM Implementation Subscription Services to KCBPU as the prime vendor, which included: Project Management, ELM Support (Functional and Technical), providing recommendations and assisting with the setup of Compliant Content; assisting with Integration of PeopleSoft HCM to PeopleSoft ELM, recommendations, Supplemental Learning, and the setup of the applicable ELM Batch Processes; guidance and recommendations on the use of Training Plans and/or Objectives; and assisting with Functional and Technical issues related to the setup and use of PeopleSoft ELM .

Additionally, DLZP Group originally performed the implementation of the PeopleSoft Supply Chain Management Products (Purchasing, Inventory, eSupplier Connection, Strategic Sourcing, and other modules).

The PeopleSoft project was originally budgeted for \$50,000 and DLZP completed it for a cost of \$42,000. DLZP leveraged our On-Demand consulting service model using a customer-driven implementation approach. DLZP continues to support KCBPU for PeopleSoft applications **including Oracle Business Intelligence Enterprise Edition (OBIEE) needs**, and revising all mappings.

GENERAL PROVISIONS

1. Each Respondent shall comply with all Federal, State & Local regulations concerning this type of service or good.

The Respondent agrees to comply with all statutes, rules, and regulations governing safe and healthful working conditions, including the Occupational Health and Safety Act of 1970, *29 U.S.C. 650 et. seq.*, as amended, and KRS Chapter 338. The Respondent also agrees to notify the LFUCG in writing immediately upon detection of any unsafe and/or unhealthful working conditions at the job site. The Respondent agrees to indemnify, defend and hold the LFUCG harmless from all penalties, fines or other expenses arising out of the alleged violation of said laws.

2. Failure to submit ALL forms and information required in this RFP may be grounds for disqualification.
3. Addenda: All addenda, if any, shall be considered in making the proposal, and such addenda shall be made a part of this RFP. Before submitting a proposal, it is incumbent upon each proposer to be informed as to whether any addenda have been issued, and the failure to cover in the bid any such addenda may result in disqualification of that proposal.
4. Proposal Reservations: LFUCG reserves the right to reject any or all proposals, to award in whole or part, and to waive minor immaterial defects in proposals. LFUCG may consider any alternative proposal that meets its basic needs.
5. Liability: LFUCG is not responsible for any cost incurred by a Respondent in the preparation of proposals.
6. Changes/Alterations: Respondent may change or withdraw a proposal at any time prior to the opening; however, no oral modifications will be allowed. Only letters, or other formal written requests for modifications or corrections of a previously submitted proposal which is addressed in the same manner as the proposal, and received by LFUCG prior to the scheduled closing time for receipt of proposals, will be accepted. The proposal, when opened, will then be corrected in accordance with such written request(s), provided that the written request is contained in a sealed envelope which is plainly marked "modifications of proposal".
7. Clarification of Submittal: LFUCG reserves the right to obtain clarification of any point in a bid or to obtain additional information from a Respondent.
8. Bribery Clause: By his/her signature on the bid, Respondent certifies that no employee of his/hers, any affiliate or Subcontractor, has bribed or

attempted to bribe an officer or employee of the LFUCG.

9. **Additional Information:** While not necessary, the Respondent may include any product brochures, software documentation, sample reports, or other documentation that may assist LFUCG in better understanding and evaluating the Respondent's response. Additional documentation shall not serve as a substitute for other documentation which is required by this RFP to be submitted with the proposal,
10. **Ambiguity, Conflict or other Errors in RFP:** If a Respondent discovers any ambiguity, conflict, discrepancy, omission or other error in the RFP, it shall immediately notify LFUCG of such error in writing and request modification or clarification of the document if allowable by the LFUCG.
11. **Agreement to Bid Terms:** In submitting this proposal, the Respondent agrees that it has carefully examined the specifications and all provisions relating to the work to be done attached hereto and made part of this proposal. By acceptance of a Contract under this RFP, proposer states that it understands the meaning, intent and requirements of the RFP and agrees to the same. The successful Respondent shall warrant that it is familiar with and understands all provisions herein and shall warrant that it can comply with them. No additional compensation to Respondent shall be authorized for services or expenses reasonably covered under these provisions that the proposer omits from its Proposal.
12. **Cancellation:** If the services to be performed hereunder by the Respondent are not performed in an acceptable manner to the LFUCG, the LFUCG may cancel this contract for cause by providing written notice to the proposer, giving at least thirty (30) days notice of the proposed cancellation and the reasons for same. During that time period, the proposer may seek to bring the performance of services hereunder to a level that is acceptable to the LFUCG, and the LFUCG may rescind the cancellation if such action is in its best interest.

A. Termination for Cause

- (1) LFUCG may terminate a contract because of the contractor's failure to perform its contractual duties
- (2) If a contractor is determined to be in default, LFUCG shall notify the contractor of the determination in writing, and may include a specified date by which the contractor shall cure the identified deficiencies. LFUCG may proceed with termination if the contractor fails to cure the deficiencies within the specified time.

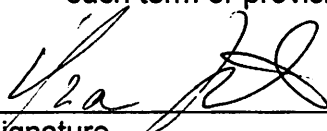
- (3) A default in performance by a contractor for which a contract may be terminated shall include, but shall not necessarily be limited to:
- (a) Failure to perform the contract according to its terms, conditions and specifications;
 - (b) Failure to make delivery within the time specified or according to a delivery schedule fixed by the contract;
 - (c) Late payment or nonpayment of bills for labor, materials, supplies, or equipment furnished in connection with a contract for construction services as evidenced by mechanics' liens filed pursuant to the provisions of KRS Chapter 376, or letters of indebtedness received from creditors by the purchasing agency;
 - (d) Failure to diligently advance the work under a contract for construction services;
 - (e) The filing of a bankruptcy petition by or against the contractor; or
 - (f) Actions that endanger the health, safety or welfare of the LFUCG or its citizens.

B. At Will Termination

Notwithstanding the above provisions, the LFUCG may terminate this contract at will in accordance with the law upon providing thirty (30) days written notice of that intent, Payment for services or goods received prior to termination shall be made by the LFUCG provided these goods or services were provided in a manner acceptable to the LFUCG. Payment for those goods and services shall not be unreasonably withheld.

13. **Assignment of Contract:** The contractor shall not assign or subcontract any portion of the Contract without the express written consent of LFUCG. Any purported assignment or subcontract in violation hereof shall be void. It is expressly acknowledged that LFUCG shall never be required or obligated to consent to any request for assignment or subcontract; and further that such refusal to consent can be for any or no reason, fully within the sole discretion of LFUCG.
14. **No Waiver:** No failure or delay by LFUCG in exercising any right, remedy, power or privilege hereunder, nor any single or partial exercise thereof, nor the exercise of any other right, remedy, power or privilege shall operate as a waiver hereof or thereof. No failure or delay by LFUCG in exercising any right, remedy, power or privilege under or in respect of this Contract shall affect the rights, remedies, powers or privileges of LFUCG hereunder or shall operate as a waiver thereof.

15. Authority to do Business: The Respondent must be a duly organized and authorized to do business under the laws of Kentucky. Respondent must be in good standing and have full legal capacity to provide the services specified under this Contract. The Respondent must have all necessary right and lawful authority to enter into this Contract for the full term hereof and that proper corporate or other action has been duly taken authorizing the Respondent to enter into this Contract. The Respondent will provide LFUCG with a copy of a corporate resolution authorizing this action and a letter from an attorney confirming that the proposer is authorized to do business in the State of Kentucky if requested. All proposals must be signed by a duly authorized officer, agent or employee of the Respondent.
16. Governing Law: This Contract shall be governed by and construed in accordance with the laws of the Commonwealth of Kentucky. In the event of any proceedings regarding this Contract, the Parties agree that the venue shall be the Fayette County Circuit Court or the U.S. District Court for the Eastern District of Kentucky, Lexington Division. All parties expressly consent to personal jurisdiction and venue in such Court for the limited and sole purpose of proceedings relating to this Contract or any rights or obligations arising thereunder. Service of process may be accomplished by following the procedures prescribed by law.
17. Ability to Meet Obligations: Respondent affirmatively states that there are no actions, suits or proceedings of any kind pending against Respondent or, to the knowledge of the Respondent, threatened against the Respondent before or by any court, governmental body or agency or other tribunal or authority which would, if adversely determined, have a materially adverse effect on the authority or ability of Respondent to perform its obligations under this Contract, or which question the legality, validity or enforceability hereof or thereof.
18. Contractor understands and agrees that its employees, agents, or subcontractors are not employees of LFUCG for any purpose whatsoever. Contractor is an independent contractor at all times during the performance of the services specified.
19. If any term or provision of this Contract shall be found to be illegal or unenforceable, the remainder of the contract shall remain in full force and such term or provision shall be deemed stricken.



Signature



Date

EQUAL OPPORTUNITY AGREEMENT

The Law

- Title VII of the Civil Rights Act of 1964 (amended 1972) states that it is unlawful for an employer to discriminate in employment because of race, color, religion, sex, age (40-70 years) or national origin.
- Executive Order No. 11246 on Nondiscrimination under Federal contract prohibits employment discrimination by contractor and sub-contractor doing business with the Federal Government or recipients of Federal funds. This order was later amended by Executive Order No. 11375 to prohibit discrimination on the basis of sex.
- Section 503 of the Rehabilitation Act of 1973 states:

The Contractor will not discriminate against any employee or applicant for employment because of physical or mental disability.

- Section 2012 of the Vietnam Era Veterans Readjustment Act of 1973 requires Affirmative Action on behalf of disabled veterans and veterans of the Vietnam Era by contractors having Federal contracts.
- Section 206(A) of Executive Order 12086, Consolidation of Contract Compliance Functions for Equal Employment Opportunity, states:

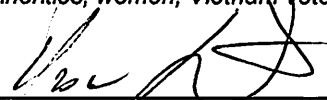
The Secretary of Labor may investigate the employment practices of any Government contractor or sub-contractor to determine whether or not the contractual provisions specified in Section 202 of this order have been violated.

The Lexington-Fayette Urban County Government practices Equal Opportunity in recruiting, hiring and promoting. It is the Government's intent to affirmatively provide employment opportunities for those individuals who have previously not been allowed to enter into the mainstream of society. Because of its importance to the local Government, this policy carries the full endorsement of the Mayor, Commissioners, Directors and all supervisory personnel. In following this commitment to Equal Employment Opportunity and because the Government is the benefactor of the Federal funds, it is both against the Urban County Government policy and illegal for the Government to let contracts to companies which knowingly or unknowingly practice discrimination in their employment practices. Violation of the above mentioned ordinances may cause a contract to be canceled and the contractors may be declared ineligible for future consideration.

Please sign this statement in the appropriate space acknowledging that you have read and understand the provisions contained herein. Return this document as part of your application packet.

Bidders

I/We agree to comply with the Civil Rights Laws listed above that govern employment rights of minorities, women, Vietnam veterans, handicapped and aged persons.



Signature



Name of Business

AFFIDAVIT

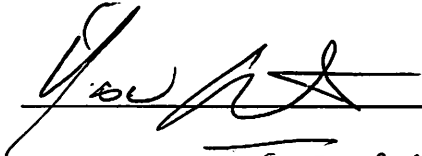
Comes the Affiant, LISA Brunet, and after being first duly sworn, states under penalty of perjury as follows:

1. ^{My} ~~His/Her~~ name is LISA Brunet and he/she is the individual submitting the proposal or is the authorized representative of DL2P Group LLC, the entity submitting the proposal (hereinafter referred to as "Proposer").
2. Proposer will pay all taxes and fees, which are owed to the Lexington-Fayette Urban County Government at the time the proposal is submitted, prior to award of the contract and will maintain a "current" status in regard to those taxes and fees during the life of the contract.
3. Proposer will obtain a Lexington-Fayette Urban County Government business license, if applicable, prior to award of the contract.
4. Proposer has authorized the Division of Central Purchasing to verify the above-mentioned information with the Division of Revenue and to disclose to the Urban County Council that taxes and/or fees are delinquent or that a business license has not been obtained.
5. Proposer has not knowingly violated any provision of the campaign finance laws of the Commonwealth of Kentucky within the past five (5) years and the award of a contract to the Proposer will not violate any provision of the campaign finance laws of the Commonwealth.
6. Proposer has not knowingly violated any provision of Chapter 25 of the Lexington-Fayette Urban County Government Code of Ordinances, known as "Ethics Act."

Continued on next page

7. Proposer acknowledges that "knowingly" for purposes of this Affidavit means, with respect to conduct or to circumstances described by a statute or ordinance defining an offense, that a person is aware or should have been aware that his conduct is of that nature or that the circumstance exists.

Further, Affiant sayeth naught.

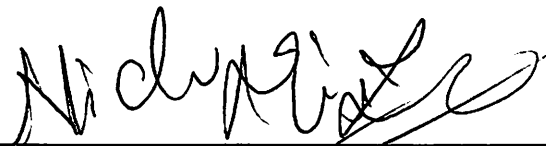


STATE OF TEXAS

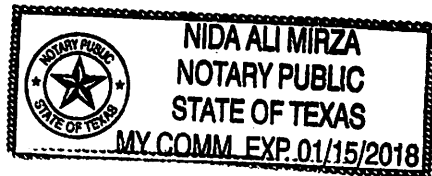
COUNTY OF HARRIS

The foregoing instrument was subscribed, sworn to and acknowledged before me by Lisa Ann Brunet on this the 25th day of April, 2016.

My Commission expires: 01-15-2018



NOTARY PUBLIC, ~~STATE OF TEXAS~~



As a Small Business, we are not required to have an Affirmative Action Policy, though it is the policy of DLZP Group to provide equal employment opportunities without regard to race, color, religion, sex, national origin, age, disability, marital status, veteran status, sexual orientation, genetic information or any other protected characteristic under applicable law.

WORKFORCE ANALYSIS FORM

Name of Organization: DLZP Group LLC

Categories	Total	White (Not Hispanic or Latino)		Hispanic or Latino		Black or African-American (Not Hispanic or Latino)		Native Hawaiian and Other Pacific Islander (Not Hispanic or Latino)		Asian (Not Hispanic or Latino)		American Indian or Alaskan Native (not Hispanic or Latino)		Two or more races (Not Hispanic or Latino)		Total		
		M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	
Administrators											2						2	
Professionals		2					1										2	1
Superintendents																		
Supervisors		1	1														1	1
Foremen																		
Technicians		2								1							3	
Protective Service																		
Para-Professionals																		
Office/Clerical										1							1	
Skilled Craft																		
Service/Maintenance																		
Total:		5	1				1			2	2						7	4

Prepared by: Lisa Brunet, President
(Name and Title)

Date: 4 / 22 / 2016
Revised 2015-Dec-15



ATTACHMENTS



**WOMEN OWNED SMALL BUSINESS (WOSB) PROGRAM
CERTIFICATION – ECONOMICALLY DISADVANTAGED or EDWOSB**

All EDWOSBs that are interested in submitting an offer on a solicitation that has been set aside for WOSBs under the EDWOSB Program must complete this certification prior to submitting the offer. This includes checking all of the boxes and having an authorized officer of the EDWOSB sign and date the certification. Once the certification is complete, you must upload it to the WOSB Program Repository along with all other required documents as outlined in the Compliance Guide for the WOSB Program (go to www.sba.gov/wosb). For inquiries or questions, please e-mail wosb@sba.gov.

Please read carefully the following certification statements. The Federal government relies on the information in this form and any documents or supplemental information submitted to determine whether the business is eligible for a contract authorized under the WOSB Program. The definitions for the terms used in this certification are set forth in the Small Business Act, SBA regulations (13 C.F.R. Part 127), and also any statutory and regulatory provision referenced in those authorities. In addition, please note that the U.S. Small Business Administration (SBA) may request further clarification or supporting documentation in order to assist in the verification of any of the information provided and that each person signing this certification may be prosecuted if they have provided false information. Any action taken with respect to this certification does not affect the Government's right to pursue criminal, civil or administrative remedies for incorrect or incomplete information given, even if correct information has been included in other materials submitted to SBA.

The undersigned has reviewed, verified and certifies that (all boxes must be checked):

(i) The concern is certified as an EDWOSB in accordance with Section 8(m) of the Small Business Act, by an SBA-approved third-party certifier.

Yes No

(ii) The concern is in receipt of a decision by an SBA-approved third-party certifier, that the concern does not qualify as an EDWOSB in accordance with Section 8(m) of the Small Business Act.

Yes No

(iii) Since the date of the firm's receipt of a decision by an SBA-approved third-party certifier affirming its eligibility as an EDWOSB in accordance with Section 8(m) of the Small Business Act, there have been no changes in circumstance affecting the concern's eligibility.

Yes No

(iv) It is currently certified by the U.S. Small Business Administration as an 8(a) BD Program Participant and the 51% owner is an economically disadvantaged woman (or women).

Yes No N/A Explain why N/A:



(v) If a corporation, the stock ledger and stock certificates evidence that at least 51% of each class of voting stock outstanding and 51% of the aggregate of all stock outstanding is unconditionally and directly owned by one or more women. In determining unconditional ownership of the concern, any unexercised stock options or similar agreements held by a woman will be disregarded. However, any unexercised stock option or other agreement, including the right to convert non-voting stock or debentures into voting stock, held by any other individual or entity will be treated as having been exercised.

Yes No N/A Explain why N/A:

(vi) If a partnership, the partnership agreement evidences that at least 51% of each class of partnership interest is unconditionally and directly owned by one or more economically disadvantaged women.

Yes No N/A Explain why N/A:

Not a Partnership

(vii) If a limited liability company, the articles of organization and any amendments, and operating agreement and amendments, evidence that at least 51% of each class of member interest is unconditionally and directly owned by one or more economically disadvantaged women.

Yes No N/A Explain why N/A:

(viii) The birth certificates, naturalization papers, or passports for owners who are women show that the business concern is at least 51% owned and controlled by economically disadvantaged women who are U.S. citizens.

Yes No

(ix) The ownership by economically disadvantaged women is not subject to any conditions, executory agreements, voting trusts, or other arrangements that cause or potentially cause ownership benefits to go to another.

Yes No

(x) The 51% ownership by economically disadvantaged women is not through another business entity (including employee stock ownership plan) that is, in turn, owned and controlled by one or more economically disadvantaged women.

Yes No

(xi) The 51% ownership by economically disadvantaged women is held through a trust, the trust is revocable, and the economically disadvantaged woman is the grantor, a trustee, and the sole current beneficiary of the trust.



Yes No N/A Explain why N/A:

(xii) The management and daily business operations of the concern are controlled by one or more economically disadvantaged women. Control means that both the long-term decision making and the day-to-day management and administration of the business operations are conducted by one or more economically disadvantaged women.

Yes No

(xiii) An economically disadvantaged woman holds the highest officer position in the concern and her resume evidences that she has the managerial experience of the extent and complexity needed to run the concern.

Yes No

(xiv) The economically disadvantaged woman manager does not have the technical expertise or possess the required license for the business but has ultimate managerial and supervisory control over those who possess the required licenses or technical expertise.

Yes No N/A Explain why N/A:

(xv) The economically disadvantaged woman who holds the highest officer position of the concern manages it on a full-time basis and devotes full-time to the business concern during the normal working hours of business concerns in the same or similar line of business.

Yes No

(xvi) The economically disadvantaged woman who holds the highest officer position does not engage in outside employment that prevents her from devoting sufficient time and attention to the daily affairs of the concern to control its management and daily business operations.

Yes No

(xvii) If a corporation, the articles of incorporation and any amendments, articles of conversion, by-laws and amendments, shareholder meeting minutes showing director elections, shareholder meeting minutes showing officer elections, organizational meeting minutes, all issued stock certificates, stock ledger, buy-sell agreements, stock transfer agreements, voting agreements, and documents relating to stock options, including the right to convert non-voting stock or debentures into voting stock evidence that one or more economically disadvantaged women control the Board of Directors of the concern. Economically disadvantaged women are considered to control the Board of Directors when either: (1) one or more economically disadvantaged women own at least 51% of all voting stock of the concern, are on the Board of Directors and have the percentage of voting stock necessary to overcome any



super majority voting requirements; or (2) economically disadvantaged women comprise the majority of voting directors through actual numbers or, where permitted by state law, through weighted voting.

Yes No N/A Explain why N/A:

(xviii) If a partnership, the partnership agreement evidences that one or more economically disadvantaged women serve as general partners, with control over all partnership decisions.

Yes No N/A Explain why N/A:

Not a Partnership

(xix) If a limited liability company, the articles of organization and any amendments, and operating agreement and amendments evidence that one or more economically disadvantaged women serve as management members, with control over all decisions of the limited liability company.

Yes No N/A Explain why N/A:

(xx) No males or other entity exercise actual control or have the power to control the concern.

Yes No

(xxi) The economically disadvantaged woman upon whom eligibility is based has read the SBA's regulations defining economic disadvantage and can demonstrate that her personal net worth is less than \$750,000, excluding her ownership interest in the concern and her equity interest in her primary personal residence.

Yes No

(xxii) The personal financial condition of the woman claiming economic disadvantage, including her personal income for the past three years (including bonuses, and the value of company stock given in lieu of cash), her personal net worth and the fair market value of all of her assets, whether encumbered or not, evidences that she is economically disadvantaged.

Yes No

(xxiii) The adjusted gross income of the woman claiming economic disadvantage averaged over the three years preceding the certification does not exceed \$350,000.

Yes No

(xxiv) The adjusted gross income of the woman claiming economic disadvantage averaged over the three years preceding the certification exceeds \$350,000; however, the woman can show that this income level was unusual and not likely to occur in the future, that losses commensurate with and



directly related to the earnings were suffered, or that the income is not indicative of lack of economic disadvantage.

Yes No N/A Explain why N/A:

Has not exceeded \$350,000.

(xxv) The fair market value of all the assets (including her primary residence and the value of the business concern but excluding funds invested in an Individual Retirement Account or other official retirement account that are unavailable until retirement age without a significant penalty) of the woman claiming economic disadvantage does not exceed \$6 million.

Yes No

(xxvi) The woman claiming economic disadvantage has not transferred any assets within two years of the date of the certification.

Yes No

(xxvii) The woman claiming economic disadvantage has transferred assets within two years of the date of the certification. However, the transferred assets were: (1) to or on behalf of an immediate family member for that individual's education, medical expenses, or some other form of essential support; or (2) to an immediate family member in recognition of a special occasion, such as a birthday, graduation, anniversary, or retirement.

Yes No N/A Explain why N/A:

Has not transferred any assets.

(xxviii) SBA, in connection with an examination or protest, has not issued a decision currently in effect finding that this business concern does not qualify as an EDWOSB.

Yes No

(xxix) All required documents verifying eligibility for the EDWOSB requirement have been submitted to the WOSB Program Repository, including any supplemental documents if there have been changes since the last representation, or will be submitted to the contracting officer if the repository is unavailable and then posted to the WOSB Program Repository within thirty (30) days of the repository becoming available.

Yes No

All the statements and information provided in this form and any documents submitted are true, accurate and complete. If assistance was obtained in completing this form and the supporting



documentation, I have personally reviewed the information and it is true and accurate. I understand that these statements are made for the purpose of determining eligibility for a WOSB Program contract.

I understand that the information submitted may be given to Federal, State and local agencies for determining violations of law and other purposes. The certifications in this document are continuing in nature. Each WOSB or EDWOSB prime contract for which the EDWOSB submits an offer/quote or receives an award constitutes a restatement and reaffirmation of these certifications.

I understand that the EDWOSB may not misrepresent its status as an EDWOSB to: 1) obtain a contract under the Small Business Act; or 2) obtain any benefit under a provision of Federal law that references the WOSB Program for a definition of program eligibility.

Warning: By signing this certification you are representing on your own behalf, and on behalf of the WOSB, that the information provided in this certification, and any document or supplemental information submitted, is true and correct as of the date set forth opposite your signature. any intentional or negligent misrepresentation of the information contained in this certification may result in criminal, civil, or administrative sanctions including, but not limited to: 1) fines of up to \$500,000, and imprisonment of up to 10 years, or both, as set forth in 15 U.S.C. § 645 and 18 U.S.C. § 1001, as well as any other applicable criminal laws; 2) treble damages and civil penalties under the False Claims Act; 3) double damages and civil penalties under the Program Fraud Civil Remedies Act; 4) suspension and/or debarment from all Federal procurement and non-procurement transactions; and 5) program termination.

I am an officer of the WOSB authorized to represent it and sign this certification on its behalf.

x

06 /02 /2015

Signature

Date (Month/Day/Year)

Print Name (First, Middle, Last) Lisa Brunet

Title President, Managing Partner

Business Name DLZP Group LLC

DUNS # 07-099-3812

PLEASE NOTE: According to the Paperwork Reduction Act, you are not required to respond to this information collection unless it displays a valid OMB approval number. The estimated burden for completing this form, including reading the instructions and compiling the information, is 2 hours. If you have questions or comments concerning this estimate or other aspects of this information collection, please contact the US Small Business Administration, Chief, Administrative Information Branch, Washington, D.C. 20416 and/or SBA Desk Officer, Office of Management and Budget, New Executive Office Building, Room 10202, Washington, D.C. 20503.

Attachment A

Attachment A contains a list of the technologies used by the Lexington-Fayette Urban County Government. Please enter the average experience (years) of qualified employees who may provide IT services in the Experience column. You may enter the number of employees the average applies to, e.g. "5 years, 3 employees". The Comments column should be used to provide LFUCG with information that should be considered during the vendor selection process.

Technology	Experience	Comments
Microsoft Windows 2003, 2008, 2012, 2016	5+ Years	
Microsoft Windows 7, 8, 10 Desktop	5+ Years	
Microsoft Office 365, Architecture and Design	N/A	
Microsoft PowerShell	5+ Years	
Microsoft Active Directory	5+ Years	
Microsoft Exchange 2010, 2013	N/A	
AIX versions 5.x, 6.x, 7.x	5+ Years	
Linux	5+ Years	
Internet Information Server (IIS)	5+ Years	
F5 BigIP	N/A	
VMware	5+ Years	
VMware VirtualCenter	5+ Years	
VMware ESX	5+ Years	
Microsoft Access	5+ Years	
Microsoft SQL Server 2008, 2012, 2014, 2016	5+ Years	
Oracle Database 10, 11, 12, 13	5+ Years	
SharePoint Services (on premise and cloud)	5+ Years	
Microsoft Office SharePoint Server	5+ Years	
Microsoft .NET Framework 2+	5+ Years	
Microsoft Project Server	N/A	
ESRI Geodatabase (10.2.1 and higher)	N/A	
ESRI ArcGIS for Server (10.2.1 and higher)	N/A	
ESRI ArcGIS for Desktop (10.2.1 and higher)	N/A	
ESRI ArcGIS Online (10.2.1 and higher)	N/A	
ESRI ArcReader (10.2.1 and higher)	N/A	
Visual Studio	5+ Years	
VBA	5+ Years	
Python	5+ Years	
JavaScript	5+ Years	
HTML5	5+ Years	
C#	5+ Years	
C++	5+ Years	
Ruby	5+ Years	
Ruby on Rails	5+ Years	
Visual Basic 6.0	5+ Years	

Technology	Experience	Comments
ASP.NET	5+ Years	
VB.NET	5+ Years	
jQuery	5+ Years	
Web Services	5+ Years	
PHP Development	5+ Years	
RPG IV	N/A	
BCD Presto	N/A	
ADO	N/A	
Moodle	5+ Years	
AJAX	5+ Years	
Node.js	5+ Years	
Chef, Puppet, Troposphere	5+ Years	
Amazon Web Services (AWS) Architecture	5+ Years	
Amazon Web Services (AWS) DevOps	5+ Years	
Microsoft Azure Architecture	5+ Years	
Microsoft Azure DevOps	5+ Years	
Palo Alto Firewalls	N/A	
Splunk	5+ Years	
Switching & Routing	N/A	
Vulnerability Scanning (Nessus)	N/A	
Patch Management	5+ Years	
IBM BigFix	N/A	
PeopleSoft HCM 9.0	5+ Years	
PeopleSoft FSCM 8.9	5+ Years	
PeopleTools 8.49	5+ Years	

Attachment B

Attachment B contains a list of services the Lexington--Fayette Urban County Government may need provided. Please use the notes column to identify any information that should be considered during the vendor selection process. Exceptions to billing should be included in the notes, e.g. weekend rate adjustments.

Service		Rate	Notes
Software Development	ASP.NET C# JavaScript Ruby Ruby on Rails C++ HTML5 VB.NET Python Visual Basic 6.0 ESRI ArcGIS ADO 2.X + Web Services Microsoft Access	N/A	*On Demand, contact for pricing.
Database Design	SQL Server SQL Server Express MySQL ESRI Enterprise Geodatabase Oracle	\$185/165	\$185 hr onsite \$165 hr remote
Consulting	Disaster Recovery/Bus Continuity Technical Requirements Gathering IT Strategic Planning IT Governance IT Project Management Certified Project Management (PMP) Network Technologies Software Development PeopleSoft HCM (9.0) PeopleSoft FSCM (8.9)	N/A \$185/165 \$185/165 N/A \$195/175* \$195/175* N/A N/A \$185/165 \$185/165	\$185 hr onsite \$165 hr remote *\$195 hr onsite *\$175 hr remote
Server Application Implementation	Microsoft SharePoint Microsoft Project Server Microsoft SQL Server Microsoft Exchange Microsoft Windows VMware Virtual Center VMware ESX ESRI ArcGIS Server	N/A	*On Demand, contact for pricing.

Service		Rate	Notes
Training	Microsoft SharePoint Microsoft Project Server Microsoft SQL Server Visual Studio Team Suite Visual Studio 2008 VMware	N/A	*On Demand, contact for pricing.
Network Support	F5 BigIP Microsoft Active Directory Microsoft Windows VMware	N/A	*On Demand, contact for pricing.
Information Security	Policy Development and Review Planning and Analysis Penetration Testing Vulnerability Testing Risk Management Assessment Info Security Audit and Compliance Info Security Remediation Info Security End-User Training	N/A	*On Demand, contact for pricing.
Enterprise DevOps & "Cloud"	Cloud Architecture and Design Code Deployment and Maintenance Enterprise System Administration Version Control Infrastructure as Code (IaC) Platform as a Service (Paas) Software as a Service (SaaS) Infrastructure as a Service (IaaS)	\$185/165 N/A N/A N/A \$185/165 \$185/165 \$185/165 \$185/165	\$185 hr onsite \$165 hr remote



RESUMES

Victoria Ngarandi

Profile

- Global consultant with strong requirements-gathering, system configuration, and project implementation skills.
- Creative problem solver with a unique ability to develop solutions for complex business, financial and technical challenges.
- Seamless systems integrator with strong knowledge transfers.
- Exceptional track record that demonstrates self-motivation, innovation and initiative to learn and teach new technologies

Skills

Operating Systems: DOS, Win9x, Win 2k/NT, minimal UNIX experience, scripting

PeopleSoft: workflow, reports, people tools, user productivity kits, process/data flows, base tables, control tables configuration, interface tables, standard APIs used for data

Reporting Tools: NVision, Query/Crystal, SQR/SQL, Cognos

Application Software: MS Exchange 5.5. , SQL, SQR server, MS Office Suite

Experience

INVESTMENT FIRM | AP/AM LEAD | PEOPLESOFT FINANCIALS 9.2 IMPLEMENTATION

- Lead the Accounts payable and Asset Management team through a new PeopleSoft Financial ERP solution implementation.
- Conducted Discovery sessions, Fit/Gap sessions and training for AM and AP.
- Provided functionality expertise in planning, requirement collection, design, build, testing, training, deployment, and support phases of the project
- Guided the client with the most effective solution available for complex business requirements
- Created deliverables as required by the project; major examples include Requirements Document, Fit/Gap Analysis Document, Functional Design Document, Test Scripts and Training Manuals for AM and AP
- Coordinated deliverables with technical and business resources.
- Developed and deployed training material to end users.
- Developed and Imported of Vendors in to PeopleSoft using Excel To Cl.
- Developed and Imported Asset data into PeopleSoft using Excel To Cl.
- Configured both AM and AP Environments.
- Guided client in Configuring/ Training and processing of 1099.
- Trained client on AP Bank interfaces, positive pay file export and bank reconciliation.

INVESTMENT FIRM | AP/AM LEAD | PEOPLESOFT FINANCIALS 9.2 IMPLEMENTATION

- Performed business process review for AP and AM process.
- Performed Fit-GAP analysis to gather requirements for AP and AM implementation.
- Performed conference room pilots to demonstrate AM and AP functionality.
- Documented/ Created process flows for AP and AM business processes.
- Designed and configured AP and AM multi-currency business units.
- Configured AP Business units for Vat processing.
- Configured AP Business units/ suppliers for 1099 processing.
- Configured Locations, Calendars, Asset Books and created AM Business Units.
- Developed Training as well as test scripts for client.
- Conducted end to end training for AP and AM.
- Instructed client on AP bank reconciliation process and importing BAI files.
- Configured and coordinated with Technical team on AP bank interfaces.

GLOBAL COURIER SERVICE | TRAINER | ESETTLEMENTS TRAINING

- Developed eSettlements Training User Guide and student guides
- Conducted eSettlements training

LARGE METROPOLITAN HOSPITAL | SENIOR REAL ESTATE MANAGEMENT (REM) FUNCTIONAL CONSULTANT

- Conducted REM fit-gap analysis using business requirements and delivered a functionality matching document of PeopleSoft and legacy system.
- Participated in discovery sessions then conducted REM fit sessions.
- Tying REM process's to the state's business requirements and providing workarounds while ensuring best practices are followed.
- Setup of REM transaction routing codes, Lease administration roles, Lease amendments types, Accounting rules, etc.
- Knowledge transfer/training on REM module and integration processes.
- REM test script development/execution of test scripts/ test scenarios.
- Liaison with the technical team for service request development.
- Documentation of step-by-step instructions/ training manual on Real Estate Management.
- Development of the following deliverables – Discovery notes, Fit session notes, Fit session Summary document, Business requirement document, and Configuration document.

STATE AGENCY | SENIOR ASSET MANAGEMENT FUNCTIONAL CONSULTANT | ERP IMPLEMENTATION

- As the Senior Asset Management Functional Consultant, provided support and direction to the state's Asset Management module lead an SME.
- Asset Management functional support/direction to the state's Asset Management Module lead and SME.
- Functional configuration for PeopleSoft Asset Management, which included Asset Books, General Ledger Accounting entry templates, Transaction Codes, Book Codes, Transaction Groups' chart field mapping templates.
- Asset management system integration with project costing, accounts payable, purchasing, accounts receivable and general ledger.
- Documentation of step-by-step instructions/ training manual on asset management using UPK. The steps included but were not limited to the following: setting up capital and operating leases, transfers and workflow, asset integration with other modules, month-end and year-end procedures.
- Asset management test script development/execution of test scripts and test scenarios.
- Functional asset management conversions support for all state-wide assets, including: trouble shooting asset loading issues, converted asset process failures, and provided solutions on dealing with assets purchased before 1900.

US GOVERNEMENT AGENCY | FUNCTIONAL CONFIGURATION CONSULTANT | PEOPLESOFT CONFIGURATION

- Setup the following: Asset books, Accounting Entry Templates, Transaction Codes, Book Codes, Transaction Groups Chart field Mapping Templates, Depreciation calendars, conventions, schedules, terms, limits and depreciation expenses allocations.
- Performed configuration of Asset Management Chart fields, including AP, PO, and GL Integration.
- Knowledge transfer and training of Asset Management process flow for: basic, express, retirements, adjustments, additions, month-end depreciation processes, transfers and flexible report format creation.
- Produced Asset Management functional design specs depending on user requirements. Also developed functional requirements, process flows and managed configuration of workload. Gathered system requirements, schedules, and planned implementation strategies; familiarized users with capabilities of AM data processing.

FINANCIAL SERVICES COMPANY | FUNCTIONAL CONFIGURATION CONSULTANT | PEOPLESOFT FINANCIALS IMPLEMENTATION

- As Functional Configuration Consultant, provided Analysis, design, development, and implementation of PeopleSoft financial modules including, PO, AP, AM, the integration to the GL.
- Performed fit-gap analysis of the business requirements and delivered functionality matching of PeopleSoft and legacy system.
- Liaison between Subject Matter Experts and technical team to produce functional specifications. Developed specifications for data mapping and migration.
- Developed user training manuals with aid of the UPK for GL, PO, and AM module.
- Designed configured, integrated, and tested development of project plans; designed and developed list conceptual design documents for processes in Asset Management and General Ledger.

Education

BS | UNIVERSITY OF ZIMBABWE

- Major: Management Information Systems
- Diploma: Accounting, CTC London UK
- Diploma: Information Processing (CCosa Zimbabwe)
- Diploma: Computer programming (ACP UK) COBOL Associates in sciences (North Lake College) USA

Roger Tidey

Profile

- Highly accomplished Finance and Accounting professional with a depth of experience in both accounting and technology.
- Excellent written and verbal communication skills, with specific ability to translate complex financial information into an organized and presentable manner.
- Strong leadership ability evidenced by the successful formation of several teams and organizations.

Experience

DLZP GROUP | CONSULTANT

Provide DLZP Customers with over 20 years of experience in Accounting & Technology. As a consultant, I regularly fulfill the role of Analyst, Project Manager, Technical Support and Solutions Architect for products/services centered around Cloud Based PeopleSoft Implementations.

Implement/Support/Administer/Enhance PeopleSoft FMS 9.2 application Modules

General Ledger	Project Costing	Billing
Accounts Payable	Accounts Receivable	Asset Management
Travel & Expense	Treasury	Budgeting

Implementation:

Fit/Gap Analysis
Conversion
External System Integrations

Support:

Journal Processing
Multicurrency
Consolidation
Equitization
Close
Reconciliation

Administration:

Security
Process Scheduler
Integration Broker
Web Services
Tree Manager
Component Interface

Enhance:

PS nVision
Query
Work Center
Pagelet

TELECOMMUNICATIONS COMPANY | SENIOR FINANCIAL PLANNING AND REPORTING ANALYST

As a senior member of the Accounting Team, I played a principal role in all aspects of accounting. Using a foundation of strong analytical and cognitive reasoning abilities, I contributed to the company in areas such as: Financial Audits, Regulatory Filings, Acquisitions, ERP Transitions, Budgets, Forecasts, Feasibility Studies and other Financial Reporting.

Primary accomplishments include:

- Monthly Financial Reporting.
- Operational reports, executive dashboards and scorecards.
- Reviewing financial results for trends. Making inquiries of Business Unit Leaders to gain insight into financial performance and variance analysis. Present analysis and findings in both verbal and written formats to all levels of management. Influences appropriate action to ensure financial results and objectives are maximized.
- 5 Quarter Rolling Budget, with Monthly Forecast, Budget, and Actual Review.
- Develop and implement systems/procedural improvements to increase productivity and quality of reporting and analysis.
- Participate in project team environment to implement process improvements. • Ensure the accuracy of the organization's financial results by recognizing and preventing misrepresentation, concealment, or omission of information.
- Use prior knowledge and experience to effectively and actively participate in business planning session and support the development of short and long-range financial and business plans.
- Proactively identify FP&A IT control weaknesses by thoroughly analyzing system related issues (i.e. data inaccuracy, incompleteness, errors, system failures, etc.), prioritize the risks, and research and implement viable solutions that use appropriate IT technologies
- Audit reporting and analysis.

TRANSPORTATION COMPANY | CONTROLLER/GENERAL MANAGER

Senior Accounting role for this privately held family owned business. Primary responsibility was for the company's financial and accounting processes, including Financial Reporting, AR, AP and Driver Settlement. The role was further expanded to include management responsibility for the Houston Terminal.

TELECOMMUNICATIONS COMPANY | OPERATIONS MANAGER

Project manager for the construction of the Wireless Broadband Network, the position was expanded to include overall operations management upon completion of the network. Position managed all aspects of a Wireless Broadband Service Provider from construction to daily operations.

SOFTWARE COMPANY | NETWORK OPERATIONS MANAGER

Responsible for hiring, training, and managing operations for Customer Service, Technical Support and the Network Operations Center. This included writing detailed Standard Operating Procedures, Scheduling, Training Manuals, Oral Presentations and supervision of ongoing goals and tasks for each of our employees. This position called for a unique blend of technical competency and managerial skills.

Education

Midwestern State University, Wichita Falls, TX
Bachelor's Degree with major in Accounting 1997

Mark Gavora

Profile

Senior Learning and performance leader with 20 years of experience in training operations/employee learning, organizational development, technology integration and change management. Deep understanding of learning and cognition from starting my career as a Human Learning Research Scientist. Key accomplishments include:
 Creating Training, Transformation, Change Management and Technology functions from inception.
 Driving a global business transformation that reduced annual SG&A Costs by \$26 million
 Restructuring training operations increasing efficiency by up to 300% while maintaining or improving effectiveness
 Architecting infrastructure and leading eLearning (e.g., UPK) solutions for up to 12,000 concurrent users globally
 Leading a Fortune 500 HR Transformation that saved \$4 million and achieved top HR service satisfaction levels

Skills

- HTML
- JavaScript
- PVCS
- VMS
- FTP
- UPK
- Microsoft Project/Office
- DHTML
- Visual Basic
- Oracle
- PL/I
- Hyperion Financial Management
- PeopleSoft
- SAP
- CSS
- SQL
- C
- Smart View
- Systat
- Toolbook
- OBIEE
- Captivate
- DB2
- Cobol
- Dreamweaver
- SPSSx
- Visio

Experience

CONTRACT/CONSULTING | DIRECTOR, BUSINESS TRANSFORMATION AND CHANGE

Led multi-disciplined teams in supporting HR, Finance, Business Intelligence and Auditing transformations.

- Leadership
 - Managed teams of FTEs, contractors and offshore resources for global (India, Ireland, Canada, China, etc.) efforts
 - Served as a PMO member for larger enterprise-wide projects
 - Defined staffing requirements then staffed FTE, Contractor and Offshore resources
 - Created and justified annual budgets, led FTEs in creating knowledge management, learning and LMS solutions
 - Defined consulting practice focus and methodologies
 - Responded to RFPs, estimated consulting projects, and annual budgets for internal departmental functions

Learning/Training

- Crafted and drove learning and talent management strategies to build and/or restructure learning practices
- Transformed reactive training practices into valued partners with trusted learning advisors
- Created partnering relationships with executives and key business partners to support operational needs
- Led the change and training initiatives for ERP Solutions (**PeopleSoft** 9.0 and 9.1—HCM, Finance, ALM, SCM, AP, P2P; **Oracle R12**—EBS, HCM, Financials, EAM, P2P, iProcurement, Sourcing, Fixed Assets, General Ledger, WebADI, SmartView, Hyperion, OBIEE; **Chesapeake**—T-Recs and **Informatica**—Data Quality Analyst)
- Defined integration plans for LMS, Knowledge Management, blended learning, etc. into HR & Training operations
- eLearning Architect for global companies: Defined and implemented UPK solutions for 12,000 concurrent users
- Established organizational and governance models; SLAs, performance measures and standards
- Created metrics and measures to justify continued investment in learning and development
- Worked with executives across HR, Operations and IT to build business cases and transformation roadmaps for LMS implementations as part of a broader enterprise wide talent management solution
- Analyzed learners and designed constructivist solutions to sustain engagement & yield performance results
- Implemented blended learning solutions (role-play, instructor-led and eLearning) based on audience needs

Organizational Effectiveness/Development

- Defined strategies and created roadmaps to align training operations with world class efficiency and effectiveness
- Defined Learning and Performance organization structures with associated roles and responsibilities
- Realigned direct reports (managers and individual contributors) based on a goodness of fit with business needs
- Built employee development and succession plans. Identified high-potential employees
- Created process improvement methodologies and standards. Defined roles and policies to support changes
- Partnered with leadership to create, define and select steering teams then assured a strong foundation for change
- Assessed change readiness and created communication plans, stakeholder analyses and alignment initiatives

CONTRACT/CONSULTING | MANAGER, HR TRANSFORMATION

Led business reorganization and change management initiatives.

- Defined strategies and enabled business to achieve performance goals. Identified \$26 million annually in savings.
- Supported global divestiture of a Fortune 500 company. Responsible for Asia-Pacific operations out of Hong Kong.
- Developed competency creation methodologies as part of a larger strategic talent management initiative
- Managed change for organizational (divestiture) and technology (**SAP SRM**, E-Sourcing, and MDM) transformations
- Completed readiness assessments, stakeholder analyses, communications plans, and training strategies

CONTRACT/CONSULTING | PRINCIPAL

Created and led training programs to support migration to centralized training services and led OCM efforts.

Leadership

- Wrote proposals and negotiated contracts with clients
- Site project manager for all resources on **Oracle 11i** (iProcurement, HRMS, Inventory, EAM) initiatives
- Mentored employees and junior consultants on completing deliverables and developing partnering relationships
- Worked with budgets and selected staff, defined scope and led deliverable production
- Learning/Training
- Defined strategies for improving learning practices, building corporate universities and optimizing shared service operations consistent with leading peer organizations
- Led training teams in creating blended, eLearning (e.g., UPK) and soft-skills solutions based on needs analyses
- Spearheaded the use of immersive soft-skills training combined with managed training technology to deliver superior retention and performance results
- Addressed integration with LMSs to support administration, structured delivery and certification requirements
- Created internal client training and change management consulting functions
- Site leader for restructuring initiatives overseeing deliverable production and directing daily operations
- Organizational Effectiveness/Development
 - Created strategies and roadmaps to transform HR operations (e.g., employee relations, staffing services, training, data management, career planning, strategic workforce planning, etc.) in line with leading peer organizations
 - Developed business cases based on hard dollar ROI and assured initiatives demonstrated organizational value
 - Defined organizational structures for consolidation, clarified roles and core competencies
 - Worked with IT, PMO, Business area, Training, and Communications to implement enterprise-wide applications
 - Applied Lean Six Sigma to identify and implement improvement opportunities in HR and Corporate Services

Education

- PhD studies at Rice University, Houston, TX, Major—Human Factors Psychology (Human/Computer Interaction)
- MS, Florida State University, Tallahassee, FL, Major—Instructional Systems
- BA, The University of Texas at San Antonio, Major—Psychology

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- Gavora, M. J. (1992). **Efficacy of Multimedia Instruction and an Introduction to Digital Multimedia Technology.** [Microform] (D 301.45/27-4:1992-0031)

Professional Memberships

- International Association for Human Resources Information Management (IHRIM)
- Society for Human Resource Management (SHRM)
- Organizational Development Network (ODN)
- American Society for Training and Development (ASTD)

Muhammed Sajeed

Profile

- Over 5+ years of experience in Database, PeopleSoft and Unix Administration.
- Involved in full lifecycle Oracle PeopleSoft ERP implementation, upgrade and production support from onsite as well as offshore.
- Worked on both Oracle and SQL server along with PeopleSoft application
- Experience in installation, configuration and support of Oracle, PeopleSoft, BEA Tuxedo, Oracle Web logic, OEM11g, Cobol Compiler, and BO Crystal Report in both Windows and Linux platforms.
- Upgrade of People Tool to the latest version(PT850,PT851,PT852,PT853)
- Experience in Oracle 10g RAC and ASM and Configuring High-Availability Systems.
- Proactively monitor Web Servers, Application Servers, Process Schedulers, middleware (Web logic and Tuxedo) and tune for optimum performance and respond to outages.
- Perform upgrades of PeopleSoft system like patch ,bundles, MPs
- Knowledge in database refreshing using Oracle Data pump, RMAN, Cold backup for oracle and SQL server
- Tuning of the Oracle database to improve the performance of the PeopleSoft Application
- Installation and Administration on Third party software's.
- PeopleSoft application integration on HCM & FSCM.
- Worked on Cloud based systems or Virtual environments like AWS EC2 and knowledge in Amazon RDS.
- Extensive knowledge and expertise in Linux, and windows Administration
- 24*7 on call support for all application related issues on routine basis.

Skills

RDBMS: Oracle 9i, 10g, 11g, MS SQL Server (2005, 2008, R2, 2012)

Operating systems: OEL, RHEL, Cent OS, HP-UX, IBM AIX and Windows server.

PeopleSoft Tools: PT 8.47, 8.49, 8.50, 8.51, 8.52 8.53, (HCM, FSCM and CAMPUS SOLUTION)

Third party Tools: BEA Tuxedo, BEA and Oracle Web logic, Micro focus COBOL compiler, SES11g, Verity

Tools/Utilities: FTP, TOAD, EXP, IMP, EXPDP, IMPDP, SQL Plus, OEM11g, Load runner

Enterprise Manager: OEM11g, OEM12c

Experience

FINANCIAL INSTITUTE | PEOPLESOFT DBA

- Configuration of PUM (PeopleSoft update manager) and extract change package from image server and apply to Dev/QA and prod.
- Support for Port upgrade related issues.
- Configuration of SSL, IB and REN server etc.
- 24*7 support for all application and database related issues.

FINANCIAL INSTITUTE | PEOPLESOFT DBA

- People Tool upgrade from PT 853 to PT 854
- PUM IMAGE upgrade to DEV/TEST and PROD
- Configuration of PUM (PeopleSoft update manager) and extract change package from image server and apply to Dev/QA and prod.
- Installation and Administration on Third party software after upgrade (Nvision and Crystal)
- Support for Port upgrade related issues.

FINANCIAL INSTITUTE | PEOPLESOFT DBA

- Apply latest People Tool patches and bug fix to the system
- Configuration of PUM (PeopleSoft update manager) and extract change package from image server and apply to Dev/QA and prod.
- Support for Port upgrade related issues.
- 24*7 support for all application and database related issues.

INVESTMENT COMPANY | PEOPLESOFT DBA

- Apply latest People Tool patches and bug fix to the system
- Configuration of PUM (PeopleSoft update manager) and extract change package from image server and apply to Dev/QA and prod.
- Support for Port upgrade related issues.
- 24*7 support for all application and database related issues.

MAINTENANCE COMPANY | PEOPLESOFT DBA

- Installation/configuration and tuned Oracle PeopleSoft ERP (PT 854/9.2HRMS and FSCM) application to AWS EC2 servers.
- Configured automatic database backup and refreshing of PeopleSoft application database.
- SSL configuration on ELB and WebLogic nodes and configure IB and report node with SSL URL
- SES Installation and integration with PeopleSoft FSCM/HCM9.2 applications
- Configuration of AWS Elastic load balancers with web logic nodes and setup pro-active alerts.
- 24*7 support for all application and database related issues.

NATIONAL LABORATORY | PEOPLESOFT DBA

- ELM installation and configuration.
- Apply latest people tool 854 patches to the system
- Configuration of PUM (PeopleSoft update manager) and extract change package from image server and apply to Dev/QA and prod.
- Support for Port upgrade related issues.

LEARNING INSTITUTE | PEOPLESOFT DBA

- Testing PeopleSoft CS enrollment process in HP load runner
- Integration of Microsoft Front end Identity manager with PeopleSoft
- Installation of Unitime and Moodle
- Applied people tool patches and MP's

UNIVERSITY | PEOPLESOFT DBA

- Application upgrade from 8.9 to 9.1
- Tools upgrade from PT850 to PT852
- Creating of new COP environment for application upgrade
- Applied people tool patches and MPs

SERVICE PROVIDER | PEOPLESOFT DBA

- Installation & configuration of complete PeopleSoft soft infrastructure for both DEV/UAT & Production
- Configuration and deployment of PeopleSoft Images to Oracle Virtual box
- Configuration of PUM (PeopleSoft update manager) and extract change package from image server and apply to Dev/QA and prod.
- Deployment of PRP (PeopleSoft change patch set) to Image server and apply.
- Configuration of FTP file attachments, REN server etc.

CONSULTING FIRM | PEOPLESOFT DBA

- Successfully migrated and tuned in-house Oracle PeopleSoft ERP application to AWS cloud using AWS EC2 and RDS database.
- Installation and configuration Oracle RDS database/PeopleSoft latest tools and applications in AWS EC2 servers.
- Configured database backup and refreshing of PeopleSoft application database.
- SES11g Installation and integration with PeopleSoft FSCM/HCM9.2 applications.
- Apply Tools patches and application MP's for both HCM 9.1/FSCM 9.1/ CS 9.0 instances.
- Cloning and backup of AWS EC2 database/PeopleSoft machines.
- Complete setup of PeopleSoft application on Amazon Cloud.
- Migration of database from Oracle database 32bit to Oracle database 64 bit.

- Automated the database startup, web, application domains in Windows servers 2008 R2 DC.
- Configuration of AWS Elastic load balancers with web logic nodes and setup pro-active alerts.
- Knowledge in AWS cloud services like EC2 servers, Elastic load balancer, Route53, S3 scalable storage, VPC, SES email servers, Cloud watch etc.
- Setup and monitoring of DB visit replicator for real-time oracle to oracle database data replication

FINANCIAL INSTITUTION | PEOPLESOFT DBA

- Successfully accomplished the design and implementation Installation of complete SQL server database/
- PeopleSoft soft infrastructure for both DEV/UAT & Production
- Installation if IIS RPS sever, apply SSL certificate and enable web logic load balancing.
- Plan and manage the installation of application patches and releases on development, test and production systems.
- Handle all Server related problems like process scheduler, application server, web server etc.
- Manage and tune application servers, web servers for PeopleSoft environments.
- Coordinating & working with DEV & User's during the payroll calendar.
- Apply SQL server Cumulative patches, SPs and hot fixes and people tool patches and MPs.
- Designed and implemented backup and restore databases strategies and recovery
- Configuring DB Maintenance Plans, Checking database consistency periodically using various DBCC commands.
- Creation of Logins, Roles and granting rights.
- Troubleshooting payroll (GPP Process) related performance issue.

Education

BA | COCHIN UNIVERSITY OF SCIENCE AND TECHNOLOGY

- Major: Computer Science and Engineering

Training

Course/Training Vendor

Oracle10g, 11g, Real Application Cluster Oracle University

PeopleSoft admin training Internal training

PeopleSoft upgrade training Internal training

Edward Bandoh

Profile

- Certified PeopleSoft Technology Consultant with over 17 years' experience in PeopleSoft.
- Skills include PeopleSoft, PeopleTools, AIX, DB2, Oracle, Tuxedo, WebSphere, and more.
- Strong background with consulting experience working for Oracle and PeopleSoft.
- Technical Project Lead on multiple projects upgrading PeopleSoft including a hospital and medical insurance company.

Experience

RETAIL/LENDING COMPANY | TECHNICAL PROJECT ADMINISTRATOR/ARCHITECT

- Perform environment infrastructure design and installation of PeopleSoft HCM and FSCM 9.1. on PeopleTools 8.52 environment.
- Adjusted the technical infrastructure for Tools 8.53 and application 9.2.
- Build and configure all the development and testing environment.
- Build all the Production environment, including Load Balancer configuration.
- Support existing PeopleTools 8.50 and application 9.1 Production environment.
- Apply all Maintenance Packs and Tax Updates using Change Assistant.
- Perform tuning and troubleshooting of nVision.
- Perform an assessment of PeopleTools 8.53 and application 9.2.
- Presently installing the 8.53 and 9.2 environments.
- Upgrade of environment from Tools 8.50 to Tools 8.53 and application 9.1 to 9.2.
- Installed and configured Oracle SES and integrated with PeopleSoft.
- Installed and HCM and FSCM 9.2 and updates using PeopleSoft Update Manager (PUM).
- Converted the environment from English only to Multi Language (Canadian French, Italian, and Spanish).

COMPUTER TECHNOLOGY CORP. | TECHNICAL PROJECT ADMINISTRATOR/ARCHITECT

- Perform an assessment for a large Medical Insurance Provider in Pleasanton, CA. This is to do an assessment of their existing 8.8 infrastructure and recommend improvements for their proposed Tools 8.51 and FCM 9.1 environment on IBM p7, DB2 and WebSphere platform.
- Assist with an upgrade for a Hospital in New York.
- Assist a client with an upgrade to Tools 8.51 and application 9.1 using Change Assistant, install and configure Tuxedo and WebLogic to allow for job applicants from the extranet.
- Perform a complete upgrade for large client in Dallas, TX.
- Performed an HCM upgrade from 8.9 to 9.1 for a Fort Worth client. Installed and upgraded both the PeopleTools and application infrastructure on Sun Solaris hardware.
- Assist a large defense contractor with some architecture issues.
- Perform an upgrade for a large insurance company for PeopleTools, HCM, and FCM.
- Performed Administration for a Client in Chicago, including migrations, application of bundles and Tax updates, performance tuning, etc.
- Work as a Technical Lead for a City organization. As part of his role, he performed the Systems administration, worked with the DBA and developers, and architect and configure the HCM, FCM, and Campus Solutions systems for SSL and load balancing.

PUBLIC RELATIONS AGENCY | TECHNICAL PROJECT ARCHITECT/TECHNICAL LEAD

Worked with a team of Architects and developers to perform an assessment of their environment and database. This included:

- An assessment of Oracle 11g versus Microsoft SQL Server 2008.
- A database migration of Informix to one of the databases above.
- An upgrade of PeopleSoft to PeopleTools 8.51 and application 9.1.

AUTOMOTIVE PARTS RETAILER | TECHNICAL PROJECT ARCHITECT/TECHNICAL LEAD

Responsible for architecture design of integration solution between PeopleSoft and third party Real Estate implementation consisting of three applications: OfficeTrax, Expesite, and SiteSeer.

- Assisted a client in fixing some issues with ARUPDATE not picking up Groups
- Designed architecture for integration between PeopleSoft and 3rd party applications.
- Assisted the Data Modeler with the ODS design for data storage.
- Assisted the developer in designing the PeopleSoft integration broker interface.
- Also assisted another client in applying PeopleTools 8.50 patches.

AUTOMOTIVE PARTS RETAILER | TECHNICAL PROJECT ARCHITECT/TECHNICAL LEAD

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U.S. STATE | TECHNICAL PROJECT ADMINISTRATOR

- Assisted the technical infrastructure design.
- Reviewed application and technical architecture deliverables throughout the implementation.
- Supported hardware sizing and capacity planning to support the implementation.
- Installed PeopleTools and applications for all environments.
- Performed production support for existing PeopleSoft production environments.
- Configured Integration broker between environments (HCM, FSCM, CRM, etc.,)
- Performed migrations, tuning, and other administration jobs as required.
- Assisted with delivering large components of a large data center from a State data center to an Accenture data center.
- Assisted with the Disaster Recovery planning and testing of the plan.
- Assisted with UAT and Performance Testing of entire suite of applications.
- Performed a complete analysis and architecture assessment of upgrade from Tools 8.49 to 8.51 and application 8.9 to 9.1.

UTILITY COMPANY | TECHNICAL PROJECT ARCHITECT

- Assisted technical infrastructure design / acquisition / installation of new hardware.
- Reviewed application and technical architecture deliverables throughout the implementation.
- Supported hardware sizing and capacity planning to support the implementation.
- Assisted with the technical aspects of Fit/Gap.
- Performed load testing of the web and tuxedo layer of the application.
- Installed and configured DEMO and SYS environments.
- Assisted the Oracle DBA with an Informix to Oracle conversion for HCM 9.0.
- Knowledge transfer to client technical personnel.

Education**BA | SAVANNAH STATE UNIVERSITY**

- Major: Electronics Engineering Technology

CERTIFIED PEOPLESOFT TECHNOLOGY CONSULTANT

David Brunet

Profile

- 23 years of Financials and Supply Chain systems analysis, design and implementation experience.
- Expert at fit gap analysis, business process prototype/design, testing; and end-user training and production support for a broad range of industries.
- Product knowledge of the full spectrum of Financials and Supply Chain applications, as well as a comprehensive understanding of Business Processes.
- Led numerous teams in all aspects of project development, execution, and training.
- Well-practiced in new product implementations

Skills

PeopleSoft

Purchasing	Strategic Sourcing	Asset Management
Inventory	Catalog Management	Expenses
Payable	Maintenance Management	Billing
eProcurement	Collaborative Supply Management	Flow Production
Services Procurement	Order Management	EPM Supplier Rating System
eSupplier Connection		

Technology

PeopleSoft Technology	Databases	Hardware/OS
PeopleTools	Oracle Database	Unix
Workflow	MS SQL Database	Microsoft Windows
Integration Broker	MS SQL Database	TSO/TMF
Crystal Reports		

Experience

FLEET MANGEMENT FIRM | PEOPLESOFT FINANCIALS/HCM 9.2 | AWS MIGRATION FROM ON-PREMISE

I was responsible for the oversight of all aspects of the client environment migration from their data center to AWS. This project was unique in that the client required the migration to be completed in four weeks. DLZP Group continues to maintain and manage the clients AWS Environment.

FINANCIAL SERVCIES FIRM | PEOPLESOFT EPM 8.9

Provide ongoing support for the PeopleSoft 8.9 EPM Planning and Budgeting solution.

MAJOR MINING COMPANY | PEOPLESOFT MAINTENANCE MANAGEMENT UPGRADE TO 9.2

As the lead on this PeopleSoft Maintenance Management implementation, I was involved in all aspects of the project from planning to deployment for the 9.0 to 9.2 upgrade.

STAFFING FIRM | PEOPLESOFT FINANCIALS/HCM 9.2 | AWS MIGRATION FROM ON-PREMISE

I was responsible for the oversight of all aspects of the client environment migration from their data center to AWS.

STAFFING FIRM | PEOPLESOFT FINANCIALS/HCM 9.1 | AWS MIGRATION FROM ON-PREMISE

I was responsible for the oversight of all aspects of the client environment migration from their data center to AWS. DLZP Group continues to maintain and manage the clients AWS Environment.

INVESTMENT FIRM | PEOPLESOFT FINANCIALS 9.2 IMPLEMENTATION | AWS HOSTED ENVIRONMENT

I was responsible for the oversight of all aspects of the implementation from System Configuration to Training and

Deployment to the end-users. DLZP continues to maintain and manage the clients AWS Environment.

INVESTMENT FIRM | PEOPLESFT FINANCIALS 9.2 IMPLEMENTATION | AWS HOSTED ENVIRONMENT

On this implementation for two sister companies, I was responsible for the oversight of all aspects of the implementation from System Configuration to Training and Deployment to the end-users. DLZP Group continues to maintain and manage the clients AWS Environment.

FINANCIAL INSTITUTION | PEOPLESFT FINANCIALS 9.2 IMPLEMENTATION | AWS HOSTED ENVIRONMENT

I was responsible for the oversight of all aspects of the implementation from System Configuration to Training and Deployment to the end-users. DLZP Group continues to maintain and manage the clients AWS Environment.

SECURITY COMPANY | PEOPLESFT EPROCUREMENT 8.8 IMPLEMENTATION | PROJECT LEAD

As the lead for the implementation of the eProcurement Module, I was responsible for all aspects of the implementation from System Configuration to Training and Deployment to the end-users.

INSURANCE INDUSTRY | PEOPLESFT SRM SUPPLIER CONTRACTS | PROJECT LEAD

As the lead for the implementation of the Supplier Contract Management Module, I was responsible for all aspects of the implementation from System Configuration to Training and Deployment to the end-users.

MAJOR U.S. UTILITY | PEOPLESFT ENTERPRISE 9.1 SRM | PROJECT LEAD

As the SRM lead, I lead the team through design, development, testing, deployment and post-production support. I coordinated activities between the suppliers and the customer; lead the SRM team with the implementation of eSupplier Connection, Supplier Contracts Management, eProcurement, Purchasing and Strategic Sourcing 9.1.

HEALTHCARE INDUSTRY | PEOPLESFT ENTERPRISE 9.1 | ORDER TO CASH LEAD

As the Order to Cash Lead, I lead the team through design, development, testing, deployment and post- production support. I coordinated the team activities for the customer, and I was the lead consultant responsible for the implementation of Account Receivable and Billing 9.1.

MAJOR UNIVERSITY HOSPITAL | PEOPLESFT ALM IMPLEMENTATION

As Project Manager of multiple ALM implementations, I was responsible for the overall delivery and architecture of the project. Projects included ALM implementations with a PeopleSoft Financials upgrade; and a complex enhancement that involved the implementation of HCM Self-Service Applications, PeopleSoft Financials re-implementation, ALM implementation, Mobile implementation, and an SRM Supplier Self-Service implementation.

HIGHER EDUCATION INSTITUTION | PEOPLESFT VALUE OPTIMIZATION

At this workshop that focused on PeopleSoft FSCM and Business Intelligence, I co-chaired with responsibilities that included: executed kick-off meeting, conducted interviews and analysis, created final deliverables and recommendations, and prioritized recommendations for added value and feasibility to the company CFO.

MAJOR MINING COMPANY | SRM STRATEGY WORKSHOP

Lead the execution of an SRM strategy workshop to help develop a long-term strategy for the implementation of the PeopleSoft SRM Solution for a major mining company. Specific to strategic sourcing, I lead the team through the benefits of a fully integrated SRM product, which would help optimize business processes by eliminating wasteful paper and manual practices.

MAJOR MINING COMPANY | PEOPLESFT MAINTENANCE MANAGEMENT 9.0

As the lead on this PeopleSoft Maintenance Management implementation, I was involved in all aspects of the project from planning to deployment.

MAJOR U.S. UTILITY | PEOPLESFT MAINTENANCE MANAGEMENT 8.9

As the lead on this PeopleSoft Maintenance Management implementation, I was involved in all aspects of the project from planning to deployment to 18 facilities across the U.S.

Recognition, Awards, and Accomplishments

- Presented at Oracle's OpenWorld in 2007, 2008, 2009, 2010, 2012, 2013, 2014
- Presented at Collaborate Conferences on SRM and Amazon Web Services
- "Consultant of the Year" award in 2006, 2007, 2008
- Founding member of the Oracle on Amazon Web Services initiative
- Founding member of the Oracle Maintenance Summit in 2007 and have presented each year
- Oracle's Top 10% of Consultants award in 2005
- Built the oracle training course for Oracle PeopleSoft SRM Suite of Products
- Implemented 90% of customers that utilize the PeopleSoft ALM suite of products (Maintenance Management)

Trainings Conducted

- PeopleSoft Enterprise Purchasing
- PeopleSoft Enterprise Inventory
- PeopleSoft Maintenance Management
- Crystal Reports/Query
- PeopleSoft EPM
- Working with People
- Time Management
- PeopleSoft Enterprise Catalog Management
- PeopleSoft Enterprise eSupplier Connection
- PeopleSoft Enterprise Collaborative Supply Management
- PeopleSoft Enterprise eProcurement
- PeopleSoft Strategic Sourcing
- PeopleSoft eSettlements
- PeopleSoft Pension Administration

Carl Evanko

Profile

- Experience in User Training
- Strong working knowledge of numerous PeopleSoft enterprise applications
- Business process analysis and improvement
- Usability-focused functional design and testing
- Requirement specifications gathering and documentation

Trainings Assisted On

- PeopleSoft Supplier Contracts Management
- PeopleSoft Pension Administration
- PeopleSoft Strategic Sourcing
- PeopleSoft VAT
- PeopleSoft eProcurement
- PeopleSoft eSupplier

Experience

DLZP GROUP | CONSULTANT

- Assist in the Implementation of PeopleSoft applications.
- Assist in the migration of PeopleSoft applications to the AWS Cloud.
- Assist in application upgrades.
- Create User Guides.
- Provide testing (quality control) of User Guides.

Projects

FINANCIAL SERVICES COMPANY | CONSULTANT | PS SUPPLIER CONTRACTS UPGRADE

- Assisted with upgrade to 9.2
- Trained client on new features of Supplier Contracts 9.2.
- Provided solutions for functional system issues.
- Created and provided training guides for Supplier Contracts 9.2

SOFTWARE DEVELOPMENT FIRM | CONSULTANT | PS STRATEGIC SOURCING 9.2 TRAINING

- Developed Strat Sourcing 9.2 Training Course.
- Created all Training Guides & End User Guides.
- Assisted in Training of End Users.
- Created Test Scripts.
- Setup of all course activities performed by students
- Ensured quality of course content.

SOFTWARE DEVELOPMENT FIRM | CONSULTANT | PS SUPPLIER CONTRACTS IMPLEMENTATION

- Implemented Supplier Contracts 9.1
- Established security roles for Supplier Contracts' module
- Provided training for module.
- Setup Supplier Contracts foundation for client.
- Built Contract Library for ten contracts.
- Created test scripts for module.
- Assisted with finding solutions to functional system issues.
- Created and provided training manual for Supplier Contracts.
- Assisted with Fit Gap.

- Created Business Process documents.
- Created Configuration Document for implementation.

WORKFORCE MANAGEMENT COMPANY | CONSULTANT | PEOPLESOFT VAT TRAINING

- Developed with PeopleSoft VAT 9.0, 9.2 Training Course.
- Created all Training Guides & End User Guides.
- Assisted in Training of End Users.
- Setup of all course activities performed by students.
- Ensured quality of course content.

INSURANCE COMPANY | CONSULTANT | PS SUPPLIER CONTRACTS TRAINING

- Assisted with Development of SCM training.
- Created User Guides for SCM training.
- Assisted in classroom training of End Users.
- Developed Course Activities for Students.
- Ensured quality of course content.

SECURITY COMPANY | CONSULTANT | EPROCUREMENT IMPLEMENTATION TO 8.8

- Assisted with all aspects of the implementation from System Configuration to Training and Deployment to the end users.
- Created all End-User Guides.

Training

Amazon Web Services - Business Professional Training, Technical Professional Training



MARKETING INFORMATION



PeopleSoft Test Drive

PeopleSoft Human Capital Management

PeopleSoft Financials and Supply Chain Management



The Power of PeopleSoft in the Cloud

DLZP Group is proud to announce the availability of the PeopleSoft Test Drive program. Through the program, customers can evaluate a private and customized PeopleSoft environment running on Amazon Web Services (AWS); all provisioned in minutes with step by step instructions for using and evaluating the environment. PeopleSoft Human Capital Management (HCM) and PeopleSoft Financials and Supply Chain Management (FSCM) can both be experienced via the Amazon Cloud with more applications to come.

What is Oracle on AWS?

Oracle on AWS is a set of solution offerings that Oracle customers can use today to run new and existing Oracle applications on the Amazon cloud, to backup & restore on premises data to the cloud, and to use the AWS cloud as 2nd site for disaster recovery.

Customer Benefits for Oracle on AWS

- Moving to AWS yields operational agility to deliver more value to customers, without having to worry about infrastructure.
- AWS gives you back more time to focus on your business and innovation, with the confidence that when demand increases you can quickly add capacity.
- Dramatic reductions in capital expenditures for providing server, network and storage resources for Production, Test &/or Disaster Recovery infrastructure.
- AWS provides faster “time to value” by eliminating the old procurement, rack and stack, and software installation, configuration and patching cycle, deploying complete PeopleSoft solution stacks in minutes, not months.

The 4-Step Test Drive Process:

1. Register at www.dlzpgroup.com/testdrive
2. Initiate the PeopleSoft Instance
3. Choose the PeopleSoft Application you want to sample
4. Test Drive PeopleSoft on AWS (with step-by-step videos)

Software by Oracle + Infrastructure by AWS + Consulting as a Service by DLZP Group = Business Agility & Savings for Customers!

Up and Running Quickly

Safe and Secure

Cost Effective

Multi-Availability Zone

Scalable

Elastic

Comprehensive

Oracle Licensing

Oracle Support

www.dlzpgroup.com



DLZP Group
Richmond, Texas
Phone: 281.912.DLZP
Email: info@dlzpgroup.com

For more information about the PeopleSoft Test Drive, please contact us at 281.912.DLZP or info@dlzpgroup.com.



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We're Working to "OPEN" up the Enterprise

DLZP Group was founded by a former Oracle Consultant who recognized a gap existed in the delivery of client services. While on-site consulting services were fundamental to a significant segment of their client base, there remained those customers who, while in need of technical assistance and instruction, did not necessarily need service delivery through an on-site specialist.

With this notion in mind, a new idea was hatched – to offer a range of service options that, while including the traditional consulting approach, would also comprise a wide-range of online offerings – a virtual consulting engine to meet the demands of the more tech-savvy client.

The result is the DLZP Solution, a combination of the traditional delivery method coupled with a web-based innovation that provides a more tailored, cost-effective consulting experience.

In addition, with the advent of Open Source Software and the expansion of this software into the enterprise, there is a growing need for services to support these applications. At DLZP Group, we see Open Source and ERP applications working together to provide a complete solution. You will see by the diversity of offerings we provide that we are able to mitigate the risk and provide tangible business value while allowing organizations to use the best software available to them to meet their business needs.



Self-Service Implementation Services

As industry leaders, we are able to guide you through the implementation process using a self-paced approach where YOU control the timeline and have access to our industry expertise as needed. This type of service is best suited for those clients who are tech-savvy and already at a high comfort level with the software but, from time-to-time, need a moderate level of support or wish to implement a new module into an existing implementation. Bottom line, we will be there for you when you need us.



Offsite (Lab Based) Implementation Services

With this service, we will dedicate a consultant to lead your team through the implementation process offsite but will be available onsite with you at strategic points of the project timeline. The advantage of this service is that we can accelerate implementation by providing you with only the amount of time and effort YOU require to go live.



Onsite Implementation Services

This is our traditional consultant offering. With this onsite service, we will provide you with an expert consultant to a full implementation team to get you up and running on your Oracle Software. The unique feature about this package is that we couple it with our Virtual Consultant Service for a 1-year period so that even when the project is complete, you still have access to adhoc consulting as you need it.

www.dlzpgroup.com

DLZP Group

Richmond, Texas

Phone: 281.912.DLZP

Email: sales@dlzpgroup.com





What is Amazon Web Services?

Since early 2006, Amazon Web Services (AWS) has provided enterprises with a cloud based platform to run applications of all sizes. With AWS, organizations have the flexibility to acquire compute, storage, network, database and other platform services with the click of your mouse. IT is provided with the agility to gain access to a suite of elastic IT infrastructure resources in real time, as the business demands them. With AWS you have the flexibility to choose whichever development platform or programming model makes the most sense for the problems you're trying to solve. You pay only for what you use, with no up-front expenses or long-term commitments, making AWS a cost-effective way to deliver Oracle solutions.

What is Oracle on AWS?

Oracle on AWS is a set of solution offerings that Oracle customers can use today to run new and existing Oracle applications on the Amazon cloud, to backup & restore on premises data to the cloud, and to use the AWS cloud as 2nd site for disaster recovery.

The DLZP Difference

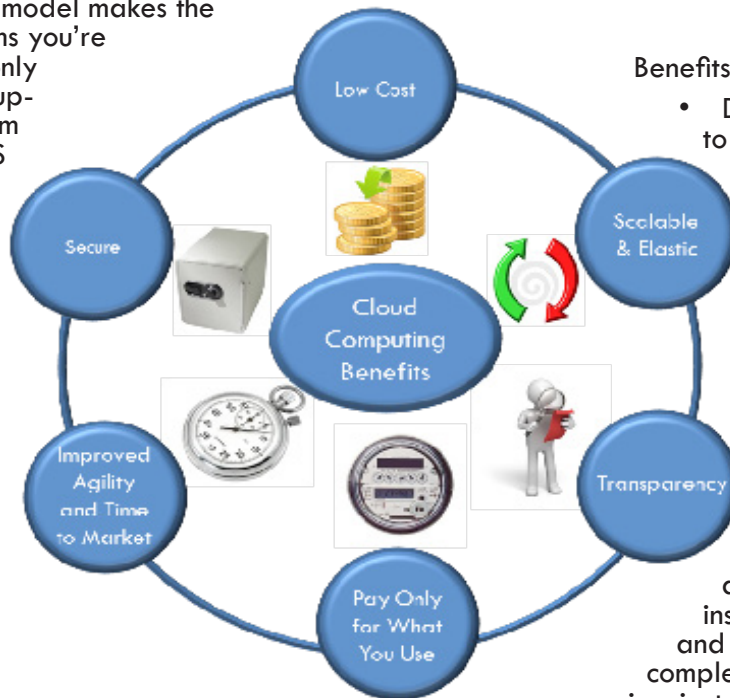
DLZP Group is a founding member of an AWS initiative to make Oracle software easy to deploy and use via the Amazon Elastic Compute Cloud. The ability to implement and host PeopleSoft applications via the Cloud provides customers with improved business agility, reduced hardware costs, and decreased implementation times.

Our AWS offerings include:

- Implementing PeopleSoft applications using AWS.
- Hosting and Managing PeopleSoft applications using AWS.
- Moving existing Oracle applications onto the AWS Cloud.
- Demo on Demand Service: Provides clients with a PeopleSoft Demo/Test environment on-demand using AWS.

Benefits of this service include:

- Demo and Test without having to worry about infrastructure.
- Add as much time as needed in 24 hr. increments.
- Dramatic reductions in capital expenditures for providing server, network and storage resources for Production, Test &/ or Disaster Recovery infrastructure.
- AWS provides faster "time to value" by eliminating the old procurement, rack and stack, and software installation, configuration and patching cycle, deploying complete PeopleSoft solution stacks in minutes, not months.



For more information about our AWS offerings, please visit our website or contact us at 281.912.DLZP.



Software by Oracle + Infrastructure by AWS + Consulting as a Service by DLZP Group = Business Agility & Savings for Customers!

www.dlzpgroup.com

DLZP Group

Richmond, Texas

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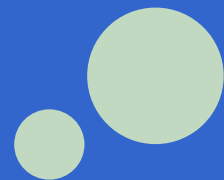
Email: info@dlzpgroup.com



WHO WE ARE

DLZP Group is a woman- and minority-owned company with a focus on implementing, migrating, hosting, and managing Oracle applications in the AWS Cloud. With a strong Amazon Web Services' partnership and a prodigious network of robust Oracle relationships, DLZP Group is in the unique position to offer clients the expertise, vital connections, and innovation required for a cost-effective, customized solution.

We also offer innovative consulting services that fill the gap that has existed in the delivery of client services for years. Our range of service options are a combination of the traditional delivery method, coupled with a web-based subscription that provides a more tailored, cost-effective solution.



get to know DLZP GROUP

WOMAN AND
MINORITY-OWNED

SPECIALIZING IN
CLOUD COMPUTING

INNOVATIVE CONSULTING
SERVICES

ORACLE GOLD PARTNER

AMAZON PARTNER

DLZP GROUP

the expertise, the partnerships, the difference

COLLABORATION.
INNOVATION.
DELIVERY ON WHAT WE SAY.

“ We are proud to be an Amazon Web Services' partner and currently have over 20 AWS customers. ”

-David Brunet
VP of Research and Development

DLZP Group
Richmond, TX

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DLZP
GROUP

DID YOU KNOW?

We are ALM experts.

From capital planning and budgeting, to constructing, servicing and maintaining, to upgrading, transferring, and disposing, PeopleSoft Asset Lifecycle Management (ALM) provides the total solution. Together with related financial, project, supplier, and supply chain management applications, PeopleSoft Asset Lifecycle Management is the cornerstone of a unified approach to capital infrastructure management.

Part of the Asset Lifecycle Management suite, Oracle's PeopleSoft Maintenance Management is a fully integrated solution for the maintenance of infrastructure, plant, and equipment—enabling organizations to streamline operations, facilitate compliance, and eliminate costly, inadequate custom integrations to third-party systems.

One of the DLZP Group founders was involved with Maintenance Management from its inception, providing input and making a valuable contribution to its creation. He has also implemented the majority of customers that utilize the PeopleSoft ALM suite of products. Suffice it to say, we've got ALM in our DNA.

We've also built-out the training for:

- + PeopleSoft Maintenance Management
- + PeopleSoft Real Estate Management
- + PeopleSoft IT Asset Management

DLZP Group
Richmond, TX

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info@dlzpgroup.com
www.dlzpgroup.com



DLZP
GROUP

tell me more ABOUT cloud computing...

Amazon Web Service

Since early 2006, Amazon Web Services (AWS) has provided enterprises with a cloud based platform to run applications of all sizes. With AWS, organizations have the flexibility to acquire compute, storage, network, database and other platform services with the click of your mouse. IT is provided with the agility to gain access to a suite of elastic IT infrastructure resources in real time, as the business demands them. With AWS you have the flexibility to choose whichever development platform or programming model makes the most sense for the problems you're trying to solve. You pay only for what you use, with no up-front expenses or long-term commitments, making AWS a cost-effective way to deliver Oracle solutions.

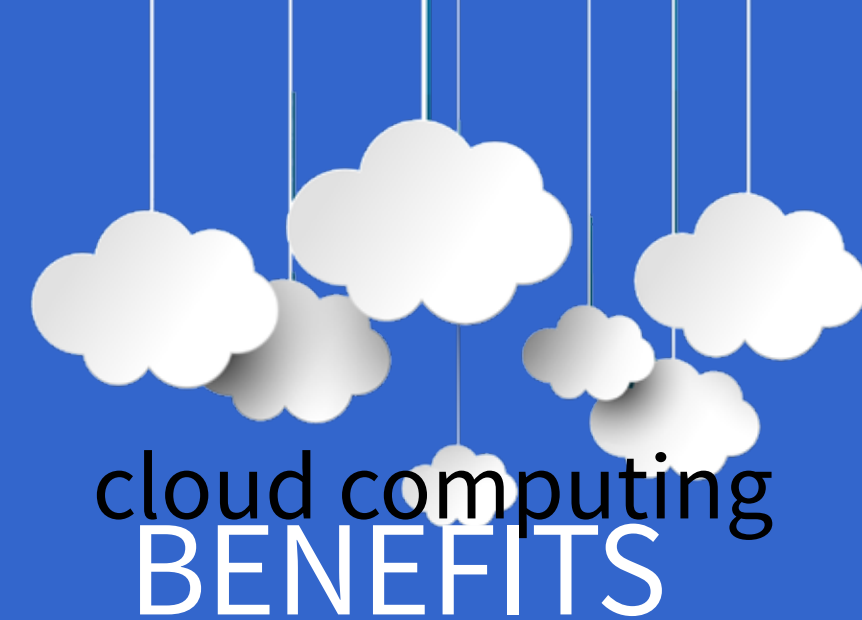
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- Demo on Demand Service: Provides clients with a PeopleSoft Demo/Test environment on-demand using AWS.

- + SOFTWARE BY ORACLE
- + INFRASTRUCTURE BY AWS
- + CONSULTING BY DLZP GROUP



cloud computing BENEFITS

- + PAY-AS-YOU-GO
- + ELASTIC
- + SCALABLE
- + SECURE
- + RELIABLE
- + FLEXIBLE
- + COMPREHENSIVE
- + COST-EFFECTIVE
- + ORACLE LICENSING
- + ORACLE SUPPORT

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