SUBMIT OFFER TO: PURCHASING DEPARTMENT UNIVERSITY OF CENTRAL FLORIDA 12479 RESEARCH PARKWAY, BLDG. 600 ORLANDO, FL 32826 Phone:(407) 823-2661 – Fax (407) 823-5551 www.purchasing.ucf.edu	University of Central Florida **INVITATION TO NEGOTIATE** Contractual Services Acknowledgement Form

OFFERS WILL BE OPENED **June 3, 2014** and may not be withdrawn within ____ days after such date and time.	ITN NO: **1325JCSA**

UNIVERSITY MAILING DATE:
May 1, 2014

ITN TITLE: **ERP Consulting Services for Implementation and Upgrades for PeopleSoft Applications, PeopleTools and Oracle Software and Hardware**

FEDERAL EMPLOYER IDENTIFICATION NUMBER OR S.S. NUMBER   **27-0226270**

VENDOR NAME   **Sun Day Consulting, Inc.**

REASON FOR NO OFFER

VENDOR MAILING ADDRESS   **P O Box 1615**

CITY - STATE - ZIP CODE   **Boca Raton, FL 33429**

AREA CODE **954**	TELEPHONE NO. **695-9172**
	TOLL FREE NO.
	FAX NO.

POSTING OF PROPOSAL TABULATIONS

Proposal tabulations with intended award(s) will be posted for review by interested parties at the Purchasing Department, our solicitation web page and the State of Florida's Vendor Bid System and will remain posted for a period of 72 hours. Failure to file a protest within the time prescribed in UCF Regulation 7.130(5) at http://regulations.ucf.edu/chapter7/index.html shall constitute a waiver of proceedings under that regulation.

Government Classifications
Check all applicable

☐	African American	☒	American Women
☐	Asian-Hawaiian	☐	Government Agency
☐	Hispanic	☐	MBE Federal
☐	Native American	☐	Non-Minority
☐	Non-Profit Organization	☐	Pride
☐	Small Business Federal	☐	Small Business State

I certify that this offer is made without prior understanding, agreement, or connection with any corporation, firm or person submitting an offer for the same materials, supplies, or equipment and is in all respects fair and without collusion or fraud. I agree to abide by all conditions of this offer and certify that I am authorized to sign this offer for the vendor and that the vendor is in compliance with all requirements of the Invitation To Negotiate, including but not limited to, certification requirements. In submitting an offer to an agency for the State of Florida, the vendor offers and agrees that if the offer is accepted, the vendor will convey, sell, assign or transfer to the State of Florida all rights, title and interest in and to all causes of action it may now or hereafter acquire under the Anti-trust laws of the United States and the State of Florida for price fixing relating to the particular commodities or services purchased or acquired by the state of Florida. At the State's discretion, such assignment shall be made and become effective at the time the purchasing agency tenders final payment to the vendor.

GENERAL CONDITIONS

must submit a "NO OFFER," and it must be received no later than the stated offer opening date and hour.

(signature)

AUTHORIZED SIGNATURE (MANUAL)

Annet Libeau, President
AUTHORIZED SIGNATURE (TYPED), TITLE

1. SEALED OFFERS: All offer sheets and this form must be executed and submitted in a sealed envelope. (DO NOT INCLUDE MORE THAN ONE OFFER PER ENVELOPE.) The face of the envelope shall contain, in addition to the above address, the date, and time of the solicitation opening and the solicitation number. Offer prices not submitted on any attached price sheets when required shall be rejected. All offers are subject to the terms and conditions specified herein. Those which do not comply with these terms and conditions are either automatically rejected with respect to non-compliance with non-negotiable terms and conditions or may be rejected, at UCF's sole discretion, with respect to any other terms and conditions.

2. EXECUTION OF OFFERS: Offers must contain a manual signature of authorized representative in the space provided above. Offers must be typed or printed in ink. Use of erasable ink is not permitted. All corrections to prices made by vendor must be initialed. The company name and F.E.I.D. or social security number must appear on each pricing page of the proposal as required.

3. NO OFFER SUBMITTED: If not submitting an offer, respond by returning only this offer acknowledgment form, marking it "NO OFFER," and explain the reason in the space provided above. Failure to respond without justification may be cause for removal of the company's name from the solicitation mailing list. NOTE: To qualify as a respondent, vendor

4.   PRICES, TERMS AND PAYMENT: Firm prices shall be negotiated and include all services rendered to the purchaser.

(a)   DISCOUNTS: Cash discount for prompt payment shall not be considered in determining the lowest net cost for offer evaluation purposes.

(b)   MISTAKES: Offerers are expected to examine the conditions, scope of work, offer prices, extensions, and all instructions pertaining to the services involved. Failure to do so will be at the offerer's risk.

(c)   INVOICING AND PAYMENT: All vendors must have on file a properly executed W-9 form with their Federal Employer Identification Number prior to payment processing.

Vendors shall submit properly certified original invoices to:

>Finance & Accounting
>12424 Research Parkway, Suite 300
>Orlando, Florida 32726-3249

Invoices for payment shall be submitted in sufficient detail for a proper pre-audit and post audit. Prices on the invoices shall be in accordance with the price stipulated in the contract at the time the order is placed. Invoices shall reference the applicable contract and/or purchase order numbers. Invoices for any travel expenses shall be submitted in accordance with the State of Florida travel rates at or below those specified in Section 112.061, Florida Statutes and applicable UCF policies. Travel Reimbursement must be made using the UCF Voucher for Reimbursement of Traveling Expenses available on the web at http://www.fa.ucf.edu/forms/forms.cfm#.

Final payment shall not be made until after the contract is complete unless the University has agreed otherwise.

Interest Penalties: Vendor interest penalty payment requests will be reviewed by the UCF ombudsman whose decision will be final.

Vendor Ombudsman: A vendor ombudsman position has been established within the Division of Finance & Accounting. It is the duty of this individual to act as an advocate for vendors who may be experiencing problems in obtaining timely payments(s) from the University of Central Florida.   The Vendor Ombudsman can be contacted at (407) 882-1040; or by mail at the address in paragraph 4, (c) above.

The ombudsman shall review the circumstances surrounding non-payment to:

- determine if an interest payment amount is due;
- calculate the amount of the payment; and
- ensure timely processing and submission of the payment request in accordance with University policy.

UNIVERSITY OF CENTRAL FLORIDA

INVITATION TO NEGOTIATE (ITN) NUMBER 1325JCSA

FOR

ERP Consulting Services for Implementation and Upgrades for PeopleSoft Applications, PeopleTools and Oracle Software and Hardware

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1.0   INTRODUCTION

1.1   Statement of Objective

The objective of this Invitation to Negotiate (ITN) is to enable the University of Central Florida (UCF) to enter into a contract with one or more qualified consulting companies to assist UCF's implementation, enhancement, support and upgrades of PeopleSoft Campus Solutions, Human Capital Management, Financials, CRM, Interaction Hub, PeopleTools 8.52 and higher, Academic Advisement, Mobile Web Development with integration to PeopleSoft applications and analytical tools including, but not limited to OBIEE and Hyperion. Assistance with systems administration functions relating to patches, upgrades, performance tuning, server configurations and security.   Assistance with database administration functions relating to upgrades, performance tuning, configurations and security. The University is in production use of PeopleSoft Campus Solutions 9.0, Human Capital Management 9.0, PeopleSoft Interaction Hub 9.1, Financials 9.1 and CRM 9.1.

The Successful Respondent, if any, will enter into a contract with UCF that provides for the performance of all terms and conditions set forth in this ITN, unless UCF has agreed to accept or negotiate certain terms and conditions, as described in Section 2.3. Non-negotiable terms and conditions (as indicated on Appendix II) must always be performed by the Respondent.

1.2   Contract Award

A. UCF intends to award a contract or contracts resulting from this solicitation to the responsible Respondent(s) whose offer represents the best value after evaluation in accordance with the criteria in this solicitation.

B. UCF may reject any or all offers if such action is in UCF's best interest.

C. UCF may waive informalities and minor irregularities in offers received.

D. UCF reserves the right to evaluate an offer and award a contract without negotiations.
Therefore, the offerer's initial offer should contain the offerer's best terms from a cost or price and technical standpoint.

E. UCF reserves the right to conduct negotiations with the highest ranked offerer(s).

F. UCF reserves the right to make an award on any item for a quantity less than the quantity offered, at the unit cost or prices offered, unless the respondent specifies otherwise in the offer.

G. UCF reserves the right to make multiple awards if, after considering the additional administrative costs, it is in UCF's best interest to do so.

H. A written notice of award will be sent to the successful respondent(s).

1.3   UCF Environment

The University of Central Florida is a comprehensive coeducational institution offering undergraduate, graduate, medical, and international programs, and is part of the State University System of Florida.

The University of Central Florida and its 12 colleges provide opportunities to over 60,000 students from all 50 states and 140 countries. UCF employs approximately 10,000 faculty and staff. Offering 212 degree programs, it has become an academic and research leader in numerous fields, such as optics, modeling and simulation, engineering and computer science, business administration, education, science, hospitality management and digital media.

UCF's 1,415-acre main campus provides modern facilities, most of which have wireless connectivity, with 600 acres set aside for lakes, woods and an arboretum. UCF has 12 colleges, including the newly

established College of Medicine. More than 60,000 students attend classes on UCF's main campus and its 9 regional campuses located throughout Central Florida. UCF has granted more than 250,000 degrees in its 45 years of offering classes.

About 5,800 students live on campus in college facilities and 8,000 – 10,000 within walking distance to campus in private facilities. The balance of the student body either commutes or is enrolled in branch campuses in Cocoa, Daytona Beach, South Orlando or the Rosen College of Hospitality Management.

UCF currently uses a mixed hardware environment including Sun Solaris, Windows Server 2012, F5 load balancing, VMWare and others. UCF has a robust architecture that includes high availability options, data redundancy and disaster recovery.

Additional information available at: http://www.ucf.edu/about-ucf/

2.0   GENERAL CONDITIONS

2.1   Authorized UCF Representative/Public Notices/UCF Discretion

Respondent's response to this ITN and any communications and/or inquiries by Respondent during this ITN process must be submitted in writing to the individual and address stated below. **Inquiries are preferred via email**. UCF will consider only those communications and/or inquiries submitted in writing to the individual below on or before the date and time specified in Section 2.2, "Calendar of Events." To the extent UCF determines, in its sole discretion, to respond to any communications and/or inquiries, such response will be made in writing and mailed/emailed to all Respondents. UCF shall not accept or consider any written or other communications and/or inquiries (except an offer) made between the date of this deadline and the posting of an award, if any, under this ITN.

<div align="center">

Cali Jones
Purchasing Department
12479 Research Parkway
Orlando, FL 32826-3248
cali.jones@ucf.edu
PH: 407-823-5889
Fax: 407-823-5551

</div>

Advance notice of public meetings regarding this ITN, if UCF determines at its sole discretion whether any such meetings will be held, will be in writing and posted in UCF's Purchasing Department, 12479 Research Parkway. Additionally, any portion of a meeting at which a negotiation with a vendor is conducted pursuant to a competitive solicitation at which a vendor makes an oral presentation or at which a vendor answers questions is exempt from s. 286.011 and s. 24(b), Art. I of the State Constitution. This also includes any portion of a team meeting at which negotiation strategies are discussed. All such meetings shall be conducted in accordance with Chapter 286 of the Florida Statutes. UCF also reserves the right and sole discretion to REJECT any offer at any time on grounds that include, without limitation, either that an offer is nonresponsive to the ITN or is incomplete or irregular in any way, or that a responsive offer is not in UCF's best interest.

2.2   Approximate Calendar of Events

Listed below are the dates and times by which stated actions should be taken or completed. If UCF determines, in its sole discretion, that it is necessary to change any of these dates and times, it will issue an Addendum to this ITN. All listed times are local time in Orlando, Florida.

Date/Time	Action
May 1, 2014	Invitation To Negotiate advertised
May 1, 2014	Invitation To Negotiate released
May 15, 2014; 2:00 p.m.	Last Day to submit communications and/or inquiries in writing only to the person listed in section 2.1; preferably by email. .
May 20, 2014	Responses to inquiries and Addenda, if any, mailed to Respondents
June 3, 2014; 2:00 p.m.	Deadline for Offer submission at 2:00 p.m. (ITN opening)

2.3   Respondent Communications and/or Inquiries

A.   UCF is not liable for interpretations/misinterpretations or other errors or omissions made by the Respondent in responding to this ITN. The Respondent shall examine this ITN to determine if UCF's conditions and requirements are clearly stated. If, after examination of the various conditions and requirements of this ITN, the Respondent believes there are any conditions or requirements which remain unclear or which restrict competition, the Respondent may request, in writing, that UCF clarify or change condition(s) or requirement(s) specified by the Respondent. The Respondent must provide the Section(s), Subsection(s), and Paragraph(s), that identify the conditions or requirements questioned by the Respondent. The Respondent also must provide detailed justification for a change, and must recommend specific written changes to the specified condition(s) or requirement(s). Requests for changes to this ITN must be received by UCF not later than the date shown in Section 2.2., entitled "Calendar of Events," for the submittal of written communications and/or inquiries.   UCF shall not make any changes to any of the non-negotiable terms and conditions. The non-negotiable terms and conditions are indicated on Appendix II. Requests for changes to the non-negotiable provisions of this ITN shall automatically be rejected. Requests for changes to anything other than the non-negotiable provisions of this ITN may or may not be accepted by UCF and may or may not be negotiated by UCF, all at UCF's sole discretion.

B.   Any Respondent disagreeing with any terms and conditions set forth in this ITN shall indicate on Appendix II, Terms and Conditions Supplemental Offer Sheet, the specific ITN section(s) the Respondent disagrees with and shall provide a clear and detailed reason for the disagreement and a solution to the disagreement, in his/her offer, all PRIOR TO the deadline stated in Section 2.2 "Calendar of Events." UCF may or may not accept or agree to negotiate any of the terms and conditions that Respondents indicated as disagreeing with, all at UCF's sole discretion.   The indication of disagreement with any non-negotiable terms and conditions shall be automatically rejected.

C.   Failure to submit Appendix II and clearly indicating which terms and conditions the Respondent agrees and disagrees with (i.e. failure to initial the designated sections set forth on Appendix II, indicating that the Respondent has either understood and agreed to or disagreed with each particular section listed on Appendix II) and/or clear and detailed reasons for the disagreement, with the offer, all prior to the deadline stated in Section 2.2. "Calendar of Events," shall be grounds for rejection of that offer, at UCF's sole discretion. UCF may or may not accept and/or negotiate any such terms and conditions that the Respondent disagreed with. If UCF decides not to accept any of the terms and conditions the Respondent disagreed with, UCF shall have the right, at UCF's sole discretion to exercise its right to reject the tentative awardee's offer and proceed to the next highest ranked respondent. As noted above, the disagreement with any non-negotiable terms and conditions by the

Respondent shall be automatically rejected.

D. UCF shall at its sole discretion determine what requested changes to this ITN and the resulting agreement are acceptable. Non-negotiable terms and conditions, as indicated on Appendix II will always stay as they are and any requested changes to such clauses shall automatically be rejected. UCF shall issue an Addendum reflecting the acceptable changes to this ITN, if any, which shall be sent to all Respondents as specified in Section 2.1.

E. Any communications, questions and/or inquiries from the Respondent concerning this ITN in any way must be submitted in writing to the individual identified in Section 2.1 not later than **May 15, 2014 at 2:00 p.m**. Eastern Time as set forth in the Calendar of Events. Written inquiries must be legible and concise and must clearly identify the Respondent who is submitting the inquiry.

2.4   Respondents' Conference and Site Visit

None

2.5   Written Addenda

Written Addenda to this ITN along with an Addenda Acknowledgment Form will be mailed to all Respondents. The Addenda Acknowledgment Form shall be signed by an authorized representative of the Respondent, dated and returned with the offer.

2.6   Offer/Proposal Opening Date

Respondent's response to this ITN shall be prepared in accordance with Section 3.0, "Required Offer Format". Offers are due at the time and date specified in Section 2.2, "Calendar of Events" and <u>must</u> be received by UCF's Authorized Representative in UCF's Purchasing Department, Orlando Tech Center, 12479 Research Parkway, Orlando, FL 32826, no later than **2:00 p.m.** on **June 3, 2014** according to the time clock in UCF's Purchasing Department. <u>Offers or amendments to offer that arrive after **2:00 p.m.** on **June 3, 2014** will not be accepted/considered for any reason whatsoever. Telephone, including facsimile and electronic mail, and telegraphic negotiations and/or amendments to offers shall not be accepted at any time</u>. At **2:00 p.m.** on **June 3, 2014**, all timely offers will be opened for the sole purpose of recording the names of the Respondents submitting written offers. Purchasing will not extend the proposal opening to accommodate vendors that did not discover the ITN early enough to submit a proposal.

If Respondent elects to mail in his/her offer package, the Respondent must allow sufficient time to ensure UCF's proper receipt of the offer package by the time specified above. Regardless of the form of delivery, it is the responsibility of the Respondent to ensure that the offer package arrives at UCF's Purchasing Department no later than **2:00 p.m.** on **June 3, 2014.**

Offers will be accepted up to, and no offers may be withdrawn after, the deadline for offer submission time and date shown above. Offers must be delivered in sealed envelopes clearly marked: **ITN1325JCSA ERP Consulting Services for Implementation and Upgrades for PeopleSoft Applications, PeopleTools and Oracle Software and Hardware**. The offer must be submitted with seven **(7) copies; one hard copy and six (6) electronic versions on either disc or thumb drive.** The hard one copy needs to contain original signatures of the Respondent's authorized representatives on the document titled "INVITATION TO NEGOTIATE ACKNOWLEDGMENT FORM (Form ITN/CS)." All copies of proposals whether they are electronic or hard copy must be complete sets in every way, with all information the proposer desires to be evaluated. UCF will not be responsible for any proposal's low score during the evaluation process that results from any of the proposals (hard or

electronic copy) having incomplete information and or omitted documents. UCF will not be responsible for making copies of any omitted or missing documents to complete any submitted proposal.

2.7   Section Not Used

2.8   Evaluation Criteria and Selection Process

A. UCF reserves the right to conduct negotiations if the decision maker (Vice President/Dean or his/her written designee(s) with the advice and consent of the Purchasing Director determines negotiations to be in the best interest of the university. Any portion of a meeting at which a negotiation with a vendor is conducted pursuant to a competitive solicitation is exempt from s. 286.011 and s. 24(b), Art. I of the State Constitution. Discussions with vendors after receipt of an offer do not constitute a rejection, counteroffer or acceptance by UCF.

B. UCF reserves the right to conduct negotiations with the highest ranked offerer(s). In the event the decision maker determines it to be in UCF's best interest to enter into negotiations, he/she after receiving the advice and consent of the Purchasing Director shall:
   1. Establish an evaluation committee tailored for the particular acquisition that includes appropriate expertise to ensure a comprehensive evaluation of offers. The committee will review all responsive offers and develop a ranked order of vendors based on the points given each evaluation criteria contained herein;
   2. Develop the acquisition plan (strategy to award with or without negotiations) after review of offers;
   3. Ensure consistency among the solicitation requirements, notices to respondents, offer preparation instructions, evaluation criteria, solicitation provisions or contract clauses, and data requirements;
   4. Ensure that offers are evaluated based solely on the evaluation criteria contained in the solicitation;
   5. Consider the recommendations of the evaluation committee in determining which offerer(s) to enter into negotiations; and
   6. Select the negotiation team. This can be the evaluation team or any other individual(s) the decision maker deems necessary for the acquisition. The negotiation team will invite the highest ranked offerer(s) falling within the desired competitive range to enter into negotiations.

C. All offers shall be initially evaluated based on weighted criteria set forth in the table below by members of an evaluation committee. Such committee shall consist of three (3) or more individuals who have expertise regarding, or some experience with, the subject matter of the ITN or, if none, then individuals who could be characterized as recipients, beneficiaries, or users of the ITN's subject matter. The Chief Technology Officer or his/her written designee(s) will appoint the evaluation committee members. Committee members, at the discretion of the Chief Technology Officer or his/her written designee(s), shall have the option to meet as a group any time during formulation of the specifications and solicitation stage to discuss and correct any concerns and ambiguities of the solicitation and specifications. This privilege shall be rescinded upon opening of the offers. After offer opening, each evaluation committee member shall function independently of all other persons including, without limitations, the other committee members, and, throughout the entire evaluation process, each evaluation committee member is strictly prohibited from meeting with or otherwise discussing this ITN and any aspect thereof including, without limitation, the offers and their content with any other individual whatsoever. Each evaluation committee member shall conduct an independent evaluation of the offers in accordance with the weighted evaluation criteria set forth in the following Table A:

Table A – Evaluation of Responses

Evaluation Criteria	Max Points
A. Experience and Qualifications in any of the following PeopleSoft applications: Campus Solutions, Human Capital Management, Financials, CRM, Interaction Hub, Mobile, Academic Advising, Oracle Database Administration, PeopleSoft Systems Administration	100
B. Services Offered	35
C. Consulting Scope and Cost to University	10
D. Prior experience with a large complex multi campus Higher Education institution	35
E. Demonstrated ability to meet the requested project time lines	10
F. Conformance to ITN's preferred conditions and requirements (Failure to conform to ITN's mandatory conditions and requirements may result in rejection of proposal Section 2.0)	10
Evaluation of Responses Point Total	200

Each evaluation committee member must independently score, in writing, each offer on the form depicted in **APPENDIX I**. Each evaluation committee member shall enter comments, if any, regarding the offer and then sign the completed score forms and deliver them, in a sealed envelope, to the **Purchasing Person identified in section 2.1.**, who will forward copies to the **Decision Maker**, or his/her designee. At the time of such delivery to the **Purchasing Person**, the evaluation committee members shall cease to participate further in this ITN process unless expressly requested otherwise by **Decision Maker.**

The **Decision Maker** shall review, in the manner and to the extent he/she deems reasonable under the circumstances, the ITN, the offers, and committee members' scoring forms. While not bound to them, the **Decision Maker** may give deference to the scoring forms. Based on what the **Decision Maker** determines is in the best interest of UCF, the **Decision Maker** will then make the final decision whether or not to recommend the award of a contract to a Respondent to this ITN, negotiate with the highest ranked respondent(s) or cancel the ITN.

The **Decision Maker** may, at any time during this ITN process, assign one (1) or more UCF staff member(s) to assist the **Decision Maker's** review prior to his/her decision-making in this process. UCF is not obligated to make an award under or as a result of this ITN or to award such contract, if any, on the basis of lowest cost or highest commission offered. UCF reserves the right to award such contract, if any, to the Respondent(s) submitting an offer that UCF, at its sole discretion, determines is in UCF's best interest.

2.9   Posting of Recommended Selection

Intent to award will be posted within a reasonable time when the Purchasing Department receives the decision maker's notice of recommended award decision.. The recommendation to award a contract, if

any, to a Respondent(s) to this ITN will be posted for review by interested parties in the Purchasing Department and will remain posted for a period of seventy-two (72) hours (three (3) business days).

A. If the Respondent desires to protest the recommendation to award a contract, if any, the Respondent must file with UCF:
   1. A written notice of intent to protest within seventy-two (72) hours (three (3) business days) of the posting of the recommended award. UCF shall not extend or waive this time requirement for any reason whatsoever.
   2. A formal written protest by petition within ten (10) calendar days of the date on which the notice of intent to protest is filed. UCF shall not extend or waive this time requirement for any reason whatsoever.

B. Failure to file in writing either a notice of intent to protest or a formal protest by petition within the time prescribed in UCF Regulation 7.130(5), shall constitute a waiver of proceedings under that regulation.

C. A formal written protest by petition must be accompanied by a Protest Bond payable to UCF in the amount of $10,000 or 10% of UCF's estimate of the total value of the offered contract, whichever is less. The form of the Protest Bond shall be a cashier's check or money order made payable to UCF.

D. In addition to all other conditions and requirements of this ITN, UCF shall not be obligated to pay for information obtained from or through the Respondent.

2.10   Offer Validity Period

Any submitted offer, shall in its entirety, remain a valid offer for **120** days after the offer submission date.

2.11   Disposition of Offers; Florida Public Records Law Compliance

All offers become the property of the State of Florida, and the State of Florida shall have the right to use all ideas, and/or adaptations of those ideas, contained in any offer received in response to this solicitation. Any parts of the offer or any other material(s) submitted to UCF with the offer that are copyrighted or expressly marked as "confidential", "proprietary", or "trade secret", will only be exempted from the "open records" disclosure requirements of Chapter 119, Florida Statutes, if Florida law specifically recognizes these materials as exempt from disclosure. Thus, the mere designation as "confidential", "proprietary", or "trade secret" by a vendor does not ensure that such materials will be exempt from disclosure. In the absence of a specific Florida statute exempting material from the public records law, UCF is legally obligated to produce any and all public records produced or received in the course of conducting university business, irrespective of any designation by the vendor of those same records as "confidential", "proprietary", or "trade secret." The ultimate determination of whether a vendor's claim of "confidential," "proprietary" or "trade secret" will support an exemption from disclosure will be made by UCF or, potentially, a court. UCF's selection or rejection of an offer will not affect this provision.

2.12   Economy of Presentation

Each offer shall be prepared simply and economically, providing a straightforward, concise description of the Respondent's capabilities to satisfy the conditions and requirements of this ITN. Fancy bindings, colored displays, and promotional material are not desired. Emphasis in each offer must be on completeness and clarity of content. To expedite the evaluation of offers, it is **mandatory** that Respondents follow the format and instructions contained herein. UCF is not liable for any costs

incurred by any Respondent in responding to this ITN including, without limitation, costs for oral presentations requested by UCF, if any.

2.13   Restricted Discussions/Submissions

From the date of issuance of the ITN until UCF announces its intent to negotiate, the Respondent shall not discuss the offer or any part thereof with any employee, agent, or representative of UCF except as expressly requested by UCF in writing. Violation of this restriction will result in REJECTION of the Respondent's offer.

2.14   Verbal Instructions Procedure

No negotiations, decisions, or actions shall be initiated or executed by the Respondent as a result of any discussions with any UCF employee.   Only those communications that are in writing from the authorized UCF representative identified in Section 2.1. of this ITN that have been approved in writing by UCF's President or the President's designee shall be considered as a duly authorized expression on behalf of UCF. Only communications/inquiries from the Respondent that are signed in writing and delivered on a timely basis, i.e., not later than 5:00PM on May 20, 2014, will be recognized by UCF as duly authorized expressions on behalf of the Respondent.

2.15   State Licensing Requirements

All corporations seeking to do business with the State of Florida shall, at the time of submitting an offer in response to this ITN, either be on file or have applied for registration with the Florida Department of State in accordance with the provisions of Chapter 607, Florida Statutes. A copy of the registration/application must be furnished to UCF when submitting the offer.   The successful Respondent, if any, shall be on file with the Florida Department of State at the time of execution of a contract resulting from this ITN, if any. Similarly partnerships seeking to do business with the State shall, at the time of submitting such an offer, have complied with the applicable provisions of Chapter 620, Florida Statutes. A statement shall be required indicating that the Respondent is a corporation or other legal entity. If subcontractors are used, a statement shall also be required indicating that all subcontractors are registered with the State of Florida in accordance with Chapter 607 or 620, Florida Statutes, providing their corporate charter numbers. For additional information, the Respondent shall contact the Florida Secretary of State's Office at (904) 488-9000.

2.16   Parking

Respondent/Vendor(s) shall ensure that all vehicles parked on campus for purposes relating to work resulting from an agreement shall have proper parking permits. This applies to all personal vehicles and all marked and unmarked company vehicles that will be on any University campus for one (1) day or more or on a recurring basis. All such vehicles must be registered with University's Parking Services Department, and parking permits must be purchased by the Respondent/Vendor. Respondent's/Vendor's vehicle(s) shall observe all parking rules and regulations. Failure to obtain parking permits, properly display them, and otherwise comply with all of University's parking rules and regulations could result in the issuance of a parking ticket and/or towing at the expense of Respondent/Vendor or Respondent's/Vendor's employees. For additional parking information or information regarding parking fees/rates, contact University's Parking Services Department at (407) 823-5812 or online at http://parking.ucf.edu.

2.17   Definitions

UCF'S Contract Administrator - The University has designated liaison with the Respondent. In this matter, UCF's Contract Administrator will be Cali Jones.

Respondent/Offerer/Vendor/Contractor - Anyone who submits a timely offer in response to this ITN.

Successful Respondent/Contractor - The firm or individual who is the recommended recipient of the award of a contract under this ITN (also synonymous with "Payee", "Offerer", and "Vendor").

Contract/Agreement - The formal bilateral agreement signed by a representative of the University and the Vendor which incorporates the requirements and conditions listed in this ITN and the Vendor's offer.

Project Manager - After contract award a liaison from the user department will oversee the Contractor's performance and report as needed to the contract administrator. The Project Manager is Elizabeth Hale.

2.18   Procurement Rules

A. UCF has established for purposes of this ITN that the words "shall", "must", or "will" are equivalent in this ITN and indicate a mandatory requirement or condition, the material deviation from which shall not be waived by UCF. UCF will, at UCF's sole discretion, determine whether a deviation is material. Any deviation found by UCF to be material shall result in the rejection of the offer.

B. The words "should" or "may" are equivalent in this ITN and indicate very desirable conditions, or requirements but are permissive in nature. Deviation from, or omission of, such a desirable condition or requirement will not in and of itself cause automatic rejection of a offer, but may result in the offer being considered as not in the best interest of UCF. UCF will, at UCF's sole discretion, determine whether an offer is considered as not in the best interest of UCF and may or may not reject the offer, all at UCF's sole discretion.

C. The Respondent must comply with the instructions cited in Section 2.3. Also, the Respondent must initial the designated sections set forth on Appendix II, indicating that the Respondent has either understood and agreed to or disagreed with each particular section listed on Appendix II. Failure to submit Appendix II with each area marked as set forth above and initialed by the Respondent shall constitute grounds for rejection of the offer by UCF and shall give UCF the right to reject the offer, at UCF's sole discretion.

D. The Respondent is solely responsible for the accuracy and completeness of its offer. The Respondent's errors or omissions, if any, are solely at the risk of the Respondent and may be grounds for rejection of the offer and shall give UCF the right to reject the offer, at UCF's sole discretion.

2.19   Force Majeure

No default, delay or failure to perform on the part of UCF or the Respondent shall be considered a default, delay or failure to perform otherwise chargeable, hereunder, if such default, delay or failure to perform is due to causes beyond UCF's reasonable control including, but not limited to, strikes, lockouts, actions or inactions of governmental authorities, epidemics, war, embargoes, fire, earthquake, acts of God, default of common carrier. In the event of such default, delay, or failure to perform due to causes beyond UCF's or the Respondent's reasonable control, any date or times by which UCF or the

Respondent is otherwise scheduled to perform shall be extended automatically for a period of time equal in duration to the time lost by reason of the cause beyond the reasonable control of UCF or the Respondent.

2.20 Limitation of Remedies, Indemnification, and Insurance

A. The Attorney General of the State of Florida has rendered an opinion that agencies of the State of Florida cannot contractually limit the State's right to redress. Consequently, any offer by Respondent to limit the Respondent's liabilities to the State or to limit the State's remedies against the Respondent is unacceptable and will result in the REJECTION of the Respondent's offer.

B. As an agency of the State of Florida, UCF's liability is regulated by Florida law. Except for its' employees acting within the course and scope of their employment, UCF shall not indemnify any entity or person. The State of Florida is self-insured to the extent of its liability under law and any liability in excess of that specified in statute may be awarded only through special legislative action. Accordingly, UCF's liability and indemnification obligations under this ITN and the resulting contract, if any, shall be effective only to the extent required by Florida law; and any provision requiring UCF to provide insurance coverage other than the State of Florida self-insurance shall not be effective.

C. Respondent(s)/Vendor(s)/Payee(s)/Offerer(s) shall hold the University and the UCF Board of Trustees and the University's officers, employees, agents and/or servants harmless and indemnify each of them against any and all liabilities, actions, damages, suits, proceedings, and judgments from claims arising or resulting from the acts or omissions of Respondent(s)/Vendor(s)/Payee(s)/Offerer(s), its employees, its agents or of others under Respondent's/Vendor's/Payee's/Offerer's control and supervision. If any part of a delivery to the University pursuant to a contract resulting from this ITN is protected by any patent, copyright, trademark, other intellectual property right or other right, Respondent/Vendor/Payee/Offerer also shall indemnify and hold harmless the University and the UCF Board of Trustees and the University's officers, employees, agents and/or servants from and against any and all liabilities, actions, damages, suits, proceedings and judgments from claims instituted or recovered against the University by any person or persons whomsoever on account of the University's use or sale of such article in violation of rights under such patent, copyright, trademark, other intellectual property right or other right.

For all purchases of $10,000 or below, Respondent/Vendor/Payee/Offerer will have and maintain types and amounts of insurance that at a minimum cover the Respondent's/Vendor's/Payee's/Offerer's (or subcontractor's) exposure in performing a contract resulting from this ITN. For all purchases that exceed $10,000 (i.e. $10,000.01 and up) and/or all purchases that require a UCF Safe Form, Respondent/Vendor/Payee/Offerer will have and maintain general liability insurance of one (1) million dollars and Respondent/Vendor/Payee/Offerer shall send a copy of his/her insurance certificate (prior to commencement of his/her performance or delivery hereunder) to the following address by email, fax or mail:

E-mail: ehs@ucf.edu
Fax: 407-823-0146
Mail: University of Central Florida
PO Box 163500
Orlando FL 32816-3500

UCF has the right to deviate from any of the above insurance requirements, if UCF, at UCF's sole discretion decides to do so. If UCF decides to deviate from the above noted insurance requirements,

UCF will inform the Respondent/Vendor/Payee/Offerer in writing in those particular circumstances. Unless UCF notifies a Respondent/Vendor/Payee/Offerer in writing that UCF is willing to deviate from the insurance requirements noted above, all of the above insurance requirements shall apply to the Respondent/Vendor/Payee/Offerer. The University and its Board of Trustees shall be listed as additional insured on any certificate issued and the Certificate Holder is to read the following:

University of Central Florida
Board of Trustees
4000 Central Florida Blvd.
Orlando FL 32816

D. WORKER'S COMPENSATION: During the contract term, the contractor at its sole expense shall provide commercial insurance of such a type and with such terms and limits as may be reasonably associated with the contract, which, as a minimum, shall be: workers' compensation and employer's liability insurance in accordance with Florida Statutes Chapter 440, with minimum employers' liability limits of $100,000 per accident, $100,000 per person, and $500,000 policy aggregate. Such policy shall cover all employees engaged in any contract work.

Employers who have employees who are engaged in work in Florida must use Florida rates, rules, and classifications for those employees. In the construction industry, only corporate officers of a corporation or any group of affiliated corporations may elect to be exempt from workers' compensation coverage requirements. Such exemptions are limited to a maximum of three per corporation and each exemption holder must own at least 10% of the corporation. Independent contractors, sole proprietors and partners in the construction industry cannot elect to be exempt and must maintain workers' compensation insurance.

2.21 Term of Contract

The contract resulting from this ITN, if any, shall commence on or about **July 15, 2014** and shall end on **June 30, 2017**. The resultant contract will have five (5) one (1) year options to renew that shall automatically renew at the expiration of any term unless either party notifies the other within 60 days of expiration that they do not intend to renew the contract.

2.22 Termination of Contract

The parties to a resultant contract may terminate the contract at any time by mutually consenting in writing. Either party may terminate a resultant contract immediately for breach by the other that remains substantially uncured after thirty (30) days' advanced written notice to the breaching party, which notice describes the breach in detail sufficient to permit cure by the breaching party. The University shall be liable only for payment for services satisfactorily rendered/goods satisfactorily delivered and accepted from the date of commencement until the effective date of termination

2.23 Assignment and Amendment of Contract

Neither the contract resulting from this ITN, if any, nor any duties or obligations under such contract shall be assignable by the Respondent without the prior written consent of UCF. Any contract resulting from this ITN may be amended only in writing signed by the Respondent and UCF with the same degree of formality evidenced in the contract resulting from this ITN.

2.24   Independent Parties

Except as expressly provided otherwise in the contract resulting from this ITN, if any, UCF and the Respondent shall remain independent parties and neither shall be an officer, employee, agent, representative or co-partner of, or a joint venture with, the other.

2.25   Performance Investigations

As part of its evaluation process, UCF may make investigations to determine the ability of the Respondent to perform under this ITN. UCF reserves the right to REJECT any offer if the Respondent fails to satisfy UCF that it is properly qualified to carry out the obligations under this ITN.

2.26   Records

The Respondent/Vendor/Payee/Offerer agrees to keep and maintain, separate and independent records, in accordance with generally accepted accounting principles, devoted exclusively to its obligations and activities pursuant to a contract resulting from this ITN. Such records (including books, ledgers, journals, and accounts) shall contain all entries reflecting the business operations under a resultant contract. University or its authorized agent shall have the right to audit and inspect such records from time to time during the term of a resultant contract, upon reasonable notice to the Payee.

2.27   Public Records

Any contract resulting from this ITN may be canceled unilaterally by the University for refusal by the Respondent/Vendor/Payee/Offerer to allow public access to all papers, documents, letters or other material subject to the provisions of Chapter 119, Florida Statutes, and made or received by the Respondent/Vendor/Payee/Offerer in conjunction with a resultant contract.

2.28   Public Record, Contract For Services

    A. Keep and maintain public records that ordinarily and necessarily would be required by the public agency in order to perform the service.
    B. Provide the public with access to public records on the same terms and conditions that the public agency would provide the records and at a cost that does not exceed the cost provided in Chapter 119, Florida Statutes, or as otherwise provided by law.
    C. Ensure that public records that are exempt or confidential and exempt from public records disclosure requirements are not disclosed except as authorized by law.
    D. Meet all requirements for retaining public records and transfer, at no cost, to the public agency all public records in possession of the contractor upon termination of the contract and destroy any duplicate public records that are exempt or confidential and exempt from public records disclosure requirements. All records stored electronically must be provided to the public agency in a format that is compatible with the information technology systems of the public agency.

If Payee does not comply with a public records request, University shall enforce the contract provisions in accordance with the contract.

2.29   Severability

If any provision of the contract resulting from this ITN, if any, is contrary to, prohibited by, or deemed invalid by applicable laws or regulations of any jurisdiction in which it is sought to be enforced, then said provision shall be deemed inapplicable and omitted and shall not invalidate the remaining provisions of such contract.

2.30 Notices

All notices and all other matters pertaining to the contract resulting from this ITN, if any, to a party shall be in writing, shall be hand delivered, or sent by registered or certified U.S. Mail, return receipt requested, and shall be deemed to have been duly given when actually received by the addressee at the address listed in section 2.1 of this ITN.

2.31 Governing Law and Venue

This ITN and resulting contract, if any, and any disputes thereunder will be governed by the laws of the State of Florida and shall be deemed to have been executed and entered into in the State of Florida. Any such contract shall be construed, performed, and enforced in all respects in accordance with the laws and rules of the State of Florida, and any provision in such contract in conflict with Florida law and rules shall be void and of no effect. UCF and Respondent hereby agree that this ITN and resulting contract, if any, shall be enforced in the courts of the State of Florida and that venue shall always be in Orange County, Florida.

2.32 Liaison

UCF's liaison with the successful Respondent, if any, shall be **Elizabeth Hale, Director Enterprise Application Development, Computer Services and Telecommunications**.

2.33 Subcontracts

The Respondent is fully responsible for all work performed under the contract resulting from this ITN, if any. The Respondent may, with the prior written consent of UCF, enter into written subcontract(s) for performance of certain of its functions under such contract. The subcontractors and the amount of the subcontract(s) shall be identified in the Respondent's response to this ITN. No subcontract shall be implemented or effective until approved in writing by UCF. No subcontract(s), which the Respondent enters into under the contract resulting from this ITN, if any, shall in any way relieve the Respondent of any responsibility for performance of its duties under such contract. Respondent is responsible to fully notify any subcontractor(s) of their responsibilities under any subcontract. All payments to subcontractors shall be the sole responsibility of the Respondent.

2.34 Employment of UCF Personnel

The Respondent shall not, without UCF's prior written consent, knowingly recruit for engagement, on a full time, part time, or other basis during the period of this ITN and any resulting contract, any individuals who are or have been UCF employees at any time during such period, except for UCF's regularly retired employees, or any adversely affected State employees.

2.35 Conflict of Interest

Acceptance of a contract resulting from this ITN shall certify that Payee is aware of the requirements of Chapter 112, Florida Statutes and in compliance with the requirements of Chapter 112, Florida Statutes and other laws and regulations concerning conflicts of interests in dealing with entities of the State of Florida. Payee certifies that its directors and/or principal officers are not employed and/or affiliated with the University unless a current Conflict of Interest (Report of Outside Activity/Employment) form has been completed, executed by such director or officer and approved in accordance with applicable University policies or rules. Violation of this section by Payee shall be grounds for cancellation of a contract resulting from this ITN.

2.36   Equal Opportunity Statement

The State of Florida and UCF subscribe to equal opportunity practices, which conform to both the spirit and the letter of all laws against discrimination and are committed to non-discrimination on the basis of race, creed, color, sex, age, national origin, religion, veteran or marital status, or disability. Respondent commits to the following:

A.   The provisions of Executive Order 11246, September 24, 1965, as amended by Executive Order 11375, and the rules, regulations and relevant orders of the Secretary of Labor that are applicable to each order placed against the contract resulting from this ITN, if any, regardless of value.

B.   The Respondent, if any, awarded a contract under this ITN shall agree to comply with the Americans with Disabilities Act (ADA) of 1990.

C.   If the Respondent anticipates receiving $10,000 in orders during the first 12 months of the contract, if any, resulting from this ITN, Respondent must complete a Certificate of Non-Segregated Facilities form and attach the form to the offer. A sample certificate is attached as **APPENDIX III**.

D.   If the Respondent anticipates receiving $50,000 in orders during the first 12 months of the contract, if any, resulting from this ITN, and employs more than 50 people, the Respondent must complete and file prior to March 1 of each year a standard form 100 (EEO-1).

E.   If the Respondent anticipates receiving $50,000 in orders during the first 12 months of the contract, if any, resulting from this ITN, and employs more than 50 people, the Respondent must maintain a written program for affirmative action compliance that is accessible for review upon request by UCF.

F.   Respondents shall identify their company's government classification at time of offer submittal (See UCF Form ITN/CS: ITN acknowledgement cover page). Respondent's identity will not foster special consideration during this ITN process; this is only for informational purposes for reporting.

2.37   Waiver of Rights and Breaches

No failure or delay by a party hereto to insist on the strict performance of any term of a contract resulting from this ITN, or to exercise any right or remedy consequent to a breach thereof, shall constitute a waiver of any breach or any subsequent breach of such term. No waiver of any breach hereunder shall affect or alter the remaining terms of such a contract, but each and every term of such a contract shall continue in full force and effect with respect to any other then existing or subsequent breach thereof. The remedies provided in such a contract are cumulative and not exclusive of the remedies provided by law or in equity.

2.38   Headings Not Controlling

Headings used in any contract resulting from this ITN are for reference purposes only and shall not be considered to be a substantive part of such contract.

2.39   Employee Involvement/Covenant Against Contingent Fees

In accordance with Section 112.3185, Florida Statutes, the Respondent hereby certifies that, to the best of its knowledge and belief, no individual employed by the Respondent or subcontracted by the Respondent has an immediate relationship to any employee of UCF who was directly or indirectly involved in any way in the procurement of the contract, if any, resulting from this ITN or goods or

services thereunder. Violation of this section by Respondent shall be grounds for cancellation of such contract. The Respondent also warrants that no person or selling agency has been employed, engaged or retained to solicit or secure any contract resulting from this ITN or any advantage hereunder upon an agreement or understanding for a commission, percentage, brokerage or contingent fee, or in exchange for any substantial consideration bargained for, excepting that which is provided to the Respondent's bona fide employees or to bona fide professional commercial or selling agencies or in the exercise of reasonable diligence should have been known by the State to be maintained by the Respondent for the purpose of securing business for Respondent. In the event of the Respondent's breach or violation of this warranty, UCF shall, subject to Respondent's rights under Chapter 120, Florida Statutes, have the right, at its option, to annul any contract resulting from this ITN without liability, to deduct from the charges otherwise payable by UCF under such contract the full amount of such commission, percentage, brokerage, or contingent fee, and to pursue any other remedy available to UCF under such contract, at law or in equity.

2.40   Employment of Aliens

Payee's employment of unauthorized aliens, if any, shall be considered a violation of §§274(e) of the Immigration and Nationality Act. If the Payee knowingly employs unauthorized aliens, such violation shall be cause for unilateral cancellation of a contract resulting from this ITN by the University.

2.41   Site Rules and Regulations

Respondent shall use its best efforts to assure that its employees and agents, while on UCF's premises, shall comply with the State's and UCF's site rules and regulations, if any.

2.42   Travel Expense

Respondent shall not under this ITN or any resulting contract charge UCF for any travel expenses, meals, and lodging without UCF's prior written approval. Upon obtaining UCF's prior written approval, Respondent may be authorized to incur travel expenses payable by UCF to the extent and means provided by Section 112.061, Florida Statutes and applicable UCF policies. Any expenses in excess of the prescribed amounts shall be borne by the Respondent.

2.43   Annual Appropriations

The University's performance and obligations under a contract resulting from this ITN are subject to and contingent upon annual appropriations by the Florida Legislature and other funding sources.

2.44   Taxes

The State of Florida is a tax-immune sovereign and exempt from the payment of all sales, use and excise taxes. The Respondent shall be responsible to pay any such taxes imposed on taxable activities/services under the contract, if any, resulting from this ITN.

2.45   Contractual Precedence

The contract that results from this ITN, if any, and any attachments and/or addenda that are executed by University's duly authorized signatory constitutes the entire and exclusive agreement between the parties. Attachments and/or addenda may include, but are not limited to UCF's Invitation To Negotiate ("ITN") including all the University's ITN specifications, and the Payee's ITN response. In the event of any conflict or inconsistency between before mentioned documents, the order of precedence is:

A. The Agreement/Contract;
B. University's ITN and ITN specifications;
C. Respondent's ITN response; and
D. Any other attached documents signed by the University's official signatory at the time the Agreement/Contract is executed.

2.46 Use of Contract by Other Governmental Agencies

At the option of the Vendor/Contractor, the use of the contract resulting from this solicitation may be extended to other governmental agencies, including the State of Florida, its agencies, political subdivisions, counties, and cities. Each governmental agency allowed by the vendor/contractor to use this contract shall do so independent of any other governmental entity. Each agency shall be responsible for its own purchases and shall be liable only for goods or services ordered, received and accepted. No agency receives any liability by virtue of this offer and subsequent contract award.

2.47 Public Entity Crimes

A person or affiliate who has been placed on Florida's convicted vendor list following a conviction for a public entity crime may not submit an offer on a contract to provide any goods or services to a public entity, may not submit an offer on a contract with a public entity for the construction or repair of a public building or public work, may not submit offers on leases of real property to a   public entity, may not be awarded, or perform work as a contractor, supplier, subcontractor, or consultant under, a contract with any public entity, and may not transact business with any public entity in excess of the offer limit for that public entity, for a period of thirty-six (36) months from the date of being placed on the convicted vendor list.

2.48 Work For Hire

Any work specifically created for the University under a contract resulting from this ITN by the Payee or anyone working on behalf of the Payee (the term Payee shall encompass both) shall be considered a "work for hire." All designs, prints, paintings, artwork, sketches, etchings, drawings, writings, photographs, or any other work or material or property produced, developed or fabricated and any other property created hereunder, including all material incorporated therein and all preliminary or other copies thereof, (the "Materials") shall become and remain the property of the University, and, unless otherwise specifically set forth herein, shall be considered specially ordered for the University as a "work made for hire," or, if for any reason held not to be a "work for hire," the Payee who created, produced, developed or fabricated the Materials hereunder assigns all of his/her right, title and interest in the Materials to the University.

The University shall own all right, title and interest in the Materials. The Payee agrees upon request to execute any documents necessary to perfect the transfer of such title to the University. The Materials shall be to the University's satisfaction and are subject to the University's approval. The Payee bears all risk of loss or damage to the Materials until the University has accepted delivery of the Materials. The University shall be entitled to return, at the Payee's expense, any Materials which the University deems to be unsatisfactory. On or before completion of the Payee's services hereunder, the Payee must furnish the University with valid and adequate releases necessary for the unrestricted use of the Materials for advertising or trade purposes, including model and property releases relating to the Materials and releases from any persons whose names, voices or likenesses are incorporated or used in the Materials.

The Payee hereby represents and warrants that, (a) all applicable laws, rules and regulations have been complied with, (b) the Payee is free and has full right to enter into this P.O. and perform all of its obligations hereunder, (c) the Materials may be used or reproduced for advertising or trade purposes or

any commercial purposes without violating any laws or the rights of any third parties and (d) no third party has any rights in, to, or arising out of, or in connection with the Materials, including without limitation any claims for fees, royalties or other payments.

The Payee agrees to indemnify and hold harmless the University and those acting for or on its behalf, the UCF Board of Trustees, the State of Florida and the Florida Board of Governors and their respective officers, agents, employees and servants from and against any and all losses, claims, damages, expenses or liabilities of any kind, including court costs and attorneys' fees, resulting from or in any way, directly or indirectly, connected with (a) the performance or non-performance of the University's order by the Payee, (b) the use or reproduction in any manner, whatsoever, or (c) any breach or alleged breach of any of the Payee's contracts or representations and warranties herein.

2.49 Export Control:

The parties shall comply with all applicable U.S. export control laws and regulations, including but not limited to the International Traffic in Arms Regulations (ITAR), 22 CFR Parts 120 through 130, the Export Administration Regulations (EAR), 15 CFR Parts 730 through 799 and/or other restrictions imposed by the Treasury Department's Office of Foreign Asset Controls (OFAC), in the performance of a contract resulting from this ITN. The parties agree that no technology, related data or information will be exchanged or disseminated under such a contract nor any collaboration conducted pursuant to such a contract, which are export controlled pursuant to the export control laws of the United States, including the EAR and the ITAR and any other applicable regulations.

The Parties agree that the Payee will not provide the University with any ITAR or EAR restricted technology and/or related data, and that any ITAR or EAR restricted technologies and/or data produced in furtherance of a contract resulting from this ITN will be in the exclusive possession of the Payee and at no time will any export controlled technologies, related data, or information be intentionally or inadvertently transferred to the University, its facilities, labs, staff, researchers, employees, officers, agents, servants or students in the performance of such a contract.

If the Payee wishes to disclose export controlled technology or technical data to the University, the Payee will, prior to disclosing any information, technical data or source code that is subject to export controls under federal law, notify the University in writing that the material is export controlled and shall identify the controls that apply. The University shall have the right to decline or limit (a) the receipt of such information, and (b) any task requiring receipt of such information. In the event the Payee sends any such technical data or product that is subject to export control, without notice of the applicability of such export control, the University has the right to immediately terminate a contract resulting from this ITN. The Payee understands and agrees that to the extent the Payee's personnel have access to work or materials subject to U.S. export controls while on University property, such personnel will meet all federal export control regulatory requirements or have the appropriate U. S. government approval.

2.50 Nonnegotiable Conditions and Requirements

The University seeks to award a contract from this ITN that complies with applicable law and will be both fair and reasonable to all parties, protecting the best interest of the University, its Board of Trustees, faculty, staff and students. With that goal in mind, we have developed a list of terms and conditions that are either required by law and are thus non-negotiable or have been deemed to be important to the University's interests and are thus non-negotiable. Any discussions seeking to alter or remove such a term or condition from any contract resulting from this ITN shall not be granted to any Respondent. The non-negotiable terms and conditions are listed on Appendix II of this document, and identified with **non-negotiable**. Respondents that disagree with any of those "non-negotiable" terms

and conditions should forego submitting an offer because said offer shall be rejected as nonresponsive to this ITN. Failure to submit Appendix II with the offer constitutes grounds for rejection of the offer and UCF shall have the right to reject said offer, at UCF's sole discretion.

3.0 REQUIRED OFFER FORMAT

3.1 Introduction

The Respondent shall not alter the ITN in any way and shall not reproduce all or any part of the ITN in its offer document. The contract, if any, resulting from this ITN shall attach the entire ITN and incorporate the ITN by reference.

To facilitate analysis of its offer, the Respondent must prepare its offer in accordance with the instructions outlined in this section. If Respondent's offer deviates from these instructions, such offer may, at UCF's sole discretion, be REJECTED.

UCF EMPHASIZES THAT THE RESPONDENT CONCENTRATE ON ACCURACY, COMPLETENESS, AND CLARITY OF CONTENT. The Respondent must use sections and tabs that are clearly identified and also must number and label all parts, pages, figures, and tables in its negotiation. Additional tabs may be appended which contain any other pertinent matters that the Respondent wishes UCF to take into consideration in reviewing the offer. Respondent's response to this ITN must be sent to UCF's Authorized Representative at the address listed in Section 2.1 above.

3.2 Respondent/Offer Submittal Sections

The Respondent shall organize its offer into the following major sections.

A. **Experience And Qualifications in any of the following PeopleSoft applications: Campus Solutions, Human Capital Management, Financials, CRM, Interaction Hub, Mobile, Database Administration, Systems Administration.**

1. Please provide an overview and history of your company, and experience in providing consulting and advisory services similar in scope to those requested in section 1.1.
2. The proposer shall provide a list of current or recent similar-type client accounts, if any, which are located in the United States. Client account information shall include contact name, address, phone number, email address, and length of service.
3. Please provide a list of client accounts lost through early termination or non-renewal over the past five (5) years. Include contact name, phone number, email address and length of service at each account, and reason for loss.
4. The Proposer shall provide a chart of the company's organization and a description of its corporate structure and chain of ownership of company to ultimate parent corporation, and all subsidiaries.
5. Provide the number of years' experience in providing services as described in section 1.1.

B. **Services Offered**

1. List the total number of employees, include job titles and experience of individual(s) who would be available to the UCF account; please include resume(s).
2. Clearly identify the skill sets your staff is capable of providing, and clearly indicate if subcontractors or sub-consultants will be used.

C. **Consulting Scope and Cost to University**

1. Demonstrate an understanding of the services the university requires under this contract.
2. Explain the methodology the proposer will employ to fulfill the requirements discussed in section 1.1 while maintaining project scope and cost.
3. The proposal shall specify billing rates for the various personnel who will be involved in the activities.
4. Describe in detail the costs to UCF under the terms of an agreement, if any, resulting from this ITN. A separate Statement of Work (SOW) agreement will be issued for selected services and quantity of hours after vendor selections are made. Include information about variable costs including travel.

D. **Prior Experience with a Large, Complex, Multi-Campus Higher Education Institution**

1. Proposers addressing the systems administrator functions or the database administrator functions as described in section 1.1 must provide a list of current or very recent clients and projects explaining the system architecture and the project scope.
2. Proposers addressing the systems administrator functions, the database administrator functions and application functions as described in section 1.1 must provide a list of current or recent clients and projects explaining integrations with third party application and the project scope.
3. Proposers addressing the PeopleSoft application and tools functions as described in section 1.1 above must provide a list of current or very recent clients and projects explaining integrations with third party application and the project scope.

E. **Demonstrated Ability to Meet Requested Project Time Lines**

1. Proposer must provide a list of current or recent similar-type projects as described in section 1.1 demonstrating their ability to estimate adequate resources and accurate timelines with successful deliverables.

4.0   OTHER REQUIREMENTS

A sample copy of UCF's standard contractual agreement, which is the instrument used to bind the contractual parties, can be viewed at http://www.purchasing.ucf.edu. Any concerns with the provisions and clauses of the offered agreement should be addressed during the question and answer period in section 2.2.

APPENDIX I
EVALUATION SCORING SHEET

NAME OF RESPONDENT COMPANY__Sun Day Consulting, Inc._____

INSTRUCTIONS TO EVALUATION COMMITTEE MEMBER:

1. Evaluate each offer on a separate form.

2. Work independently and do not discuss the Offers or your evaluation with anyone.

3. When the forms are completed, sign, date and deliver them in a **sealed envelope** to the **Purchasing Representative named in section 2.1.**

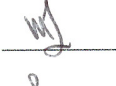| Evaluation Criteria	Max Points	Points Awarded
A. Experience and Qualifications in any of the following PeopleSoft applications: Campus Solutions, Human Capital Management, Financials, CRM, Interaction Hub, Mobile, Academic Advising, Oracle Database Administration, PeopleSoft Systems Administration	100	
B. Services Offered	35	
C. Consulting Scope and Cost to University	10	
D. Prior experience with a large complex multi campus Higher Education Institution	35	
E. Demonstrated ability to meet the requested project time lines	10	
F. Conformance to ITN's preferred conditions and requirements (Failure to conform to ITN's mandatory conditions and requirements may result in rejection of proposal) section 2.0	10	
Total Points:	200	

COMMENTS:
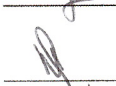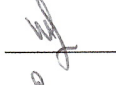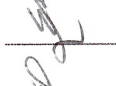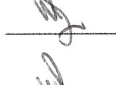
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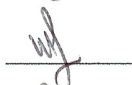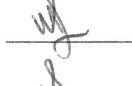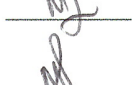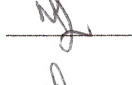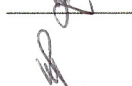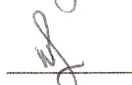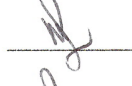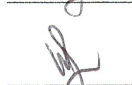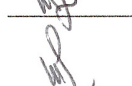
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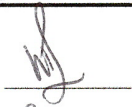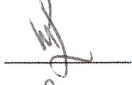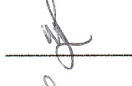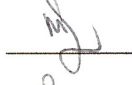
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APPENDIX II
SUPPLEMENTAL OFFER SHEET
TERMS AND CONDITIONS
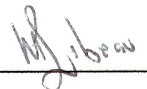
The sections set forth below must each be initialed, as YES for "understood and agreed upon" or NO for "not agreed to." Failure to complete and return this document with your offer could result in rejection of your offer, at UCF's sole discretion. Respondents shall not check sections as "understood and agreed upon" with the intent to negotiate a change to those sections/terms and conditions after tentative award of a contract resulting from this ITN. Respondents disagreeing with any term or condition of this ITN shall act to resolve the difference prior to the deadline for inquires, as noted in this ITN. A Respondent's disagreement with any non-negotiable section of this ITN shall be automatically rejected. Failure of the university and the tentative awardee to come to an agreement with respect to terms and conditions within a time frame UCF determines to be reasonable constitutes grounds for rejection of that offer and the University shall have the right, at its sole discretion, to award the contract to the next favorable respondent.

SECTION	YES	NO	RESPONDENT INITIALS
2.1 **Non-negotiable**	☒	_____	
2.2 **Non-negotiable**	☒	_____	
2.3 **Non-negotiable**	☒	_____	
2.4	☒	_____	
2.5	☒	_____	
2.6 **Non-negotiable**	☒	_____	
2.7 Section Not Used			
2.8 **Non-negotiable**	☒	_____	
2.9	☒	_____	
2.10	☒	_____	
2.11 **Non-negotiable**	☒	_____	
2.12	☒	_____	
2.13 **Non-negotiable**	☒	_____	
2.14 **Non-negotiable**	☒	_____	
2.15	☒	_____	

SECTION	YES	NO	RESPONDENT INITIALS
2.16	☒	_____	_____
2.17	☒	_____	_____
2.18 **Non-negotiable**	☒	_____	_____
2.19	☒	_____	_____
2.20 **Non-negotiable**	☒	_____	_____
2.21	☒	_____	_____
2.22	☒	_____	_____
2.23	☒	_____	_____
2.24	☒	_____	_____
2.25	☒	_____	_____
2.26	☒	_____	_____
2.27**Non-negotiable**	☒	_____	_____
2.28	☒	_____	_____
2.29	☒	_____	_____
2.30**Non-negotiable**	☒	_____	_____
2.31**Non-negotiable**	☒	_____	_____
2.32	☒	_____	_____
2.33	☒	_____	_____
2.34	☒	_____	_____
2.35**Non-negotiable**	☒	_____	_____
2.36	☒	_____	_____
2.37	☒	_____	_____
2.38	☒	_____	_____

SECTION	YES	NO	RESPONDENT INITIALS
2.39**Non-negotiable**	☒	_____	_____
2.40	☒	_____	_____
2.41	☒	_____	_____
2.42**Non-negotiable**	☒	_____	_____
2.43	☒	_____	_____
2.44	☒	_____	_____
2.45	☒	_____	_____
2.46	☒	_____	_____
2.47	☒	_____	_____
2.48	☒	_____	_____
2.49 **Non-negotiable**	☒	_____	_____
2.50	☒	_____	_____
3.0	☒	_____	_____
4.0	☒	_____	_____

RESPONDENT COMPANY NAME Sun Day Consulting, Inc.

AUTHORIZED SIGNATURE _____

TITLE President

DATE May 30, 2014

APPENDIX III

CERTIFICATE OF NON-SEGREGATED FACILITIES

We, **Sun Day Consulting, Inc.** certify to the University of Central Florida that we do not and will not maintain or provide for our employees any segregated facilities at any of our establishments, and that we do not and will not permit our employees to perform their services, under our control, where segregated facilities are maintained. We understand and agree that a breach of this certification is a violation of the Equal Opportunity clause required by Executive order 11246 of 24 September 1965.

As used in this certification, the term "segregated facilities" means any waiting rooms, work areas, rest rooms and wash room, restaurants and other eating areas, time clocks, locker rooms and other storage or dressing areas, parking lots, drinking fountains, recreation or entertainment areas, transportation and housing facilities provided for employees which are segregated by explicit directive or are in fact segregated on the basis of race, creed, color or national origin, because of habit, local custom or otherwise.

We, further, agree that (except where we have obtained identical certifications from offered subcontractors for specific time periods) we will obtain identical certifications from offered subcontractors prior to the award of subcontracts exceeding $10,000 which are not exempt from the provisions of the Equal Opportunity Clause; that we will retain such certification in our files; and that we will forward the following notice to such offered subcontractors (except where the offered subcontractors have submitted certifications for specific time periods):

NOTE TO PROSPECTIVE SUBCONTRACTORS OR REQUIREMENTS FOR CERTIFICATIONS OF NON-SEGREGATED FACILITIES. A Certificate of Non-segregated Facilities, as required by the 9 May 1967 order on Elimination of Segregated Facilities, by the Secretary of Labor (32 Fed. Reg. 7439, 19 May 1967), must be submitted prior to the award of a sub-contract exceeding $10,000 which is not exempt from the provisions of the Equal Opportunity clause. The certification may be submitted either for each sub-contract or for all subcontracts during a period (i.e. quarterly, semiannually, or annually).

NOTE: Whoever knowingly and willfully makes any false, fictitious, or fraudulent representation may be liable to criminal prosecution under 18 U.S.C. 1001.

APPENDIX III

CERTIFICATE OF NON-SEGREGATED FACILITIES
SUBPART - CONTRACTOR'S AGREEMENTS

SEC. 202.   Except in contracts exempted in accordance with Section 204 of this Order, all Government contracting agencies shall include in every Government contract hereafter entered into the following provisions:

During the performance of this contract, the contractor agrees as follows:

(1) The contractor will not discriminate against any employee or applicant for employment because of race, color, religion, sex, or national origin. The contractor will take affirmative action to ensure that applicants are employed, and that employees are treated during employment, without regard to their race, color, religion, sex, or national origin. Such action shall include, but not be limited to the following: employment, upgrading demotion, or transfer; recruitment or recruitment advertising; layoff or termination; rates of pay or other forms of compensation; and selection for training, including apprenticeship. The contractor agrees to post in conspicuous places, available to employees and applicants for employment, notices to be provided by the contracting officer setting forth the provisions of this nondiscrimination clause.

(2) The contractor will, in all solicitations or advertisements for employees placed by or on behalf of the contractor, state that all qualified applicants will receive consideration for employment without regard to race, color, religion, sex or national origin.

(3) The contractor will send to each labor union or representative of workers with which the contractor has a collective bargaining agreement or other contract or understanding, a notice, to be provided by the agency contracting officer, advising the labor union or worker's representative of the contractor's commitments under Section 202 of Executive Order No. 11246 of September 24, 1965, and shall post copies of notice in conspicuous places available to employees and applicants for employment.

(4) The contractor will comply with all provisions of Executive Order No. 11246 of September 24, 1965 and of the rules, regulations, and relevant orders of the Secretary of Labor.

(5) The contractor will furnish all information and reports required by Executive Order No. 11246 of September 24, 1965, and by the rules, regulations, and orders of the Secretary of Labor, or pursuant thereto, and will permit access to his books, records, and accounts by the contracting agency and the Secretary of Labor for purposes of investigation to ascertain compliance with such rules, regulations and orders.

(6) In the event of the contractor's noncompliance with the nondiscrimination clauses of this contract or with any of such rules, regulations, or orders, this contract may be canceled, terminated, or suspended in whole or in part and the contractor may be declared ineligible for further Government contracts in accordance with procedures authorized in Executive Order No. 11246 of September 24, 1965, and such other sanctions may be imposed and remedies invoiced as provided in Executive Order No. 11246 of September 24, 1965, or by rule, regulation, or order of the Secretary of Labor, or as otherwise provided by law.

(7) The contractor will include the provision of Paragraphs (1) through (7) in every subcontract or purchase order unless exempted by rules, regulations, or orders of the Secretary of Labor issued pursuant to Section 204 of Executive Order No. 11246 of September 24, 1965, so that such provisions will be binding upon each subcontractor or vendor. The contractor will take such action with respect to any subcontract or

purchase orders the contracting agency may direct as a means of enforcing such provisions including sanctions for noncompliance. Provided, however, that in the event the contractor becomes involved in, or is threatened with, litigation with a subcontractor or vendor as a result of such direction by the contracting agency, the contractor may request the United States to enter into such litigation to protect the interest of the United States.

SEC. 402 Affirmative Action for Disabled Veterans and Veterans of the Vietnam Era:

(1) The contractor agrees to comply with the affirmative action clause and regulation published by the US Department of Labor implementing Section 402 of the Vietnam Era Veteran's Readjustment Assistance Act of 1974, as amended, and Executive Order 11701, which are incorporated in this certificate by reference.

RESPONDENT COMPANY NAME Sun Day Consulting, Inc.

AUTHORIZED SIGNATURE _____

TITLE President

DATE May 30, 2014

APPENDIX IV

COMPLIANCE AND
CERTIFICATION OF GOOD STANDINGS

The parties shall at all times comply with all applicable ordinances, laws, rules and regulations of local, state and federal governments, or any political subdivision or agency, or authority or commission thereof, which may have jurisdiction to pass laws, ordinances, or make and enforce rules and regulations with respect to the parties.
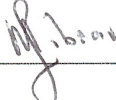
Vendors shall certify below that they are in good standings to conduct business in the State of Florida. **The awardee of any contract resulting from this solicitation shall forward a certification of good standing. The certifications must be submitted to the UCF Purchasing Department prior to providing any goods or services required under the resulting contract.** Noncompliance with this provision may constitute rejection of proposal or termination of a contract at UCF's sole discretion.

CERTIFICATION

I certify that the company submitting an offer under this solicitation in is compliance with all applicable laws to conduct business in the State of Florida is in good standings and will provide a certificate of good standings from the State of residence prior to initiating any performance under any contract resulting from this solicitation.

Company: __Sun Day Consulting, Inc.__

Authorized Representative's Name: __Annet Libeau__

Authorized Representative's Signature: _____

Date: __May 30, 2014__

SUN DAY CONSULTING, INC

P O Box 1615
Boca Raton , FL 33429-1615

https://sundayconsulting.net
annet.libeau@sundayconsulting.net

(954) 695-9172

May 31, 2014

Purchasing Department
University of Central Florida
12479 Research Parkway, Bldg 600
Orlando, FL 32826

Dear Sir / Madam

Enclosed is our proposal to provide Enterprise Resource Planning consulting services for the University of Central Florida for ITN number 1325JCSA. The proposal outlines our services and resources to assist the University with implementing and upgrading PeopleSoft applications, PeopleTools, and Oracle soft- and hardware.

Sun Day Consulting, Inc. provides small teams of highly qualified resources to assist in any phase of a PeopleSoft project, leveraging our network of expert independent consultants.

We appreciate your consideration for this proposal.

Sincerely,

Annet Libeau

President

ENCLOSURE

SUN DAY CONSULTING, INC

PROPOSAL: UNIVERSITY OF CENTRAL FLORIDA

ITN#: 1325JCSA

This constitutes a proposal tendered by Sun Day Consulting, Inc. to provide ERP consulting services to the University of Central Florida (UCF) for Implementation and Upgrades of PeopleSoft Applications, PeopleTools and Oracle Soft- and Hardware.

CONTENT

May 30, 2014

A. EXPERIENCE AND QUALIFICATION IN PEOPLESOFT APPLICATIONS

1. COMPANY OVERVIEW

Sun Day Consulting, Inc. provides Oracle PeopleSoft architectural planning, installation and configuration, database- and system administration, optimization, development and technical upgrade services.

We are a Florida-based certified woman-owned business, founded by Annet Libeau in May 2009. Ms. Libeau has 17 years of continuous Oracle PeopleSoft consulting experience, spanning a variety of industries ranging from Financial Services to Higher Education (including several Ivy League Universities), covering Financial and Supply Chain Management, Enterprise Performance Management, Human Capital Management, Campus Solutions, Interaction Hub, as well as Oracle Fusion Middleware.

Sun Day Consulting, Inc. partners with a consortium of independent consultants to complete projects and perform services for our clients. Our business affiliates are some of the most seasoned consultants in the industry, and include Libeau Enterprises Inc. founded by Frank Libeau in 2003. Mr. Libeau provides business and development services in the Higher Education arena, and specializes in Oracle PeopleSoft Campus Solutions, assisting clients with implementations, upgrades, as well as special design and development projects in various capacities, ranging from technical lead and developer to business analyst.

2. CURRENT / RECENT SIMILAR-TYPE CLIENT ACCOUNTS

Sun Day Consulting, Inc. and Libeau Enterprises, Inc. have extensive experience in the Higher Education arena. Due to the nature of consulting, many of our contracts are CORP-CORP arrangements, and are engagements set up using pass-through companies.

Sun Day Consulting, Inc.'s current, similar-type client account is:

CLIENT NAME:	University of Massachusetts
REFERENCE NAME:	Keith Moran
REFERENCE TITLE:	Associate Chief Technology Officer
REFERENCE PHONE:	(508) 277-5126 (Cell) (774) 455-7718 (Office)
REFERENCE EMAIL:	kmoran@umassp.edu
REFERENCE ADDRESS:	333 South Street, Suite 400 Shrewsbury MA 01545
PROJECT DESCRIPTION:	PeopleSoft HCM 9.2 Upgrade / PeopleTools 8.53 / Oracle SES Server and Coherence*Web Implementation
LENGTH OF PROJECT:	1 Year / Repeat client

Libeau Enterprises, Inc.'s current and recent similar-type client accounts include:

CLIENT NAME:	Florida State University
REFERENCE NAME:	Kimberly A Barber, PhD
REFERENCE TITLE:	University Registrar
REFERENCE PHONE:	850-644-6127
REFERENCE EMAIL:	kabarber@admin.fsu.edu
REFERENCE ADDRESS:	282 Champions Way PO Box 3062480 Tallahassee FL 32306-2480
PROJECT DESCRIPTION:	Conversion / Development / Campus Solutions 9.0 Implementation
LENGTH OF PROJECT:	1.5 Years

CLIENT NAME:	Embry Riddle Aeronautical University
REFERENCE NAME:	Joseph Busch, MBA, PMP
REFERENCE TITLE:	Executive Director of University Technology
REFERENCE PHONE:	386-226-6414
REFERENCE EMAIL:	jrbusch1@erau.edu
REFERENCE ADDRESS:	600 S Clyde Morris Boulevard Daytona Beach FL 32114-3900
PROJECT DESCRIPTION:	Campus Solutions 9.0 Implementation
LENGTH OF PROJECT:	1 Year

3. CLIENT ACCOUNTS LOST THROUGH EARLY TERMINATION

Sun Day Consulting, Inc. and its affiliates have never lost accounts through early termination / non-renewal.

4. CORPORATE STRUCTURE

```
┌─────────────────────────────┐
│ Sun Day Consulting, Inc.    │
│ * FL Charter Number:        │
│ P09000042357                │
│                             │
│ Annet Libeau, President     │
└─────────────────────────────┘
          │
          │     ┌─────────────────────────────┐
          │     │ Sub-Company                 │
          ├─────│ Libeau Enterprises, Inc.    │
          │     │ * FL Charter Number:        │
          │     │ P03000095685                │
          │     │                             │
          │     │ Frank Libeau, President     │
          │     └─────────────────────────────┘
          │     ┌─────────────────────────────┐
          │     │ Sub-Company                 │
          ├─────│ Independent Consultant(s)   │
          │     │ (Client approved)           │
          │     │                             │
          │     │ Any Sub-Company will be     │
          │     │ State of Florida registered │
          │     └─────────────────────────────┘
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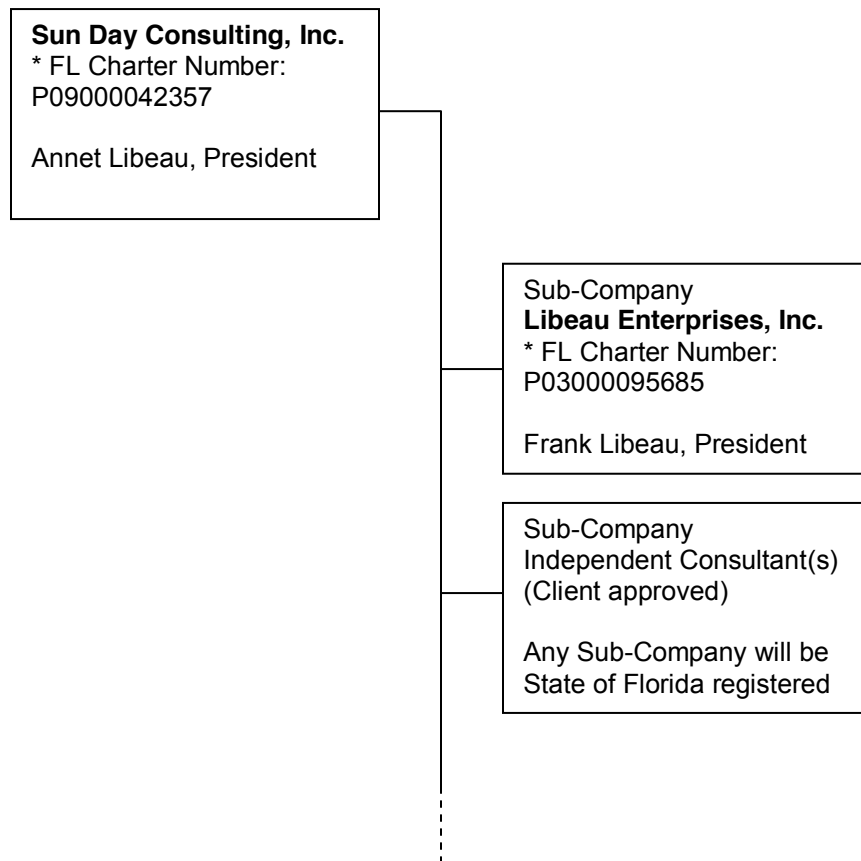
* Please see Appendix B for State of Florida Department of State Business Certificate

5. EXPERIENCE PROVIDING REQUIRED SERVICES

Annet Libeau has 17 years of hands-on Oracle database administration, PeopleSoft administration, performance tuning and upgrade experience, covering Financial and Supply Chain Management, Human Capital Management and Campus Solutions. Ms. Libeau has completed approximately 12 major Oracle upgrades, 14 major PeopleSoft application upgrades (including 7 double-hop upgrades), and approximately 16 major PeopleTools upgrades. Many of her upgrades have involved platform changes, for example Solaris to Linux. Historically, she has performed more complex upgrades in large database environments. These upgrades would typically not be performed in a lab environment by one of the large consulting organizations, due to size and complexity. She has extensive experience patching Oracle, PeopleTools and PeopleSoft applications, including using Virtual Box images and Update Manager technology. Annet has completed 5 PeopleSoft implementations and approximately 10 technical assessments where she provided an architectural assessment, guidelines, as well as hard- and software recommendations before or during an upgrade or implementation. Ms. Libeau's tuning experience involves all tiers of the system architecture and she has completed at least 8 tuning projects where her recommendations have resulted in significant performance improvements. She has worked with the latest application versions, including PeopleSoft 9.2, PeopleTools 8.53 and Oracle12c. Annet can assist with implementing high availability solutions such as stateful web server failover using Coherence*Web and has experience implementing Oracle Secure Enterprise Search technology, as well as an in-depth understanding of PeopleSoft security.

Frank Libeau has 16 years of Campus Solutions consulting experience and has completed consulting engagements at 14 universities. Frank has relevant Academic Advisement experience and is knowledgeable in Student Records, Graduate Studies and has strong development experience in similar environments. Within the last 5 years, Mr. Libeau has successfully completed three Campus Solutions implementations within the state of Florida. Frank has worked with Campus Solutions since the product's inception and has been part of a core group of consultants involved in implementations across the United States.

Brahma Mulaka has 16 years of professional experience, and has completed consulting engagements at 4 universities. Brahma is exceptionally intelligent and can quickly adapt to new technologies. He has strong Academic Advisement experience and is very proficient at PeopleSoft Financials and Supply Chain Management. Mr. Mulaka is interested in working with Mobile development tools, has exposure to OBIEE, is resourceful and able to provide outstanding solutions to complex situations. He is also knowledgeable in PeopleSoft security.

James Childs has 16 years of PeopleSoft technical consulting experience at three Ivy League universities in the Northeast. He is a creative and innovative developer, providing solutions for complicated problems to his clients. Mr. Childs' company created, developed and markets a Student Recruitment mobile application, designed for students and school administrators. His application is available on the Apple Store as well as Google Play. For more information, visit mobilecollesearch.com. James has strong developer skills and is currently achieving successful results at Harvard's PeopleSoft Campus Solutions implementation utilizing the results driven Agile Development methodology. In addition, he has PeopleSoft and Workday integration experience.

Martin Kyne has 20 years of Oracle PeopleSoft experience and has completed over 20 PeopleSoft implementation and upgrade projects spanning the entire suite of PeopleSoft applications. Mr. Kyne has extensive experience assisting clients in migrating to the web services based integration technologies provided in PeopleTools 8.53. Martin recently worked on an upgrade of PeopleSoft Portal / Interaction Hub. Martin is one of the most experienced consultants in the industry and has strong experience in PeopleSoft's Customer Relationship Management, Human Capital Management, and Financials and Supply Chain applications. He focuses on integration technologies and the more complex aspects of the applications.

Number of years consulting experience broken down per requirement and consultant:

CONSULTANT:	Annet Libeau	Frank Libeau	Brahma Mulaka	James Childs	Martin Kyne
TOTAL ORACLE PEOPLESOFT:	17	16	9	16	20
UPGRADES:	15	3			10
IMPLEMENTATIONS:	5	13			10
CAMPUS SOLUTIONS:	3	15	4	16	
HUMAN CAPITAL MANAGEMENT:	12	1		10	3
FINANCIAL AND SUPPLY CHAIN MANAGEMENT:	15		4	3	17
CUSTOMER RELATIONSHIP MANAGEMENT:					5
INTERACTION HUB:	1				3
MOBILE:				2.5	
DATABASE ADMINISTRATION:	17				
SYSTEM ADMINISTRATION:	17				
SYSTEMS INTEGRATION:	7			7	20
PEOPLETOOLS 8.52/8.53	2.5	2.5	2.5	2.5	2.5
ANALYTICAL TOOLS (INCL. OBIEE AND HYPERION)					
ACADEMIC ADVISEMENT		1	2.5		

B. SERVICES OFFERED

1. SERVICES

Sun Day Consulting, Inc. offers the following services:

Architectural Planning and Assessment
We provide infrastructure-sizing estimates for server capacity, disk storage and network bandwidth. Our recommendations include options for security, scalability and redundancy at all tiers of the system architecture.

Installation and Configuration
We are adept at rapid installation and configuration of Oracle's PeopleSoft Applications and Oracle's Fusion Middleware.

Upgrade
We provide technical upgrade and conversion optimization services. Our upgrade consultants are also database- and PeopleSoft administrators, and can deploy and maintain the upgrade infrastructure, as well as perform customization remediation.

Database Administration
We have extensive experience supporting large Oracle databases under high transaction rates. We provide application and system Database Administrators (DBAs).

PeopleSoft Administration
We are experts at application-, batch- and web server administration and working with developers and end users to troubleshoot application and technical issues.

System Integration
We utilize the full features of Integration Broker to seamlessly integrate PeopleSoft with third-party systems. Integration technologies include Web Services for Remote Portlets (WSRP), Email Response Management System (ERMS), Service-Oriented Architecture (SOA), Messaging, Component Interface, Open Query API, Application Engine, Approval Workflow Engine (AWE), Interaction Hub, Java and jQuery.

Performance Review
We perform a forensic analysis of performance issues, and implement proactive monitoring and performance tuning strategies.

Development
We provide Oracle PeopleSoft online, batch, conversion, interface and report development services.

Remote Services
We provide cost-effective and secure remote Oracle PeopleSoft upgrade, administration, development and DBA services.

Other Services
We provide small teams of highly qualified resources to assist in any phase of a PeopleSoft project, leveraging our network of expert independent consultants. Our resources have an average of over 15 years experience designing, implementing and upgrading Oracle and PeopleSoft.

2.   RESOURCE COMMITMENTS

Sun Day Consulting, Inc. proposes 1 Full-time Equivalent (FTE):
Annet Libeau, Senior Oracle PeopleSoft Consultant

Annet will be continually involved in all aspects of the engagement, and serve as primary contact with the University of Central Florida's management.

Sun Day Consulting, Inc. will use sub-company Libeau Enterprises, Inc. to provide an additional 1 FTE:
Frank Libeau, Senior Technical and Functional Oracle PeopleSoft Consultant

When possible, and dependent on sub-consultant availability, Sun Day Consulting, Inc. will sub-contract additional resources for UCF initiated requests with like minded results driven qualified consultants:
- Brahma R Mulaka, Senior Technical and Functional Oracle PeopleSoft Consultant
- James Childs, Senior Technical Oracle PeopleSoft Consultant
- Martin J Kyne, Senior Oracle PeopleSoft Integration Specialist

Please see Appendix A for Resumes.

C. CONSULTING SCOPE AND COST TO UNIVERSITY

1.   SERVICES THE UNIVERSITY REQUIRES

The University of Central Florida is seeking assistance with implementation, enhancement, support and upgrades of PeopleSoft Campus Solutions, Human Capital Management, Interaction Hub, Financials and Customer Relationship Management.

Systems Administration functions required, include but are not limited to patches, upgrades, performance tuning, server configurations and security. Database Administration functions include upgrades, performance tuning, security and configuration.

Upgrade services will include all areas of the upgrade, from running the application upgrade scripts to assisting with the database setup and configuration. Key qualifications related to the individual consultant(s) assigned to perform the services include extremely strong upgrade skills, including but not limited to running the upgrade scripts, installing the database, tuning upgrade scripts and processes and debugging of issues.

Sun Day Consulting Inc.'s Database Administrators, PeopleSoft Administrators, Integration Specialists, Developers and Upgraders will work closely with the University of Central Florida's technical teams to provide mentoring and technical expertise.

2.   METHODOLOGY TO FULFILL REQUIREMENTS

Sun Day Consulting, Inc. has a network of independent consultants with a depth of knowledge and experience. If a requested consultant is not available when required, we will attempt to find a qualified, like-minded, results-driven consultant with a similar skill set, at comparable rates as outlined in section C-3 below. We will sub-contract with client approved consultants to provide the requested services.

3. BILLING RATES / COST TO UCF

Our services are provided on a time and material basis. On-site and remote rates are available, as indicated.

CONSULTANT	ON-SITE	REMOTE
Senior Technical Consultant	$ 175 *	$ 150

* Note: Mr. Kyne's on-site rate excludes travel costs, which would be in addition to the on-site rate.

Each consulting assignment will be outlined in a separate Statement of Work (SOW) agreement issued from UCF for selected services. The number of hours allocated for each assignment will be outlined in a SOW with the contract dates. There will be no variable costs unless prior authorization is obtained by the consultant or sub-consultant from the University.

Consultants will work 40 hours/week, 4 days/week for the duration of each SOW, unless otherwise agreed in writing between the University and the consultant. All overtime and/or holiday time work will be billed at the agreed standard rate. Any unplanned time will require approval by the University before such hours are expended. Remote work may be allowed on a case-by-case basis at the full agreement of the parties.

D. HIGHER EDUCATION EXPERIENCE WITH LARGE, MULTI-CAMPUS INSTITUTIONS

Our consultants and sub-consultants have a collective experience in Higher Education of more than 30 years. We have successfully completed projects for the following 18 higher education institutions:

University of Massachusetts *	University of Maryland Baltimore	University of Delaware
Harvard University *	Cornell University	University of Texas Health Science Center
University of Virginia	University of Central Florida *	Maricopa Community Colleges
Florida State University	Embry-Riddle Aeronautical University	University of Colorado
University of Minnesota	Princeton University	Indiana University
The College of the Holy Cross	Loma Linda University and Medical Center	James Madison University

* Currently Assisting

Many of the schools were multi-institution implementations and upgrades. Maricopa Community Colleges has a total of 10 Institutions and serves more than 260,000 students each year. We recently delivered a combined Official Student Transcript that was customized to span a student's multi-institution course work, degrees, GPA and Transfer Credit across the 10 Institutions. The Student experience was such that a single request provided a single, unified transcript.

The University of Minnesota (approximately 50,000 students) is also a multi-Institution (Twin cities, Crookston, Duluth, Morris), large, state college where we have provided assistance with implementations, upgrades and development work. Work at the University of Massachusetts spanned the Boston, Dartmouth and Lowell campuses (more than 40,000 students).

Number of Higher Education Projects broken down by Institution Type:

CONSULTANT:	Annet Libeau	Frank Libeau	Brahma Mulaka	James Childs	Martin Kyne
IVY:	2	2		3	
STATE:	3	8	3	1	1
PRIVATE:	1	4	1	3	2
FLORIDA:		3	3		
NON-FLORIDA:	6	9	1	4	

EXAMPLES OF RECENT PROJECTS

Recent systems- and database administration work at the *University of Massachusetts* included performing several Human Capital Management 9.0 to 9.2 upgrade test moves (including an Oracle upgrade from 11.2.0.3.0 to 12.1.0.1.0 and PeopleTools 8.51.15 to 8.53.12). The project is planned for go-live in mid-October 2014. We have completed several infrastructure related projects at the *University of Massachusetts*, including assistance with a data center move and their implementation of Fujitsu Flexframe for Oracle technology. This included upgrading and moving one of the Universities largest data warehouse databases to Oracle Linux with minimal downtime for the users. We have also completed extensive tuning projects for the Campus Solutions, Financials and Human Resource teams and performed all the Oracle database and PeopleSoft administration work during the Campus Solutions 9.0 upgrade and data center move, working with and mentoring their infrastructure team of about 15 people.

Recent Integration projects include the development of SOA services to integrate the Drupal Content / Web Site catalog management system with Front Office Orders and Applicant Web Lead processing at *US Nursing / Fastaff*, as well as the development of Outlook integration using PeopleSoft Multi Channel Framework to retrieve and process travel itineraries for assignment travel. We also completed integration of SOA services for identity management and remote access to Concur and Cognos at the *University of Colorado*, and delivered multi-site, multi-portal content to serve employee, faculty, students, prospects and three separate campuses by integrating dynamic Portal pagelet content using jQuery, PeopleSoft AJAX, Web Services and JavaScript.

Recent development work at Cornell University, includes real-time integration using PeopleSoft Integration Broker to perform search-match functionality for new hires within Workday, and supplying student information from the PeopleSoft Campus Solutions system to Workday, as well as processing student payroll information from Workday into PeopleSoft for the purposes of Financial Aid and student work study.

Other recent development projects include developing web services for service indicator handling and partial search-match functionality to be utilized by several external systems at Florida State University.

E. Ability to meet Project Timelines

With our combined experience in the Oracle / PeopleSoft consulting space and working with professional, knowledgeable sub-consultants, we are self-motivated and work with best practices in mind. We can assist in the project planning and resource allocation phases of a project. We take a commonsense, realistic approach to resource estimation that is dependent and driven by the client's goals and priorities.

EXAMPLES OF RECENT PROJECTS

The *University of Massachusetts* is on-track and on-budget to go live in mid-October 2014 with their Human Capital Management 9.2 and Oracle 12c upgrade. Sun Day Consulting, Inc. has completed various projects for this client, always on time and on, or under budget. Projects include a Human Capital Management upgrade from PeopleSoft 7.6 to 9.0. This was a multi-hop upgrade, and the client was on an unsupported version of Oracle and the application when the upgrade started. PeopleSoft did not provide an upgrade path for Time and Labor from version 7.6 to 9.0 due to the major changes in the module between the two versions. The University has a large HCM Oracle database as well as a historical database that stores all their accounting line and archived Time and Labor data, as well as some Campus Solutions historical data. The Dartmouth, Lowell and Boston campuses are housed in these two databases and have diverse and complex business processes. We were able to write and tune custom Application Engine and PL/SQL to convert this data into version 9.0 resulting in a smooth, on-time go-live in 2010.

Libeau Enterprises recent work at *Florida State University* included a complex Student Records conversion. The student's academic, program/plan stacks with degrees were converted from a homegrown legacy mainframe system. Historically the data for Awarded degrees was stored in 132 character text fields and the requirement was to accurately convert about 1.5 million degree rows. These free form text fields were the only descriptions of awarded degrees. We were able to consolidate the 1.5 million rows into 265,000 distinct values. The Registrar helped map the distinct degree text to PeopleSoft Academic Plans / Degrees. This provided the transformation table used to build the program / plan stack backwards to award the degree and attach coursework for the career / program / degree that was awarded. After extensive data cleansing and data transformation mapping, we were able to achieve a 99.2% success rate (client approved) and the work was completed within the allocated timeframe.

The scope at *Maricopa Community Colleges* included consolidation of transcripts and associated processes for 10 institutions. The client had an aggressive timeline to complete the project before starting their Campus Solutions 8.9 to 9.0 upgrade. We were able to complete the project on-time and on-budget.

Libeau Enterprises exceeded client expectations at the *University of Central Florida*, working with Graduate Studies and delivered an *Advisors Degree Approval and Mass Degree Award system* early. Planned go-live budgeted for summer term 2014. However, the project went live early for spring term degree processing.

ANNET LIBEAU

Ms. Libeau has over 20 years of IT experience and has been working with PeopleSoft as a technical consultant since 1996. She has extensive experience with PeopleSoft and Oracle database administration, implementations, upgrades, performance tuning and all the infrastructure components required to establish and maintain a PeopleSoft environment, covering Financials, Enterprise Performance Management, Human Capital Management and Campus Solutions as well as Oracle Service Oriented Architecture (SOA) suite.

Ms. Libeau has strong experience in planning, upgrading and tuning the application and technical environments to support the needs of the PeopleSoft user community, and working with functional and technical team members to debug PeopleSoft technical and infrastructure issues. She has extensive tuning experience in large Oracle database environments.

KEY SKILLS

- Rapid Implementations
- Upgrade Technical Lead
- Database Administrator
- PeopleSoft Administrator
- Infrastructure and Integration Architect
- Performance Tuning Specialist
- PeopleSoft Technical Certified Consultant

PEOPLESOFT PRODUCT EXPERIENCE

- Financial/Supply Chain Management
- Human Capital Management
- Campus Solutions
- Enterprise Performance Management

PEOPLESOFT PEOPLETOOLS EXPERIENCE

- Change Assistant
- Secure Enterprise Search
- Application Designer
- Application Engine
- SQR
- Update Manager
- Application Server
- PeopleCode
- App Packages
- BI Publisher
- Integration Broker
- Web Server
- Component Interface
- Web Services
- Query/Crystal

SUMMARY OF PROFESSIONAL EXPERIENCE

CLIENT NAME	PROJECT TYPE	SOFTWARE VERSION	MODULES	ROLE
University of Massachusetts	Upgrade	PeopleTools 8.53 PeopleSoft 9.2	HRMS Time and Labor	Upgrade Lead / Database- and PeopleSoft Administrator
University of Maryland Baltimore	Upgrade	PeopleTools 8.52 PeopleSoft 9.1	HRMS Time and Labor	Upgrade Lead / Technical Consultant
International Speedway Corporation	Upgrade	PeopleTools 8.52 PeopleSoft 9.1	General Ledger, Projects, Asset Management, Billing,	Upgrade Lead / Database- and PeopleSoft Administrator

Client Name	Project Type	Software Version	Modules	Role
			Payables, Purchasing	
University of Delaware	Upgrade	PeopleTools 8.51 PeopleSoft 9.1	Asset Management, Billing, Contracts, General Ledger, Grants, Payables, Project Costing, Purchasing, Receivables	Technical and Upgrade Lead / Developer
University of Delaware	Upgrade	PeopleTools 8.50 PeopleSoft 9.0	Student Records, Academic Advisement, Student Financials, Financial Aid, Self Service	Technical and Upgrade Lead / Developer
Cross Country Healthcare	Performance Tuning Assessment	PeopleTools 8.48 PeopleSoft 8.9	Accounts Payable, General Ledger, Project Costing, eBill Payment, Expenses, Contracts, Staffing Front Office	Database Administrator and Infrastructure Consultant
University of Massachusetts	Upgrade and Data Center Move	PeopleTools 8.49 PeopleSoft 9.0	Student Records, Recruiting and Admissions, Academic Advisement, Student Financials, Financial Aid	Database- and PeopleSoft System Administrator
City and County of Denver	Installation	Oracle Service Oriented Architecture	N/A	Database Administrator and Infrastructure Consultant
University of Massachusetts	Upgrade and Implementation	PeopleTools 8.49 PeopleSoft 9.0	HRMS, Payroll for North America, Time and Labor, Self Service	Database- and PeopleSoft Administrator and Upgrade Lead
Luxottica	Upgrade	PeopleTools 8.48 PeopleSoft 8.8 SP1	HRMS, Payroll for North America	Technical Consultant
Harvard University	Implementation	PeopleTools 8.46 PeopleSoft 8.9	Absence Management	Database- and PeopleSoft Administrator and Technical Consultant
Cornell University	Upgrade and Implementation	PeopleTools 8.46 PeopleSoft 8.9	HRMS, Campus Solutions	Infrastructure Consultant
iNFINET	Installation and Development	PeopleTools 8.47 PeopleSoft 8.9	HRMS, Campus Solutions	Technical Consultant
Erie Insurance	Infrastructure Assessment	PeopleTools 8.47 PeopleSoft 8.9	HCM, Payroll for North America,	Technical Advisor and Infrastructure

CLIENT NAME	PROJECT TYPE	SOFTWARE VERSION	MODULES	ROLE
			Benefits Administration, eBenefits, ePay, General Ledger, Accounts Payable, Purchase Order, Inventory	Consultant
InterPark (GE)	Production Support	PeopleTools 8.20 PeopleSoft 8.0 SP1	Accounts Payable, General Ledger, Billing, Accounts Receivable, Inventory	Application Database Administrator
Media General	Upgrade and Installation	PeopleTools 8.19 to 8.45 PeopleSoft 8.0 to 8.8 SP1	General Ledger, Accounts Payable, Asset Management, Budgets and Planning	Database Administrator, Upgrade Lead and Technical Consultant
Massachusetts Port Authority	Upgrade	PeopleTools 7.62 to 8.45 PeopleSoft 7.51 to 8.8	General Ledger, Accounts Payable, Accounts Receivable, Billing, Purchase Order, Asset Management	Database- and PeopleSoft Administrator, Upgrade Lead and Infrastructure Consultant

DETAILED PROFESSIONAL EXPERIENCE

University of Massachusetts, Upgrade Lead, Database- and PeopleSoft Administrator – Install and configure Oracle Secure Enterprise Search. Implement stateful web server failover using Coherence*Web. Perform HCM upgrade from PeopleTools 8.51.15 to 8.53.11 / HCM 9.0 to 9.2. Upgrade Oracle from 11.2.0.3.0 to 12.1.0.1.0. Apply application patches and tax updates using Update Manager and Virtual Box PeopleSoft images. The environment is running on Red Had Enterprise Linux Server 6.4 (Santiago).

University of Maryland Baltimore, Upgrade Lead / Technical Consultant – Perform initial double-hop upgrade from PeopleTools 8.22 to 8.52 / HCM 8.3 to 9.1 FP2 and upgrade Oracle from 10.2.0.4.0 to 11.2.0.3.0 on Solaris 10. Complete 3 test moves. Assist with Integration Broker configuration and troubleshooting and infrastructure configuration and setup. Develop custom data conversion Application Engine programs.

International Speedway Corporation, Upgrade Lead, Database- and PeopleSoft Administrator – Install software and create FSCM 9.1 Demo Database. Install Patches. Perform initial upgrade from PeopleTools 8.49.27 to 8.52.09 / Financials 9.0 to 9.1 and upgrade Oracle from 10.2.0.4.0 to 11.2.0.3.0 on Solaris 10. Application Servers, Schedulers and WebLogic is running on Redhat Linux 6. Complete test move and knowledge transfer so client can complete upgrade.

University of Delaware, Technical and Upgrade Lead / Developer – Perform Campus Solutions 8.9 to 9.0 upgrade. Develop SQR to assess upgrade impact on batch and online objects. Perform retrofit development and troubleshooting of technical and infrastructure related issues. Perform Financials 8.9 to 9.1 / PeopleTools 8.49 to 8.51.12 upgrade of primary and reporting databases. Apply required application and upgrade patches and assist with retrofitting online and batch customizations. Develop BAI2 layout for bank reconciliation and CTX file layout for ACH payments. The environment is Oracle 10.2.0.4.0 running on Solaris 10 SPARC.

Cross Country Healthcare, DBA and Infrastructure Consultant – Conducted a performance assessment and provided tuning recommendations for Staffing Front Office, Accounts Payable, General Ledger, Project Costing, eBill Payment, Expenses, Contracts 8.9 and PeopleTools 8.48 running on Windows 2003 Server and Oracle 10g. Application- and web server tiers were running on VMWare.

University of Massachusetts, DBA and PeopleSoft Administrator – Performed DBA and PeopleSoft Administrator functions during PeopleSoft 8.0 Student Administration to HRMS and Campus Solutions 9.0 upgrade. Upgrade Oracle 9i to 10g RAC and change platforms from Solaris to Linux (Fujitsu FlexFrame for Oracle / Grid Technology). Provide guidance to team of eight DBAs with the implementation of Data Guard physical standby databases for various PeopleSoft and Data Warehouse environments. Upgraded and moved databases (incl. large data warehouse system) to the new FlexFrame architecture. Provide assistance to team of four PeopleSoft DBAs with application tuning and post production support. Provided second tier support for PeopleSoft administrators.

City and County of Denver, DBA and Infrastructure Consultant – Performed Oracle Service Oriented Architecture (SOA) Suite, JDeveloper, Oracle BPEL PM 10.1.3.4 and Oracle Service Bus 10.3 (OSB) installation on RedHat Linux 5.0 (Repository Database was running on Ubuntu). Installation also required WebLogic 9.3 MP3 as well as WebLogic 10.3 (OSB). Deployed sample application.

University of Massachusetts, DBA, PeopleSoft Administrator and Upgrade Lead – Performed double-hop upgrade from PeopleSoft Student Administration 7.6 to HRMS and Campus Solutions 9.0. Upgraded from Oracle 8 to 10g RAC and changed platforms from Solaris to Linux. Rewrote Time and Labor conversion to improve performance and address differences in the application not accounted for in the PeopleSoft delivered upgrade scripts. Applied application bundles, tax updates and assisted technical team with the new infrastructure deployment as well as database creation, PeopleSoft administration and application tuning. Develop custom conversion application engine programs, including the conversion of compensatory time off balances.

Luxoticca, Technical Consultant – Performed upgrade from PeopleTools 8.44 to 8.48.10 and installed tax updates 07-B and 07-C. The environment was AIX 5.2 and SUSE Enterprise 9.

Harvard, DBA, PeopleSoft Administrator and Technical Consultant – Performed application tuning and technical infrastructure work while implementing Absence Management. The environment was Solaris 10 and Oracle 10.2.0.2.0 running PeopleSoft 8.9 HRMS and Campus Solutions on PeopleTools 8.46. The implementation took place while Harvard was also upgrading from PeopleSoft 8.0 to 8.9, and required several database merges during the duration of the project. Implemented Global Payroll Packager and created related infrastructure to facilitate moving absence configuration data (using rule and non-rule packages). Installed Oracle patches and worked with technical and functional teams to resolve and troubleshoot issues.

Cornell University, Infrastructure Consultant – Troubleshot and configured Integration Broker/fistLOGIC and Kerberos/LDAP. Performed application tuning and provided guidance to technical infrastructure team on clustering, failover and load-balancing as well as performance tuning. The environment is AIX 5.2, Solaris 9 and Oracle 10.2.0.1.0 running HRMS and Campus Solutions PeopleSoft 8.9 on PeopleTools 8.46.

iNFINET, Technical Consultant – Installed PeopleSoft 8.9 HRMS and Campus Solutions and PeopleTools 8.47 in a Windows 2003 Server/Oracle 10.2.0.1.0 environment and port custom Component Interface to the new version.

Erie Insurance, Technical Advisor and Infrastructure Consultant – Performed infrastructure assessment for PeopleSoft 8.9 HRMS and Financials upgrade and planned implementation of eModules in a Solaris/Oracle environment.

InterPark (GE), Application DBA – Tuned several Business Interlink processes including single action invoice, monthly billing, monthly revenue report as well as receivable update in a PeopleSoft 8.20/8.0 SP1 environment running on HP-UX 11i/Oracle 9.2.0.6.0

Media General, DBA, Upgrade Lead and Technical Consultant – Led the upgrade from PeopleTools 8.19 to 8.45 and PeopleSoft 8.0 SP3 to 8.8 SP1 General Ledger, Accounts Payable and Asset Management and from Oracle 8.1.7.2.1 to 9.2.0.6.0 64-bit on HP/UX 11i. Reapplied online customizations and develop enhancements after upgrade. Responsible for tools and application patches, DBA tasks (including kernel and application tuning). Installed and configured report servers, WebLogic 8.1 web servers, schedulers and application servers for all environments. Install PeopleSoft 8.9 Enterprise Performance Management demo environment.

Massachusetts Port Authority, DBA and PeopleSoft Administrator, Upgrade Lead and Infrastructure Consultant – Led the upgrade from PeopleTools 7.62 to 8.45 and PeopleSoft 7.51 to 8.8 General Ledger, Accounts Payable, Asset Management, Purchasing, Accounts Receivable and Billing. Performed several tools upgrades and applied application patches using Change Assistant. Led the upgrade from Oracle 8.17 to 9.2.0.5.0 and changed platforms from HP-UX to Solaris. Utilized Veritas Cluster Server and F5 load balancers. Performed UNIX, PeopleSoft Administration, DBA and all upgrade and infrastructure work to set up and maintain new environment.

EDUCATION

- University of Johannesburg – Bachelor of Commerce, Information Science

PROFESSIONAL TRAINING, CERTIFICATIONS AND AFFILIATIONS

- PeopleSoft Technical Certified Consultant
- Microsoft Systems Engineer and Certified Trainer (Inactive)
- Novell Certified Network Engineer (Inactive)

TECHNICAL SKILLS

OPERATING SYSTEMS

Linux	Solaris	HP/UX
AIX	Microsoft Windows Server	VMWare

DATABASES

Oracle	MySQL	Microsoft SQL Server

LANGUAGES

SQR	SQL & PL/SQL	PeopleCode
UNIX Shell Scripting	PHP / jQuery	C & C++
JDeveloper	Perl	JavaScript

OTHER SOFTWARE, TOOLS AND UTILITIES

WebLogic	Coherence*Web	SOA Suite
WebSphere	Secure Enterprise Search	Tuxedo
OEM Cloud Control	Adobe Dreamweaver	

DATES OF ENGAGEMENT

CLIENT NAME	PROJECT START DATE	PROJECT END DATE
University of Massachusetts	October 2013	Present
University of Maryland Baltimore	October 2012	October 2013
International Speedway Corporation	July 2012	September 2012
University of Delaware	November 2010	May 2012
Cross Country Healthcare	October 2010	October 2010
University of Massachusetts	July 2009	September 2010
City and County of Denver	June 2009	June 2009
University of Massachusetts	September 2007	May 2009
Luxottica Retail	July 2007	September 2007
Harvard University	August 2006 / May 2006	June 2007 / July 2006
Cornell University	February 2006 / July 2006	May 2006 / August 2006
iNFINET	February 2006	February 2006
Erie Insurance	January 2006	February 2006
InterPark (Division of GE)	September 2005	November 2005
Media General	March 2005	August 2005
Massachusetts Port Authority	September 2004	March 2005
Keane	August 2004	August 2004
UTHSC	May 2004	May 2004
Shaw Industries	January 2004	April 2004
Media General	November 2003	November 2003
CVS	March 2003	October 2003
FM Global	July 2002	February 2003
CSX	June 2002	July 2002
Media General	October 2001	June 2002
Federal Reserve Board	September 2001	September 2001
SIAC	April 2001	August 2001
FM Global	November 1999	April 2001
Factory Mutual	August 1999	October 1999
JP Morgan	June 1999	July 1999
Security Capital	June 1999	June 1999
Thomson Financial Services	November 1998	June 1999
Nike	October 1998	October 1998
Holy Cross Health Systems	May 1998	October 1998
Citibank	July 1996	April 1998

FRANK LIBEAU

Mr. Libeau has 23 years of IT experience and has worked as an Oracle PeopleSoft consultant for 16 years at large and small universities in several capacities, ranging from technical lead and developer to business analyst. He focuses primarily on PeopleSoft Campus Solutions implementations, upgrades, data conversion, and special design and development projects, and has been an independent consultant for 11 years.

Frank Libeau has a strong combination of communication, organization, planning and technical skills, enabling him to achieve continued professional results.

KEY SKILLS
- Campus Solutions Implementations
- Student Records
- Academic Advisement
- PeopleSoft Developer
- Technical Lead
- Business Analyst
- Data Conversion Specialist
- Interface Developer
- PeopleSoft Technical Certified Consultant

PEOPLESOFT PRODUCT EXPERIENCE
- Campus Solutions
- HCM

PEOPLESOFT PEOPLETOOLS EXPERIENCE
- Application Designer
- PeopleCode
- Component Interface
- BI Publisher
- Application Engine
- SQL & PL/SQL
- SQR
- Query/Crystal
- Security

SUMMARY OF PROFESSIONAL EXPERIENCE

CLIENT NAME	PROJECT TYPE	SOFTWARE VERSION	MODULES	ROLE
University of Central Florida	Special Projects	PeopleSoft 9.0	Academic Advising	Development Lead
Maricopa Community Colleges	Special Projects	PeopleSoft 8.9	Student Records	Developer
Florida State University	Implementation / Production Support	PeopleSoft 9.0	Student Records	Developer / Conversion Specialist
Embry-Riddle Aeronautical University	Implementation	PeopleSoft 9.0	Student Records Financial Aid Student Financials Campus Community	Technical Consultant / Developer
University of Colorado	Implementation	PeopleSoft 9.0	Student Records Financial Aid Student Financials	Developer / Conversion Lead
University of Virginia	Implementation	PeopleSoft 9.0	Student Records Academic Advisement	Developer

CLIENT NAME	PROJECT TYPE	SOFTWARE VERSION	MODULES	ROLE
Cornell University	Implementation	PeopleSoft 8.9	Student Records Financial Aid Student Financials Admissions	Technical Consultant
University of Minnesota	Special Projects	PeopleSoft 8.0	Student Records	Developer
Princeton University	Implementation	PeopleSoft 9.0	Student Records	Technical Lead
University of Minnesota	Upgrade / Production Support	PeopleSoft 8.0	Student Records Student Financials Financial Aid Academic Advising Admissions	Technical Consultant
Indiana University	Special Projects	PeopleSoft 8.0	Academic Advisement	Technical Consultant
College of the Holy Cross	Implementation	PeopleSoft 7.6	Student Records	Functional Lead
Princeton University	Implementation / Production Support	PeopleSoft 7.6	Student Records	Technical Consultant
University of Minnesota	Upgrade	PeopleSoft 7.6	Student Records	Conversion Specialist / Technical Lead

DETAILED PROFESSIONAL EXPERIENCE

University of Central Florida, Development Lead (Graduate School) – Completed modifications to heavily customized Academic Advising Transcript using BI Publisher. Designed and created a new Degree approval and Mass Degree posting system. Created and coded Advisor Degree approval system with online AA Transcript review. Coded a batch process using Application Engine to send electronic signature AA Transcripts to Viewstar imaging system.

Maricopa Community Colleges, Developer – Created a new unified, multi-institution Student Records Official Transcript that consolidated coursework completed at any of the ten colleges into a single report. Changed existing EDI processes for internal transfer for official and unofficial unified Transcript. Created a new Transcript Request and Payment Page to identify all schools where coursework has been completed for a single report and payment.

Florida State University, Developer / Conversion Specialist – Completed Student Records' Program / Plan / Degree conversion with 99.2 percent success rate and approximately 465k SSNs. Responsible for technical development of medium to complex Student Record online enhancements and batch interfaces. Mentored and completed knowledge transfer of new production support activities to client technical team.

Embry-Riddle Aeronautical University, Technical Consultant / Developer – Completed several bolt-on modifications, conversions and interfaces. Completed a SACR Security Component Interface from Oracle IDM using Application Engine and Integration Broker. Assisted with Person Information interface to Oracle IDM. Coded SF and SR GoArmyEd and Air Force interfaces. Completed BI Publisher changes to the SF Student Bill. Built FTP tool within PSFT to move interface files to UNIX using AddAttachment functionality.

University of Colorado, Developer / Conversion Lead – Executed code and analyzed / changed SR data conversion processes. Executed conversion card for SR conversion. Designed, developed and executed SF process to load ACH Student data using Application Engine. Designed, developed and executed SF process to load and post account detail data. Ran various FA Perkins data loads and conversions.

University of Virginia, Developer – Designed and developed bolt-on application for PSFT Student System project. Developed AA and SR Official Transcript using BI Publisher. Coded Course Catalog / Enrollment XMK outbound interface. Completed Academic Wait List and Permission List, as well as Grade Processing customizations.

Cornell University, Technical Consultant – Responsible for data conversion program design and development and coding bolt-on applications for PSFT Student implementation project. Coded and delivered Cornell's Official Transcript - ad hoc and batch processing. Completed Student Records module legacy data conversion of 5.9 million rows with no enrollment errors. Responsible for Admission module Prospect data conversion, consisting of 50k prospects and 140k communications. Completed multiple Application Engine and Component Interface development tasks. Utilized Excel to CI API for Student Financials data conversion efforts.

University of Minnesota, Developer – Designed and coded Official XML Transcript, management and delivery system.

Princeton University, Technical Lead – Designed, developed and ran SQR programs to convert legacy Student Record data to PeopleSoft v8. Student Records Enrollment conversion of 1.6 million rows with 99.998% accuracy. Created and delivered customizations to satisfy Princeton's complex business processes. Designed and coded Princeton's Official Transcript.

University of Minnesota, Technical Consultant – Developed bolt-on applications for PeopleSoft v8 and provided production support for v7.6 across Student Administration modules. Applied retrofits of v7.6 custom SQR and online objects during v8 upgrade. Created Oracle triggers to track database changes for a mission critical interface.

Indiana University, Technical Consultant – Provided technical solutions and best practice approaches to Academic Advisement business group during fit-gap / prototyping project.

The College of the Holy Cross, Functional Lead – Assisted Student Records Functional Lead with final phases of implementation project. Customized Official Transcript processing per client specifications. Developed a PeopleSoft Mass Change process for Residential Life's freshman-housing lottery. Created several PeopleSoft Query and Crystal reports for the Office of the Registrar.

Princeton University, Developer – Completed technical development of Course Information System (CIS). Provided production support for Student Records module.

University of Minnesota, Developer / Technical Lead – Developed a system and assisted in managing a team to address Student Record data integrity issues within PeopleSoft production. Assisted upgrade team to successfully upgrade from PeopleSoft v7.5 to 7.6. Developed UM Grade Processing system to automate the handling of 220k student grades per academic term. Presented the UM Grade Processing system at the PeopleSoft Higher Ed User Group (HEUG) in March 2001. Designed and managed the development of several interfaces to accomplish functional requirements. Developed SQR programs for several data feeds to/from client's external data sources and SQR reports and processes used by several functional areas and upper management. Perform other system modifications, including PeopleSoft online, Crystal Reports and data interfaces.

EDUCATION

- University of Minnesota – Bachelor of Science, Electrical Engineer (BS EE) - 1993
- Computer Electronics Technician, Minneapolis Technical Institute - 1986

PROFESSIONAL TRAINING, CERTIFICATIONS AND AFFILIATIONS

- PeopleSoft Technical Certified Consultant
- Novell Certified Netware Engineer (Inactive)

TECHNICAL SKILLS

LANGUAGES

- Application Engine
- PeopleCode
- SQR
- SQL & PL/SQL
- Visual Basic
- C++
- BI Publisher
- HTML & XML
- XSLT

DATABASES

- Oracle
- Microsoft Access (JET)
- Microsoft SQL Server
- DB2

OTHER SOFTWARE, TOOLS AND UTILITIES

- Microsoft Word
- Microsoft Excel
- Microsoft PowerPoint
- VISIO
- SQL Developer
- SQL Loader
- MAC OS
- Windows OS

DATES OF ENGAGEMENT

CLIENT NAME	PROJECT START DATE	PROJECT END DATE
University of Central Florida	December 2013	Present
Maricopa Community Colleges	June 2013	September 2013
Florida State University	January 2012	May 2013
Embry-Riddle Aeronautical University	November 2010	December 2011
University of Colorado	October 2009	November 2010
University of Virginia	September 2008	September 2009
Cornell University	January 2006	September 2008
University of Minnesota	October 2005	December 2005
Princeton University	September 2003	September 2005
University of Minnesota	September 2002	June 2003
Indiana University	September 2002	September 2002
The College of the Holy Cross	April 2002	August 2002
Princeton University	November 2000	December 2001
University of Minnesota	March 1998	November 2000

BRAHMA R MULAKA

Mr. Mulaka brings over 16 years of professional expertise in implementing large enterprise solutions with expertise across multiple Oracle PeopleSoft products. During his diverse career Mr. Mulaka has been involved in various product implementations and upgrades in various capacities, including Senior Technical Consultant, Functional Lead, Team lead and senior Techno-Functional consultant. His PeopleSoft product implementation experience includes PeopleSoft Campus Solutions, Supply Chain Management and Financials. His depth of knowledge across the technical and functional areas of the PeopleSoft Products complemented with strong interpersonal skills results in a unique ability to provide outstanding solutions to complex situations.

KEY SKILLS

- Full Lifecycle implementation and upgrade experience with multiple PeopleSoft products at various capacities as Technical Lead, Development/Functional user Trainer and Functional Lead, Developer.
- Thorough understanding of PeopleSoft architecture along with wide range of functional knowledge culminating into a unique strength to provide solutions to complex issues.
- Resourceful and experienced in turning the system and processes at various stages of product implementation and use.
- Master data management expertise in Finance, Supply Chain and Campus environments.
- Extensive experience in customizing Student Self-service for an outstanding end-user experience.
- Experience developing Inventory hand-held device implementation and integration with PeopleSoft
- Highly knowledgeable with PeopleSoft Security
- Experienced in native mobile app development and PeopleSoft integration.
- Exposing Self-service functionality via web services for internal system
- Effective communicating with relevant jargon pertaining to various parties of a complex implementation from technical developers to C-level executives.
- Experienced with managing offshore development teams and dealing with the complexities involved with the personnel and the process management.
- Effectively leading resources of various technical backgrounds and providing resourceful and effective solutions for day-to-day development issues.
- Setting up Demo PeopleSoft database with ease on Windows and UNIX platforms and preliminary web/app/data base server administration.

PROFESSIONAL SKILL SUMMARY

PEOPLESOFT PRODUCT EXPERIENCE

Campus Solutions
- Financial Aid
- Student Financials
- Student Records
- Academic Advisement
- Admissions
- Student Self-Service

Financials
- Accounts Payable
- General Ledger
- Billing
- Accounts Receivable
- Asset Management

Supply Chain Management
- Purchasing
- Inventory
- Strategic Sourcing
- Contract Management
- Travel and Expenses

PEOPLESOFT TECHNICAL EXPERIENCE

- PeopleTools
- Component Interface
- Integration Broker
- BI (XML) Publisher
- Data Mover

- Application Engine
- SQR
- Web Services
- Crystal Reports
- Row Level and Object Security

- PeopleCode
- COBOL (PeopleSoft)
- Excel to CI
- PSQuery
- nVision

CAREER OVERVIEW

CLIENT NAME	PROJECT TYPE	SOFTWARE VERSION	MODULES	ROLE
University of Central Florida	Product enhancement	Campus Solutions 9.0	Academic Advisement and Transfer Credit conversion	Lead Consultant
Florida State University	Implementation	PeopleSoft Campus Solutions 9.0	Financial Aid, Student Records & Conversions	Lead technical consultant
Embry Riddle Aeronautical University	Implementation	PeopleSoft Campus Solutions 9.0	Student Financials, Student Records, Advisement, 3C Communications Design and report developer training on XMLP/COMMGEN	Senior Consultant
Ascension Health, St. Louis	Implementation	PeopleSoft FSCM - 9.1	Inventory, Purchasing, Contract Management, Strategic Sourcing, OBIEE	Master Data Management Architect
California State University, Sacramento	Upgrade and Production Support	PeopleSoft Campus Solutions 9.0	Student Financials, Financials Aid	Techno-Functional Consultant
Kaiser Permanente	Implementation	PeopleSoft FSCM - 8.9	Accounts Payable, Purchasing, Inventory	Senior Consultant

Client Name	Project Type	Software Version	Modules	Role
Honda Finance Corporation, Los Angeles	Upgrade	PeopleSoft FSMC 8.4 to 8.9	Accounts Payable, General Ledger, Purchasing	Senior Consultant
Japan Travel Bureau International	Implementation, Customization, and Production Support	PeopleSoft FSCM 8.4	Accounts Payable, Accounts Receivable, General Ledger, Procurement	Senior Consultant
ITC Limited, India	Implementation	OptiVision	Financials, Manufacturing	Application Lead, SME
ITC Limited	Product Design and Development	Oracle Forms, Visual Basic	Legacy Manufacturing ERP	Application Developer
ITC Limited	**Expansion & BPR of Paper Manufacturing Facility**	**NON- IT**	**New Product Design, Competition analysis, support for printing &packaging customers, Production Planning**	**Jr. Manager, Product Development**

DETAILED PROFESSIONAL EXPERIENCE

University of Central Florida– Academic Advisement Implementation
- Leading the project to implement Academic advisement, replacing DARS system in a 10year old Campus Solutions production environment.
- Provide consulting expertise in technical, functional and management areas to evaluate student record impact and strategize the implementation path along with data cleanup efforts in the existing CS modules.
- Provide design and analysis for state reporting and integration with FLVC, FASTER/SPEEDY, excess hours etc.
- Provide resource requirement analysis, project planning assistance, risk analysis and solutions while converting the core student record data in a production system
- Transfer Credit, Student exception conversion strategy and design.
- Provide training on new technology utilization like Related Content, CommGen/3C, Workbench etc.
- Provide input to the single sign-on initiative and utilizing Related Content effectively while reducing redundancy of functionality and data storage by accessing multiple systems from the core business process areas (CRM-CS, CS to Imaging Systems, CS to SAS institutional reporting systems etc.).
- Feasibility analysis assistance for utilizing Oracle Golden Gate or similar DATA HUB solution to benefit the post HR-CS and several ancillary student service systems.
- Course Catalogue, Transfer Credit conversion from DARS
- Data cleanup for repeat course data and impact analysis on student loans and Financial Aid during the effort.
- Complete redesign of Advisement report & generation and integrating with imaging system

Florida State University, Tallahassee – Campus Solutions Implementation
- Financial Aid & Student records Lead consultant, facilitating configuration and data conversion as well as development of custom functionality.
- Facilitating client resource training on various Power user tools including PS Query, XML publisher and communication generation etc.
- Developed a strategy for clean configuration management during various stages of the project.

- Develop conversion strategy and effective training sessions to incorporate the key conversion goals of data validation and conversion performance tuning.
- Developed web-services for service indicator handling and partial search-match functionality to be consumed by several internal systems.
- Interface development with several federal data exchanges to exchange Financial aid application data along with ECSI and NSLDS data exchanges.
- Redesigned the Enrollment (self-Service, quick enroll etc.) process to enable freshmen groups' auto-enrollment in multiple related classes.
- Redesigned / developed custom ISIR checklist functionality towards automating checklist assignment, data-entry & verification to ease the Federal loan data processing.
- Designed and developed an indigenous encapsulation process to customize COBOL SQL processes without actually modifying the COBOL programs.
- Redesigned delivered student aid summary pages to focus on FSU business' key operational elements and consolidated Financial Aid data.
- In addition to the above activities involved with leading several key solution designs for Financial aid, student records and academic advisement modules. *Designed and developed*: Custom packaging functionality to accommodate State awards for non-ISIR students, Student auto-enrollment system for freshmen interest groups, Financial Aid checklist processing to automate the document handling and validating process, A new process to package Florida state scholarships for non-ISIR students according to the Florida legislature, integration to Florida DOE's FASTER system. Trained Functional team on 3C and COMMGEN technology. Designed several key conversions and trained client technical team on conversion strategy and best practices for performance tuning and data quality validation.

Embry Riddle Aeronautical University, Daytona– Campus Solutions Implementation
- Lead consultant, worked primarily as a technical lead, worked with client team in developing data conversion strategy and led the conversion team.
- Trained several client technical team members on people Tools as well as functional resources on XML publisher, 3C and Communication generation processes.
- Worked closely with the CIO and project director in planning the client team skillset development for post-go-live support and consultant roll-off strategy.
- Developed Configuration management tools by providing several automated scripts to identify configuration tables as well as managing configuration data using excel2CI tool.
- Worked with Oracle offshore development team and worked on 10s of key conversions to retrofit the conversions for ERAU needs.
- Provided training for Functional team on key tools like PSQUERY and basics of database tables, BI publisher reporting etc.
- Provided key training on troubleshooting methodologies and analytical issue resolution to prepare the client technical and functional analysts to take over the production support.
- Worked closely with the CIO in de-scoping some key solutions for a post-go-live implementation to focus on the priorities and allocate respectively.
- Designed and developed custom Student records system for GOArmyEd compliance
- Developed a Unique solution for SOC (service member Opportunity Colleges) to automate advisement reporting per SOC contractual requirements.
- Implemented a custom file transfer utility to handle the PeopleSoft Interfaces.
- Developed several interfaces to automate data exchange with BlackBoard system.
- Designed custom process to facilitate the NSC reporting requirements.

Ascension Health, St. Louis – Supply Chain Management Implementation
- Functional Lead for Supply Chain modules with primary focus on conducting requirement gathering by executive interviews for the entire supply chain analytics (OBIEE) reporting and executive dashboards.
- Configuring several key AP/PO EDI mappings involving several trading partners as well as working with infrastructure team in setting up delivered XML/flat file integrations and messages.
- Provided tools and methodology for designing configuration and evaluation of distribution networks and inventory units.

- Worked on product selection and implementation of @Par Handheld inventory management solution.
- Developed Handled configuration migration strategy and developed numerous Excel-to-CI templates for clean configuration to aid with the multi-year rolling go-live strategy.
- Developed end-to-end testing functionality testing for procure-to-pay and contract-to-procure processes.
- Extensively involved with the ETL team during data modal development for inventory, contract management and strategic sourcing modules.
- Trained close to 100 client and Accenture functional resources on various PeopleSoft analytical tools and product design and key data management areas

California State University, Sacramento – Campus Solutions Upgrade

Senior technical lead for Student Financials system. Designed and developed several auditing processes to aid with GAAP audit requirements. Redesigned and reconfigured the payment / charge priorities. Developed various processes to integrate ancillary campus systems into Student financials for charge and payment automation, including the millennium library system and health center and the student housing system. Designed and developed process to handle California FTB withholding reporting. Implemented Student Financials Collections module. Designed and developed a custom process self-service access to 1098-T (CS 8.9). Implemented several system changes to improve the batch process performance and data clean up strategy to minimize data quality related failures of key processes like group posting, refund processing etc. Worked with the Financial Aid team in citizenship data cleanup to aid the implementation of direct lending process. CashNet-SF integration to several ancillary systems, for example library and medical center.

Kaiser Permanente, Pleasanton, CA – Financials and SCM Implementation

Technical team lead primarily managing offshore development of conversion and reporting solutions. Managed a team of 25 resource majority of which are based in India development center. Trained developers on XML publisher reporting technology. Worked with functional teams in establishing specifications and reporting strategy. Primary resource for the entire client responsible for majority conversion and reporting solutions. Worked on implementing the STAT migration tool and test Director for testing tracking.

Honda Finance Corporation, Torrance, CA – Financials Upgrade

Senior technical consultant for the Financials upgrade from PeopleSoft 8.4 to 8.9. Provided fit/gap analysis, customization, development, unit testing, user acceptance testing, system testing and support. Developed several retrofits across Accounts payable, General Ledger and Procurement modules. Modified the Voucher Build process to fit the client business needs. Redesigned the delivered vendor search / match (duplicate check) process to handle to large volumes of client vendor data. Redesigned several customizations to handle the newer VAT setup for the Canadian business units. Applied several patches and bundles during the upgrade process to continue support to the existing production version. Worked on designing MICR embedded check printing and testing the secure printers for producing the checks.

Japan Travel Bureau, Torrance, CA – Financials production support

Sole resource for entire PeopleSoft maintenance that includes the Data base administration and server management along with on-going custom module development and implementation. Worked extensively on building a module to integrate the client's in-house tour handling system PeopleSoft Accounts Payables, Receivables and General Ledger. Supported multiple Year - end, quarter and month end cycles for both US, Canadian and Japanese fiscal cycles. Worked on n-vision ledger report development for designing fundamental financial reporting like balance sheets, PL reporting etc. Supported vendor payments between multi-currency and multi-country transactions. Designed check with secure MICR formatting to facilitate automatic printing of the checks.

ITC Limited, India – Legacy ERPs

Worked as junior manager across multiple departments that includes several in-house ERP developments as well as worked as Product Development manager in the paper Manufacturing.

EDUCATION

- Miami University – Masters, Chemical Engineering & PSE
- University of Hyderabad – Post Graduate Diploma, Environmental Management
- Nagarjuna University – Bachelors, Mathematics

PUBLICATIONS AND SPEAKING ENGAGEMENTS

- Paper Wrinkling Arising from the Application and Drying of Water-based Inks. In: APPITA Conference and Exhibition (61th : 2007: Gold Coast, Qld.)

TECHNICAL SKILLS

OPERATING SYSTEMS

- Microsoft DOS
- Microsoft Windows
- Unix

DATABASES

- Oracle (7.x-11g)
- DB2
- Microsoft SQL Server

OTHER SOFTWARE, TOOLS AND UTILITIES

- Objective C - iOS
- VBA (Excel automation)
- SQL Navigator
- Microsoft .NET
- OBIEE Answers
- STAT for PeopleSoft
- Oracle Reports
- HP ALM
- IBM ClearQuest

DATES OF ENGAGEMENT

CLIENT NAME	PROJECT START DATE	PROJECT END DATE
University of Central Florida	November 2013	Present
Florida State University	March 2012	November 2013
Embry-Riddle Aeronautical University	March 2011	June 2012
Ascension Health	August 2010	March 2011
California State University	December 2008	August 2010
Kaiser Permanente	December 2007	December 2008
Honda Corporation	July 2006	November 2007
Japan Travel Bureau	February 2005	July 2006
ITC Limited	August 1996	August 2003

JAMES CHILDS

Mr. Childs has over 26 years of experience in the areas of engineering, system implementation, and software development. Prior to entering the software implementation field, James worked as a mechanical engineer for a local utility company for slightly over ten years. During this time he designed, supervised and managed various size construction projects. Mr. Childs spent the last two years of this engagement as a team member implementing a PeopleSoft Financials system.

The last sixteen years of his professional career has been spent implementing PeopleSoft applications, primarily at higher education institutions. During this time Mr. Childs has served in various capacities ranging from functional analyst to technical lead.

KEY SKILLS
- Campus Solutions Implementations
- Mobile
- Interfaces
- Workday
- Integration Specialist

DETAILED PROFESSIONAL EXPERIENCE

Harvard University, Technical Consultant
Technical Resource on Student Financials team.

Princeton University, Implementation Support Consultant
This assignment consisted of assisting Princeton University with the implementation of a new chart of accounts in HCM due to a new PeopleSoft Financials implementation. During this assignment Mr. Childs served as the primary resource to complete the necessary work which consisted of analysis and evaluation of the impacted areas within the HCM system, system configuration to support integration with PeopleSoft Financials, chartfield integration setup within Integration Broker, writing data conversion programs for various HCM tables due to department data values changes, the remediation of various online and batch processes impacted by the new chartfield configuration, and implementing chartfield combination validation logic for online transactions and incoming data from the Time Collection system. He also wrote conversion programs for several Campus Solutions tables impacted by the department data changes.

During this assignment, James also provided support to Cornell University from October to November 2013. He conducted a feasibility analysis of implementing the Universal College Application (UCA) and made the necessary system modifications to implement the UCA for undergraduate admissions. This work required writing a new interface process, and integrating the UCA data into the current admissions application processing business processes and procedures.

Cornell University, Integrations Consultant
Mr. Childs assisted Cornell University with the implementation of the Workday HR system. His responsibilities consisted of developing interfaces between PeopleSoft and Workday. These interfaces consisted of a real-time integration using Integration Broker to perform search-match functionality for new hires within Workday. He developed all the student related integrations between the two systems and downstream campus systems. These included supplying student information from the PeopleSoft Campus Solutions system to Workday, and processing student payroll information from Workday into PeopleSoft for the purpose of financial aid and student work study.

He also provided support to Princeton University from May 2012 to December 2012. This work consisted of writing new vendor interfaces, and modifying existing interfaces for the Base Benefits and Ben Admin systems.

Cornell University, Special Projects Consultant

This assignment involved working on special projects for Cornell University. During the first three months of this assignment James developed a custom application for the Alumni Affairs department. The project consisted of creating a new interface to load parent data information for incoming students into the Contributor Relations modules. The data loaded included constituent data, educational data, address information, people relationships and work experience. The development required the creation of new records, pages, components, component interfaces, and application engine programs.

Mr. Childs supported and assisted with the remediation of the PeopleSoft HR and Student modules as a result of the implementation of a new financial system. His primary responsibilities included implementing the chart of account chartfields on the various pages, redesigning the general ledger interfaces for HR, Student Financials and Contributor Relations, and remediating various interfaces programs (SQR and Application Engine). In addition he supported the development of design strategies for account conversion, assisting with requirement gathering, and supported end user testing of the remediated objects.

After the financials project moved into production, James provided production support for the remediation project. He also worked on a special project to implement electronic transcript processing. For this project he served as the primary technical resource and assumed full responsibility for the design and technical strategy. The project involved producing transcript documents in PDF format by modifying the current SQR processes, creating two new application engine programs to parse the transcript request XML document and to produce the XML response document, and creating two new application packages to support the batch and online processing of the transcript process.

His next assignment consisted of assisting with the reconfiguration of the process scheduler with regards to processing application engine programs. This work involved verify all custom application engine programs can run under the new configuration, coordinating the migration of the new configuration, affected process definitions, and any application engine programs requiring modification.

James also completed a conversion assignment which consists of converting HR position and job data for use by the KRONOS time collection system. For this assignment he wrote a new application engine program that coverts all positions specified in an input file, and any active employee jobs associated with the positions.

Princeton University, Production Support Consultant

During this assignment Mr. Childs provided production support services for Princeton University's version 9.0 HCM and Campus Solutions PeopleSoft applications. His primary responsibilities consisted of resolving user submitted trouble tickets, and providing development work for various small customizations. The specific products include HR, Payroll, Base Benefits, Benefits Administration, Employee Self Service, Student Records and Student Self-Service.

His major accomplishments on the HR side include solving several problems with the person profile functionality, developing a new vendor interface for Life Insurance Coverage Reduction, and the development of a new HR self-service security maintenance process utilizing an application engine, a component interface and a new application package.

Within the Student applications Mr. Childs added new functionality to enable students to request electronic transcripts, which were interfaced with a third party for delivery. In addition to his development tasks, James also provided classroom training on application packages for client developers.

Cornell University, Managing Consultant

During this assignment Mr. Childs provided technical services for Cornell University. During the first eight months of this assignment, he assisted the university with the upgrade of their HR/Payroll system from version 8.0 to version 8.9. The platform is NT and UNIX, on an Oracle10g database. His responsibilities consisted of upgrading various online customizations and interfaces. He was also responsible for

troubleshooting problems/issues with the upgrade scripts. Over the next 15 months James assisted with the Campus Solutions implementation of version 8.9. He completed this assignment providing production support assistance for HR/Payroll, Contributor Relations, and all of the various Student Administration modules, coding various small development projects/customizations, and assisting with the implementation of the ELM module. My duties during this complete engagement are as follows:

- Upgrading and developing Application Engine processes for all installed application modules
- Upgrading and developing SQR processes for all installed application modules
- Upgrading and developing Online customizations for all installed application modules
- Analyzing data converted by the upgrade scripts
- Resolving user submitted trouble tickets.
- Performing data comparisons across databases
- Performing development analyses and estimates.
- Developing customizations for several major university business processes, including ISIR and Institutional Data validations and comparisons, implementation of Electronic Applications, development of a common benefits interface process, and creation of the student bill file for Sallie Mae.
- Managing consultant staff and contract administrative duties.
- Develop new Application Packages to provide extended object functionality, and to implement complex business logic for Financial Aid, Student Financials, and ELM.
- Performing client employee training for PeopleCode, SQR, Application Packages, and general PeopleTools development
- Performing course catalog conversion for ELM utilizing delivered and custom SOA application packages.

Functional Areas
Student Records: Student Groups, Student Registration, Course Catalog, Resource 25, Schedule of Classes, Service Indicators, Student Milestones, Student Advising.
Financial Aid: ISIR Data Processing, ISIR Corrections, IDOC Processing, FWS Student Employment, Institutional Data Processing
Student Financials: Student Billing, Late Fee Processing, Tuition Calculation, Sallie Mae Interface
Admissions: Electronic Application Processing, Prospect Processing, Test Score Loads, ImageNow Interfaces
Human Resources: Job Data, Base Benefits, Saving Plans, Vendor Interfaces, Family Leave
Payroll: Pay Calc, Pay Confirm, Pay Distribution, Additional Pay
Contributor Relations: Personal Assets and Gift Processing

Princeton University, Senior Consultant
During this engagement, Mr. Childs assisted Princeton University with their implementation of Student Administration. The implementation was release 8.2 Student Records and Admissions. The platform was NT and UNIX, on an Oracle 9.x database. During this assignment, James took on a more leadership role than his previous engagement with the university. In addition to completing some of their more complicated customizations, he also assumed the responsibilities of a lead developer. In addition to developing various reports, interfaces, and customization, my duties also consisted of the following:

- Providing development support and training to the university employees on the project
- Participating in preliminary design session for new customizations.
- Performing reviews of designs and code created by other consultants
- Interviewing potential project personnel.
- Developed customization for Student Advising and Advisor assignments
- Developing a new system for Student Course Evaluations and Student Housing Assignments (Lottery System)
- Developing a consolidated grade roster by course for self-service as well as the online application.
- Developing a custom student summary application (360 Screens) that consolidates various bio-demo and academic information for a student in one location.

- Assisting with Student Records conversion of Transfer Credit, Test Scores, and Test Credit.
- Supported existing customizations associated with Course Catalog and Schedule of Classes
- Developed the conversion plan and strategy for Undergraduate Admissions.
- Developing two common utilities in PL/SQL to process inbound and outbound interfaces for the Accounts and Receivables department.

University of Maryland Eastern Shore, Technical Lead

Assisted the University of Maryland Eastern Shore with the implementation of the PeopleSoft Student Administration system. The implementation was release 8.16, running on a SQL Server 2000 database. As a member of the Cedar Enterprise Solutions, Inc. consultant staff, Mr. Childs served as the technical lead. In this roll he assumed all responsibility for data conversion and the technical responsibilities related to the project implementation. As the lead, his primary responsibilities consist of the following:

- Consulting the university project management staff on implementation strategy, and development and tracking of the project schedule.
- Coordinating all conversion efforts for Student Records and supervising the university technical staff. This work included Student Bio-Demo Data, Course Catalog, Schedule of Classes, Academic Program/Plan Stack, Enrollment Terms, and Enrollment Data.
- Directing the system administrators during the setup and installation of the hardware, database, and the PeopleSoft Internet Architecture environment.
- Providing technical guidance to assists the developers with their assigned work tasks; including the development of customizations, reports, and interfaces, as well as conversion related tasks.
- Develop more complicated and time sensitive customizations and interfaces.

Princeton University, Technical Consultant

Assisted Princeton University with the implementation of the PeopleSoft Student Administration system, and the development, implementation and production support of a new web-based Time Collection system to supply payroll data the new PeopleSoft HRMS system.

During the period from July 2000 – September 2001 James worked on the new time collection system. The system was written in Java, runs on an Oracle 8.x database, and utilizes SQR for batch processing and interfaces. His responsibilities consisted of helping with the following:

- Assisting the development team define the business processes to be implemented and integrated with PeopleSoft.
- Providing functional guidance and support during development.
- Developing all the batch processes, defined reports, and application interfaces written in SQR
- Assumed the responsibility of all database requirements for all stages of development. In this area Mr. Childs
  - o Perform all table maintenance (create/delete/modify).
  - o Specify/determined database sizing requirements
  - o Database performance tuning.
  - o Data creation and migration/conversion.

From August 2001 – January 2002 James worked as a member of the Student Administration development team. He provided design, implementation, and production support for Student Records, Graduate Admissions, Course Information System, and Graduate School data conversion. His primary responsibilities consisted of the following:

- Troubleshooting and redesigning an SQR interface to load Graduate School applicants from data provided via a web form, downloaded from Embark.
- Writing SQR HTML reports to produce the Graduate and Undergraduate course announcement publications.
- Performing online customizations, and writing the associated technical design specifications for Student Records.

Cornell University, Managing Lead - Mastech Corporation

Assigned at Cornell University. Provided design, implementation, and production support for the Student Administration and Human Resources/Base Benefits/Payroll PeopleSoft systems. Primary responsibilities consisted of developing functional and technical design documents, investigating and troubleshooting software problems, designing and writing SQR programs/interfaces, designing new business critical processes, and performing online customizations. Major assignments consisted of the following:

Human Resources
- Designing and developing business processes definitions, panels, and PeopleCode for the PeopleSoft Message Agent to interface with a client developed JAVA application for hiring, terminating and maintaining student employment data.
- Developing new leaves accrual adjustment process with new panel layout and PeopleCode to update leave balances on-line.
- Redesigning the paycheck printing processes. Involved SQR and on-line customizations.
- Developing various SQR interface programs for third party vendors. Includes creating and processing flat files, cross database connectivity, and FTP processing.

Student Administration
- Writing an SQR interface to load student grades in batch. Involved reading numerous flat files to update database tables, and storing the files with on a UNIX server with secured filenames.
- Customizing a delivered third party interface to Schedule25
- Developed design documentation for Student Administration Student Records and Admissions modules.
- Developed and designed on-line customizations including PeopleCode, panel modifications, mass change definitions, and process definitions

NYS Electric & Gas Corporation, Project Engineer

Participated in developing a new Distributed Financial Accounting System for the Electric Generation department. Served in a functional role for PeopleSoft Project Costing and Asset Management. Responsibilities included the following:
- Designing and developing new business processes and procedures. Efforts were concentrated on work simplification and information distribution.
- Developing new queries utilizing PSQuery
- Developing new reports utilizing Crystal Reports
- Administering application security
- Troubleshooting, editing, developing, and testing Mass Change processes.

EDUCATION

- Syracuse University: Bachelor's Degree in Mechanical Engineering December 1986

PEOPLESOFT AND GENERALTECHNICAL SKILLS

RELEASES

PeopleSoft Application and PeopleTools Release 5 – 9.0, PeopleTools & PeopleCode 8.x

APPLICATIONS

PeopleSoft Financials: Project Costing, Asset Management, General Ledger
PeopleSoft HRMS: HR/Payroll/Base Benefits/Ben Admin, Contributor Relations
PeopleSoft Student Admin: Student Records, Financial Aid, Campus Community, Student Financials, and Admissions
PeopleSoft Enterprise Learning Management

PEOPLETOOLS

PS Query/Crystal Reports/SQR, Application Designer, Process Scheduler, Mass Change, Application Engine, Component Interface, SOA Application Packages, BI Publisher, Integration Broker, and Security Administration

TECHNICAL ENVIRONMENT

Operating Systems: Windows 9x, NT, 2000, XP, Vista, UNIX, Linux
Database Platforms: Oracle 11g, Informix 7.x, SQLBase, MS SQL-Server 7.x – 2005, MySQL 5.x

LANGUAGES

Visual Studio.NET, Visual Basic 6.0, VBA for Office, SQR, PeopleCode, SQL, PL/SQL, HTML, JavaScript, XML, PHP

DATES OF ENGAGEMENT

CLIENT NAME	PROJECT START DATE	PROJECT END DATE
Harvard University	January 2014	Present
Princeton University	June 2013	December 2013
Cornell University	February 2012	July 2013
Princeton University	June 2009	December 2011
Cornell University	January 2006	May 2009
Princeton University	November 2003	November 2005
University of Maryland Eastern Shore	February 2002	October 2003
Princeton University	June 2000	January 2002
Cornell University	November 1997	June 2000
NYS Electric & Gas Corporation	October 1995	October 1997

MARTIN J KYNE

Mr. Kyne has worked with PeopleSoft tools and products since 1994. He has completed over 20 PeopleSoft implementation/upgrade projects, spanning the entire suite of PeopleSoft applications including HCM, Enterprise Portal, CRM, Financials, Staffing Front Office and Asset Lifecycle Management including Maintenance Management. Mr. Kyne's diverse skill-set has enabled him to perform all types of project roles; from project manager thru functional lead, technical lead and system architect.

Mr. Kyne has used his extensive application and technology experience to help clients migrate to the web-services based integration technologies provided in PeopleTools 8.53. He has utilized the full features of the PeopleSoft Integration Broker to seamlessly integrate PeopleSoft and external modules. Integration technologies adapted include Business Interlinks, WSRP, ERMS (email response management system),XML Link Registry (Web Services), SOAP based Web Services integration, SOA Messaging, Component Interface, Open Query API, Application Engine, Approval Workflow Engine (AWE) and Enterprise Portal/Interaction Hub. Mr. Kyne also has extensive experience using Java to extend the UI capabilities of PeopleTools and integrate JQuery and other Web 2.0 technologies to the PeopleSoft user experience.

Mr. Kyne has worked on Cloud based systems and architecture including a deployment of PeopleSoft on Amazon EC2, and integration with SilkRoad Red Carpet and Open Hire. Mr. Kyne provided XSLT reporting expertise and Web Services integration on a Workday implementations of payroll and benefits and has integrated payroll systems with Netsuite General Ledger using the SuiteTalk web services architecture .

Recently, Mr. Kyne worked on an upgrade of PeopleSoft Portal/Interaction Hub, HRMS, Staffing Front Office and Financials to 9.2.
.
Advanced Integration applications completed by Mr. Kyne include
- Integration of Travel Itineraries via Exchange and PeopleSoft Integration Broker.
- Integration Of Oracle E-Business Customers with PeopleSoft CRM via Java triggers and Integration Broker.
- Integration of Enterprise data using PeopleSoft Integration Broker and Tibco JMS and Active MQ
- Open Source and J2EE development using Apache Tomcat, Postgres and ActiveMQ and JasperSoft Reports
- JQUERY integration with PeopleSoft for advanced UI capabilities.
- Workday, SilkRoad and Netsuite proprietary integrations.

KEY SKILLS
- Applications Integration Specialist
- Extensive Implementation and Upgrade Experience
- Interaction Hub
- Project Manager
- Functional Lead
- Technical Lead
- System Architect
- PeopleSoft Technical Certified Consultant
- Siebel Certified CRM Consultant

PEOPLESOFT PRODUCT EXPERIENCE

- Human Capital Management
- General Ledger
- CRM Staffing Front Office
- Payroll
- Accounts Receivable
- Benefits Administration
- Expenses

- Interaction Hub
- eBenefits
- Accounts Payable
- Pay/Bill Management
- Project Costing
- Purchasing
- Base Benefits

- ePay
- Billing
- CRM
- Asset Management
- Time & Labor
- Position Management
- Maintenance Management

PEOPLESOFT PEOPLETOOLS EXPERIENCE

- Application Designer
- Application Engine
- Application Debugger
- Application Packages
- Query
- PeopleSoft Test Framework

- PeopleCode
- Security Administrator
- Application Upgrader
- nVision
- Mass Change
- Business Process Designer

- Tuxedo
- Process Scheduler
- Import Utility
- Tree Manager
- Data Mover
- Workflow

PEOPLESOFT INTEGRATION TECHNOLOGY EXPERIENCE

- Component Interface
- Open Query API
- XML Link Registry
- TIBCO Integration

- Application Messaging
- Message Agent
- Integration Broker
- Multi Channel Framework

- Business Interlinks
- Single Sign-On
- JMS Messaging Server
- Application Workflow Engine

ORACLE FUSION TECHNOLOGY EXPERIENCE

- XML Publisher Enterprise
- Oracle Application server

- JHeadStart
- OC4J

- ADF
- TopLink

SUMMARY OF PROFESSIONAL EXPERIENCE

CLIENT NAME	PROJECT TYPE	SOFTWARE VERSION	MODULES	ROLE
US Nursing/ Fastaff	PeopleSoft Portal, Financials, FrontOffice and HCM 9.2 Upgrade	HCM 9.2, Financials 9.2, Portal/Interaction Hub 9.1 , Front Office 9.2	All modules	Upgrade from 8.9 to 9.2, Fit Gap, Customization, Integration and Testing
University of Colorado	Portal 9.1 Upgrade	Portal 9.1	Portal	Integration to CS and HCM
Adams K12 Five Star School District	PeopleSoft 9.1 Financials and HCM Support	HCM 9.1, Financials 9.1, PeopleTools 8.51	All modules	Reconfigure Commitment Control / Budget Checking, PCard Processing
Lifeway Christian Resources	PeopleSoft 8.9 Integration	HCM 8.9, Silkroads Red Carpet, OpenHire	HR,Payroll, base benefits, TAM	Integrate, synchronize data between PeopleSoft and Silkroads Open Hire and RedCarpet for recruiting, Onboarding including Approvals, Tax and Benefits enrollment.
Jefferson County	PeopleSoft 9.1	Portal 9.1, HCM	All modules,	Integration,

Client Name	Project Type	Software Version	Modules	Role
Public School District	Upgrade and implementation of ALM and Maintenance Management	9.1, CRM 9.1, FSCM 9.1		troubleshooting and technical development, Workflow development and configuration
The Navigators	Workday 10 – SaaS	Workday 10 - Payroll and Benefits	Payroll and Benefits	Integration and Reporting using Workday Report Writer and XSLT.
Advantec	SAAS Self Service Integration for 145K participants with PeopleSoft Benefits Administration and Core data	HCM 8.4, Open Source SAAS Vendor	HCM, BA, J2EE Tomcat App Server	Conversion, Integration, Configuration and Reporting.
US/Nursing –Fastaff	PeopleSoft HCM, Front Office for Staffing / PayBill, Fin 8.0 to 8.9 upgrade / migration – Enterprise Portal implementation	FIN/SCM FO 8.9, HCM 8.9, Portal 8.9,	All	Conversion/Upgrade, and Development. Extensive integration work. Enterprise Portal implementation
Hawaiian Telcom	"Green Field" implementation of all systems. PeopleSoft for Business Support Systems	CRM 8.9, FIN/SCM 8.8, EPM 8.9, HCM 8.8, Portal 8.8, TIBCO Business Works, Ascential Datastage	All	Integration Technical Lead.
Jeppesen Sanders	Vantive to CRM8.8 Upgrade with Oracle Apps integration	CRM 8.8	Call Center Applications, Support, Help Desk, Quality Management	Functional/Configuration Lead, Technical Lead and Integration Architect
Genesis Health Ventures	8.4 upgrade	Ver FS 8.4, HCM 8.8	GL, AP, EX, HCM 8.8, Py, BA	Technical Team Lead / Integration Expert
Fastaff	Full Suite Implementation	Ver 8	Enterprise Portal, CRM Front Office for Staffing, Pay Bill, HR, BA, PY, GL, AP, BI, AR	Technical Team Lead
Loma Linda University & Medical Center	8 Upgrade/Multiple Databases	Ver 8	HR, BB, PY	Technical Team Lead Project Manager
The Navigators	8 Upgrade	Ver 8	GL, AP, HR, BA, PY	Implementation Consultant
The Navigators	Message Agent Integration and SQR Interface Development	Ver 7	GL, AP	Interface Consultant
AssociationTrust.com	Siebel Implementation	Ver 6	Siebel Service, Sales	Business Analyst, Technical Consultant
City of Colorado	Public Sector HR	Ver 6 , 7 Public	HR, PY, BB, GL,	Project Management /

CLIENT NAME	PROJECT TYPE	SOFTWARE VERSION	MODULES	ROLE
Springs	and Financials Implementation and upgrade	Sector	AP, PO, AR,	Interface Development
Corporate Express	DBA Tuning	Ver 7.5	HR, BB	Technical Consultant
Coastal Corporation	Report / Interface Development	Ver 7	HR, BB, PY	Technical Consultant
Stanford Linear Accelerator	HR/Payroll and Financials Implementation	Ver 6	HR, BB, PY, GL, AP, AM, IN, PO	Functional and Technical Lead
Holy Cross Health System	Financials Implementation and Upgrade	Ver 5	GL, AP, AM	Technical Lead
Brookhaven National Labs	Financials Implementation	Ver 5	GL, PC, AP, PO, AM	Technical Lead
James Madison University	HR and Financials Implementation	Ver 5 Public Sector	HR, BB, PY, GL, AP, PO	Technical Lead
Budget Rent A Car	Benefits Administration Implementation	Ver 4	HR, BA, PI	Interface Developer
Quaker Oats Company	DB2 Tuning	Ver 3	HR, BA, PY	Customization Performance Tuning
Factory Mutual System	Financials Implementation	Ver 5	GL, AP	Technical Lead
Fermi National Accelerator Laboratory	HRMS Implementation and Upgrade	Ver 3	HR, BB, PY	Technical Lead
GEICO	HRMS Implementation	Ver 3	HR, BB, PY	Conversion Lead
Heublien Inc	HRMS Implementation	Ver 3	HR, BB, PY	Technical Consultant
Factory Mutual System	HRMS Implementation	Ver 3	HR, BB, PY	Technical Consultant
Bradlees	Financials Implementation	Ver 3	GL	Technical Lead

DETAILED PROFESSIONAL EXPERIENCE

US Nursing/ Fastaff — Responsible for completing Fit/Gap analysis for 8.9 to 9.2 for Front Office for Staffing, HCM and Financials. Migrated customizations and rebuilt integrations. Re-integrated jQuery UI on custom components. Integration of HR and Front Office data between Fin/Front Office and HR to support Payroll and Benefits processing. Development of SOA services to integrate Drupal Content / Web Site catalog management system with Front Office Orders and Applicant Web Lead processing. Provide SOA services for external vendor access for Job postings including Indeed, Monster and Career Builder. Development of Outlook integration using PeopleSoft Multi channel framework to retrieve and process Travel itineraries for assignment travel.

University of Colorado — Upgrade of Portal to 9.1 PeopleTools 8.53, Integration and development of new content and Web services with Campus Solutions and HCM. Integration of SOA services for identity management and remote systems access to Concur, Cognos. Development and integration of dynamic Portal pagelet content using jQuery, PeopleSoft Ajax, webservices and Javascript. Delivery of multi site, multi tab portal content to serve employee, faculty, students, prospects and three separate campuses.

Saint Elizabeth Hospital — Responsible integrating Silkroads Wingspan performance management system with PeopleSoft HCM 9.1 using Integration Broker and Web Services via Cloudmills ESB.

Adams K12 5-Star Schools — Responsible for reconfiguring/debugging various issues with Commitment Control and PCard processing. Budget Transfer issues and budget checking configuration. PCard synchronization and transaction processing with VISA. ACH debugging and setup. Reengineered Commitment Control to enable Fund and Dept level control and detailed budget tracking.

Lifeway Christian Resources — Responsible integrating Silkroads OpenHire (recruiting) and Red Carpet (OnBoarding) cloud solutions with PeopleSoft HCM 8.9 via web services. Synchronized departments, locations and positions, hiring managers. Provided web services for Job postings, Approvals (Hire, Terminations, Openings) , Employee Hire, Transfer, Termination, Benefits Enrollment, W-4 processing, Badge number assignment.

Jefferson County Public Schools — Responsible for redeveloping CRM and Portal customizations and troubleshooting upgrade and integration issues. Redeveloped HRMS contracts, additional pay and reimbursement customizations among many others. Implemented custom workflow for Position management using the Approval Workflow Engine (AWE) used for Job postings. Configured and customized Virtual Approver and Approval Ruleset processes. Configured PO and ePro Req approval processes. Developed reports for Asset Life Cycle Management using XML Publisher and connected queries. Participated in the implementation (Configuration, Integration, Conversion and Reporting) of PeopleSoft Maintenance Management (MM) and Asset Lifecycle Management (ALM). Integrated ALM with AM, PC, IN, PO for materials management and Resource Management for workforce scheduling. Implemented complete data archiving for Recruitment including resumes and custom tables. Developed Approval Workflow Engine (AWE) processes for approval and routing of benefits forms.

The Navigators / Workday — Assisted with the development of Workday payroll and benefits reports using the Workday Report Writer. Used Excel macros to aggregate the data obtained from multiple Workday Report Web Services reports. Created XSLT report translations to overcome some of the limitations in Workday Report Writer for summarizing data.

Advantec — Responsible for conversion integration and deployment of a new SaaS Self Service Benefits Administration application. The application integrates directly with PeopleSoft Benefits Administration and was deployed at this site to process 145K participants. Integration was accomplished via ActiveMQ and PeopleSoft Integration broker using both Application Packages and Component Interfaces.

US Nursing / Fastaff — Responsible for converting/upgrading all of Fastaff's 8.0 Front Office for Staffing / Pay Bill Management and HCM data into PeopleSoft HCM and Front Office/ Financials 8.9. Retrofit numerous customizations using the current integration technologies – Application Packages/Classes, MultiChannel Framework, Component Interfaces, Web Services via XML messages and Business Interlinks. Configuration and optimization of Opportunity Search, PeopleSearch and PeopleMatch functionality using Verity search engine and configuration and integration of Order/Assignment to Pay/Bill Processes. Applied and tested Payroll Tax updates. Re-configured Benefits Administration for changes in Open Enrollment. Developed and deployed a Nurse Portal site via PeopleSoft Enterprise Portal to facilitate self service for over 100,000 nurses for opportunity selection, referrals entry, employment history and profile maintenance. Utilized Java to extend the capabilities of PeopleTools and control the UI to provide a Web 2.0 experience for users.

Hawaiian Telecom PeopleSoft Integration — Worked on a large team responsible for the enterprise wide integration of PeopleSoft ERP 8.8 and CRM 8.9 with various Network Management applications and customer billing applications. Led the development of the integration solution between PeopleSoft and TIBCO Business Works using PeopleSoft's integration broker and TIBCO JMS Server. Worked on the conversion of the Telecom's customers and services from over 100 legacy applications to PeopleSoft CRM using IBM's Ascential Data Stage.

Microsoft PeopleSoft 8.8 CRM Integration — In the functional and technical lead roles on a project to integrate Microsoft Office and .Net applications with PeopleSoft CRM Sales and Order Capture. Responsible for the functional configuration of PeopleSoft Sales and Order Capture, configuration of the Integration Broker and PeopleSoft Web Services to expose components to .Net and the development of custom Business Interlinks to implement and expose business scenarios defined by the client.

Jeppesen Sanders Vantive to PeopleSoft 8.8 CRM Upgrade and Implementation —
Provided the following roles on this project

Prototype/ Fit-Gap
Led Fit-Gap/Prototype sessions to match Jeppesen's functional requirements to PeopleSoft delivered functionality. Configured PeopleSoft Call Center Applications (Help Desk, Support and Quality Management) in order to meet the needs of a global support organization.

Workflow
Implemented complex Case and Quality Management Workflow requirements designing Workflow Events, Actions and Business Processes to meet Service Level Agreement requirements.

Customization
Designed and developed customizations (using PeopleTools and PeopleCode) to the base PeopleSoft application. Customizations included custom Account Manger notifications (Interested Parties) and pager-based case escalations.

Integration
Implemented Worker, Customer/Contact and Remote Customer Integration using SOAP and JMS Messaging.

Reporting
Developed several very complex case metrics reports using Crystal Reports to analyze data from the case audit table data. The metrics reports were used to support Service Level Agreements.

Tuning
Tuned the Case Entry screens to optimize case save process. This was accomplished this through a combination of Application Server tuning, Workflow configuration, Index modifications and customization to Application Class PeopleCode.

Genesis Health Ventures, 8.4 Fin, HCM 8.8 Upgrade & 8.4 Expenses Implementation — Completed a PeopleSoft 7.5 to 8.4 (financials) and 8.8 (HCM) upgrade. Mentored and assisted the internal project team. Responsible for ensuring the success of the upgrade process by guiding Genesis through their customization re-engineering and re-application process, implementing PeopleSoft Expenses, and assisting with the configuration of the PeopleSoft 8.4 internet architecture. Assisted Genesis in the migration to real time integration provided using Application Engine, PeopleSoft's Web Services (XML Link Registry), Application Messaging and Component Interface to accomplish real-time and near real-time integration.

Fastaff, Technical Team Lead — Technical team lead for the implementation of PeopleSoft version 8 HR, Benefits Administration, Payroll, Enterprise Portal, General Ledger, Accounts Payable, Billing, CRM Front Office for Staffing and Pay/Bill Management. Involved in extensive development and maintenance of PeopleSoft Application Messaging for the synchronization of data between Front Office, HRMS and Financials. Developed a Visual Basic application to enable the rapid entry of time into the Pay/Bill module and a Java based application to analyze the flow of data between applications using Application Messaging. This integration was accomplished through the use of the PeopleSoft Component Interface and Open Query API. Implemented the PeopleSoft Enterprise Portal Solution and customized it for Fastaff's specific needs. Enabled Single Sign-On for enterprise integration of three PeopleSoft production

databases and performed Application Server maintenance and Database support. Performed both the functional and technical lead roles for the implementation of Position Management, Health and Safety (OSHA), Salary Administration / Reviews, Commitment Control, Recruitment and a very complex implementation of Benefits Administration. Provided on going maintenance support for implementation of Tax Updates, W-2 Year End processing and custom batch processes and interfaces including an XML based Cobra interface via the Application Engine.

Loma Linda University & Medical Center, Technical Team Lead/Co-Project Manager — Technical team lead and co-project manager for an upgrade of two PeopleSoft HRMS databases from version 7.02 to version 8 SP2. Responsibilities included analyzing existing customizations and re-development of the customizations using PeopleSoft version 8 tools and technology. Adjusted the Application Engine programs to incorporate client specific customizations, developed upgrade plans, executed production test moves, and completed final production move. Developed an Address Change Form application using Visual Basic and PeopleSoft's Component Interface to automate the loading of electronic address change forms.

The Navigators

PeopleSoft 8 Implementation — Reviewed all Accounting, HRMS, Payroll and Benefits business processes and mapped these to the functionality provided by PeopleSoft version 8 HRMS and ERP. Installed and configured PeopleSoft version 8 Internet Architecture and developed detailed upgrade project plans for PeopleSoft HR (including International Assignments, Competency Management, Training Administration, Applicant Tracking and Health and Safety), Payroll and full Benefits Administration.

Pre 8.0 Experience (8 years) –

- Participated in 15 implementations and upgrades of PeopleSoft from ver 3.1 (1994) thru version 7.5 (2000) – Performed lead technical roles for integration, upgrade, reporting and development on both Financials and HRMS. Performed functional lead roles for HR, Benefits Administration, Payroll, GL, AP and Project Costing. Industries included Health Care, Higher Ed, Energy, Government and Retail.

EDUCATION

Mr. Kyne holds a Masters in Software and Information Systems from Regis University and National University of Ireland, Galway.

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State of Florida
Department of State

I certify from the records of this office that SUN DAY CONSULTING, INC. is a corporation organized under the laws of the State of Florida, filed on May 12, 2009, effective May 12, 2009.

The document number of this corporation is P09000042357.

I further certify that said corporation has paid all fees due this office through December 31, 2014, that its most recent annual report/uniform business report was filed on January 2, 2014, and its status is active.

I further certify that said corporation has not filed Articles of Dissolution.

Given under my hand and the
Great Seal of the State of Florida
at Tallahassee, the Capital, this
the Eleventh day of May, 2014

Ken Detzner

Secretary of State

Authentication ID: CU3595824370

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

https://efile.sunbiz.org/certauthver.html

State of Florida
Department of State

I certify from the records of this office that LIBEAU ENTERPRISES INC. is a corporation organized under the laws of the State of Florida, filed on September 2, 2003.

The document number of this corporation is P03000095685.

I further certify that said corporation has paid all fees due this office through December 31, 2014, that its most recent annual report/uniform business report was filed on January 4, 2014, and its status is active.

I further certify that said corporation has not filed Articles of Dissolution.

Given under my hand and the Great Seal of the State of Florida at Tallahassee, the Capital, this the Thirtieth day of May, 2014

Ken Detzner

Secretary of State

Authentication ID: CU5426299611

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

https://efile.sunbiz.org/certauthver.html

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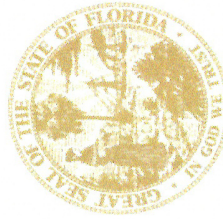
State of Florida

Minority, Women & Florida Veteran Business Certification

Sun Day Consulting, Inc.

Is certified under the provisions of 287 and 295.187, Florida Statutes for a period from:

02/10/2014   to   02/10/2016

Craig J. Nichols, Secretary
Florida Department of Management Services

OSD
Office of Supplier Diversity
State of Florida

DEPARTMENT OF MANAGEMENT
SERVICES