RETURN BIDS TO:
RETOURNER LES SOUMISSIONS À:

Bid Receiving - PWGSC / Réception des soumissions - TPSGC
11 Laurier St., / 11, rue Laurier
Place du Portage, Phase III
Core 0B2 / Noyau 0B2
Gatineau
Québec
K1A 0S5
Bid Fax: (819) 997-9776

SOLICITATION AMENDMENT
MODIFICATION DE L'INVITATION

The referenced document is hereby revised; unless otherwise indicated, all other terms and conditions of the Solicitation remain the same.

Ce document est par la présente révisé; sauf indication contraire, les modalités de l'invitation demeurent les mêmes.

Title - Sujet Provision of IM/IT Tech. Pro. Servi		
Solicitation No. - N° de l'invitation 24062-180006/A		**Amendment No. - N° modif.** 004
Client Reference No. - N° de référence du client 24062-180006		**Date** 2018-02-20
GETS Reference No. - N° de référence de SEAG PW-$$EL-606-32102		
File No. - N° de dossier 606el.24062-180006	**CCC No./N° CCC - FMS No./N° VME**	

Solicitation Closes - L'invitation prend fin at - à **02:00 PM** on - le **2018-03-13**	**Time Zone** **Fuseau horaire** Eastern Standard Time EST

F.O.B. - F.A.B.
Plant-Usine: ☐   **Destination:** ☑   **Other-Autre:** ☐

Address Enquiries to: - Adresser toutes questions à: Mansour, Silvana	**Buyer Id - Id de l'acheteur** 606el
Telephone No. - N° de téléphone (613) 858-9935 ( )	**FAX No. - N° de FAX** (819) 956-2675

Destination - of Goods, Services, and Construction:
Destination - des biens, services et construction:

Comments - Commentaires

Vendor/Firm Name and Address
Raison sociale et adresse du
fournisseur/de l'entrepreneur

Instructions: See Herein

Instructions: Voir aux présentes

Delivery Required - Livraison exigée	**Delivery Offered - Livraison proposée**
Vendor/Firm Name and Address **Raison sociale et adresse du fournisseur/de l'entrepreneur**	

Issuing Office - Bureau de distribution
Informatics Professional Services - EL Division/Services professionnels en informatique - division EL
4C2, Place du Portage
Gatineau
Québec
K1A 0S5

Telephone No. - N° de téléphone
Facsimile No. - N° de télécopieur

Name and title of person authorized to sign on behalf of Vendor/Firm
(type or print)
Nom et titre de la personne autorisée à signer au nom du fournisseur/
de l'entrepreneur (taper ou écrire en caractères d'imprimerie)

Signature   **Date**

Canadä

This solicitation amendment number 004 includes answers to the questions raised by potential bidders and an amendment.

QUESTION 3:

We would like to ask for clarification of resource mandatory requirements for the following roles:

M.2.1 A.1 Application/Software Architect, Level 2

M.2.2 A.1 Application/Software Architect, Level 3

M.2.3 A.2 ERP Functional Analyst (PeopleSoft), Level 2

M.2.4 A.2 ERP Functional Analyst (PeopleSoft), Level 3

M.2.5 P.7 Project Coordinator, Level 2

M.2.6 P.9 Project Manager (ERP), Level 3

M.2.7 B.7 Business Transformation Architect (PeopleSoft), Level 3

M.2.8 B.9 Courseware Developer (PeopleSoft), Level 2

Would Canada consider extending it to include higher education qualifications in addition to federal, provincial, municipal?

ANSWER 3:

Canada has reviewed the request, however the requirement remains unchanged.

QUESTION 4:

Similarly for mandatory requirements asking for "federal, provincial, municipal government" under **M.1.1, M2.1, M3.1, M4.1., M5.1., M6.1, M7.1, and M8.1,** would Canada consider extending it to include higher education qualifications in addition to federal, provincial, municipal or include a similar statement as in M.1.2 including "or private-sector clients"?

ANSWER 4:

Canada has reviewed the request, however the requirement remains unchanged.

QUESTION 5:

We understand per Section 4.2 (c) that only a certain number of resources are being evaluated. Section 5.2 (a) (i) states that every individual proposed must be available to perform the work. Given that two contracts may be awarded please clarify the requirements for availability of resources i.e. all resources bid must be available upon contract award and any additional resources requested within 5 days (per the TA process).

ANSWER 5:

That is correct. All resources bid must be available upon contract award as per certification of availability of resources required under Part 5 - Certifications of the RFP. Additional resources, when requested, will follow the process outlined in the RFP, pursuant to article 7.2 of Part 7, Task Authorization and Appendix A to Annex A, Tasking Assessment Procedure.

QUESTION 6:

Given that PeopleSoft version 9.1 was released commercially in 2009, My GCHR (PeopleSoft v9.1) was built in 2013, and 7 departments were successfully on-boarded in 2014, we are trying to understand why experience in My GCHR or at the very least version 9.1 is not required. Bidders and resources who have no experience in the platform they are expected to work on and support will qualify. Accordingly the rates for bid-compliant resources will be much lower than those resources who can properly support the TBS with professional services *"…to support HRMT and the onboarding of client departments and agencies to the My GCHR standard*."

Please consider modifying the corporate and resource criteria to include experience with version 9.1.

ANSWER 6:

References to PeopleSoft HCM version 8.9 have been replaced with references to PeopleSoft HCM version 9.1. Please see amendment below of *Attachment 4.1 Evaluation Criteria REVISION 1* and *Appendix C to Appendix A, Resources Assessment Criteria and Response Table REVISION 1*.

QUESTION 7:

Per the Statement of Work, the intent of this contract is to provide services for supporting the deployment of My GCHR, yet none of the corporate or resource criteria require any version 9.1 experience. We respectfully suggest the following changes to the resource grids to add the following criteria, which is consistent with previous RFPs from PSPC (EP911-160455) and TBS (24062-18-156):

a. *MANDATORY: The proposed resource should have at least three (3) years of experience in the identified resource category in an actual PeopleSoft HCM v9.1 environment*
b. *RATED: The proposed resource should have up to a maximum of five (5) years of experience in the identified resource category supporting PeopleSoft HCM version 8.9 or higher in a GC environment. Five (5) points per year to a maximum of five (5) years*.

c. *RATED: The proposed resource should have up to a maximum of three (3) years of experience in the identified resource category supporting My GCHR version of PeopleSoft HCM v9.1. Ten (10) points per year to a maximum of three (3) years.*

Please note that the RFP has no minimum pass mark for rated requirements. By making these changes and awarding points for specific technical criteria that matches TBS's environment, TBS can assess a given team/proposal's value in terms of relevant knowledge and technical expertise.

ANSWER 7:

References to PeopleSoft HCM version 8.9 have been replaced with references to PeopleSoft HCM version 9.1. Please see amendment below of *Attachment 4.1 Evaluation Criteria REVISION 1* and *Appendix C to Appendix A, Resources Assessment Criteria and Response Table REVISION 1*.

QUESTION 8:

Are there any incumbent contractors for this work? Is there now, or has there been in the past, a company or individual performing similar or related work as described in the subject solicitation? If yes, could you please identify which firm has been providing those services?

ANSWER 8:

Bidders should refer to the Notice of Proposed Procurement (NPP) for a response to this question.

QUESTION 9:

We have noticed that there is no criteria that assesses a Bidder's PeopleSoft bench strength in general or by category. For example, there is no criteria to demonstrate that the team they are bidding has contracted with them before or if they have depth beyond that team.   This is important when considering cost factors for in demand skill sets and resources who come from outside the NCR, requiring rates that allow for things such as travel and accommodation. Without assessing a Bidder's ability to win business at viable rates, TBS will be limiting its pool of resources. We recommend amending the RFP to include:

The Bidder should demonstrate its bench strength in the area of PeopleSoft professional services by identifying by name up to eight separate professional service resources, <u>in addition to those individuals identified in response to mandatory Resource Requirements</u>), where the Bidder has contracted the services of the individual for a minimum of 100 billed days, within the last two years prior to solicitation closing date, in the National Capital Region (NCR), in EACH of the following TBIPS categories:

- *A.1 Application/Software Architect*
- *A.2 ERP Functional Analyst*
- *P.7 Project Coordinator Level 2*
- *P.9 Project Manager Level 3*
- *B.7 Business Transformation Architect Level 3*

- *B.9 Courseware Developer*

Note: The minimum 100 days may be demonstrated by the cumulative total of two or more separate contracts.

It is worth noting that, in addition to the previous TBS PeopleSoft RFPs, all of the following RFPs issued by PSPC for similar PeopleSoft services included criteria to prove depth of resources/bench strength through numerous criteria:

- DND PeopleSoft Professional Services Resources (December 2017);
- ESDC G9292-189106 PeopleSoft Technical TA Vehicle (November 2017); and,
- PSPC EP11-160455 PeopleSoft Professional Services - My GCHR (February 2016).

So this change is consistent with similar PeopleSoft requirements.

ANSWER 9:

Please see amendment below of Attachment 4.1 Evaluation Criteria REVISION 1. Corporate Rated Requirement is amended to add this new criterion - R2 Bench Strength.

QUESTION 10:

Please confirm that for M1.3 and R1.1 that the experience presented must be for work contracted under TBIPS for these specific TBIPS streams. Further, should not the experience presented be for the specific categories of this RFP, namely: A.1 Application Software Architect, A.2 ERP Functional Analyst, P.7 Project Coordinator, P.9 Project Manager, B.7 Business Transformation Architect and B.9 Courseware Developer?

ANSWER 10:

This is to confirm that for M1.3 and R1.1, the experience presented must be for work contracted under the TBIPS specific streams for the specific resource categories of this RFP as follows:

Stream 1 - Application Services:

- A.1 Application/Software Architect – Levels 2 and 3
- A.2 ERP Functional Analyst – Levels 2 and 3

Stream 4 – Business Services:
- B.7 Business Transformation Architect – Level 3
- B.9 Courseware Developer (PeopleSoft) – Level 2

Stream 5 – Project Management Services:
- P.7 Project Coordinator – Level 2
- P.9 Project Manager – Level 3

See amendment below of *Attachment 4.1 Evaluation Criteria – REVISION 1* and *Appendix C to Appendix A, Resources Assessment Criteria and Response Table REVISION 1*.

QUESTION 11:

PeopleSoft version 8.9 was not commercially released until 2005 and, to the best of our knowledge, the first Government of Canada 8.9 implementation was by Veteran's Affairs in 2007. However, in the grids under the rated criteria (R2.x.1) TBS is asking for up to 15 years' experience in version 8.9 or greater which is not possible. Instead, considering TBS's environment of version 9.1, we recommend changing the rated requirement for all resources to assess up to five years of experience with version 9.1 or greater as follows:

1+ to 2 years = 5 points

2+ to 3 years = 10 points

3+ to 4 years = 15 points

4+ to 5 years = 20 points

5+ years = 25 points

Answer 11:

Recognizing the fact that PeopleSoft version 8.9 cannot amount into 15 years' experience, the relevant rated requirement for all resource categories is amended to assess the resource experience with PeopleSoft version 9.1 up to a maximum of five years. See amendment below of *Attachment 4.1 Evaluation Criteria – REVISION 1* and *Appendix C to Appendix A, Resources Assessment Criteria and Response Table*.

QUESTION 12:

Please confirm that in M2.x.1, for all of the resources bid, a Bidder must demonstrate the required years of experience in EACH of the tasks substantiated. For example, for M2.1.1 Application Software Architect, the bidder must show 5 years of PeopleSoft experience in at least 7 the tasks listed.

ANSWER 12:

Confirmed.

QUESTION 13:

The resource grids require experience with PeopleSoft 8.9 in the mandatory as well as rated requirements. According to our research and the Oracle website, PeopleSoft 8.9 was released in late 2004 (maximum 13 years). Based on this release date, it is impossible to score full points in the rated

criteria for the senior resources. Would the Crown consider modifying the rated to allow experience from PeopleSoft 8.0 or greater?

ANSWER 13:

Please refer to Q. & A. number 11 above for a response to this question. Experience with PeopleSoft 8.0 does not meet the Crown's requirement for experience with PeopleSoft 9.1.

QUESTION 14:

Regarding Mandatory Resource Requirements for the four level 3 categories (M.2.2.1, M.2.4.1, M.2.6.1, M.2.7.1): There is a shortage of available PeopleSoft consultants due to the ongoing requirements of the My GCHR project and the Phoenix project.

To ensure that the Crown receives competitive responses, we suggest opening up the mandatory requirements to the following: The proposed resource has a minimum of 10 years' experience performing a minimum of xx of the following xx tasks, on projects related to the implementation or upgrade of PeopleSoft Human Capital Management 8.9 (or greater). Five (5) of those years must be in a federal, provincial, municipal government environment.

ANSWER 14:

Canada's requirement is for resources with experience in large and complex organisations in the public sector (e.g., federal, provincial, municipal government). See amendment below of *Attachment 4.1 Evaluation Criteria – REVISION 1* and *Appendix C to Appendix A, Resources Assessment Criteria and Response Table REVISION 1*.

QUESTION 15:

With respect to **Attachment 4.1** regarding the **Project Coordinator** evaluation criteria **M2.5.1** which states: "The proposed resource has a minimum of 5 years' experience in a federal, provincial, municipal government environment, performing a minimum of 6 of the following 8 tasks, on projects related to the implementation or upgrade of PeopleSoft Human Capital Management 8.9 (or greater): …" AND evaluation criteria **R2.5.1** which states: "Experience, in addition to minimum five year mandatory requirement, performing the tasks of this resource category as identified in the Statement of Work, on PeopleSoft HCM v8.9 or greater."

It is very uncommon to have a Project Coordinator "specialize" in PeopleSoft projects and as a mandatory requirement this is extremely restrictive. It has been our experience that other Supply Arrangements for PeopleSoft services simply require the number of years as a Project Coordinator and in some cases they may ask for ERP experience in the rated criteria.   In keeping with other contracting vehicles for similarly complex projects, we respectfully recommend you change the mandatory and rated criteria for the Project Coordinator as follows:

M.2.5.1: The proposed resource has a minimum of 5 years' experience as a _Project Coordinator_, in a federal, provincial, municipal government environment **OR** PeopleSoft Human Capital Management 8.9 (or greater) environment, performing a minimum of 6 of the following 8 tasks, on projects related to the implementation or upgrade of PeopleSoft Human Capital Management 8.9 (or greater):

and

R.2.5.1: Experience, in addition to the minimum five year mandatory requirement, performing the tasks of this resource category as identified in the Statement of Work.

ANSWER 15:

Agreed. Project Coordinator experience specific to PeopleSoft is not required. See amendment below of _Attachment 4.1 Evaluation Criteria – REVISION 1_ and _Appendix C to Appendix A, Resources Assessment Criteria and Response Table REVISION 1_.

QUESTION 16:

To properly substantiate each of the candidate's experience, qualifications and expertise, please confirm it is acceptable to cross-reference to detailed project descriptions in his/her resume. The projects in the resume will be sequentially numbered and that number will be used in the matrix to identify the relevant projects that substantiate the specific requirement. Each project in the resume will include department, project name, role and start/end dates, the candidate's responsibilities and activities as well as an annotation that reflects the mandatory or rated criteria that each statement in the resume is supporting. For example, in response to mandatory criteria M1, a (M1) would be placed at the beginning of the statement in the resume that satisfies this criteria.

ANSWER 16:

Bidders are responsible for clearly demonstrating the experience of the proposed resources and for completing the response grids provided in Attachment 4.1 , in accordance with the instructions provided in Part 3 _Bid Preparation Instructions_.

QUESTION 17:

The Crown has set a closing date of February 12, 2018. Given the number of resources required and in order to provide sufficient time to develop a quality, competitive response, would the Crown consider extending the closing date of the RFP?

ANSWSER 17:

Agreed. See amendment below.

QUESTION 18:

Regarding Mandatory Resource Requirement – M.2.1 A.1 Application/Software Architect, Level 2"), Criteria M.2.1.1 stipulates that *"The proposed resource has a minimum of 5 years' experience in a federal, provincial, municipal government environment, performing a minimum of 7 of the following 10 tasks, on projects related to PeopleSoft Human Capital Management 8.9 (or greater)".* Similarly stated criteria requiring XX years' experience obtained exclusively in federal, provincial, and municipal government environments are contained throughout the **Mandatory Resource Requirement** section. Our organization would ask the Crown to consider the following for the entire *Mandatory Resource Requirement* section:

To fulfil this requirement, would the Crown also accept relevant Public Sector experience (i.e. minimum of X years, performing X of the 10 tasks) acquired in Canadian Crown Corporations or in other government jurisdictions outside of Canada (e.g. State governments, Central governments of other countries)?

Based on our company's extensive, multi-national reach and the Crown's expressed aim (**SOW Section 3.2: Resource Tasks and Activities**) for the contracted resources "… to deliver the required work including providing expertise, advice, guidance, coaching/mentoring and recommendations to build capacity within the HRMT organization", we respectfully request the Crown to accept years of experience acquired by proposed resources that includes work performed for other public sector organizations, such as Crown Corporations, and government jurisdictions outside of Canada.

ANSWER 18:

Canada has reviewed the request, however the requirement remains unchanged.

QUESTION 19:

Re: Project Coordinator

In M.2.5.1 the Project Coordinator must have five years' experience in PeopleSoft HCM and a full 10 years PeopleSoft project experience to score full points. However, this level of experience is uncommon as typically a Project Coordinator upgrade their skills and evolve into a Level 1 Project Manager. As described, the role is largely administrative and tasks listed are not technical in the sense that they would require any deep understanding of PeopleSoft per se. Accordingly we suggest the following changes:

M.2.5.1 - *The proposed resource has a minimum of 5 years' experience in a federal, provincial, municipal government environment, performing a minimum of 6 of the following 8 tasks,* ***as a Project Coordinator:***

R.2.5.1 *Experience, in addition to minimum five year mandatory requirement, performing the tasks of this resource category as identified in the Statement of Work.*

*5+ to 6 years = **3 points***

*6+ to 7 years = **6 points***

*7+ to 8 years = **9 points***

*8+ to 9 years = **12 points***

*9+ to 10 years = **15 points***

Experience with PeopleSoft v8.9 or higher

>12 months = 10 points

Both these changes are well aligned with the statement of work and are more reflective of the marketplace.

ANSWER 19:

Please refer to Q. & A. number 15 above and the amendment below of *Attachment 4.1 Evaluation Criteria – REVISION 1* and *Appendix C to Appendix A, Resources Assessment Criteria and Response Table REVISION 1*.

QUESTION 20:

Appendix A to Annex A – Tasking Assessment Procedure, item 5 states: *"…Each resource proposed must attain the required <u>minimum score for the point rated criteria</u> for the applicable Resource Category. If the minimum score for any proposed resource is less than what is required, the Contractor's quotation will be found to be nonresponsive."* Please confirm there is no minimum score required for the point rated criteria for all Resource Categories.

ANSWER 20:

Confirmed. No minimum score is required for any of the resource categories. Appendix A to Annex A is amended to delete any reference to minimum score. See amendment below.

QUESTION 21:

The mandatory criteria for all Level 3 resources (M.2.2.1, M.2.4.1, M.2.6.1, and M.2.7.1) on this RFP require 10 years of experience in a government environment and PeopleSoft 8.9 or greater. The rated criteria (R.2.2.1, R.2.4.1, R.2.6.1 and R.2.7.1) is asking for experience beyond this to a maximum of 15 years. The government version of v8.9 was still being tested in 2006 even though the product was released in December 2004 (13 years ago). Based on this no individual would be able to achieve the maximum points as the product has not been available for the entire 15 years.

We respectfully request that you amend the criteria for M.2.2.1, M.2.4.1, M.2.6.1, and M.2.7.1 to 5 years of government and PeopleSoft HCM v8.9 experience and R.2.2.1, R.2.4.1, R.2.6.1 and R.2.7.1 as follows:

5+ to 10 years = 10 points

10+ years = 25 points

By doing this, the Crown ensures they are still getting resources with some government and current PeopleSoft HCM experience but at the same time, it will also ensure that should the Crown require additional resources at the TA stage, the criteria won't restrict otherwise excellent candidates from being proposed.

ANSWER 21:

Please refer to Q. & A. number 11 above for a response to this question and the amendment below of *Attachment 4.1 Evaluation Criteria – REVISION 1* and *Appendix C to Appendix A, Resources Assessment Criteria and Response Table REVISION 1.*

Question 22:

We submitted questions on January 19, 2018. Given there has been no response to our questions and not knowing the answers is preventing us from developing our proposal, we respectfully request that TBS provide answers to our questions and extend the closing date of this RFP.

ANSWER 22:

The closing date is amended. Please see amendment below.

QUESTION 23:

Section 10a of the Security Requirements Check List (SRCL) contains check marks for *Reliability Status*, *Confidential* <u>and</u> *Secret* pertaining to the level of personnel security required for this contract. However, there does not appear to be a mapping of these required security levels (from the SRCL) to each role defined in the RFP. Can the Crown please indicate what is the personnel security level required for each of the roles solicited in the RFP?

ANSWER 23:

The required security status of individual resources will be specified at the time of each task authorization. The successful bidder(s) should be capable of offering resources under each role with any of the indicated security levels.

QUESTION 24:

On page 29 of 116 (Part 5, Section 5.2 (a) (i)) of the RFP, it is stated that "*By submitting a bid, the Bidder certifies that, if it is awarded a contract as a result of the bid solicitation, every individual proposed in its bid will be available to perform the Work as required by Canada's representatives and at the time specified in the bid solicitation or agreed to with Canada's representatives.*"

The narrow constraints defined for resource qualification as a result of the *Mandatory Resource Requirements* necessitates a considerably higher degree of coordination and planning by potential contract awardees to ensure that the proposed resources (drawn from a heavily-constricted pool of qualified candidates) are available just-in-time for contract award (and subsequent Task Authorization actions).

Will the Crown provide, to the best of its ability, an estimated date for contract award and initial Task Authorization(s), which will assist bidders in proposing qualified resources that meet/exceed the standards set out in the Mandatory and Rated Resource Requirements in the RFP and will be made available to work on this contract upon contract award?

ANSWER 24:

Canada anticipates contract award to occur no later than 20 business days following the bid closing date. It is likely that task authorizations will be promptly issued following the contract award date, however it is not possible at this time to provide accurate estimates of date(s) when task authorizations will be issued.

QUESTION 25:

On page 5 of 116 (Part 1, Section 1.2 (i) of the RFP, it is stated that "*The Resource Categories described below are required on an as and when requested basis in accordance with the TBIPS SA Annex "A":"*, which is followed by a table indicating that the "*Estimated Number of Days over five (5) Years*" for each of the roles listed under the heading of "*Category of Personnel*" is 1,100 (i.e. full-time over the contract period). In addition, on page 4 of 116 (Part 1, Section 1.2 (b)) and page 56 of 116 (Annex A, Section 3.6 a)) of the RFP, it is stated, respectively, that the bid solicitation "… *is intended to result in the award of two contracts, each for five years*" and "*the majority of resources will be required on a full-time basis, however there may be a requirement for some part-time resources*".

Given the statements provided above from the RFP and in consideration of vendors' enhanced need to plan and coordinate resourcing from a significantly limited pool, will the Crown please clarify the following:

- Is it the intent of the Crown to acquire at least one (1) of each of the eight (8) resource categories from both contract awardees (i.e. contract awardee "A" and contract awardee "B" will **both** be allocated a minimum of 8 out of the 8 roles defined in the RFP)?; and
- Will the Crown identify, to the degree possible, which of the eight (8) roles listed are likely to be commissioned on a full-time basis as well as the ones likely to be commissioned on a part-time basis at the time of contract award (as part of the initial Task Authorization(s))?

ANSWER 25:

Bidders should refer to article 2.7 *Volumetric Data* of the RFP. Should the RFP results in the award of more than one contract, allocation of Task Authorizations will follow the process described in Part 7, Article 7.2 (b) *Allocation of Task Authorizations.*

QUESTION 26:

Given that the due date for responses to the RFP is scheduled for February 12, 2018 and there remains a number of outstanding questions from industry to be answered, we respectfully request that the Crown extend the deadline for responding to the RFP by three (3) calendar weeks to allow proponents sufficient time to receive, review and incorporate (into RFP responses) the Crown's responses to the vendor community's outstanding questions.

ANSWER 26:

The closing date is amended. Please see amendment below.

AMENDMENT:

At Page 1:

DELETE: The Solicitation closes on 26 February 2018 at 02:00 PM

INSERT: The solicitation closes on 13 March 2018 at 02:00 PM

At Appendix A to Annex A, Tasking Assessment Procedure, Bullet number 5

DELETE:

The last two sentences: "*Each resource proposed must attain the required minimum score for the point rated criteria for the applicable Resource Category. If the minimum score for any proposed resource is less than what is required, the Contractor's quotation will be found to be non-responsive*".

DELETE:

Attachment 4.1 Evaluation Criteria in its entirety.

INSERT:

Attachment 4.1 Evaluation Criteria – REVISION 1 as follows:

DELETE:

Appendix C to Annex A – Resource Assessment Criteria and Response Table in its entirety.

INSERT:

Appendix C to Annex A – Resource Assessment Criteria and Response Table – REVISION 1 as follows:

ATTACHMENT 4.1

BID EVALUATION CRITERIA – REVISION 1

1. MANDATORY CORPORATE REQUIREMENTS

	Mandatory Corporate Requirement
M.1.1	The Bidder must have billed $1M (in Canadian dollars including taxes) providing PeopleSoft Professional Services in <u>each</u> of the three years preceding the posting date of this solicitation. **Note:** PeopleSoft Professional Services are defined as the provision of resources capable of providing services to support the planning, project coordination, project reporting, implementation, upgrade or maintenance and support of the PeopleSoft Human Capital Management application. Demonstration of services provided must be substantiated by the Bidder with the following information for each contract: <table><tr><td colspan="1">Customer Contact Information:</td></tr><tr><td>Contact Name</td></tr><tr><td>Name of Organization</td></tr><tr><td>Email Address or Phone Number</td></tr><tr><td>Contract Detail:</td></tr><tr><td>Contract Summary (up to one paragraph description of the key scope and responsibilities)</td></tr><tr><td>PeopleSoft HCM version and modules implemented, upgraded or supported</td></tr><tr><td>Project Start Date</td></tr><tr><td>Project End Date</td></tr><tr><td>Total Value Billed (in Canadian dollars including tax)</td></tr></table>

	Mandatory Corporate Requirement	**Demonstrated Experience** (Bidder to insert response)
M.1.2	A. The Bidder must have been awarded contracts to collectively perform the following tasks, for public-sector clients (e.g., federal, provincial, municipal) related to PeopleSoft Human Capital Management version 9.1: 1. Develop technical architectures, frameworks and strategies, either for an organization or for a major application function to meet the business and application requirements. 2. Provide advice to senior management on options, issues and risks related to system application architecture 3. Identify and document system specific standards relating to programming, documentation and testing, covering program libraries, data	

	Mandatory Corporate Requirement	**Demonstrated Experience** (Bidder to insert response)

	dictionaries, naming conventions
	4. Conduct analysis of business requirements to develop functional requirements for an application, including conducting working group sessions to confirm the requirements identified;
	5. Develop business or functional requirements for a corporate application, including providing design ideas for new functionality and documenting functional specification;
	6. Provide project management and data processing professionals to support technical users and end users in project coordination and synchronization tasks.
	7. Provide subject matter expertise to manage project activity in the areas of Risk Management, Integration Management, Planning and Scheduling, Quality Management, or Earned Value Management.
	8. Provide subject matter expertise to define business strategies and processes in support of transformation and change management activities;
	9. Design and develop instructional material for system procedures that support technical products.
	
	B. For each contract referenced in A above, the contract must:
	
	   1. Have been awarded within the eight years preceding the solicitation issue date; and
	
	   2. Have a duration of at least two (2) years (including any exercised option years) within the eight (8) years prior to the posting date of this bid solicitation (Note: contract duration must exclude un-exercised option periods).
	
	C. Across referenced contracts, a minimum of ten (10) resources were provided by the Bidder to collectively perform a minimum of 7 tasks listed in M.1.2 (A) above for a minimum period of six consecutive months per resource.	

M.1.3	The Bidder must demonstrate that it has been awarded at least two contracts that provided informatics professional services under any of TBIPS Streams listed below for the resource categories identified[1], with respect to any three of the following modules of PeopleSoft Human Capital Management version 9.1 : 1. Core HR (incl. Workforce Administration; Workforce	

	Mandatory Corporate Requirement	Demonstrated Experience (Bidder to insert response)

	Development; Organizational Development; Training Development; and Workforce Monitoring)
	 2. Recruiting Solution
	 3. Profile Management
	 4. eProfile (Incl. Employee Self Service and Manager Self Service
	 5. eProfile Management
	 6. Payroll for North America
	 7. Payroll Interface
	 8. eDevelopment
	 9. Absence Management
	
	 [1] Stream 1 - Application Services:
	
	   - A.1 Application/Software Architect – Levels 2 and 3
	   - A.2 ERP Functional Analyst – Levels 2 and 3
	
	 Stream 4 – Business Services:
	   - B.7 Business Transformation Architect – Level 3
	   - B.9 Courseware Developer (PeopleSoft) – Level 2
	
	 Stream 5 – Project Management Services:
	   - P.7 Project Coordinator – Level 2
	   - P.9 Project Manager – Level 3	

MANDATORY RESOURCE REQUIREMENT

M.2.1 A.1 Application/Software Architect, Level 2

Resource Assessment Criteria		
The Bidder must demonstrate that:		
Criteria	**Mandatory Requirement**	**Demonstrated Experience** (Contractor to insert response)
M.2.1.1	The proposed resource has a minimum of 3 years' experience in a federal, provincial, municipal government environment, performing a minimum of 7 of the following 10 tasks, on projects related to PeopleSoft Human Capital Management version 9.1: 1. Develop technical architectures, frameworks and strategies, either for an organization or for a major application function to meet the business and application requirements. 2. Identify the policies and requirements that drive out a particular solution. 3. Analyze and evaluate alternative technology solutions to meet business issues 4. Ensure the integration of all aspects of technology solutions. 5. Monitor industry trends to ensure that solutions fit with government and industry directions for technology. 6. Analyze functional requirements to identify information, procedures and decision flows. 7. Evaluate existing procedures and methods, identify and document database content, structure, and application sub-systems, and develop data dictionary. 8. Define and document interfaces of manual to automated operations within application sub-systems, to external systems and between new and existing systems. 9. Define input/output sources, including detailed plan for technical design phase, and obtain approval of the system proposal. 10. Identify and document system specific standards relating to programming, documentation and testing, covering program libraries, data dictionaries, naming conventions, etc. For the experience to be considered, the proposed resource must have worked on the substantiating project for minimum duration of four months.	
M.2.1.2	The proposed resource has a minimum of 1 year experience performing the tasks identified in M.2.1.1 to support at least 1 of the following modules of the PeopleSoft HCM suite:	

Resource Assessment Criteria		
The Bidder must demonstrate that:		
Criteria	**Mandatory Requirement**	**Demonstrated Experience** (Contractor to insert response)
	a) Core HR (incl. Workforce Administration; Workforce Development; Organizational Development; Training Development; and Workforce Monitoring) b) Recruiting Solution c) Profile Management d) eProfile (Incl. Employee Self Service and Manager Self Service e) eProfile Management f) Payroll for North America g) Payroll Interface h) eDevelopment i) Absence Management	

M.2.2   A.1 Application/Software Architect, Level 3

Resource Assessment Criteria		
The Bidder must demonstrate that:		
Criteria	**Mandatory Requirement**	**Demonstrated Experience** (Contractor to insert response)
M.2.2.1	The proposed resource has a minimum of 5 years' experience in a federal, provincial, municipal government environment, performing a minimum of 8 of the following 11 tasks, on projects related to PeopleSoft Human Capital Management version 9.1: 1. Lead a team of Application/Software Architects and provide advice to senior management on options, issues and risks related to system application architecture 2. Develop technical architectures, frameworks and strategies, either for an organization or for a major application function, to meet the business and application requirements. 3. Identify the policies and requirements that drive out a particular solution. 4. Analyze and evaluate alternative technology solutions to meet business issues. 5. Ensure the integration of all aspects of technology solutions. 6. Monitor industry trends to ensure that solutions fit with government and industry directions for technology. 7. Analyze functional requirements to identify information, procedures and decision flows. 8. Evaluate existing procedures and methods, identify and document database content, structure, and application sub-systems, and develop data dictionary. 9. Define and document interfaces of manual to automated operations within application sub-systems, to external systems and between new and existing systems. 10. Define input/output sources, including detailed plan for technical design phase, and obtain approval of the system proposal. 11. Identify and document system specific standards relating to programming, documentation and testing, covering program libraries, data dictionaries, naming conventions, etc. For the experience to be considered, the proposed resource must have worked on the substantiating project for minimum duration of four months.	
M.2.2.2	The proposed resource has a minimum of 1 year experience performing the tasks identified in M.2.2.1 to support at least 1 of the following modules of the PeopleSoft	

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Resource Assessment Criteria		
The Bidder must demonstrate that:		
Criteria	**Mandatory Requirement**	**Demonstrated Experience** (Contractor to insert response)
	HCM suite: a) Core HR (incl. Workforce Administration; Workforce Development; Organizational Development; Training Development; and Workforce Monitoring) b) Recruiting Solution c) Profile Management d) eProfile (Incl. Employee Self Service and Manager Self Service e) eProfile Management f) Payroll for North America g) Payroll Interface h) eDevelopment i) Absence Management	

M.2.3   A.2 ERP Functional Analyst (PeopleSoft), Level 2

Resource Assessment Criteria		
The Bidder must demonstrate that:		
Criteria	**Mandatory Requirement**	**Demonstrated Experience** (Contractor to insert response)
M.2.3.1	The proposed resource has a minimum of 3 years' experience in a federal, provincial, municipal government environment, performing a minimum of 5 of the following 6 tasks, on projects related to PeopleSoft Human Capital Management version 9.1: 1. Conduct analysis of business requirements to develop functional requirements for an application, including conducting working group sessions to confirm the requirements identified; 2. Perform and document fit/gap analysis within the application to find the best solution to meet a specified requirement; 3. Develop business or functional requirements for a corporate application, including providing design ideas for new functionality and documenting functional specification; 4. Provide assistance to other team members to understand the design specifications; 5. Create and execute test scenarios and test scripts, including the creation of test data to validate that the application meets the identified requirements; track results of testing and identify areas of improvement where required; and	

Resource Assessment Criteria		
The Bidder must demonstrate that:		
Criteria	**Mandatory Requirement**	**Demonstrated Experience** (Contractor to insert response)
	6. Analyze and troubleshoot application behaviors, including data related issues, to identify the root cause, document findings and propose recommendations on how to fix the issues, including workarounds when required. For the experience to be considered, the proposed resource must have worked on the substantiating project for minimum duration of four months.	
M.2.3.2	The proposed resource has a minimum of 1 year experience performing the tasks identified in M.2.3.1 to support at least one of the following modules of the PeopleSoft HCM suite: a) Core HR (incl. Workforce Administration; Workforce Development; Organizational Development; Training Development; and Workforce Monitoring) b) Recruiting Solution c) Profile Management d) eProfile (Incl. Employee Self Service and Manager Self Service e) eProfile Management f) Payroll for North America g) Payroll Interface h) eDevelopment i) Absence Management	

M.2.4   A.2 ERP Functional Analyst (PeopleSoft), Level 3

Resource Assessment Criteria		
The Bidder must demonstrate that:		
Criteria	**Mandatory Requirement**	**Demonstrated Experience** (Contractor to insert response)
M.2.4.1	The proposed resource has minimum of 5 years' experience in a federal, provincial, municipal government environment, performing a minimum of 6 of the following 7 tasks, on projects related to PeopleSoft Human Capital Management version 9.1: 1. Lead the Functional Analyst team and provide guidance and advice; 2. Conduct analysis of business requirements to develop functional requirements for an application, including conducting working group sessions to	

Resource Assessment Criteria		
The Bidder must demonstrate that:		
Criteria	**Mandatory Requirement**	**Demonstrated Experience** (Contractor to insert response)
	confirm the requirements identified; 3. Perform and document fit/gap analysis within the application to find the best solution to meet a specified requirement; 4. Develop business or functional requirements for a corporate application, including providing design ideas for new functionality and documenting functional specification; 5. Provide assistance to the developer and other team members to understand the design specifications; 6. Create and execute test scenarios and test scripts, including the creation of test data to validate that the application meets the identified requirements; track results of testing and identify areas of improvement where required; and 7. Analyze and troubleshoot application behaviors, including data related issues, to identify the root cause, document findings and propose recommendations on how to fix the issues, including workarounds when required. For the experience to be considered, the proposed resource must have worked on the substantiating project for minimum duration of four months.	
M.2.4.2	The proposed resource has a minimum of 1 year experience performing the tasks identified in M.2.4.1 to support at least 1 of the following modules of the PeopleSoft HCM suite: a) Core HR (incl. Workforce Administration; Workforce Development; Organizational Development; Training Development; and Workforce Monitoring) b) Recruiting Solution c) Profile Management d) eProfile (Incl. Employee Self Service and Manager Self Service e) eProfile Management f) Payroll for North America g) Payroll Interface h) eDevelopment i) Absence Management	

M.2.5   P.7 Project Coordinator, Level 2

Resource Assessment Criteria		
The Bidder must demonstrate that:		
Criteria	**Mandatory Requirement**	**Demonstrated Experience** (Contractor to insert response)
M.2.5.1	The proposed resource has a minimum of 5 years' experience in a federal, provincial, municipal government environment, performing a minimum of 6 of the following 8 tasks, on projects related to the implementation or upgrade of an Enterprise Resource Planning (ERP) application: 1. Assist project management and data processing professionals, technical users and end users in project coordination and synchronization tasks. 2. Provide administrative and technical support of a clerical nature as required to a project team. 3. Assist in maintaining project documentation and application/system libraries. 4. Act as the first or single point of contact in a "hot-line" situation by accepting incoming calls, logging calls, attempting to resolve simple problems and following established procedures for more difficult problems. 5. Track project change requests. 6. Maintain and update relevant project information in manual and electronic files; including project activity schedule, status reports, and correspondence. 7. Use computer tools, aids, system control languages on PCs, minis, or mainframes to perform work. 8. Communicate with project management and data processing professionals, technical users and end users on administrative matters related to the project. For the experience to be considered, the proposed resource must have worked on the substantiating project for minimum duration of four months.	

M.2.6   P.9 Project Manager (ERP), Level 3

Resource Assessment Criteria		
The Bidder must demonstrate that:		
Criteria	**Mandatory Requirement**	**Demonstrated Experience** (Contractor to insert response)
M.2.6.1	The proposed resource has a minimum of 5 years' experience in a federal, provincial, municipal government environment, performing a minimum of 7 of the following 8 tasks, on projects related to the implementation or upgrade of PeopleSoft Human Capital Management version 9.1: 1. Manage several Project Managers, each responsible for an element of the project and its associated project team. 2. Manage the project during the development, implementation and operations startup by ensuring that resources are made available and that the project is developed and is fully operational within previously agreed time, cost and performance parameters. 3. Formulate statements of problems; establish procedures for the development and implementation of significant, new or modified project elements to solve these problems, and obtain approval thereof. 4. Define and document the objectives for the project; determine budgetary requirements, the composition, roles and responsibilities and terms of reference for the project team. 5. Report progress of the project on an ongoing basis and at scheduled milestone points in the project. 6. Meet in conference with stakeholders and other project managers and state problems in a form capable of being solved. 7. Prepare plans, charts, tables and diagrams to assist in analyzing or displaying problems; work with a variety of project management tools. 8. Complete project sign-off. For the experience to be considered, the proposed resource must have worked on the substantiating project for minimum duration of four months.	
M.2.6.2	The proposed resource must demonstrate experience on a minimum of 2 projects, as a Project Manager on an (ERP) implementation / upgrade.	

Resource Assessment Criteria		
The Bidder must demonstrate that:		
Criteria	**Mandatory Requirement**	**Demonstrated Experience** (Contractor to insert response)
	To be considered, the resource must have supported the ERP project for a minimum duration of 6 months.	
M.2.6.3	The proposed resource must demonstrate experience on a minimum of 1 project as a Project Manager for an application development or application implementation / upgrade project with a project budget > $2M where the contract value was equal to or greater than $2M. To be considered, the resource must have supported the project for a minimum duration of six months.	

M.2.7   B.7 Business Transformation Architect (PeopleSoft), Level 3

Resource Assessment Criteria		
The Bidder must demonstrate that:		
Criteria	**Mandatory Requirement**	**Demonstrated Experience** (Contractor to insert response)
M.2.7.1	The proposed resource has minimum of 10 years' experience in a federal, provincial, municipal government environment performing a minimum of 7 of the following 12 tasks, on projects related to the implementation or upgrade of an ERP application: 1. Analyze and develop ERP application architecture design, process development, process mapping and training; 2. Responsible for leading other functional staff to define PeopleSoft business strategy and processes in support of transformation and change management activities; 3. Participate in change impact analysis and change management activities; 4. Participate in organizational realignment (job re-design organizational re-structuring); 5. Analyze transformation requirements for on-boarding clients; 6. Provide expertise on upgrading and implementing PeopleSoft in a production environment; 7. Provide advice and guidance to clients regarding their current HR Management System and future direction; 8. Provide advice on managing the planning and implementation of change management initiatives and communication strategy and tools for the system, including the evolution of the end user support for an ERP application; 9. Provide advice on available services to on-boarded clients to a centrally hosted PeopleSoft HCM environment; 10. Develop or update the governance process related to a PeopleSoft HCM implementation; 11. Provide advice on how to structure in-service support services for hosted clients in the transition to a centrally hosted PeopleSoft HCM production environment; and 12. Provide advice on change management issues in a PeopleSoft HCM production environment. For the experience to be considered, the proposed resource must have worked on the substantiating project for minimum duration of four months.	
M.2.7.2	The proposed resource has a minimum of 2 years of experience implementing or upgrading PeopleSoft HCM in a production environment.	

M.2.8   B.9 Courseware Developer (PeopleSoft), Level 2

Resource Assessment Criteria		
The Bidder must demonstrate that:		
Criteria	**Mandatory Requirement**	**Demonstrated Experience** (Contractor to insert response)
M.2.8.1	The proposed resource has a minimum of 3 years' experience in a federal, provincial, municipal government environment performing a minimum of 6 of the following 8 tasks, on projects related to implementing or upgrading PeopleSoft Human Capital Management version 9.1: 1. Perform or validate needs assessment and analysis procedure development, and evaluation skills for instructional purposes; 2. Design and develop instructional material for system procedures that support technical products; 3. Perform job, task, or content analysis; 4. Develop storyboards and ensure that procedure sequences, content and graphics concepts are aligned with the project's production standards; 5. Prepare courseware products for delivery by compiling, supporting the review and approval, packaging and exporting the content into the final delivery format; 6. Work with end-users, subject matter experts, or business analysts to design and develop user documentation and instructional materials; 7. Assist in defining requirements for populating and managing a training environment; 8. Perform quality assurance and comparison of training topics. For the experience to be considered, the proposed resource must have worked on the substantiating project for minimum duration of four months.	
M.2.8.2	The proposed resource has a minimum of 3 years of experience as a Courseware Developer using Oracle User Productivity Kit (UPK) for a PeopleSoft HCM implementation or upgrade.	

R.1   CORPORATE RATED REQUIREMENTS

Criteria	Rated Requirement	Demonstrated Experience	Max Available Points	Points Received
R.1.1	The bidder should demonstrate that it has been awarded at least two contracts that provided informatics professional services within any of TBIPS Streams and the resource categories identified below[1], in excess of the minimum requirements in M.1.3 for three modules of the following modules of PeopleSoft Human Capital Management version 9.1: 1. Core HR (incl. Workforce Administration; Workforce Development; Organizational Development; Training Development; and Workforce Monitoring) 2. Recruiting Solution 3. Profile Management 4. eProfile (Incl. Employee Self Service and Manager Self Service 5. eProfile Management 6. Payroll for North America 7. Payroll Interface 8. eDevelopment 9. Absence Management [1] Stream 1 - Application Services: - A.1 Application/Software Architect – Levels 2 and 3 - A.2 ERP Functional Analyst – Levels 2 and 3 Stream 4 – Business Services: - B.7 Business Transformation Architect – Level 3 - B.9 Courseware Developer (PeopleSoft) – Level 2 Stream 5 – Project Management Services: - P.7 Project Coordinator – Level 2 - P.9 Project Manager – Level 3	Total of 4 modules – 5 pts Total of 5 modules – 10 pts Total of 6 modules – 15 pts Total of 7 modules – 20 pts Total of 8 modules – 25 pts Total of 9 modules – 30 pts	**30**	
R.1.2	The bidder should demonstrate that it has been awarded at least 1 contract that provided informatics professional services within any of TBIPS Streams and the resource categories identified below[1], for at least 1 module of the following modules of PeopleSoft Human Capital Management version 9.2:	Total of 1 module – 5 pts Total of 2 modules – 10 pts Total of 3 modules – 15 pts Total of 4 modules – 20 pts Total of 5 modules – 25 pts Total of 6 modules – 30 pts	**30**	

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Criteria	Rated Requirement	Demonstrated Experience	Max Available Points	Points Received
	1. Core HR (incl. Workforce Administration; Workforce Development; Organizational Development; Training Development; and Workforce Monitoring) 2. Recruiting Solution 3. Profile Management 4. eProfile (Incl. Employee Self Service and Manager Self Service 5. eProfile Management 6. Payroll for North America 7. Payroll Interface 8. eDevelopment 9. Absence Management [1] Stream 1 - Application Services: - A.1 Application/Software Architect – Levels 2 and 3 - A.2 ERP Functional Analyst – Levels 2 and 3 Stream 4 – Business Services: - B.7 Business Transformation Architect – Level 3 - B.9 Courseware Developer (PeopleSoft) – Level 2 Stream 5 – Project Management Services: - P.7 Project Coordinator – Level 2 - P.9 Project Manager – Level 3			
		Maximum Points	30	
		Total Points Received		

R.1.3 BENCH STRENGTH

Using the table below, the Bidder should demonstrate its bench strength in the area of PeopleSoft professional services by identifying by name up to 10 separate professional service resources, where the Bidder has contracted the services of the individual for a minimum of 100 billed days, within 2 years prior to the posting date of this solicitation, in the following TBIPS categories:

- A.1 Application/Software Architect (one Level 2 resource , two Level 3 resources)
- A.2 ERP Functional Analyst (one Level 2 resource, two Level 3 resources)
- P.9 ERP Project Manager (two Level 3 resources)
- B.7 Business Transformation Architect (two Level 3 resources)

The minimum 100 billed days may be demonstrated by the cumulative total of multiple separate contracts and invoices associated with the cited resource in the table below.

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Resources	Max# Points	Resource Name	TBIPS Category & Level	# of billed days	Client Organization Name & Location	Contract #	Contract Period
Application/ Software Architect L2 #1	**20**	*e.g. John Smith*	*Application Architect, L3*	*107*	*NavCanada*	*555123456*	*Jan 2016 to May 2016*
			Software Architect, L3	*164*	*Treasury Board, Secretariat*	*63490AB*	*Jul 2016 to March 2017*
Application/ Software Architect L3 #2	**20**						
Application/ Software Architect L3 #3	**20**						
ERP Functional Analyst L2 #1:	**20**						
ERP Functional Analyst L3 #2:	**20**						
ERP Functional Analyst L3 #3:	**20**						
ERP Project Manager L3 #1:	**20**						
ERP Project Manager L3 #2:	**20**						
Business Transformation Architect L3 #1:	**20**						
Business Transformation Architect L3 #2:	**20**						
	200	**Total Maximum Points**					

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Criteria	Rated Requirement	Demonstrated Experience	Max Available Points	Points Received
R.1.4	The Bidder should demonstrate its experience, in a federal, provincial, municipal government environment, performing a minimum of one contract with a minimum value of $2 million and a minimum duration of 1 year that involved implementing, upgrading or supporting PeopleSoft Human Capital Management (HCM) version 9.1 to provide solutions for large*, complex** organizations, as defined below. ***Large organization**: an organization or group of organizations in a federal, provincial, municipal government environment, having a minimum of 1,200 employee population of active employee identifications (EMPLIDs) under a single PeopleSoft application instance. ****Complex organization**: an organization or group of organizations in a federal, provincial, municipal government environment, involving simultaneous compliance with a minimum of 5 collective (union) agreements.	For each contract, the Bidder should demonstrate that it has provided resources performing tasks within: 1 to 2 TBIPS resource categories = 10 pts. 3 to 4 TBIPS resource categories = 20 pts. 5 to 6 TBIPS resource categories = 30 pts. 7+ TBIPS resource categories = 40 pts.	**40**	

R.2 RESOURCE RATED REQUIREMENTS

R.2.1 A.1 Application/Software Architect, Level 2

The Bidder should demonstrate that the identified resource has:			
Criteria	**Rated Requirement**	**Demonstrated Experience**	**Max Available Points**	**Points Received**
R 2.1.1	Experience, in addition to the minimum 3 years mandatory requirement, performing the tasks of this resource category as identified in the Statement of Work, on PeopleSoft HCM version 9.1.	1 point for each month up to a maximum of 25 months	**25**	
R 2.1.2	Experience in performing the tasks of this resource category as identified in the Statement of Work, on more than 1 of the following modules of the PeopleSoft HCM suite: 1. Core HR (incl. Workforce Administration; Workforce Development; Organizational Development; Training Development; and Workforce Monitoring) 2. Recruiting Solution 3. Profile Management 4. eProfile (Incl. Employee Self Service and Manager Self Service 5. eProfile Management 6. Payroll for North America 7. Payroll Interface 8. eDevelopment 9. Absence Management	2 modules = 5 points 3 modules = 10 points 4 modules = 15 points 5 modules = 20 points 6 modules = 25 points	**25**	
		Maximum Points	**50**	
		Total Points Received		

R 2.2   A.1 Application/Software Architect, Level 3

The Bidder should demonstrate that the identified resource has:				
Criteria	**Rated Requirement**	**Demonstrated Experience** (Bidder to insert response)	**Max Available Points**	**Points Received**
R 2.2.1	Experience, in addition to the minimum 5 years mandatory requirement, performing the tasks of this resource category as identified in the Statement of Work, on PeopleSoft HCM version 9.1.	1 point for each month up to a maximum of 25 months	**25**	
R 2.2.2	Experience in performing the tasks of this resource category as identified in the Statement of Work, on more than 1 of the following modules of the PeopleSoft HCM suite: 1. Core HR (incl. Workforce Administration; Workforce Development; Organizational Development; Training Development; and Workforce Monitoring) 2. Recruiting Solution 3. Profile Management 4. eProfile (Incl. Employee Self Service and Manager Self Service 5. eProfile Management 6. Payroll for North America 7. Payroll Interface 8. eDevelopment 9. Absence Management	2 modules = 5 points 3 modules = 10 points 4 modules = 15 points 5 modules = 20 points 6 modules = 25 points	**25**	
		Maximum Points	**50**	
		Total Points Received		

R 2.3   A.2 ERP Functional Analyst, Level 2

The Bidder should demonstrate that the identified resource has:				
Criteria	**Rated Requirement**	**Demonstrated Experience** (Bidder to insert response)	**Max Available Points**	**Points Received**
R 2.3.1	Experience, in addition to the minimum 3 years mandatory requirement, in performing the tasks of this resource category as identified in the Statement of Work, on PeopleSoft HCM version 9.1.	1 point for each month up to a maximum of 25 months	**25**	
R 2.3.2	Experience in performing the tasks of this resource category as identified in the Statement of Work, on more than 1 of the following modules of the PeopleSoft HCM suite: 1. Core HR (incl. Workforce Administration; Workforce Development; Organizational Development; Training Development; and Workforce Monitoring) 2. Recruiting Solution 3. Profile Management 4. eProfile (Incl. Employee Self Service and Manager Self Service 5. eProfile Management 6. Payroll for North America 7. Payroll Interface 8. eDevelopment 9. Absence Management	2 modules = 5 points 3 modules = 10 points 4 modules = 15 points 5 modules = 20 points 6 modules = 25 points	**25**	
		Maximum Points	**50**	
		Total Points Received		

R 2.4   A.2 ERP Functional Analyst, Level 3

	The Bidder should demonstrate that the identified resource has:			
Criteria	**Rated Requirement**	**Demonstrated Experience** (Bidder to insert response)	**Max Available Points**	**Points Received**
R 2.4.1	Experience, in addition to the minimum 5 years mandatory requirement, performing the tasks of this resource category as identified in the Statement of Work, on PeopleSoft HCM version 9.1.	1 point for each month up to a maximum of 25 months	**25**	
R 2.4.2	Experience in performing the tasks of this resource category as identified in the Statement of Work, on more than 1 of the following modules of the PeopleSoft HCM suite: 1. Core HR (incl. Workforce Administration; Workforce Development; Organizational Development; Training Development; and Workforce Monitoring) 2. Recruiting Solution 3. Profile Management 4. eProfile (Incl. Employee Self Service and Manager Self Service 5. eProfile Management 6. Payroll for North America 7. Payroll Interface 8. eDevelopment 9. Absence Management	2 modules = 5 points 3 modules = 10 points 4 modules = 15 points 5 modules = 20 points 6 modules = 25 points	**25**	
		Maximum Points	**50**	
		Total Points Received		

R 2.5   P.7 Project Coordinator, Level 2

	The Bidder should demonstrate that the identified resource has:			
Criteria	**Rated Requirement**	**Demonstrated Experience** (Bidder to insert response)	**Max Available Points**	**Points Received**
R 2.5.1	Experience, in addition to the minimum 5 years mandatory requirement, in performing the tasks of this resource category as identified in the Statement of Work.	5+ to 6 years = 5 points 6+ to 7 years = 10 points 7+ to 8 years = 15 points 8+ to 9 years = 20 points 9+ years = 25 points	**25**	
		Maximum Points	**25**	
		Total Points Received		

R 2.6   P.9 Project Manager (ERP), Level 3

	The Bidder should demonstrate that the identified resource has:			
Criteria	**Rated Requirement**	**Demonstrated Experience** (Bidder to insert response)	**Max Available Points**	**Points Received**
R 2.6.1	Experience in addition to the minimum 5 years mandatory requirement, performing the tasks of this resource category as identified in the Statement of Work, on PeopleSoft HCM version 9.1.	1 point for each month up to a maximum of 25 months	**25**	
R 2.6.2	Experience in performing the tasks of this resource category as identified in the Statement of Work, on more than 1 of the following modules of the PeopleSoft HCM suite: 1. Core HR (incl. Workforce Administration; Workforce Development; Organizational Development; Training Development; and Workforce Monitoring) 2. Recruiting Solution 3. Profile Management 4. eProfile (Incl. Employee Self Service and Manager Self Service 5. eProfile Management 6. Payroll for North America 7. Payroll Interface 8. eDevelopment 9. Absence Management	2 modules = 5 points 3 modules = 10 points 4 modules = 15 points 5 modules = 20 points 6 modules = 25 points	**25**	
		Maximum Points	**50**	
		Total Points Received		

R 2.7   B.7 Business Transformation Architect, Level 3

The Bidder should demonstrate that the identified resource has:				
Criteria	**Rated Requirement**	**Demonstrated Experience** (Bidder to insert response)	**Max Available Points**	**Points Received**
R 2.7.1	Experience in addition to the minimum 10 years mandatory requirement, performing the tasks of this resource category as identified in the Statement of Work, on an ERP application.	10+ to 11 years = 5 points 11+ to 12 years = 10 points 12+ to 13 years = 15 points 13+ to 14 years = 20 points 14+ years = 25 points	**25**	
R 2.7.2	Experience in performing the tasks of this resource category as identified in the Statement of Work, on more than 1 of the following modules of the PeopleSoft HCM suite: 1. Core HR (incl. Workforce Administration; Workforce Development; Organizational Development; Training Development; and Workforce Monitoring) 2. Recruiting Solution 3. Profile Management 4. eProfile (Incl. Employee Self Service and Manager Self Service 5. eProfile Management 6. Payroll for North America 7. Payroll Interface 8. eDevelopment 9. Absence Management	2 modules = 5 points 3 modules = 10 points 4 modules = 15 points 5 modules = 20 points 6 modules = 25 points	**25**	
		Maximum Points	**50**	
		Total Points Received		

R 2.8   B.9 Courseware Developer, Level 2

	The Bidder should demonstrate that the identified resource has:			
Criteria	**Rated Requirement**	**Demonstrated Experience** (Bidder to insert response)	**Max Available Points**	**Points Received**
R 2.8.1	Experience, in addition to the minimum 3 years mandatory requirement, performing the tasks of this resource category as identified in the Statement of Work, on PeopleSoft HCM version 9.1.	1 point for each month up to a maximum of 25 months	**25**	
R 2.8.2	Experience in performing the tasks of this resource category as identified in the Statement of Work, on more than 1 of the following modules of the PeopleSoft HCM suite: Core HR (incl. Workforce Administration; Workforce Development; Organizational Development; Training Development; and Workforce Monitoring) 1. Recruiting Solution 2. Profile Management 3. eProfile (Incl. Employee Self Service and Manager Self Service 4. eProfile Management 5. Payroll for North America 6. Payroll Interface 7. eDevelopment 8. Absence Management	2 modules = 5 points 3 modules = 10 points 4 modules = 15 points 5 modules = 20 points 6 modules = 25 points	**25**	
		Maximum Points	**50**	
		Total Points Received		

APPENDIX C TO ANNEX A

RESOURCES ASSESSMENT CRITERIA AND RESPONSE TABLE – REVISION 1

To facilitate resource assessment, Contractors must prepare and submit a response to a draft Task Authorization using the tables provided in this Annex. When completing the resource grids, the specific information which demonstrates the requested criteria and reference to the page number of the résumé should be incorporated so that Canada can verify this information. The tables should not contain all the project information from the resume. Only the specific answer should be provided.

Note: The PeopleSoft HCM modules and versions stipulated below may be amended during the period of the contract to reflect updates to the HCM suite of software.

1.0   Mandatory Resource Assessment Criteria:

M.1   A.1 Application/Software Architect, Level 2

Resource Assessment Criteria		
The Contractor must demonstrate that:		
Criteria	**Mandatory Requirement**	**Demonstrated Experience** (Contractor to insert response)
M.1.1	The proposed resource has a minimum of 3 years' experience in a federal, provincial, municipal government environment, performing a minimum of 7 of the following 10 tasks, on projects related to PeopleSoft Human Capital Management version 9.1: 1. Develop technical architectures, frameworks and strategies, either for an organization or for a major application function to meet the business and application requirements. 2. Identify the policies and requirements that drive out a particular solution. 3. Analyze and evaluate alternative technology solutions to meet business issues 4. Ensure the integration of all aspects of technology solutions. 5. Monitor industry trends to ensure that solutions fit with government and industry directions for technology. 6. Analyze functional requirements to identify information, procedures and decision flows. 7. Evaluate existing procedures and methods, identify and document database content, structure, and application sub-systems, and develop data dictionary. 8. Define and document interfaces of manual to automated operations within application sub-systems, to external systems and between new and existing systems. 9. Define input/output sources, including detailed plan	

Resource Assessment Criteria		
The Contractor must demonstrate that:		
Criteria	**Mandatory Requirement**	**Demonstrated Experience** (Contractor to insert response)
	for technical design phase, and obtain approval of the system proposal. 10. Identify and document system specific standards relating to programming, documentation and testing, covering program libraries, data dictionaries, naming conventions, etc. For the experience to be considered, the proposed resource must have worked on the substantiating project for minimum duration of four months.	
M.1.2	The proposed resources has a minimum of 1 year experience performing the tasks identified in M1.1 to support at least 1 of the following modules of the PeopleSoft HCM suite: a) Core HR (incl. Workforce Administration; Workforce Development; Organizational Development; Training Development; and Workforce Monitoring) b) Recruiting Solution c) Profile Management d) eProfile (Incl. Employee Self Service and Manager Self Service e) eProfile Management f) Payroll for North America g) Payroll Interface h) eDevelopment i) Absence Management	

M.2   A.1 Application/Software Architect, Level 3

Resource Assessment Criteria		
The Contractor must demonstrate that:		
Criteria	**Mandatory Requirement**	**Demonstrated Experience** (Contractor to insert response)
M.2.1	The proposed resource has minimum of 5 years' experience in a federal, provincial, municipal government environment, performing a minimum of 8 of the following 11 tasks, on projects related to PeopleSoft Human Capital Management version 9.1: 1. Lead a team of Application/Software Architects and provide advice to senior management on options, issues and risks related to system application architecture 2. Develop technical architectures, frameworks and strategies, either for an organization or for a major application function, to meet the business and application requirements. 3. Identify the policies and requirements that drive out a particular solution. 4. Analyze and evaluate alternative technology solutions to meet business issues. 5. Ensure the integration of all aspects of technology solutions. 6. Monitor industry trends to ensure that solutions fit with government and industry directions for technology. 7. Analyze functional requirements to identify information, procedures and decision flows. 8. Evaluate existing procedures and methods, identify and document database content, structure, and application sub-systems, and develop data dictionary. 9. Define and document interfaces of manual to automated operations within application sub-systems, to external systems and between new and existing systems. 10. Define input/output sources, including detailed plan for technical design phase, and obtain approval of the system proposal. 11. Identify and document system specific standards relating to programming, documentation and testing, covering program libraries, data dictionaries, naming conventions, etc. For the experience to be considered, the proposed resource must have worked on the substantiating project for minimum duration of four months.	
M.2.2	The proposed resources has a minimum of 1 year experience performing the tasks identified in M2.1 to support at least 1 of the following modules of the PeopleSoft	

Resource Assessment Criteria		
The Contractor must demonstrate that:		
Criteria	**Mandatory Requirement**	**Demonstrated Experience** (Contractor to insert response)
	HCM suite: a) Core HR (incl. Workforce Administration; Workforce Development; Organizational Development; Training Development; and Workforce Monitoring) b) Recruiting Solution c) Profile Management d) eProfile (Incl. Employee Self Service and Manager Self Service e) eProfile Management f) Payroll for North America g) Payroll Interface h) eDevelopment i) Absence Management	

M.3   A.2 ERP Functional Analyst (PeopleSoft), Level 2

Resource Assessment Criteria		
The Contractor must demonstrate that:		
Criteria	**Mandatory Requirement**	**Demonstrated Experience** (Contractor to insert response)
M.3.1	The proposed resource has a minimum of 3 years' experience in a federal, provincial, municipal government environment, performing a minimum of 5 of the following 6 tasks, on projects related to PeopleSoft Human Capital Management version 9.1: 1. Conduct analysis of business requirements to develop functional requirements for an application, including conducting working group sessions to confirm the requirements identified; 2. Perform and document fit/gap analysis within the application to find the best solution to meet a specified requirement; 3. Develop business or functional requirements for a corporate application, including providing design ideas for new functionality and documenting functional specification; 4. Provide assistance to other team members to understand the design specifications; 5. Create and execute test scenarios and test scripts, including the creation of test data to validate that the application meets the identified requirements; track results of testing and identify areas of improvement where required; and 6. Analyze and troubleshoot application behaviors, including data related issues, to identify the root cause, document findings and propose recommendations on how to fix the issues, including workarounds when required. For the experience to be considered, the proposed resource must have worked on the substantiating project for minimum duration of four months.	
M.3.2	The proposed resources has a minimum of 1 year experience performing the tasks identified in M3.1 to support at least one of the following modules of the PeopleSoft HCM suite: a) Core HR (incl. Workforce Administration; Workforce Development; Organizational Development; Training Development; and Workforce Monitoring) b) Recruiting Solution c) Profile Management d) eProfile (Incl. Employee Self Service and Manager Self Service e) eProfile Management	

Resource Assessment Criteria		
The Contractor must demonstrate that:		
Criteria	**Mandatory Requirement**	**Demonstrated Experience** (Contractor to insert response)
	f) Payroll for North America g) Payroll Interface h) eDevelopment i) Absence Management	

M.4   A.2 ERP Functional Analyst (PeopleSoft), Level 3

Resource Assessment Criteria		
The Contractor must demonstrate that:		
Criteria	**Mandatory Requirement**	**Demonstrated Experience** (Contractor to insert response)
M.4.1	The proposed resource has minimum of 5 years' experience in a federal, provincial, municipal government environment, performing a minimum of 6 of the following 7 tasks, on projects related to PeopleSoft Human Capital Management version 9.1: 1. Lead the Functional Analyst team and provide guidance and advice; 2. Conduct analysis of business requirements to develop functional requirements for an application, including conducting working group sessions to confirm the requirements identified; 3. Perform and document fit/gap analysis within the application to find the best solution to meet a specified requirement; 4. Develop business or functional requirements for a corporate application, including providing design ideas for new functionality and documenting functional specification; 5. Provide assistance to the developer and other team members to understand the design specifications; 6. Create and execute test scenarios and test scripts, including the creation of test data to validate that the application meets the identified requirements; track results of testing and identify areas of improvement where required; and 7. Analyze and troubleshoot application behaviors, including data related issues, to identify the root cause, document findings and propose recommendations on how to fix the issues, including workarounds when required. For the experience to be considered, the proposed resource must have worked on the substantiating project for minimum duration of four months.	
M.4.2	The proposed resources has a minimum of 1 year experience performing the tasks identified in M4.1 to support at least 1 of the following modules of the PeopleSoft HCM suite: a) Core HR (incl. Workforce Administration; Workforce Development; Organizational Development; Training Development; and Workforce Monitoring) b) Recruiting Solution c) Profile Management	

Resource Assessment Criteria		
The Contractor must demonstrate that:		
Criteria	**Mandatory Requirement**	**Demonstrated Experience** (Contractor to insert response)
	d) eProfile (Incl. Employee Self Service and Manager Self Service e) eProfile Management f) Payroll for North America g) Payroll Interface h) eDevelopment i) Absence Management	

M.5   P.7 Project Coordinator, Level 2

Resource Assessment Criteria		
The Contractor must demonstrate that:		
Criteria	**Mandatory Requirement**	**Demonstrated Experience** (Contractor to insert response)
M.5.1	The proposed resource has a minimum of 5 years' experience in a federal, provincial, municipal government environment, performing a minimum of 6 of the following 8 tasks, on projects related to the implementation or upgrade of an Enterprise Resource Planning (ERP) application. . 1. Assist project management and data processing professionals, technical users and end users in project coordination and synchronization tasks. 2. Provide administrative and technical support of a clerical nature as required to a project team. 3. Assist in maintaining project documentation and application/system libraries. 4. Act as the first or single point of contact in a "hot-line" situation by accepting incoming calls, logging calls, attempting to resolve simple problems and following established procedures for more difficult problems. 5. Track project change requests. 6. Maintain and update relevant project information in manual and electronic files; including project activity schedule, status reports, and correspondence. 7. Use computer tools, aids, system control languages on PCs, minis, or mainframes to perform work. 8. Communicate with project management and data processing professionals, technical users and end users on administrative matters related to the project. For the experience to be considered, the proposed resource must have worked on the substantiating project for minimum duration of four months.	

M.6   P.9 Project Manager (ERP), Level 3

Resource Assessment Criteria		
The Contractor must demonstrate that:		
Criteria	**Mandatory Requirement**	**Demonstrated Experience** (Contractor to insert response)
M.6.1	The proposed resource has minimum of 5 years' experience in a federal, provincial, municipal government environment, performing a minimum of 7 of the following 8 tasks, on projects related to the implementation or upgrade of PeopleSoft Human Capital Management version 9.1: 1. Manage several Project Managers, each responsible for an element of the project and its associated project team. 2. Manage the project during the development, implementation and operations startup by ensuring that resources are made available and that the project is developed and is fully operational within previously agreed time, cost and performance parameters. 3. Formulate statements of problems; establish procedures for the development and implementation of significant, new or modified project elements to solve these problems, and obtain approval thereof. 4. Define and document the objectives for the project; determine budgetary requirements, the composition, roles and responsibilities and terms of reference for the project team. 5. Report progress of the project on an ongoing basis and at scheduled milestone points in the project. 6. Meet in conference with stakeholders and other project managers and state problems in a form capable of being solved. 7. Prepare plans, charts, tables and diagrams to assist in analyzing or displaying problems; work with a variety of project management tools. 8. Complete project sign-off. For the experience to be considered, the proposed resource must have worked on the substantiating project for minimum duration of four months.	
M.6.2	The proposed resource must demonstrate experience on a minimum of 2 projects, as a Project Manager on an (ERP) implementation / upgrade. To be considered, the resource must have supported the ERP project for a minimum duration of 6 months.	
M.6.3	The proposed resource must demonstrate experience on a minimum of 1 project as a Project Manager for an application development or application implementation / upgrade project with a project budget > $2M where the contract value was	

Resource Assessment Criteria		
The Contractor must demonstrate that:		
Criteria	**Mandatory Requirement**	**Demonstrated Experience** (Contractor to insert response)
	equal to or greater than $2M. To be considered, the resource must have supported the project for a minimum duration of six months.	

M.7 B.7 Business Transformation Architect (PeopleSoft), Level 3

Resource Assessment Criteria		
The Contractor must demonstrate that:		
Criteria	**Mandatory Requirement**	**Demonstrated Experience** (Contractor to insert response)
M.7.1	The proposed resource has minimum of 10 years' experience in a federal, provincial, municipal government environment performing a minimum of 7 of the following 12 tasks, on projects related to the implementation or upgrade of an ERP application : 1. Analyze and develop ERP application architecture design, process development, process mapping and training; 2. Responsible for leading other functional staff to define PeopleSoft business strategy and processes in support of transformation and change management activities; 3. Participate in change impact analysis and change management activities; 4. Participate in organizational realignment (job re-design organizational re-structuring); 5. Analyze transformation requirements for on-boarding clients; 6. Provide expertise on upgrading and implementing PeopleSoft in a production environment; 7. Provide advice and guidance to clients regarding their current HR Management System and future direction; 8. Provide advice on managing the planning and implementation of change management initiatives and communication strategy and tools for the system, including the evolution of the end user support for an ERP application; 9. Provide advice on available services to on-boarded clients to a centrally hosted PeopleSoft HCM environment; 10. Develop or update the governance process related to a PeopleSoft HCM implementation; 11. Provide advice on how to structure in-service support services for hosted clients in the transition to a centrally hosted PeopleSoft HCM production environment; and 12. Provide advice on change management issues in a PeopleSoft HCM production environment. For the experience to be considered, the proposed resource must have worked on the substantiating project for minimum duration of four months.	
M.7.2	The proposed resource has a minimum of 2 years of experience implementing or upgrading PeopleSoft HCM in a production environment.	

M.8   B.9 Courseware Developer (PeopleSoft), Level 2

Resource Assessment Criteria		
The Contractor must demonstrate that:		
Criteria	**Mandatory Requirement**	**Demonstrated Experience** (Contractor to insert response)
M.8.1	The proposed resource has a minimum of 3 years' experience in a federal, provincial, municipal government environment performing a minimum of 6 of the following 8 tasks, on projects related to implementing or upgrading PeopleSoft Human Capital Management version 9.1: 1. Perform or validate needs assessment and analysis procedure development, and evaluation skills for instructional purposes; 2. Design and develop instructional material for system procedures that support technical products; 3. Perform job, task, or content analysis; 4. Develop storyboards and ensure that procedure sequences, content and graphics concepts are aligned with the project's production standards; 5. Prepare courseware products for delivery by compiling, supporting the review and approval, packaging and exporting the content into the final delivery format; 6. Work with end-users, subject matter experts, or business analysts to design and develop user documentation and instructional materials; 7. Assist in defining requirements for populating and managing a training environment; 8. Perform quality assurance and comparison of training topics. For the experience to be considered, the proposed resource must have worked on the substantiating project for minimum duration of four months.	
M.8.2	The proposed resource has a minimum of 3 years of experience as a Courseware Developer using Oracle User Productivity Kit (UPK) for a PeopleSoft HCM implementation or upgrade.	

2.0 Point Rated Resource Assessment Criteria:

R. 1 A.1 Application/Software Architect, Level 2

	The Contractor should demonstrate that the identified resource has:			
Criteria	**Rated Requirement**	**Demonstrated Experience**	**Max Available Points**	**Points Received**
R 1.1	Experience, in addition to the minimum 3 years mandatory requirement, in performing the tasks of this resource category as identified in the Statement of Work, on PeopleSoft HCM version 9.1.	1 point for each month up to a maximum of 25 months	25	
R 1.2	Experience performing the tasks of this resource category as identified in the Statement of Work, on more than 1 of the following modules of the PeopleSoft HCM suite: 1. Core HR (incl. Workforce Administration; Workforce Development; Organizational Development; Training Development; and Workforce Monitoring) 2. Recruiting Solution 3. Profile Management 4. eProfile (Incl. Employee Self Service and Manager Self Service) 5. eProfile Management 6. Payroll for North America 7. Payroll Interface 8. eDevelopment 9. Absence Management	2 modules = 5 points 3 modules = 10 points 4 modules = 15 points 5 modules = 20 points 6 modules = 25 points	25	
		Maximum Points	**50**	
		Total Points Received		

R 2 A.1 Application/Software Architect, Level 3

	The Contractor should demonstrate that the identified resource has:			
Criteria	**Rated Requirement**	**Demonstrated Experience** (Bidder to insert response)	**Max Available Points**	**Points Received**
R 2.1	Experience, in addition to the minimum 5 years mandatory requirement, in performing the tasks of this resource category as identified in the Statement of Work, on PeopleSoft HCM version 9.1.	1 point for each month to a maximum of 25 months	25	
R 2.2	Experience performing the tasks of this resource category as identified in the Statement of Work, on more than 1 of the	2 modules = 5 points 3 modules = 10 points 4 modules = 15 points	25	

The Contractor should demonstrate that the identified resource has:				
Criteria	**Rated Requirement**	**Demonstrated Experience** (Bidder to insert response)	**Max Available Points**	**Points Received**
	following modules of the PeopleSoft HCM suite: 1. Core HR (incl. Workforce Administration; Workforce Development; Organizational Development; Training Development; and Workforce Monitoring) 2. Recruiting Solution 3. Profile Management 4. eProfile (Incl. Employee Self Service and Manager Self Service 5. eProfile Management 6. Payroll for North America 7. Payroll Interface 8. eDevelopment 9. Absence Management	5 modules = 20 points 6 modules = 25 points		
		Maximum Points	**50**	
		Total Points Received		

R 3   A.2 ERP Functional Analyst, Level 2

The Contractor should demonstrate that the identified resource has:				
Criteria	**Rated Requirement**	**Demonstrated Experience** (Bidder to insert response)	**Max Available Points**	**Points Received**
R 3.1	Experience, in addition to the minimum 3 year mandatory requirement, in performing the tasks of this resource category as identified in the Statement of Work, on PeopleSoft HCM version 9.1.	1 point for each month up to a maximum of 25 months	25	
R 3.2	Experience performing the tasks of this resource category as identified in the Statement of Work, on more than 1 of the following modules of the PeopleSoft HCM suite: 1. Core HR (incl. Workforce Administration; Workforce Development; Organizational Development; Training Development; and Workforce Monitoring) 2. Recruiting Solution 3. Profile Management 4. eProfile (Incl. Employee Self Service and Manager Self Service 5. eProfile Management 6. Payroll for North America 7. Payroll Interface 8. eDevelopment 9. Absence Management	2 modules = 5 points 3 modules = 10 points 4 modules = 15 points 5 modules = 20 points 6 modules = 25 points	25	
		Maximum Points	**50**	
		Total Points Received		

R 4   A.2 ERP Functional Analyst, Level 3

The Contractor should demonstrate that the identified resource has:				
Criteria	**Rated Requirement**	**Demonstrated Experience** (Bidder to insert response)	**Max Available Points**	**Points Received**
R 4.1	Experience, in addition to the minimum 5 year mandatory requirement, performing the tasks of this resource category as identified in the Statement of Work, on PeopleSoft HCM version 9.1.	1 point for each month up to a maximum of 25 months	25	
R 4.2	Experience performing the tasks of this resource category as identified in the Statement of Work, on more than 1 of the following modules of the PeopleSoft HCM suite:	2 modules = 5 points 3 modules = 10 points 4 modules = 15 points 5 modules = 20 points 6 modules = 25 points	25	

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| The Contractor should demonstrate that the identified resource has: | | | | |
Criteria	Rated Requirement	Demonstrated Experience (Bidder to insert response)	Max Available Points	Points Received
	1. Core HR (incl. Workforce Administration; Workforce Development; Organizational Development; Training Development; and Workforce Monitoring) 2. Recruiting Solution 3. Profile Management 4. eProfile (Incl. Employee Self Service and Manager Self Service 5. eProfile Management 6. Payroll for North America 7. Payroll Interface 8. eDevelopment 9. Absence Management			
		Maximum Points	**50**	
		Total Points Received		

R 5   P.7 Project Coordinator, Level 2

| The Contractor should demonstrate that the identified resource has: | | | | |
Criteria	Rated Requirement	Demonstrated Experience (Bidder to insert response)	Max Available Points	Points Received
R 5.1	Experience, in addition to minimum 5 year mandatory requirement, performing the tasks of this resource category as identified in the Statement of Work, on an ERP application.	5+ to 6 years = 5 points 6+ to 7 years = 10 points 7+ to 8 years = 15 points 8+ to 9 years = 20 points 9+ to 10 years = 25 points	25	
		Maximum Points	**25**	
		Total Points Received		

R 6   P.9 Project Manager (ERP), Level 3

| The Contractor should demonstrate that the identified resource has: | | | | |
Criteria	Rated Requirement	Demonstrated Experience (Bidder to insert response)	Max Available Points	Points Received
R 6.1	Experience, in addition to the minimum 5 year mandatory requirement, performing the tasks of this resource category as identified in the Statement of Work, on PeopleSoft HCM version 9.1.	1 point for each month up to a maximum of 25 months	25	
R 6.2	Experience performing the tasks of this resource category as identified in the Statement of Work, on more than 1 of the following modules of the PeopleSoft HCM	2 modules = 5 points 3 modules = 10 points 4 modules = 15 points 5 modules = 20 points	25	

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The Contractor should demonstrate that the identified resource has:				
Criteria	**Rated Requirement**	**Demonstrated Experience** (Bidder to insert response)	**Max Available Points**	**Points Received**
	suite: 1. Core HR (incl. Workforce Administration; Workforce Development; Organizational Development; Training Development; and Workforce Monitoring) 2. Recruiting Solution 3. Profile Management 4. eProfile (Incl. Employee Self Service and Manager Self Service 5. eProfile Management 6. Payroll for North America 7. Payroll Interface 8. eDevelopment 9. Absence Management	6 modules = 25 points		
		Maximum Points	**50**	
		Total Points Received		

R 7   B.7 Business Transformation Architect, Level 3

The Contractor should demonstrate that the identified resource has:				
Criteria	**Rated Requirement**	**Demonstrated Experience** (Bidder to insert response)	**Max Available Points**	**Points Received**
R 7.1	Experience, in addition to the minimum 10 year mandatory requirement, performing the tasks of this resource category as identified in the Statement of Work, on PeopleSoft HCM version 9.1.	10+ to 11 years = 5 points 11+ to 12 years = 10 points 12+ to 13 years = 15 points 13+ to 14 years = 20 points 14+ to 15 years = 25 points	25	
R 7.2	Experience performing the tasks of this resource category as identified in the Statement of Work, on more than 1 of the following modules of the PeopleSoft HCM suite: 1. Core HR (incl. Workforce Administration; Workforce Development; Organizational Development; Training Development; and Workforce Monitoring) 2. Recruiting Solution 3. Profile Management 4. eProfile (Incl. Employee Self Service and Manager Self Service 5. eProfile Management	2 modules = 5 points 3 modules = 10 points 4 modules = 15 points 5 modules = 20 points 6 modules = 25 points	25	

The Contractor should demonstrate that the identified resource has:				
Criteria	**Rated Requirement**	**Demonstrated Experience** (Bidder to insert response)	**Max Available Points**	**Points Received**
	6. Payroll for North America 7. Payroll Interface 8. eDevelopment 9. Absence Management			
		Maximum Points	**50**	
		Total Points Received		

R 8   B.9 Courseware Developer, Level 2

The Contractor should demonstrate that the identified resource has:				
Criteria	**Rated Requirement**	**Demonstrated Experience** (Bidder to insert response)	**Max Available Points**	**Points Received**
R 8.1	Experience, in addition to the minimum 3 years mandatory requirement, in performing the tasks of this resource category as identified in the Statement of Work, on PeopleSoft HCM version 9.1.	1 point for each month up to a maximum of 25 months	25	
R 8.2	Experience performing the tasks of this resource category as identified in the Statement of Work, on more than 1 of the following modules of the PeopleSoft HCM suite: 1. Core HR (incl. Workforce Administration; Workforce Development; Organizational Development; Training Development; and Workforce Monitoring) 2. Recruiting Solution 3. Profile Management 4. eProfile (Incl. Employee Self Service and Manager Self Service 5. eProfile Management 6. Payroll for North America 7. Payroll Interface 8. eDevelopment 9. Absence Management	2 modules = 5 points 3 modules = 10 points 4 modules = 15 points 5 modules = 20 points 6 modules = 25 points	25	
		Maximum Points	**50**	
		Total Points Received		

ALL OTHER TERMS AND CONDITIONS REMAIN UNCHANGED.