

# Welcome to the

# **JEA** Awards Meeting

**May 21, 2026, 10:00 AM EST**

You have been joined to the meeting with your **audio muted** by default.

At the designated public comment time we will provide opportunity for you to unmute to speak.

During the meeting, public comments received via e-mail regarding any matter on the agenda for consideration will be read out. Per the Public Notice Agenda posted on [JEA.com](http://JEA.com), public comments by e-mail must be received no later than 9:00 a.m. on the day of the meeting to be read during the public comment portion of the meeting.

Please contact **Aileen Cruz-Ruben** by telephone at **(904) 776-1911** or by email at **[cruza@jea.com](mailto:cruza@jea.com)** if you experience any technical difficulties during the meeting.

**JEA Awards Agenda**

**May 21, 2026**

**225 North Pearl St., Jacksonville, FL 32202 - Board Room 1st Floor**

[Teams Meeting Info](#)

**Consent Agenda**

The Chief Procurement Officer offers the following items for the JEA Awards Consent Agenda. Any item may be moved from the Consent Agenda to the Regular Agenda by a committee member asking that the item be considered separately. All items on the Consent agenda have been approved by OGC, Budget and the Business Unit Vice President and Chief. The posting of this agenda serves as an official notice of JEA's intended decision for all recommended actions for **Formal Purchases** as defined by **Section 3-101 of the JEA Procurement Code**. Please refer to JEA's Procurement Code, if you wish to protest any of these items.

Award #	Type of Award	Solicitation # & Short Description/Title	VP	Awardee	Funding Source	Business Unit Estimate	Award Amount	Original Award Amount	New Not-to-Exceed	Amendments	Term (Projected) Start Date - End Date	JSEB Participation (Y/N) If Y, then list company name(s) (% , \$ - awarded)
1	Minutes	Minutes from 05/14/2026 Meeting	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
2	PiggyBack/ NASPO Contract	<b>Integration and Implementation Services for Oracle Human Capital Management (HCM) and Oracle Primavera (Core HR Lite, Learning, Talent)</b>	Selders	Accenture, LLP	Capital	\$2,500,000.00	\$2,561,865.00	N/A	\$2,561,865.00	N/A	Project Completion Start Date: 06/01/2026 End Date:03/30/2027	N
	<p>For Additional Information Contact: Angel Love</p> <p>This award request is for Accenture LLP to provide system integration and implementation services for Oracle Fusion Human Capital Management HCM/Talent Management Cloud for \$2,100,000.00 and Oracle Primavera Cloud for \$461,865.00. These include JEA's Learning, Performance Management, and Succession Planning modules as they transition to Oracle Cloud through June 1, 2026, through March 30, 2027. These services will support long-term sustainability, enhance system functionality, and ensure continued vendor support. Note, the Oracle products are being awarded and purchased separately through Oracle as single source JEA Technology Standards but are under the awards committee threshold.</p> <p>Accenture successfully supported JEA's migration from Oracle E Business Suite R12 to Oracle Cloud Infrastructure (OCI), implementing key components such as FastConnect, Palo Alto firewall security, and F5 load balancing to establish a stable and secure cloud foundation. They also enabled Single Sign On and deployed Oracle Integration Cloud, gaining deep expertise in our unified OCI tenancy model.</p> <p>As JEA begins a multi-year transition to Oracle Fusion Cloud Applications over the next 2-5 years, Accenture is uniquely positioned to support our roadmap. They have already advised on Fusion SaaS procurements and consistently aligned architectural decisions with JEA's goal of reducing system fragmentation. Their industry leading methodologies, proven implementation experience, and familiarity with our environment make them the lowest risk, most efficient partner to support JEA's enterprise transformation.</p> <p>This award piggybacks off of the Public NASPO Contract No. 43230000-NASPO-16-ACS For Cloud Solutions dated June 21, 2019 competitively procured Cloud Solutions and executed Contract No. AR3086, Cloud Solutions ("Master Contract").</p>											
3	Contract Renewal/Contract Increase	<b>Piggyback Light and Medium Duty Vehicle Maintenance and Repair Services Master Agreement 860 12434-1 (Volusia County)</b>	Phillips	Gary Yeomans Ford	O&M	\$594,298.11	\$594,298.11	N/A	\$1,842,049.80	N/A	Twenty-five (25) Months and Fourteen (14) days w/Two (2) - 1 Yr. Renewals Start Date: 05/01/2023 End Date: 06/14/2027  (no renewal remaining)	N
	<p>Originally Awarded: 04/20/2023</p> <p>For additional information contact: Danielle Crawford</p> <p>This award request is for the second and final one year (1) renewal and a contract increase for Light and Medium Duty Vehicle Maintenance and Repair Services. This contract is with the secondary/backup provider which helps to mitigate downtime and to ensure coverage during storm season.</p> <p>This is the final one year renewal for Gary Yeoman Ford Volusia County Master Agreement 860 12434-1 end term July 05,2027 for Light and Medium Duty Vehicle Maintenance and Repair Services that we are piggybacking. For this renewal Fleet is requesting an increase in the amount of \$594,298.11, resulting in a new NTE total of \$1,842,049.80. The contract increase is based on the average expenses incurred to date and the projected spending through the renewal term ending June 14, 2027. The rates will remain the same for the renewal term.</p>											

**Consent Agenda Action**

<b>Committee Members in Attendance</b>	<b>Names</b>	
Motion by:		
Second By:		
Committee Decision		

**Regular Agenda**

Award #	Type of Award	Solicitation # & Short Description/Title	VP	Awardee	Award Amount	Business Unit Estimate	Original Award Amount	New Not-to-Exceed	Amendments	Term	JSEB Participation (Y/N) If Y, then list company name(s) (% , \$ - awarded)	Action
1	Single Source	Brandy Branch Generating Station 89SS and 89MD Replacement	Erixton	Novolecs Innovative Electrical Solutions	\$873,141.00	\$873,141.00	N/A	\$873,141.00	N/A	One-Time Purchase Start Date: 05/21/2026 End Date: 03/15/2027	N	<p align="center"><b>Motion by:</b> _____</p> <p align="center"><b>Second by:</b> _____</p> <p align="center"><b>Committee Decision:</b> _____</p>
<p>For additional information contact: Jason Behr</p> <p>This award request is for the replacement of 89SS and 89MD switchgear at Brandy Branch Generating Station. JEA initially considered acquiring this equipment through a single-source procurement approach. However, recent bid activity indicated that newer technologies and alternative solutions may exist in the marketplace that JEA had not previously evaluated. To ensure a competitive and transparent process, JEA issued a competitive solicitation for Novolecs switches or approved equivalents, including installation services.</p> <p>For the 89MD equipment, while other alternatives were allowed, Novolecs as the OEM of the existing 89MD equipment was identified as the preferred supplier to maintain system continuity and compatibility with the existing switchgear. For the 89SS equipment, the original OEM for the 89SS switches, EPSI, is no longer in business contributing significantly to challenges in maintaining. Given the increasing failure rate of the existing components and the operational constraints associated with obtaining extended outages for field measurements, Novolecs represents the only practical and technically qualified solution, but we sought alternatives.</p> <p>The solicitation workbook was structured to allow respondents to bid separately on: (1) materials only, (2) labor only, and/or (3) combined materials and labor. Ultimately, the solicitation resulted in a single response from Cogburn Bros., Inc. for all three options. Upon evaluation of the responses, proceeding with a proposal option that included switch materials would be significantly over the budgetary estimate and upon further review it was concluded to have an approximately \$376,000.00 additional costs beyond JEA buying the material direct, making award of the full scope financially unfavorable to JEA. Additionally, Novolecs declined to submit a bid for the material portion through the solicitation process and instead provided a separate proposal outside of the solicitation which was used in developing the cost impact. The justification for single sourcing is based on Novolecs' unique expertise and engineering capability to retrofit the obsolete 89SS switches within the existing enclosure, the available legacy drawings and manuals are insufficient creating additional complexities, Novolecs experience on these type projects and equipment, combined with the bid results not yielding alternatives.</p> <p>As a result, JEA is proceeding with a single-source purchase directly with Novolecs for the equipment. Based on the outcome of the competitive solicitation, Cogburn Bros., Inc., as the sole respondent, will be informally awarded the labor portion of the work for approximately \$150,000.00 as a resulting award through the solicitation process.</p> <p><b>DISCUSSION/ACTION:</b> <b>DISCUSSION/ACTION PARTICIPANTS:</b></p>												

**Consent and Regular Agenda Signatures**

<b>Budget</b>	<b>Name/Title</b> _____
<b>Awards Chairman</b>	<b>Name/Title</b> _____
<b>Procurement</b>	<b>Name/Title</b> _____
<b>Legal</b>	<b>Name/Title</b> _____

**JEA Awards Agenda**

**May 14, 2026**

**225 North Pearl St., Jacksonville, FL 32202 - Hydrangea Room 1st Floor**

[Teams Meeting Info](#)

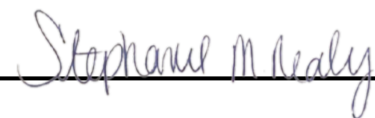



**Consent Agenda**

Award #	Type of Award	Solicitation # & Short Description/Title	VP	Awardee	Funding Source	Business Unit Estimate	Award Amount	Original Award Amount	New Not-to-Exceed	Amendments	Term (Projected) Start Date - End Date	JSEB Participation (Y/N) If Y, then list company name(s) (% , \$ - awarded)
1	Minutes	Minutes from 05/07/2026 Meeting	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
2	Contract Increase	1410804046 Sanitary Sewer Manhole Structural Rehabilitation and Repair	Zammataro	Vortex Services, LLC	Capital	\$2,428,395.96 \$1,436,916.31	\$2,428,395.96 \$1,436,916.31	\$4,000,000.00 \$3,000,000.00	\$11,525,395.96 \$7,959,916.31	03/18/2025 - \$400,000.00 04/10/2025 - \$1,300,000.00 07/28/2025 - \$570,000.00 09/04/2025 - \$2,000,000.00 11/13/2025 - \$827,000.00  11/21/2024 - \$300,000.00 01/16/2025 - \$630,000.00 08/07/2025 - \$2,000,000.00 04/07/2026 - \$593,000.00	Three (3) Years w/Two (2) - 1 Yr. Renewals  Start Date:10/01/2022 End Date: 09/30/2027  No Renewals Remaining	N
3	Request for Proposal (RFP)	Westside Service Center (WSSC) Yard 6 Warehouse – Design Phase	Phillips	DCCM	Capital	\$350,000.00	\$334,000.00	N/A	\$334,000.00	N/A	Project Completion Start: 06/01/2026 End: 09/30/2026	Y Kasper Architects and Associates ( 30%, \$100,000)
		Advertised: 01/29/2026 Mandatory Pre-Response Meeting: 02/09/2026, 6 Attendees Response Opened: 03/03/2026 2 Responses Received: POH Group Design, Inc. DCCM (Mathews Design Group)  For additional information contact: Eugene Brown  This award request seeks authorization for the development of a comprehensive construction bid package for a 55,000-square-foot (SF) pre-engineered metal building to be utilized as a warehouse supporting supply chain operations at JEA's Westside Service Center (WSSC). These professional services will advance JEA's warehouse optimization initiative.  The scope of work includes, but is not limited to, the following: 1. Preparation of all required civil engineering plans necessary for the project, including integration with existing site conditions, grades, utilities, and traffic circulation patterns. 2. Incorporation of stakeholder requirements as identified throughout the project development process. 3. Coordination of plan reviews with JEA Facilities, JEA Security, JEA's insurance provider, and other relevant JEA stakeholders and end users 4. Submission of plans for an initial review at the 10% design stage by applicable city and building officials to expedite the comment cycle and facilitate timely commencement of construction 5. Completion of the overall project—including construction, racking installation, and technology implementation—no later than July 1, 2027.  Following the public evaluation meeting held on March 17, 2026, DCCM was determined to be the highest-ranked respondent, and JEA subsequently initiated contract negotiations with the firm. After several rounds of negotiations, JEA and DCCM reached agreement on the final pricing terms on May 7, 2026. Their original offer of \$376,000 was negotiated to a final price of \$334,000 resulting in total cost savings of \$42,000. The proposed hourly rates were reviewed by JEA staff and determined to be fair and reasonable based on current market rates. The Business Unit has reviewed the pricing and determined it to be reasonable.										
<b>Committee Members in Attendance</b>	<b>Names</b>	<b>Ted Phillips , Jordan Pope , Ricky Erixton</b>										
Motion by:	Jordan Pope											
Second By:	Ricky Erixton											
Committee Decision	Approved											

**Regular Agenda**

Award #	Type of Award	Solicitation # & Short Description/Title	VP	Awardee	Award Amount	Business Unit Estimate	Original Award Amount	New Not-to-Exceed	Amendments	Term	JSEB Participation (Y/N) If Y, then list company name(s) (% , \$ - awarded)	Action
1	Request for Proposals (RFP)	1411901446 Design Services for Riverview Septic Tank Phase Out Project Engineering	Zammataro	Wade Trim, Inc.	\$5,959,098.63	\$10,250,000.00	N/A	\$5,959,098.63	N/A	Project Completion Start: 06/01/2026 End: 12/30/2028	Y Wade Trim Alpha Envirotech (Environmental) - \$45,000.00 CSI Geo (Geotechnical) - \$216,127.00	<b>Motion by:</b> Ricky Erixton  <b>Second by:</b> Jordan Pope  <b>Committee Decision:</b> Approved
				Kimley-Horn and Associates	\$1,909,721.76			\$1,909,721.76				
				CPH Consulting, LLC	\$1,633,400.00			\$1,633,400.00				
				Advertisied: 12/20/2024 Mandatory Pre-Response Meeting: 01/06/2025 Responses Opened: 02/19/2025 Three (3) Responses Received Wade & Trim CPH Consulting, LLC Kimley-Horn  For additional information contact: Marline McDonald  This award request is for three contracts for professional design, engineering, and construction-related services in support of the Septic Tank Phase Out (STPO) Program established under City of Jacksonville Ordinance 2016-490. The services include conceptual and final design, construction management, and inspection for sewer system improvements within the Riverview neighborhood, including pump stations, gravity or vacuum collection systems, and water main enhancements. The contracts also include the design of on-site water and sewer connections for participating properties, proper abandonment of existing septic tanks, and related services for both residential and applicable non-residential parcels. This work will be 100% reimbursed by the City of Jacksonville.  Due to the large size of the Riverview neighborhood, the project area was divided among the three selected firms. As the highest-evaluated firm, Wade Trim was selected as the design firm for two project areas and the required force main. CPH and Kimley-Horn were each selected for one project area. The time between the solicitation opening and these award requests was primarily due to the need to wait until the neighborhood reached the 70% community sign-up threshold required by the City Ordinance for the project to proceed.  The proposed project fees have been reviewed by JEA project staff and Procurement and have been deemed reasonable compared to similar past projects.								
<b>DISCUSSION/ACTION:</b> Ted Phillips wanted the item moved to the regular agenda because septic tank phase-out projects typically draw strong public interest, and he wanted the meeting to capture a brief explanation of how these engineering firms were selected. Beth DiMeo answered by explaining that this service area is very large and had already been divided into sections, and the solicitation informed respondents that multiple firms would be awarded based on those predefined areas. She also confirmed the required 70% percent resident participation threshold had been reached, which allowed the awards to proceed. Mike Williams then added additional context on the design and construction schedule, how the work will be phased, and why Wade Trim, Inc. received a larger share of the project due to qualifications and logistical considerations. <b>DISCUSSION/ACTION PARTICIPANTS:</b> Ted Phillips, Beth DiMeo, Mike Williams, Marline MxDonald, Ricky Erixton												

**Consent and Regular Agenda Signatures**

<b>Budget</b>	<b>Name/Title</b>	
<b>Awards Chairman</b>	<b>Name/Title</b>	
<b>Procurement</b>	<b>Name/Title</b>	
<b>Legal</b>	<b>Name/Title</b>	

# NASPO VALUEPOINT CLOUD SOLUTIONS

## DETAILED OFFERINGS AND PRICING

Master Agreement Number: AR3086

For more information...

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# Pricing Summary

With deep experience implementing and managing countless cloud migrations, Accenture has learned that no two migrations are the same. At the same time, we have discovered a series of common factors that, taken as a whole, help form a template that is key to launching a successful Journey to Cloud. So, while no two journeys are identical—and indeed, no two organizations even begin from the same place—each organization can expect common factors throughout the entire cloud migration experience. Our comprehensive approach includes three major phases to Plan, Move, and Manage as described below.



**Strategy, Assessment, and Roadmap**

**PLAN** your own journey to cloud

We start by helping organizations define their own Journey to Cloud, providing industry-tailored insights and prioritizing planning so that you can maximize cloud capabilities to help you reach the most urgent business targets. We assess your business requirements and current technology to create an actionable plan that gets you to cloud quickly



**Cloud Transformation and Migration**

**MOVE** to a new operating model and culture

We offer the tools and processes to move and modernize applications, build new cloud-based apps and transform your architecture and infrastructure, helping ease the transition to a new technology operating model and culture by taking on the complexity so you don't have to.



**Cloud Management and Optimization**

**MANAGE** to maximize value from cloud

In this phase, Accenture becomes part of your company's fabric, helping you to maximize the value from your cloud investments. We offer a cloud management platform, tools that provide cost controls, governance and accountability and help you evolve to a DevOps culture.

Figure 1 Accenture Journey to Cloud Phases include Plan, Move, and Manage

Therefore, our approach to pricing is to build a custom package that covers all three of these phases and building upon the public cloud services provided by our subcontractors.

Accenture is offering pricing under the following three different commercial structures:

**Cloud Management Services:** In this model, Accenture would provide Cloud Management Services only. The customer would separately contract for Cloud Services.

**Accenture Prime:** In this model, Accenture provides IaaS, PaaS, and SaaS services directly to the customer through our subcontractor such as AWS or Salesforce. Accenture provides Cloud Management Services on top of the public cloud provider and offers a complete managed cloud solution for our customers.

Resale: This is the proposed model whereby Accenture resells the public cloud services to the customer, with the customer owning the contract with the public cloud provider.

## Cloud Management Services

Accenture offers a cloud management platform with tools that provide cost controls, governance, and accountability and help you evolve to a DevOps culture. These services are offered in conjunction with a separately procured cloud services contract.

## IaaS Management Services

Accenture's cloud solution would be customized for a given customer's requirements and statement of work to include our Cloud Management Services on a per Virtual Machine (VM) basis as shown below. Note that this pricing is an example based on a minimum of 500 VMs.

MINIMUM NO. OF VIRTUAL MACHINES	ACCENTURE CLOUD PLATFORM COMPONENTS/SERVICES INCLUDED IN THE PRICING	PRICE PER VM PER MONTH
500 (Assuming 60% Windows and 40% Linux VMs)	<ul style="list-style-type: none"><li>• Antivirus</li><li>• Patching</li><li>• OS Administration</li><li>• OS Hardening</li><li>• Antivirus Management</li><li>• VM Availability Monitoring</li><li>• Standard HP Toolset</li><li>• Integration for Monitoring</li><li>• CommVault Backup Tool</li><li>• Part Time Onshore Client</li><li>• Services Delivery Manager</li></ul>	\$241

Table 1 IaaS Management Services pricing model based on a minimum number of Virtual Machines

\* Accenture Managed Services included in the price are described in Appendix A

\* Accenture managed services price will be more competitive over a longer duration contract (three years and above)

## PaaS Management Services

Platform as a Service (PaaS) or platform-based service is a category of cloud computing services that provides a platform allowing customers to develop, run, and manage applications without the complexity of building and maintaining the infrastructure typically associated with developing and launching an application.

## Award #2 - Supporting Documents 05/21/26

Accenture PaaS support offerings enable enterprises to leverage the increasing variety of digital platforms and services to meet their business needs while providing quicker turnaround on their research, development, and go-to-market activities.

Accenture can help with the following services:

- Easily design and build PaaS services to manage the infrastructure and applications
- Offer a wide range of cloud-enabled PaaS services managed services support
- Provide application development offerings in the PaaS Platform
- Provide PaaS dashboard views for better visibility and ease of use for PaaS resource data
- Offer an Everything as a Service (XaaS) Solution approach for industry-wide use cases

Accenture PaaS managed services support includes but is not limited to following services. Accenture is industrializing AWS and Azure Cloud Providers PaaS services on an ongoing basis.

Below is a list of PaaS management services pricing that Accenture would include on top of the public cloud provider's pricing

SERVICE DESCRIPTION	NUMBER OF KEYS	MANAGED SERVICE UNIT PRICE PER MONTH
AWS Key Managed Services (KMS)	\$44,571	\$277
AWS Key Managed Services (KMS)	\$44,880	\$222
AWS Key Managed Services (KMS)	16 - 20	\$210

Table 2 PaaS Management Services Pricing for AWS Key managed services

SERVICE DESCRIPTION	NUMBER OF CLUSTERS	MANAGED SERVICE UNIT PRICE PER MONTH
AWS RedShift	1 – 2	\$940
AWS RedShift	3 – 4	\$903
AWS RedShift	5 – 8	\$855

Table 3 PaaS Management Services Pricing for AWS RedShift

SERVICE DESCRIPTION	NUMBER OF DATABASES	MANAGED SERVICE UNIT PRICE PER MONTH
AWS RDS (Relational Database Service) MSSQL Databases	1 – 10	\$114
AWS RDS MSSQL Databases	11 – 20	\$110
AWS RDS MSSQL Databases	21 – 30	\$100

Table 4 PaaS Management Services Pricing for AWS RDS MSSQL databases

SERVICE DESCRIPTION	NUMBER OF DATABASES	MANAGED SERVICE UNIT PRICE PER MONTH
---------------------	---------------------	--------------------------------------

## Award #2 - Supporting Documents 05/21/26

<b>AWS RDS Oracle Databases</b>	1 – 10	\$200
<b>AWS RDS Oracle Databases</b>	11 – 20	\$193
<b>AWS RDS Oracle Databases</b>	21 – 30	\$176

Table 5 PaaS Management Services Pricing for AWS RDS Oracle Databases

<b>SERVICE DESCRIPTION</b>	<b>NUMBER OF CLUSTERS</b>	<b>MANAGED SERVICE UNIT PRICE PER MONTH</b>
<b>AWS Elastic Container Service</b>	1 – 2	\$1,253
<b>AWS Elastic Container Service</b>	3 – 7	\$1,166
<b>AWS Elastic Container Service</b>	8 – 13	\$953

Table 6 PaaS Management Services Pricing for AWS Elastic Container Service

<b>SERVICE DESCRIPTION</b>	<b>NUMBER OF DATABASES</b>	<b>MANAGED SERVICE UNIT PRICE PER MONTH</b>
<b>AWS Workspace</b>	1 – 10	\$133
<b>AWS Workspace</b>	11 – 40	\$104
<b>AWS Workspace</b>	41 – 111	\$96

Table 7 PaaS Management Services Pricing for AWS Workspace

\*Accenture PaaS managed services support price will be more competitive over a longer duration contract (three years and above)

\* 5 percent discount has been applied towards list prices for all PaaS Managed services units

\*Accenture PaaS managed services support model always goes with IaaS managed services support as bundled service. PaaS services price listed above good for IaaS + PaaS bundled services support model.

## Accenture Cloud Cost Optimization Services

As an organization's cloud estate grows, costs are unexpectedly high and unpredictable.

Often, lack of transparency makes it difficult or impossible to see costs by user and business segment. Even with the right analytics tools, the organization lacks expertise and bandwidth to procure the most appropriate and efficient cloud services and to continually refine the cloud estate to optimize costs.

Accenture Cloud Platform Cloud Optimization Service manages cloud spend through analytics, recommendations, operational improvement, and application remediation and re-architecture. Analytics enables users to analyze and manage cloud consumption with features including Consumption Management, Trend Analysis, Quotas, Forecasting, and Cost Drilldown.

## Ongoing Innovation and Optimization - Our Process

Optimization is a key component to Accenture's solution. Accenture will commit to optimizing our client's AWS costs over the duration by using our Accenture Cloud Platform and our Cloud Optimization Service

*Accenture Cloud Platform Cloud Optimization Service manages cloud spend through analytics, recommendations, operational improvement, and application remediation and re-architecture*

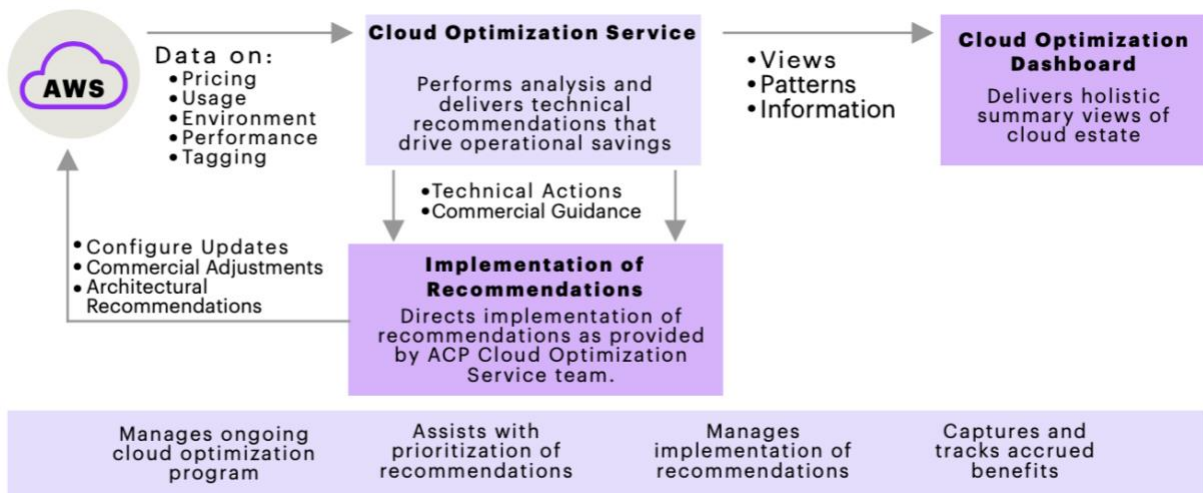


Figure 2 Accenture Cloud Platform Cloud Optimization Service manages cloud spend through analytics, recommendations, operational improvement, and application remediation and re-architecture

By leveraging Accenture Cloud Platform optimization and Analytic services, we have seen customers saving 10-30 percent of their cloud bill, driven by the following levers:

- Transparency and actionable insights from ACP analytics
- Collaborative Assessment
- Proactive Monitoring
- Actionable Recommendations
- Assisted Execution

## Ongoing Innovation and Optimization - Typical Savings

We have reduced clients annual spend with AWS by 10-30% by using Cloud Optimization Service

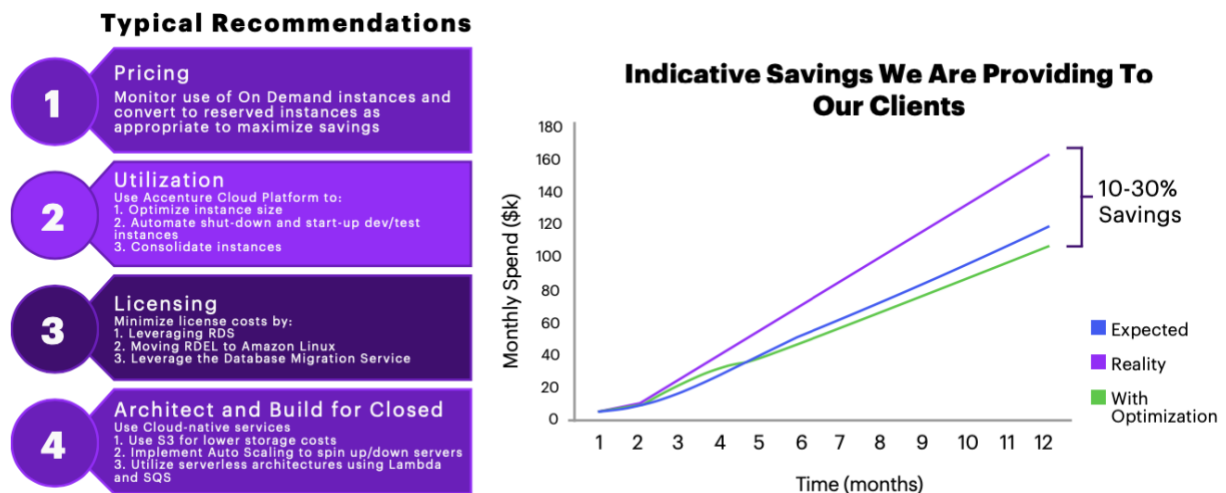


Figure 3 By leveraging Accenture Cloud Platform optimization and Analytic services, we have seen customers saving 10-30 percent of their cloud bill.

## Pricing

Our Cloud Optimization services are typically priced at 5 percent of the total cloud spend. Given our ability to achieve 10 – 30 percent savings, this is a service that pays for itself.

# Accenture Prime

Accenture recognizes that some of NASPO's Participating States will want to purchase complete cloud solutions without the need to be concerned with the details of a contract with a cloud services provider. For these customers, Accenture offers the following distinct services:

- Cloud Management and Optimization Services
- Accenture Insights Platform
- Accenture Reach Platform
- Accenture Dev Ops Platform
- Accenture Virtual Assistant Platform
- Accenture Virtual Experience Solution

## Cloud Management and Optimization Services

Accenture Prime is an optimized, end-to-end cloud management offering that delivers better, more predictable financial outcomes. In this model, Accenture brings our pre-negotiated Cloud Provider Contract and bundles that with our Cloud Management Services and Cloud Optimization Services.

### Flexible Commercial Constructs





<b>Cloud Management Services</b> 	<b>Cloud Optimization</b> 	<b>Cloud Provider Contracted Services</b> 
<b>Ongoing Cloud Operations</b> Managed Security Enterprise-grade patching OS hardening Backup Services	<b>Continuous Optimization</b> Save through comprehensive suite of tools, methodology, and exports Frameworks to manage large RI portfolios at scale Proven cloud operating model	<b>Ongoing Cloud Operations</b> Secure Savings faster with Accenture's scale Eliminate CapEx investments needed for discounts and RIs Use broker services: full back-office management and clearinghouse for credits
 <b>Cloud Management Platform</b>	<b>Legacy-to-Cloud Control Plane</b> Provisions and govern across cloud providers Leverage automation to ensure governance and ongoing savings Accelerated deployments through blueprint templates	

Figure 4 Accenture Prime capabilities bring the full value of the Journey to Cloud to our clients through a pre-integrated, field-tested, end-to-end cloud management package delivered as a service.

### Accenture Prime Pricing

The pricing for Accenture Prime is determined based on a number of factors including the customer's current IT Infrastructure landscape, sensitivity of the data, and target cloud provider. Accenture can offer multiple commercial constructs including Percent of Spend, Gain-share, and As a Service pricing models. We would work with the Eligible Agency or Co-Op Buyer to determine the best model for their needs.

### Accenture Insights Platform (AIP)

As described in our technical response, AIP is an integrated suite of leading big data and analytics technologies that come pre-configured and 'wired together' for ease of use, speed to insight, and recommended practice security. AIP is available as a service with sizing based on customer needs. Following is example pricing for various configurations:

### Sample Environment Components

Three sample environments are shown in the Figure 5 below. Following are descriptions of the three options:

- A basic low complexity environment that is suitable for ingesting structured data and performing simple statistical analytics
- A medium complexity environment that is suitable for ingesting structured and semi-structured data; performing statistical and visual modeling; and more storage than the low complexity environment (approximately 25 percent more)

- A high complexity environment that is suitable for ingesting structured, semi-structured, and unstructured data into a Hortonworks data lake; performing statistical, visual, and predictive modeling; and more storage than the low complexity environment (approximately 100 percent more)
- The Tableau Vis

	Low Complexity Environment	Medium Complexity Environment	High Complexity Environment
<b>Component</b>	<b>Product</b>	<b>Product</b>	<b>Product</b>
Data Ingestion	Python, Sqoop	Kafka, Sqoop, Talend Enterprise Big Data	Spark, Flume
Data Storage	AWS mySQL RDS	AWS mySQL RDS, AWS Dynamo DB	AWS mySQL RDS, Hortonworks
Visualization	Tableau Server, Tableau Desktop	Tableau Server, Tableau Desktop	Tableau Server, Tableau Desktop
Analytics	Visual Analytics and Visual Statistics, SAS Integration Technologies	SAS Analytics Pro, SAS Access ODBC, SAS Access Interface to PC Files, SAS Enterprise Guide, Visual Analytics and Visual Statistics, SAS Integration Technologies	SAS ETS, Visual Analytics and Visual Statistics, SAS Integration Technologies, SAS Analytics Pro, SAS Access ODBC, SAS Access Interface to PC Files, SAS Enterprise Guide
AIP Enablers	Kubernetes Master, Nagios Core, Proftpd, ELK Monitoring, Nessus, FortiGate, Virtual DSM-25 (for individual customers), Active Directory, Remote Desktop, Application Encryption Agent	Kubernetes Master, Nagios Core, Proftpd, ELK Monitoring, Nessus, FortiGate, Virtual DSM-25 (for individual customers), Application Encryption Agent, Active Directory, Remote Desktop	Kubernetes Master, Nagios Core, Proftpd, ELK Monitoring, Nessus, FortiGate, Virtual DSM-25 (for individual customers), Active Directory, Remote Desktop, Application Encryption Agent
Active Directory Integration	Available at an additional charge	Available at an additional charge	Included
VPN Type	Hardware	Hardware	Hardware
Data Backup	7 Days	7 Days	7 Days
Data Classification	Sensitive	Sensitive	Sensitive
High Availability	Available at an additional charge	Available at an additional charge	Available at an additional charge
Disaster Recovery	Available at an additional charge	Available at an additional charge	Available at an additional charge
Encryption - Data At Rest	Advanced Level Encryption	Advanced Level Encryption	Advanced Level Encryption
Encryption - Data In Motion	Included	Included	Included

Figure 5 The sample AIP environments representing various products and capabilities include the Tableau Visual Analytics tools in all environments.

## Example Environment Details

Details with respect to the products contained in each environment, the number of nodes for each product, the node’s sizing, and the storage sizes are given in the Figure 6 below. These are samples that are configurable. For example, CentOS could be swapped for Redhat Linux to slightly lower the cost of the environments.

Lowest Complexity Environment	Medium Complexity Environment	High Complexity Environment																																																													
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Figure 6 The sample AIP environments with hardware details and sizing are configurable.

## Example Environment Pricing

The tables below show pricing for the example environments mentioned above along with pricing for representative development and quality assurance (QA) environments. The difference in the price for the development environment are based on the number of developers as more developers require more product licensing costs. The difference in price for the QA environments is solely based on additional data storage for the larger environments. The production environment differences are based on the environments described in the previous sections of this document.

DEVELOPMENT	UNIT DESCRIPTION	LIST PRICE	DISCOUNT	PRICE
Small # Developers	Setup	\$6,350	10%	\$5,715
Small # Developers	Monthly Run (License & Support)	\$13,500	10%	\$12,150
Large # Developers	Setup	\$6,350	10%	\$5,715
Large # Developers	Monthly Run (License & Support)	\$22,200	10%	\$19,980

Table 8 Example of AIP Pricing for a development Environment based on the various sizes and complexities.

QA	UNIT DESCRIPTION	LIST PRICE	DISCOUNT	PRICE
Small Data Requirements	Setup	\$24,250	10%	\$21,825

<b>Small Data Requirements</b>	Monthly Run (License & Support)	\$19,500	10%	\$17,550
<b>Larger Data Requirements</b>	Setup	\$24,250	10%	\$21,825
<b>Larger Data Requirements</b>	Monthly Run (License & Support)	\$32,000	10%	\$28,800

Table 9 Example of AIP Pricing for a QA Environment based on the various sizes and complexities.

PRODUCTION	UNIT DESCRIPTION	LIST PRICE	DISCOUNT	PRICE
<b>Small Complexity Env</b>	Setup	\$24,250	10%	\$21,825
<b>Small Complexity Env</b>	Monthly Run (License & Support)	\$19,800	10%	\$17,820
<b>Medium Complexity Env</b>	Setup	\$24,250	10%	\$21,825
<b>Medium Complexity Env</b>	Monthly Run (License & Support)	\$32,000	10%	\$28,800
<b>Large Complexity Env</b>	Setup	\$27,500	10%	\$24,750
<b>Large Complexity Env</b>	Monthly Run (License & Support)	\$49,400	10%	\$44,460

Table 10 Example of AIP Pricing for a Production Environment based on the various sizes and complexities.

The proposed pricing is shown at a 10% discount off of list and includes support services provided through Accenture’s global delivery network allowing us to more cost effectively provide 24x365 support for AIP. Accenture would work to determine the right mix of AIP tools, environments, and support at a mutually agreed minimum volume to create a complete solution for our customers.

## Accenture Reach Platform

The Reach Platform is Accenture’s digital government services solution that accelerates the development of interaction channels with government agencies. Our solution includes a framework for developing engaging, commercial-like experiences using a microservices architecture with reusable core components. We include a baseline set of services and functional capabilities for digital government that were designed with the extensibility needed to create customized interactions and integrations for a specific agency needs. Pricing is determined based on the specific SOW with customer requirements for integration.

Product Line	SKU	TIERING LEVEL	PERPETUAL LICENSE PRICE
<b>Accenture Reach MyGov-Single Agency</b>	4310-MGOV-S0	Small	\$141,000

<b>Accenture Reach MyGov-Single Agency</b>	4310-MGOV-M0	Medium	\$189,000
<b>Accenture Reach MyGov-Single Agency</b>	4310-MGOV-L0	Large	\$284,000
<b>Accenture Reach MyGov-Single Agency</b>	4310-MGOV-E0	Extra-Large	\$597,000

Table 11 Accenture Reach Platform

Additional commercial models and software maintenance are based off tiering level.

\* 30 percent discount off MSRP has been applied for government clients.

\* Prices / Fees reflected above do not include applicable federal, state, or local taxes.

## Accenture Dev Ops Platform

The Accenture DevOps Platform (ADOP) is a cloud-based development platform bringing together an integrated collection of enterprise and open-source tools for developing, deploying, and managing applications using DevOps and ALM (Application Lifecycle Management) recommended practices. This platform is offered as a service and is customized based on a customer’s environment and requirements from our global service delivery units.

## Accenture Virtual Assistant Platform

The Accenture Virtual Assistant Platform (AVAP) is a cloud- based platform for powering chatbots and virtual assistants within an enterprise. The platform is designed to enable an initial set of use cases to start your journey and then has the capability to scale to support the continuous growth and learning to maximize value for an organization. Pricing is determined based on the specific SOW with customer requirements. Accenture will work with Purchasing Entities to identify their use cases, estimate the anticipated footprint and usage required to support year one, and work to define the appropriate method to measure effectiveness for the Purchasing Entity.

Accenture will also work with Purchasing Entities to define the appropriate level of value-add services required to train the virtual assistants (e.g., artificial intelligence, robotic process automation) and continuously improve their learning based on the feedback from our virtual assistant dashboards.

Below is a pricing example for year one of implementation for a virtual assistant use case. The pricing includes the core platform, which provides dashboards and reporting capabilities, a set of three software-based virtual workers (e.g., robotic process automation), and one user channel (e.g., chat, SMS text, voice) with usage fees.

PLATFORM COMPONENTS	UNIT DESCRIPTION	UNITS / VOLUME	YEAR ONE LIST PRICE	DISCOUNT	YEAR ONE PRICE
<b>Accenture Virtual Assistant Platform - Chatbot</b>	Number of User Interactions	5000 per day	\$24,250	10%	\$21,825
<b>Accenture Virtual Assistant Platform - SMS Text</b>	Number of User Interactions	5000 per day	\$19,500	10%	\$17,550
<b>Accenture Virtual Assistant Platform - Voice</b>	Number of Calls	500 per day	\$24,250	10%	\$21,825

Table 12 Accenture Virtual Assistant Use Case Pricing Example

\*Prices / Fees reflected above do not include applicable federal, state, or local taxes.

## Award #2 - Supporting Documents 05/21/26

By taking the platform approach with our virtual assistants, the additional costs to add use cases to an existing channel or to expand digital channels from online chat to voice or SMS text messaging is more cost effective. The table below represents an example of pricing to add-on digital channels after the initial set of use cases have been implemented.

PLATFORM ADD-ON COMPONENTS	UNIT DESCRIPTION	UNITS / VOLUME	YEAR ONE LIST PRICE	DISCOUNT	YEAR ONE PRICE
Accenture Virtual Assistant Platform - Chatbot	Number of User Interactions	5000 per day	\$183,500	10%	\$165,150
Accenture Virtual Assistant Platform - SMS Text	Number of User Interactions	5000 per day	\$304,250	10%	\$273,825
Accenture Virtual Assistant Platform - Voice	Number of Calls	500 per day	\$287,900	10%	\$259,110

Table 13 Accenture Virtual Assistance Add-On Pricing Example  
 \*Prices / Fees reflected above do not include applicable federal, state, or local taxes.

Accenture would continue to work with the Purchasing Entities to help measure and refine each organization’s operational approach and help to define a roadmap to maximize value. In year two and beyond, the Purchasing Entities would only be responsible for the subscription and usage fees associated with their use of the platform if no additional value-add services (e.g., training) is required.

## Accenture Virtual Experience Solution

The Accenture Virtual Experience Solution (AVeNueS) is a cloud-based platform designed to accelerate the pace with which frontline human services staff become seasoned decision makers. AVeNueS supports VR-based learning for caseworker recruitment, screening, training, and development. It provides a learning opportunity that is both experiential and reflective. AVeNueS leverages virtual reality to immerse users in real-world scenarios where they practice making tough decisions in stressful situations. AVeNueS takes immersive learning innovation a step further by combining virtual reality with artificial intelligence (AI) capabilities. AVeNueS features a cloud-based conversation engine that facilitates voice interactivity within the experience. This conversation engine uses machine learning and natural language processing to recognize and interpret users’ questions and statements. By combining these technologies, users can navigate the entire experience using just their voice and without a handheld controller, which further immerses them in the virtual environment.

PLATFORM COMPONENTS	SKU	UNIT DESCRIPTION	UNITS / VOLUME	YEAR ONE PRICE
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## Award #2 - Supporting Documents 05/21/26

<b>AVENUES VR Single Scenario Subscription (1st Year) - Unlimited Use</b>	AVES-12-S	Each	1	\$120,000.00
<b>AVENUES VR Single Scenario Subscription (Annual Renewal) - Unlimited Use</b>	AVES-12-R	Each	1	\$100,000.00
<b>AVENUES VR Additional Scenario - Bundle Subscription - Unlimited Use</b>	AVES-12-M	Each	1	\$50,000.00
<b>AVENUES VR Headset</b>	AVES-EH-001	Each	1	\$1,500.00
<b>Additional Train-the-Trainer Session</b>	AVES-TTT-001	Each	1	\$25,000.00
<b>Ad Hoc Enablement Services</b>	AVES-ES-001	Each	1	\$2,500.00
<b>AVENUES VR Device Management Cost Per VR Headset (After Year 1)</b>	AVES-12-DM	Each	1	\$500.00

Table 14 AVENUES Pricing

\*Prices / Fees reflected above do not include applicable federal, state, or local taxes.

\* 10 percent discount has been applied towards list prices for all managed services solutions

## Resale

Through Accenture's strong partnership with Salesforce, we are not only the leading provider of Salesforce solutions but offer the ability to resell Salesforce PaaS and SaaS directly to our customers. Specific Salesforce PaaS and SaaS services are described in more detail in our Cloud Solution Offerings document. Through this arrangement, Accenture can offer NASPO's Participating States at least a seven percent discount for services, with the potential to discount much higher depending on the volume.

# Value Added Services

In addition to the cloud services discussed above, Accenture has a broad array of capabilities to help organizations make the Journey to the Cloud. Below is our view of the full capabilities needed by most organizations to successfully migrated and operate their technology on the Cloud.

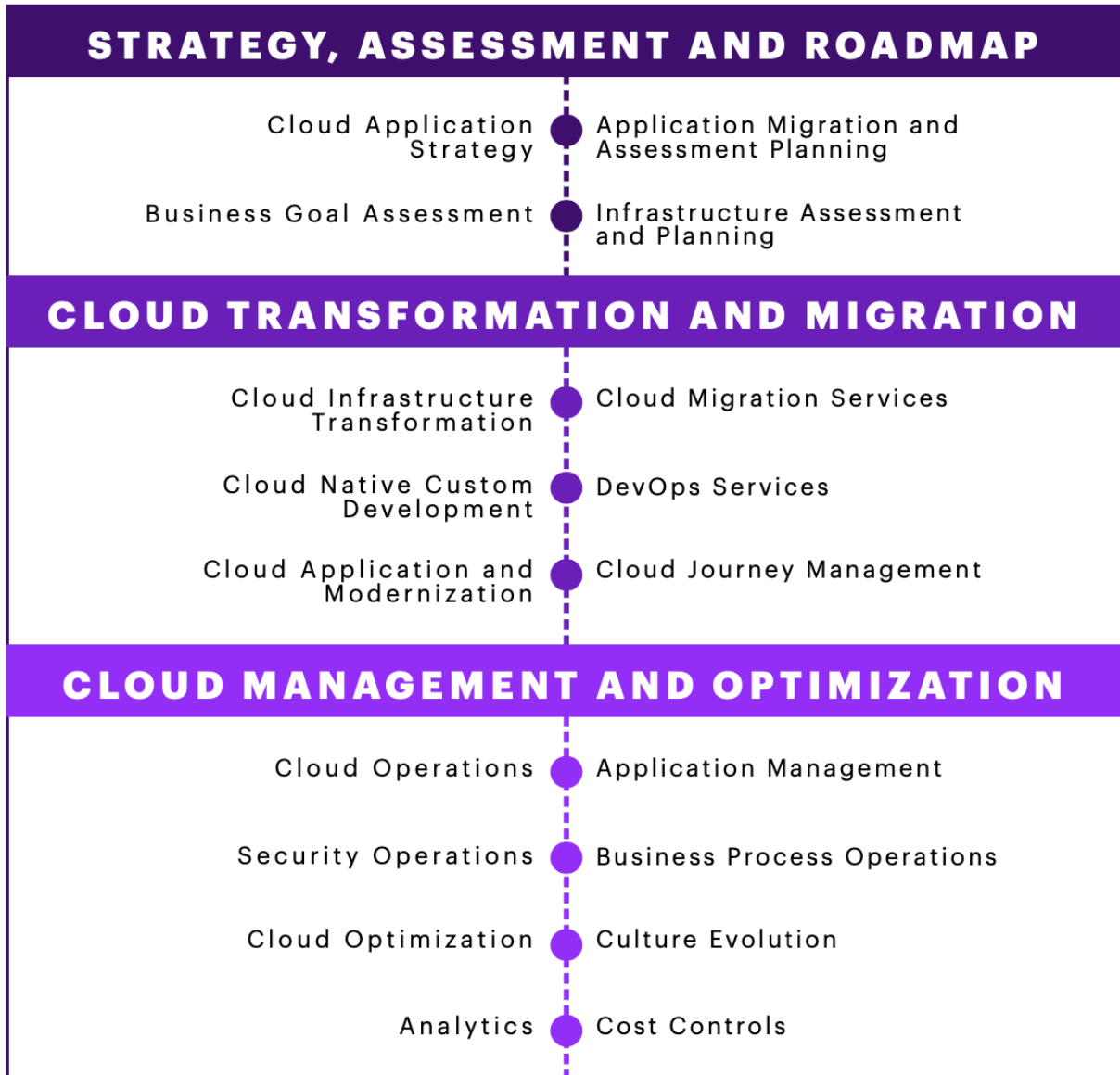


Figure 7 Our offering spans the entire chain of services to deliver cloud capabilities.

Value-Added Services would be delivered based on a specific Statement of Work using a combination of resources from the list below.

## Cloud Infrastructure Implementation Services

ROLE	HOURLY RATE
Cloud Architect Lead	\$411
Cloud Architect Specialist	\$271
Server Migration PMO Lead	\$470
Server Migration Lead	\$411
Server Migration Specialist	\$271
Server Migration Associate	\$195
Server Migration PMO Coordinator	\$195
Design Architect Lead	\$411
Design Architect Specialist	\$355

Table 15 Cloud Infrastructure Implementation Services Resources

\*Accenture managed services rates will be adjusted on a yearly basis as necessary.

\* 5 percent discount has been applied towards list prices for all managed services hourly rates

\* Additional roles and services can be serviced upon request

## Accenture Managed Security Services

ROLE DESCRIPTION	HOURLY RATE
Senior Security Advisor	\$340
Senior Security Program Manager	\$207
Security Project Manager	\$180
Senior Security Specialist	\$140
Security Specialist	\$123

Table 16 Accenture Managed Security Services Resources

\*Accenture managed services rates will be adjusted on a yearly basis as necessary.

\* 5 percent discount has been applied towards list prices for all managed services hourly rates

\* Additional roles and services can be serviced upon request

## Accenture Managed Security Services Bundles

ROLE DESCRIPTION	UNIT PRICING
Managed Security Services – MDR, Minimum 250 Nodes (MDR-EWA-001)	\$227 per Node
Managed Security Services – AER, Minimum 250 Endpoints (MDR-AER-001)	\$45 per Endpoint

<b>Managed Security Services – MxDR, Minimum 500 Nodes (AMxDR FS- EWA-SNA)</b>	\$235 per node
<b>Managed Security Services – MxDR, Minimum 500 Nodes (AMxDR FS- EWA-RNA)</b>	\$325 per node
<b>Managed Security Services – Additional Telemetry Data, Minimum 1GB Per Year (AMxDR-FS-TE-PRE)</b>	\$3,057 per TB/per Year
<b>Managed Security Services – Additional Cold Storage, Minimum 1 Month (AMxDR-FS-ADD-CLS)</b>	\$4,378 per 1,467 TB per month

Table 17 Accenture Managed Security Services Resources

\* 10 percent discount has been applied towards list prices for all managed services bundles

## Accenture Security Support Services Roles

<b>ROLE DESCRIPTION</b>	<b>HOURLY RATE</b>
<b>Incident Responder (ACN-IR-001)</b>	\$650

Table 18 Accenture Managed Security Services Resources

\* 5 percent discount has been applied towards list prices for all managed services hourly rates

## Accenture Managed Services Roles

<b>ROLE DESCRIPTION</b>	<b>HOURLY RATE</b>
<b>Engagement Leader</b>	\$424
<b>Tools Engineer</b>	\$161
<b>Tools Architect</b>	\$179
<b>Cross Functional</b>	\$161
<b>PaaS Architect</b>	\$179
<b>Cloud Admin 1</b>	\$130
<b>Cloud Admin 2</b>	\$119
<b>Cloud Ops Engineer 1</b>	\$161
<b>Cloud Ops Engineer 2</b>	\$130
<b>Cloud Services Program Manager</b>	\$232
<b>Cloud Architect</b>	\$232
<b>Cloud Services Delivery Manager</b>	\$269

Table 19 Accenture Managed Services Resources

\*Accenture managed services rates will be adjusted on a yearly basis as necessary.

\* 5 percent discount has been applied towards list prices for all managed services hourly rates

\* Additional roles and services can be serviced upon request

## Accenture SaaS Platform Implementation Services

ROLE DESCRIPTION	HOURLY RATE
<b>Program Director / Subject Matter Expert (ACN-SAAS-001)</b>	\$470
<b>Project Manager / Enterprise Architect (ACN-SAAS-002)</b>	\$440
<b>Application Architect (ACN-SAAS-003)</b>	\$390
<b>Functional Lead / Senior Tech. Consultant (ACN-SAAS-004)</b>	\$330
<b>Development Lead (ACN-SAAS-005)</b>	\$350
<b>Tech. Consultant / Functional Consultant (ACN-SAAS-006)</b>	\$275
<b>Business Analyst / Developer (ACN-SAAS-007)</b>	\$230
<b>Developer (ACN-SAAS-008)</b>	\$230
<b>Tester (ACN-SAAS-009)</b>	\$185

Table 20 Accenture SaaS Platform Implementation Services Resources (e.g., Salesforce, ServiceNow, etc.)

\*Accenture managed services rates will be adjusted on a yearly basis as necessary.

\* 5 percent discount has been applied towards list prices for all managed services hourly rates

\* Additional roles and services can be serviced upon request

## Accenture Virtual Assistant Implementation Services

ROLE DESCRIPTION	HOURLY RATE
<b>Program Director</b>	\$325
<b>Project Manager</b>	\$280
<b>Technical Architect</b>	\$270

Table 21 Accenture Virtual Assistant Implementation Services Resources

\*Accenture managed services rates will be adjusted on a yearly basis as necessary.

\* 5 percent discount has been applied towards list prices for all managed services hourly rates

\* Additional roles and services can be serviced upon request

## Accenture Independent Verification and Validation (IV&V) Services

IV&V SERVICES ROLES	HOURLY RATE
Program Executive	\$525
Program Delivery Lead	\$485
Senior Subject Matter Advisor	\$525
Subject Matter Advisor	\$485
Functional Lead	\$380
Technical Lead	\$380
Change Management Lead	\$380
Program Management Lead	\$450
Program Management Support	\$295
Senior Business Consultant	\$350
Business Consultant	\$270
Senior Business Analyst	\$185
Business Analyst	\$165

Table 22 Independent Verification and Validation Services Resources

\* 5 percent discount has been applied towards list prices for all managed services hourly rates

\* Additional roles and services can be serviced upon request

## Accenture Cloud Transformation Advisory

CLOUD TRANSFORMATION ADVISORY SERVICES ROLES	HOURLY RATE
Program Executive	\$525
Senior Program Delivery Lead	\$525
Program Delivery Lead	\$485
Senior Subject Matter Advisor	\$525
Subject Matter Advisor	\$485
Strategy Director	\$525
Transformation Director	\$525
Transformation Senior Manager	\$485
Transformation Manager	\$380
Change Management Lead	\$380
Program Management Lead	\$450

<b>Program Management Support</b>	\$295
<b>Senior Strategist</b>	\$350
<b>Junior Strategist</b>	\$270
<b>Communications Consultant</b>	\$295
<b>Learning Design Consultant</b>	\$295
<b>Learning Development Analyst</b>	\$270
<b>Change Analyst</b>	\$240
<b>Experience Designer</b>	\$380
<b>Experience Consultant</b>	\$295
<b>Senior Business Consultant</b>	\$270
<b>Business Consultant</b>	\$240
<b>Senior Business Analyst</b>	\$185
<b>Business Analyst</b>	\$165

Table 23 Cloud Transformation Advisory Services Resources

\* 5 percent discount has been applied towards list prices for all managed services hourly rates

\* Additional roles and services can be serviced upon request

## Accenture Workday Implementation Services

<b>WORKDAY IMPLEMENTATION SERVICES ROLES</b>	<b>HOURLY RATE</b>
<b>Program Leadership</b>	\$425
<b>Delivery Lead</b>	\$400
<b>Workday Architect</b>	\$400
<b>Workday Project Manager</b>	\$360
<b>Functional Lead</b>	\$330
<b>Data Lead</b>	\$330
<b>Integration Lead</b>	\$330
<b>Senior Consultant</b>	\$305
<b>Consultant</b>	\$270
<b>Senior Analyst</b>	\$220
<b>Analyst</b>	\$190

Table 24 Workday Implementation Services Resources

\* 5 percent discount has been applied towards list prices for all managed services hourly rates

\* Additional roles and services can be serviced upon request

## Accenture Value Added Services Bundles

VALUE ADDED SERVICES BUNDLE (SKU)	BUNDLE RATE
TN State Digital Strategy Service Design (ACN-TSTS-001)	\$1,800,000
TN Education Preschool Strategy (ACN-TDOE-001)	\$2,025,000
TN Education 50 Instruction Videos and Content (ACN-TDOE-002)	\$1,800,000
TN Education Third Grade Pathway (ACN-TDOE-004)	\$1,350,000
TN Education AN_Digital Equity Service Design (ACN-TDOE-005)	\$4,500,000
TN Education AN_Product Owner (ACN-TDOE-006)	\$1,350,000
TN Education PEBT Support (ACN-TDOE-007)	\$2,700,000
TN Education S-EBT Support (ACN-TDOE-008)	\$3,375,000
TN Preschool Strategy Campaign (ACN-TDOE-009)	\$765,000
TN Grants Management System (ACN-TDOE-010)	\$5,400,000
TN Education Preschool Implementation Grant (ACN-TDOE-011)	\$6,300,000
TN Education Future Ready Design (ACN-TDOE-012)	\$2,925,000
TN Education LMS Support (ACN-TDOE-13)	\$1,350,000
TN Human Services IT Strategy (ACN-TDHS-001)	\$900,000
TN Human Services Virtual Assistant Managed Services (ACN-TDHS-002)	\$2,250,000
TN Human Services One BPO (ACN-TDHS-003)	\$3,600,000
TN Human Services Contact Center Agents (ACN-TDHS-004)	\$3,600,000
TN Human Services One DHS Contact Center (ACN-TDHS-005)	\$9,000,000
TN Human Services One DHS ServiceNow (ACN-TDHS-006)	\$3,600,000

<b>TN Human Services PEBT Contact Center (ACN-TDHS-007)</b>	\$1,485,000
<b>TN Human Services PEBT Program Support (ACN-TDHS-008)</b>	\$2,925,000
<b>TN Human Services S-EBT Appeals (ACN-TDHS-009)</b>	\$1,350,000
<b>TN Human Services S-EBT Technology (ACN-TDHS-010)</b>	\$4,950,000
<b>TN Human Services S-EBT Proactive Communications (ACN-TDHS-011)</b>	\$1,350,000
<b>TN Human Services S-EBT Contact Center (ACN-TDHS-012)</b>	\$4,050,000
<b>TN Human Services S-EBT Program Support (ACN-TDHS-013)</b>	\$3,600,000
<b>TN Human Services CXOne Agent Upgrade (ACN-TDHS-014)</b>	\$6,300,000
<b>TN Human Services Contact Center Agents (ACN-TDHS-015)</b>	\$10,800,000
<b>TN Human Services Family Assist Onboard Plan (ACN-TDHS-016)</b>	\$2,250,000
<b>TN Human Services Proactive Comms Expansion (ACN-TDHS-017)</b>	\$5,400,000
<b>TN Human Services Navigator Case Mgt (ACN-TDHS-018)</b>	\$2,700,000
<b>TN Human Services One DHS BPO Phase (ACN-TDHS-019)</b>	\$4,050,000
<b>TN Human Services Family Assist Onboard Implementation (ACN-TDHS-020)</b>	\$7,200,000
<b>TN Human Services ADA Remediation Support (ACN-TDHS-021)</b>	\$900,000
<b>TN Human Services ADA Assessment (ACN-TDHS-022)</b>	\$2,250,000
<b>TN Human Services ADA Remediation Execution (ACN-TDHS-023)</b>	\$7,200,000
<b>TN Mental Health UKG (ACN-TMHS-001)</b>	\$1,800,000
<b>TN Transportation Cloud Contact Center (ACN-TDOT-001)</b>	\$9,000,000
<b>TN Transportation Fix Contact Center (ACN-TDOT-002)</b>	\$5,400,000
<b>TN Eco &amp; Comm. Dev Grants Management Consulting (ACN-TECD-001)</b>	\$1,125,000

TN Eco & Comm. Dev Security Vulnerability Patching (ACN-TECD-002)	\$900,000
TN Eco & Comm. Dev Grants Process (ACN-TECD-003)	\$675,000
TN Eco & Comm. Dev Marketing (ACN-TECD-004)	\$1,764,000
TN Eco & Comm. Grants Mgmt Implementation (ACN-TECD-005)	\$9,000,000
TN Labor Workforce Strategy AP (ACN-TLW-001)	\$1,800,000
TN Labor Workforce Transition Support (ACN-TLW-002)	\$2,250,000
TN Labor Workforce Strategy Implementation (ACN-TLW-003)	\$4,500,000
TN Knox County Middle School Experience (ACN-TKCS-001)	\$1,449,000
TN Agriculture PickTNProducts (ACN-TDA-001)	\$2,700,000
TN Metro WeGo Grant Consulting (ACN-TGN-001)	\$2,250,000
TN Metro Nashville Council Org Strategy (ACN-TGN-002)	\$2,182,500

Table 25 Value Added Services Bundles

\* 10 percent discount has been applied towards list prices for all managed services bundles

## Accenture TN State Digital Strategy Services

TN STATE DIGITAL STRATEGY SERVICES ROLES (SKU)	HOURLY RATE
Executive Oversight (ACN-TSTS-002)	\$499.50
Delivery Lead (ACN-TSTS-003)	\$400.50
Project Manager (ACN-TSTS-004)	\$315.00
Design Lead (ACN-TSTS-005)	\$337.50
Service Design Lead (ACN-TSTS-006)	\$270.00
Technology SME (ACN-TSTS-007)	\$225.00

<b>Technology Consultant (ACN-TSTS-008)</b>	\$216.00
<b>Service and Interaction Designer (ACN-TSTS-009)</b>	\$234.00
<b>Visual Designer (ACN-TSTS-010)</b>	\$189.00
<b>Service Design Analyst (ACN-TSTS-011)</b>	\$162.00

Table 26 TN State Digital Strategy Services Resources

\* 10 percent discount has been applied towards list prices for all managed services hourly rates

\* Additional roles and services can be serviced upon request

## Accenture Cloud Application Services Bundles

<b>VALUE ADDED SERVICES BUNDLE (SKU)</b>	<b>BUNDLE RATE</b>
<b>Customer Application Service Design (ACN-MAGB-001)</b>	\$1,879,200
<b>Customer Application Implementation (ACN-MAGB-002)</b>	\$5,167,800

Table 27 Cloud Application Services Bundles

\* 10 percent discount has been applied towards list prices for all managed services bundles

## Accenture Cloud Application Services

<b>ROLE DESCRIPTION</b>	<b>HOURLY RATE</b>
<b>Program Director (ACN-MAGS-001)</b>	\$439
<b>Project Manager (ACN-MAGS-002)</b>	\$408
<b>Technical Architect (ACN-MAGS-003)</b>	\$366
<b>Subject Matter Advisor (ACN-MAGS-004)</b>	\$408
<b>Technical Lead (ACN-MAGS-005)</b>	\$366
<b>Functional Lead (ACN-MAGS-006)</b>	\$366
<b>Change Management Lead (ACN-MAGS-007)</b>	\$366

ROLE DESCRIPTION	HOURLY RATE
<b>Change Analyst (ACN-MAGS-008)</b>	\$215
<b>Business Analyst (ACN-MAGS-009)</b>	\$256
<b>Developer (ACN-MAGS-010)</b>	\$256
<b>Tester (ACN-MAGS-011)</b>	\$215

Table 28 Accenture Cloud Application Services Resources

\*Accenture managed services rates will be adjusted on a yearly basis as necessary.

\* 5 percent discount has been applied towards list prices for all managed services hourly rates

\* Additional roles and services can be serviced upon request

## Accenture ERP & CRM Support Services

SERVICES DESCRIPTION	SERVICES RATE
<b>Annual Engagement Fee (ACN-IDOR-001)</b>	\$13,900
<b>Quarterly Availability Fee (ACN-IDOR-002)</b>	\$24,500
<b>Continuing Education Classes - Additional Seats (ACN-IDOR-003)</b>	\$1,120
<b>Support Hourly Rate (ACN-IDOR-004)</b>	\$280
<b>Support Hourly Rate - Weekday Extended Coverage (ACN-IDOR-005)</b>	\$460
<b>Support Hourly Rate - Weekend Extended Coverage (ACN-IDOR-006)</b>	\$460
<b>Support Hourly Rate for Sr Delivery Staff (ACN-IDOR-007)</b>	\$310
<b>Support Hourly Rate for Sr Delivery Staff - Weekday Extended Coverage (ACN-IDOR-008)</b>	\$460
<b>Support Hourly Rate for Sr Delivery Staff - Weekend Extended Coverage (ACN-IDOR-009)</b>	\$460

Table 29 Accenture ERP &amp; CRM Support Services

\*Accenture support services rates will be adjusted on a yearly basis as necessary.

\* 5 percent discount has been applied towards list prices for all support services hourly rates

\* 10 percent discount has been applied towards list prices for all bundled support fees

\* Additional roles and services can be serviced upon request

## Accenture Agile Transformation Services Bundles

VALUE ADDED, SERVICES BUNDLE (SKU)	BUNDLE RATE
WA Agile Organization Assessment (ACN-WAGL-001)	\$81,000
WA Agile Organization Rollout (ACN- WAGL-002)	\$283,500
WA Agile Organization Tune-Up (ACN- WAGL-003)	\$225,000

Table 30 Agile Transformation Services Bundles

\* 10 percent discount has been applied towards list prices for all transformation services bundles

## Accenture HHS Program Services Bundles

VALUE ADDED, SERVICES BUNDLE (SKU)	BUNDLE RATE
Summer EBT Technology Subscription (ACN-SETS-001)	\$3,420,000
Summer EBT Program Implementation (ACN- SEPI-001)	\$4,320,000
Summer EBT Maintenance and Operations (ACN- SEMO-001)	\$3,240,000
Summer EBT Call Center (ACN- SECC-001)	\$3,600,000

Table 31 HHS Program Services Bundles

\* 10 percent discount has been applied towards list prices for all HHS program services bundles

## Accenture Intelligent Document Processing

VALUE ADDED, SERVICES BUNDLE (SKU)	BUNDLE RATE
Intelligent Document Processing Pilot (ACN-IDPA-001)	\$300,000
Intelligent Document Processing Pilot to Prod (ACN-IDPP-001)	\$900,000
Intelligent Document Processing Managed Services (ACN-IDPR-001)	\$150,000
Intelligent Document Processing Per Page	\$0.45

(ACN-IDPU-001)

Table 32 Intelligent Document Processing Services

\* 10 percent discount has been applied towards list prices for all Intelligent Document Processing services bundles

## Accenture Generative AI Services

VALUE ADDED SERVICES BUNDLE (SKU)	HOURLY RATE
GenAI Senior Subject Matter Expert (ACN-GAIA-001)	\$500
GenAI Delivery Lead (ACN- GAIA-002)	\$340
Large Language Model (LLM) Subject Matter Expert (ACN- GAIA-003)	\$340
Technical Architect (ACN- GAIA-004)	\$340
Senior Developer (ACN- GAIA-005)	\$270
Global Technical Architect (ACN- GAIB-001)	\$100
Global Prompt Engineer (ACN- GAIB-002)	\$100
Global Developer (ACN- GAIB-003)	\$75
Global Tester (ACN- GAIB-004)	\$40

Table 33 Generative AI (Gen AI) Service Resources

\* 5 percent discount has been applied towards list prices for all GenAI services bundles

## Accenture Child Welfare System Implementation Services

ROLE DESCRIPTION	HOURLY RATE
ACIS Program Director / Child Welfare Subject Matter Expert (ACN-ACIS-001)	\$470
Project Manager / Enterprise Architect (ACN- ACIS -002)	\$440
ACIS Application Architect (ACN- ACIS-003)	\$390
Child Welfare Functional Lead	\$330

<b>(ACN- ACIS-004)</b>	
<b>ACIS Development Lead</b>	\$350
<b>(ACN- ACIS-005)</b>	
<b>Child Welfare Tech. Consultant / Functional Consultant</b>	\$275
<b>(ACN- ACIS-006)</b>	
<b>Business Analyst / Developer</b>	\$230
<b>(ACN- ACIS-007)</b>	
<b>Tester</b>	\$185
<b>(ACN- ACIS-008)</b>	

Table 34 Accenture Child Welfare System Implementation Services (i.e., CCWIS)

\* 5 percent discount has been applied towards list prices for all managed services hourly rates

\* Additional roles and services can be serviced upon request

## Accenture's Maryville Consulting Group Services

ITEM DESCRIPTION	PURCHASE UNIT	UNIT RATE
<b>Apptio Configuration &amp; Advisory Services - Tier 1 (S00301-01)</b>	Each	\$69,665
<b>Apptio Configuration &amp; Advisory Services - Tier 2 (S00301-03)</b>	Each	\$200,957
<b>Apptio Configuration &amp; Advisory Services - Tier 3 (S00301-05)</b>	Each	\$351,006
<b>Apptio Planning Configuration Services (S00302-01)</b>	Each	\$172,249
<b>Apptio Billing Configuration Services (S00302-02)</b>	Each	\$468,587
<b>Cloudability Configuration Services (S00302-03)</b>	Each	\$96,461
<b>Target Process Configuration Services - Tier 1 (S00303-01)</b>	Each	\$113,072
<b>Target Process Configuration Services - Tier 2 (S00303-02)</b>	Each	\$120,574
<b>Target Process Configuration Services - Tier 3 (S00303-03)</b>	Each	\$214,356
<b>IT Service Rate Setting &amp; Cost Model Development with ITFM or BI Tool (S00304-01)</b>	Each	\$371,340
<b>IT Service Rate Setting with Apptio Configuration (S00304-02)</b>	Each	\$331,149

<b>IT Financial Management Maturity Assessment - Tier 1 (S00306-01)</b>	Each	\$404,834
<b>IT Financial Management Maturity Assessment - Tier 2 (S00306-02)</b>	Each	\$156,402
<b>TBMAaaS Support - Tier 1 (S00307-01)</b>	Each	\$329,876
<b>TBMAaaS Support - Tier 2 (S00307-02)</b>	1 Month(s)	\$16,078
<b>TBMAaaS Support - Tier 3 (S00307-03)</b>	1 Month(s)	\$33,116

Table 35 Accenture's Maryville Consulting Group Services

\* 10 percent discount has been applied towards list prices

\* Additional roles and services can be serviced upon request

## Accenture/Zenarate Learn Services Bundles

ITEM DESCRIPTION	PURCHASE UNIT	UNIT RATE
<b>Zenarate Learn Pilot, 6-month Term (ACN-ZLRN-001)</b>	Each	\$47,500
<b>Zenarate Learn Pilot, Accenture Enablement Services (ACN-ZSVC-001)</b>	Each	\$17,500
<b>Zenarate Learn Pilot, Accenture Professional Services (ACN-ZSVC-002)</b>	Each	\$180,000

Table 36 Accenture/Zenarate Learn Services Bundles

\* 5 percent discount has been applied towards list prices for all Zenarate software access

\* 10 percent discount has been applied towards list prices for all Accenture services

\* Additional roles and services can be serviced upon request

## Accenture NAV AI Solution

ITEM DESCRIPTION	PURCHASE UNIT	UNIT RATE
<b>NAV AI Solution Enablement, Client-hosted Cloud Tier 1 (ACN-NVAE-001)</b>	One-time fee	\$405,000
<b>NAV AI Solution Enablement, Client-hosted Cloud Tier 2 (ACN-NVAE-002)</b>	One-time fee	\$753,000
<b>NAV AI Solution Enablement, Client-hosted Cloud Tier 3 (ACN-NVAE-003)</b>	One-time fee	\$1,104,000
<b>NAV AI Solution Run &amp; Maintain, Client-hosted Cloud Tier 1 (ACN- NVAR-001)</b>	Annual fee	\$258,000
<b>NAV AI Solution Run &amp; Maintain, Client-hosted Cloud Tier 2 (ACN- NVAR-002)</b>	Annual fee	\$290,400
<b>NAV AI Solution Run &amp; Maintain, Client-hosted Cloud Tier 3 (ACN- NVAR-003)</b>	Annual fee	\$316,800

Table 37 Accenture NAV AI Solution

\* 10 percent discount has been applied towards list prices for all Accenture products and services

\* Additional roles and services can be serviced upon request

# Pricing Assumptions

- Accenture can provide advanced security services (e.g., Active Directory, Web Application Firewall, AWS CloudHSM, etc.) upon request and the advanced Security price is not included in our pricing.
- Accenture mobilization/transition timeline will be assessed for each customer's specific SOW and the pricing will be determined at that time.
- Accenture will assess the tools requirements to manage the infrastructure environment and the pricing will be provided based on the tools solution.
- Accenture resources travel cost is not included in our pricing.
- Maintaining application specific requests, troubleshooting application issues, and application support are not included in our pricing but Accenture can provide this support upon request.
- Accenture pricing will be adjusted on a yearly basis as necessary.
- Accenture's offerings are priced using on-shore resources and could be adjusted for specific Purchasing Entities or statements of work to include off shore resources as appropriate.

# Appendix A

**Managed Patching:** Patching of the servers is an ongoing scheduled monthly procedure. In exceptional circumstances, specific ACP clients can request to postpone or defer patches or upgrades if the business impact or risk is considered unacceptable. The risk of not upgrading is assessed and communicated to the client by Accenture's team and the client must formally accept and sign off on this risk. Any such occurrences are recorded in the Service Risk register. If shared components are affected, the client can request a deferment only, and only in exceptional circumstances. Individual components such as infrastructure are updated separately unless specific dependencies exist. This reduces the risk of failures because of the patching exercise.

**OS Administration** is included in the Manage My VM service. Accenture's cloud management team performs regular checks of system state and security to confirm that virtual servers and networks are protected from attacks and running optimally.

**OS Hardening** is provided when you subscribe to Manage My VM. The cloud management team will harden your VM OS, if requested. This process will apply Accenture's Cloud Platform security standards to your VM via a set of operating system policy and configuration changes.

**AV Management:** This service includes antivirus, firewall, and intrusion detection services (IDS), powered by Symantec Endpoint Protection and is available for supported Windows and Linux OS. Full scans of a system are performed once a week at 10:00PM on Sunday (VM local time).

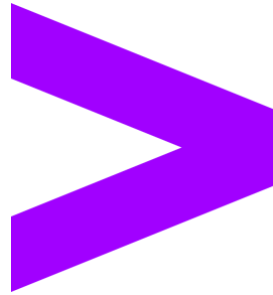
**VM Availability Monitoring:** ACP provides the tools and infrastructure that you use to monitor your server's resources and receive alerts.

**Standard HP Toolset Integration for Monitoring:**

- HP Universal Discovery for Asset Management and HP uCMDB for Configuration Management
- HP Network Node Manager for Network availability, event, configuration, and performance management
- Integration with CloudWatch and SiteScope for cloud servers and other cloud alerts and application, database, and storage monitoring
- Operations Bridge for EventCorrelation
- Feed our IT Service Management tooling, currently based
- on ServiceNow

**Cloud Provider (AWS/Azure) Native Backup and Storage Tools:** ACP provides the tools and infrastructure that you use to monitor your server's resources and receive alerts.

**CommVault Tool Backup Solution:** Apart from public cloud provider native backup provisioning and support, Accenture provides and supports CommVault backup services to clients for backing up a broad range of file types, data sources, and backup modes.



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# Powering Jacksonville's Future — Together

Oracle HCM Cloud (Core HR Lite, Learning and Talent)  
Oracle Primavera Cloud

April 14, 2026



# LEGAL NOTICE AND CONFIDENTIALITY



Accenture LLP (“Accenture”) is pleased to submit this proposal to JEA. While this proposal is not meant to constitute a formal offer, acceptance, or contract, this proposal is furnished with the expectation that we would provide the services specified by this Proposal – Oracle Cloud System Integration Proposal according to the terms of the Master Services Agreement between the JEA and Accenture effective July 7, 2016 as amended, and any additional terms and conditions that would need to be agreed to by the parties for the services covered in this proposal.

This proposal is proprietary to Accenture and the information contained herein is confidential and provided solely for the purpose of evaluating Accenture’s proposed services. Without the prior written permission of Accenture, this proposal, either in whole or in part, must not be reproduced in any form or by any means or disclosed to others or used for purposes other than JEA’s internal evaluation of Accenture’s proposed services. It may not be disclosed to any third party except as expressly authorized by Accenture in each case.

The pricing contained in this proposal is based on known criteria supplied to date. Accenture reserves the right to modify this pricing based on completion of due diligence activities, final approval by the parties and Accenture’s agreement on a definitive contract covering the work associated with this pricing.

While we have endeavored to provide an accurate and complete proposal, Accenture assumes no responsibility for any inaccuracy or error or any action taken or not taken in reliance on the contents of this proposed proposal. In addition, in preparing this proposal, Accenture has relied on information provided by JEA. Accenture has not sought to independently confirm the completeness or accuracy of information provided by JEA and will not be responsible for any omission or misrepresentation in its proposal arising out of reliance on that proposal. JEA should not rely on any matter set out in this proposal which is not subsequently included in any contract between Accenture and JEA.

To the extent that this proposal makes reference to trademarks that may be owned by others, the use of such trademarks is not an assertion of ownership of such trademarks by Accenture and is not intended to represent or imply the existence of an association between Accenture and the lawful owners of such trademarks.

Accenture interprets the following words and phrases used in the proposal in the manner indicated: “maximize”, “optimize”, “optimal” means to improve to a commercially reasonable degree; “minimize” means to reduce to a commercially reasonable degree; “best” means leading or of a high standard; “partner”, “partnerships” does not mean a legal partnership, but rather a collaborative relationship; “right” where used as an adjective means appropriate; and “ensure” and “enable” means to use commercially reasonable efforts to implement

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# OUR HCM APPROACH

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# MITIGATING COMMON RISKS WITH CLOUD

Integrated within our Solution Approach are key lessons we've learned through our experience implementing Oracle Cloud solutions.



## GET THE DATA RIGHT

- **Foundational** common data definitions and enterprise structures
- **Design** for future flexibility, not for history
- **Data migration** schedule paces the overall project
- **Data governance** and data management throughout program and operations



## GET THE PROCESSES RIGHT

- **"Out-of-the-box"** end-to-end processes based on industry leading practice processes and technology enablers
- **Focus** design energy on strategic areas
- **Future service delivery model** – design processes with the service delivery model in mind



## GET THE TECHNOLOGY RIGHT

- **Adopt** versus adapt the technology
- **Leverage assets** to increase predictability and quality
- **Prototype the design** before confirming the solution
- **Implement** a "lean" solution to support future upgrades
- **Test** early, often, and thoroughly



## GET CHANGE RIGHT

- **Impacts** of the new processes on key roles and impact on user community
- **Engage business early** on to demonstrate how embedded analytics can remove the need for traditional forms of reporting
- **Measure and monitor** starting on Day 1

# HCM PROGRAM/PROJECT SCOPE

JEA’s current Learning, Performance Management, and Succession Planning modules are hosted on the SumTotal platform, which is approaching End-of-Life (EOL) support. To mitigate support risks and align with its modernization strategy, JEA has decided to migrate these modules to Oracle Cloud, ensuring long-term sustainability, enhanced functionality, and continued vendor support

## ORACLE FUNCTIONAL SCOPE



**In Scope  
(NEW)**

- Core HR (Lite)
- Learning
- Performance Management
- Goals
- Succession Planning



**Out-of-Scope**

- Decommission of legacy applications

## GEOGRAPHY, LANGUAGE AND POPULATION

- Countries – US only
- 1 Languages
- BUs: 1
- 2500 Employees,
- 3,086 contractors (559 Contractors in SumTotal)
- Unions: Yes

## DATA CONVERSION SCOPE



- HR: Top of stack of key supplemental data
- Learning: 4 years transaction for active associates & Learning Objects from SumTotal
- Performance: Up to 3 years of performance ratings, Performance records & current goals
- Succession – Whatever is on spreadsheets
- Learning: 3 years of learner history and current active content
- NOTE: SumTotal has ~3.5 years of data. TBD if we include all

## INTEGRATIONS AND REPORTS SCOPE



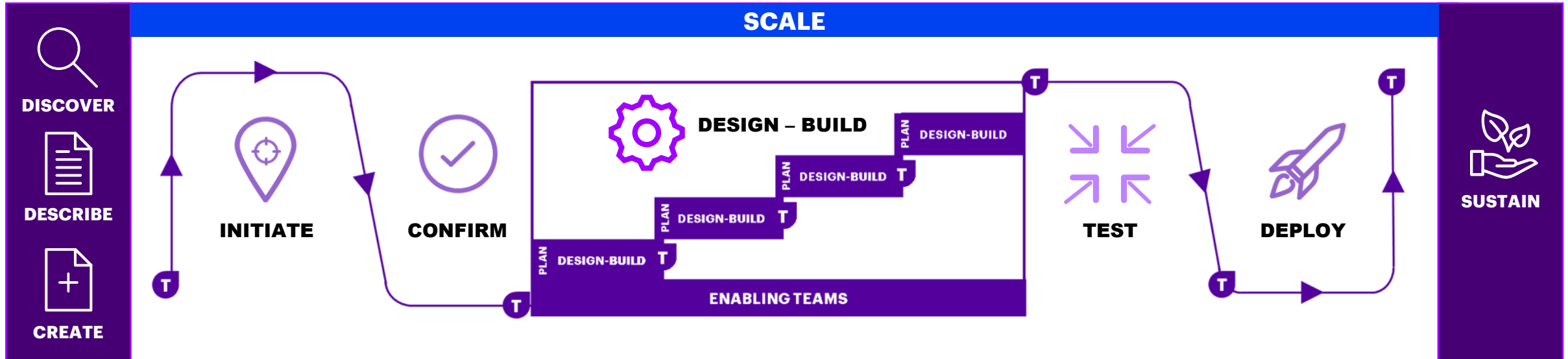
- 8 HCM & OIC integrations (3 simple, 3 medium, 2 complex)
- 10 reports:
  - OTBI: 7 new (3 simple, 3 medium, 1 complex)
  - BIP: 3 new (1 simple, 1 medium, 1 complex)

## TOSCA TEST SCRIPTS

- 223 TOSCA test scripts covering
- (Core HR Lite, Learning, Performance, Succession, Goals)

# DELIVERY METHODOLOGY FOR ORACLE

We have a tried and tested Oracle delivery methodology.



### INITIATE

- Mobilize team & establish governance processes
- Strategic design decisions
- Confirm preparation
- Setup of pre-configured myConcerto System and enable assets

### CONFIRM

- Decision driven design workshops
- Complete high-level design confirmation
- Conduct End to End Workshops
- Complete Readiness & Planning
- Project tools set-up

### DESIGN & BUILD

- Design & build of the solution and data
- Technical/Functional unit test and demo of working software
- Test planning and preparation including creation of automated test
- Deployment readiness planning
- Post Implementation Staffing Plan for JEA

### TEST

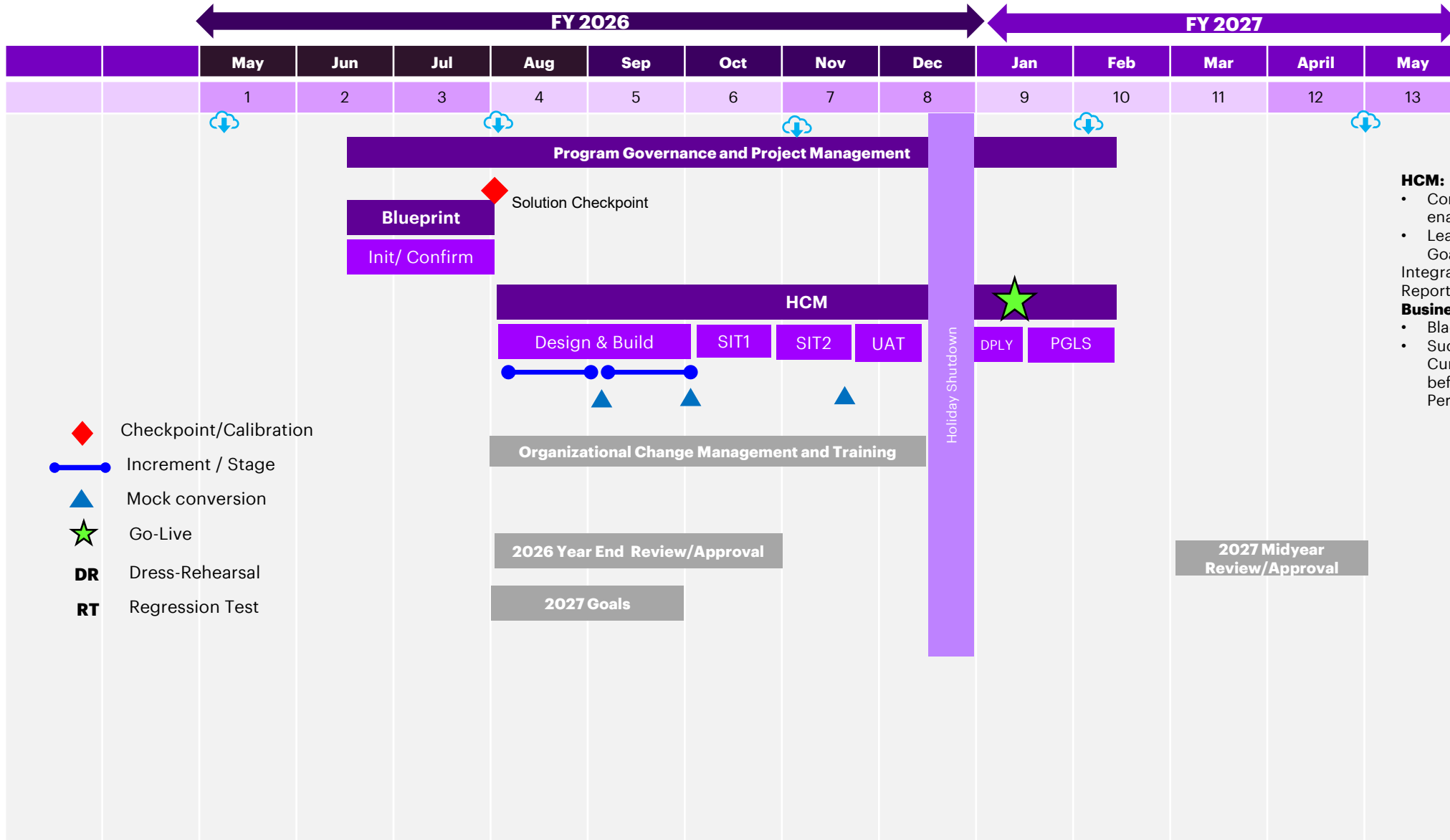
- Systems Integration Test, User Acceptance Test, Performance Test
- Day in the Life Testing
- Training development
- Mock data conversions

### DEPLOY

- Training Delivery
- Cutover Execution
- Go-Live and Support
- Transition to Service Delivery

# Implementation Timeline (7 + 1 month PGLS) – Mid-June Start

Award #2 – Supporting Documents 05/21/26



- Checkpoint/Calibration
- Increment / Stage
- Mock conversion
- Go-Live
- DR** Dress-Rehearsal
- RT** Regression Test

**HCM:**

- Core HR Lite (Lite = Minimal config needed to enable the in-scope modules)
  - Learning, Performance, Succession Planning, Goals
- Integrations: 8  
Reports: 10

**Business Calendar**

- Blackout Dates: End of FY Sept 30
- Succession Planning: **Dates are TBD.** Currently manual. Benefits to implementing before the next 'manual' cycle. Performance Period:
  - Midyear: March – April
  - Year End: August - October
  - Prep/prework: November

# HISTORICAL DATA RECOMMENDATION



## We recommend limiting historical data conversion:

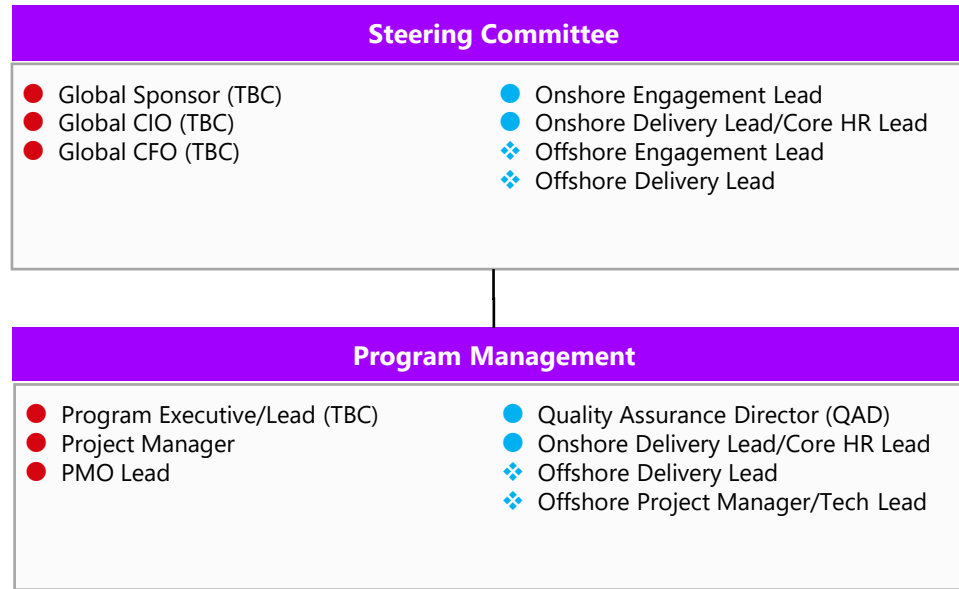
- Configuring multiple structures into the system adds to overall complexity and effort when organizations go through re-organizations.
- A lot of foundation data may no longer be applicable from history, causing additional configuration for a structure that is no longer applicable and does not always lead to accurate reporting.
- Increases the amount of effort required to analyze and cleanse the as more history is brought into scope.
- All legislative requirements can be met through archival and availability of controlled inquiry/reporting on the data.
- As data structures may be different between systems, a significant effort goes into aligning transformation and improved foundation structures.
- Let data grow organically into the new system and utilize it for analytics.



## Critical Success Factors To Mitigate Conversion Related Risks:

- Well-defined technical architecture strategy, requirements, and application configurations that are agreed upon and are stable
- Early identification and completion of key data translations, clean-up / enrichment, and transformations
- Participation of representatives from each data group / department / site for consideration of enterprise-wide business and system interface points
- Availability of resources for data clean-up, source data extraction, data validation and reconciliation during test cycles and production conversions
- Conversion development and mock testing environment availability
- Planned and structured user testing, issue control, change control management, data validation and final acceptance processes

# HCM PROGRAM ORGANIZATION STRUCTURE



- Legend**
- JEA
  - Accenture Onshore
  - ❖ Accenture Offshore

Program Workstream Leads						
Change Management	Functional	Technical	OCI	Data	Security	Testing
<ul style="list-style-type: none"> <li>● Change Management Lead</li> <li>● Change Management Team</li> <li>● Training Lead</li> </ul>	<ul style="list-style-type: none"> <li>● Core HR Lead</li> <li>● Learning Lead</li> <li>● Performance and Succession Lead</li> <li>● Core HR/ Delivery Lead</li> <li>● Learning Specialist</li> <li>❖ Core HR Consultant</li> <li>❖ Core HR Analyst</li> <li>❖ Learning Analyst</li> <li>❖ Talent Management Lead</li> <li>❖ Talent Consultant</li> <li>❖ Talent Analyst</li> </ul>	<ul style="list-style-type: none"> <li>● Integration Lead</li> <li>● OIC Developer</li> <li>● Report Designer/Developers</li> <li>● Tech Arch/Environment Management Lead</li> <li>❖ Tech Lead/Project Manager</li> <li>❖ Integration Designer/Developer</li> <li>❖ OIC Developer</li> <li>❖ Reports Developers</li> </ul>	<ul style="list-style-type: none"> <li>● OCI/Cloud Architect</li> </ul>	<ul style="list-style-type: none"> <li>● Conversion Lead</li> <li>● Conversion Extract Specialist</li> <li>❖ Conversion Lead</li> <li>❖ Conversion Specialist</li> <li>❖ Conversion Analysts</li> </ul>	<ul style="list-style-type: none"> <li>● Security Administrator</li> <li>❖ Security Architect</li> <li>❖ Security Analyst</li> </ul>	<ul style="list-style-type: none"> <li>● Test Lead</li> <li>● UAT Lead</li> <li>● Testers</li> <li>❖ Test Lead</li> <li>❖ Testers</li> </ul>

# HCM TALENT STAFFING

						IC	IC	DB	DB	SIT	SIT/UAT	UAT	DPLY/PGL	PGLS		
						June	July	August	September	October	November	December	January	February		
						Projected Hours									Estimated	
ACN Teams	Sub Team	Project Role	Country	Rate Card	Rat	M	M2	M3	M4	M5	M6	M7	M8	M9	Total Hours	
Project Management	Project Management	Onshore Engagement Lead	USA	Onshore Cloud AS     Program Director - ACN-MAGS-001	\$439.00	10	20	20	20	20	16	12	16	2	136	
Project Management	Project Management	Onshore QAD	USA	Onshore SaaS Impl     Program Director / Subject Matter Exp	\$470.00		2	2	2	2	2	2	2		14	
Project Management	Project Management	Onshore Delivery Lead / Core HR Lead	USA	Onshore Cloud AS     Project Manager - ACN-MAGS-002	\$408.00	40	80	80	80	80	80	80	80	20	620	
Project Management	Project Management	Offshore Engagement Lead	Philippines	Offshore GenAI     Global Developer - ACN-GAIB-003	\$75.00		9	17	17	17	17	17	9	9	112	
Project Management	Project Management	Offshore Delivery Lead	Philippines	Offshore GenAI     Global Developer - ACN-GAIB-003	\$75.00	45	45	45	45	45	45	45	45	27	387	
Project Management	Project Management	Offshore Project Manager/Tech Lead / Integrat	Philippines	Offshore GenAI     Global Developer - ACN-GAIB-003	\$75.00	45	86	86	86	86	86	67	86		628	
OCI	OCI	Offshore OCI / Cloud Architect	Philippines	Offshore GenAI     Global Developer - ACN-GAIB-003	\$75.00	90	171	171							432	
Functional	Core HR	Offshore Core HR Consultant	Philippines	Offshore GenAI     Global Developer - ACN-GAIB-003	\$75.00	45	171	171	171	171	171	135	171	45	1,251	
Functional	Core HR	Offshore Core HR Analyst	Philippines	Offshore GenAI     Global Developer - ACN-GAIB-003	\$75.00		171	171	171	45					387	
Functional	Core HR	Onshore Delivery Lead / Core HR Lead	USA	Onshore Cloud AS     Project Manager - ACN-MAGS-002	\$408.00	40	80	80	80	80	80	80	80	20	620	
Functional	Learning	Onshore Learning Specialist	USA	Onshore Cloud AS     Business Analyst - ACN-MAGS-009	\$256.00	40	160	160	160	160	160	160	160	40	1,200	
Functional	Learning	Offshore Learning Analyst	Philippines	Offshore GenAI     Global Developer - ACN-GAIB-003	\$75.00			171	171	90					432	
Functional	Talent Management	Offshore Talent Management Lead	Philippines	Offshore GenAI     Global Developer - ACN-GAIB-003	\$75.00	90	171	171	171	171	171	135	171	45	1,296	
Functional	Talent Management	Offshore Talent Analyst	Philippines	Offshore GenAI     Global Developer - ACN-GAIB-003	\$75.00		171	171	171	171	171	90			945	
Functional	Performance	Offshore Talent Consultant	Philippines	Offshore GenAI     Global Developer - ACN-GAIB-003	\$75.00		171	171	171	171	171	90			945	
Technical	Technical Architecture	Offshore Project Manager/Tech Lead / Integrat	Philippines	Offshore GenAI     Global Developer - ACN-GAIB-003	\$75.00	45	85	85	85	85	85	67	85	45	667	
Technical	Conversion	Offshore Conversion Lead	Philippines	Offshore GenAI     Global Developer - ACN-GAIB-003	\$75.00		171	171	171	171	171	135	171	45	1,206	
Technical	Conversion	Offshore Conversion Specialist	Philippines	Offshore GenAI     Global Developer - ACN-GAIB-003	\$75.00		90	171	171	171	171	135	90		999	
Technical	Conversion	Offshore Conversion Analyst 1	Philippines	Offshore GenAI     Global Tester - ACN-GAIB-004	\$40.00			171	171	171	171	90			774	
Technical	Conversion	Offshore Conversion Analyst 2	Philippines	Offshore GenAI     Global Tester - ACN-GAIB-004	\$40.00			171	171	171	171	90			774	
Technical	Cloud Interfaces	Offshore Integration Designer/Developer 1	Philippines	Offshore GenAI     Global Developer - ACN-GAIB-003	\$75.00			171	171	171					513	
Technical	OIC	Offshore OIC Developer	Philippines	Offshore GenAI     Global Developer - ACN-GAIB-003	\$75.00			171	171	171	171	135	171	45	1,035	
Technical	Reporting	Offshore Reports Developer 1	Philippines	Offshore GenAI     Global Developer - ACN-GAIB-003	\$75.00			171	171	171	171	135	90		909	
Technical	Security	Onshore Security Architect	Canada	Onshore Cloud AS     Subject Matter Advisor - ACN-MAGS-00	\$408.00		2	2	2	2	2	2	2		14	
Technical	Security	Offshore Security Specialist	Philippines	Offshore GenAI     Global Developer - ACN-GAIB-003	\$75.00			171	171	171	171	135	90		909	
Testing	Testing	Offshore Test Lead	Philippines	Offshore GenAI     Global Developer - ACN-GAIB-003	\$75.00			171	171	171	171	90			774	
Testing	Testing	Offshore Tester 1	Philippines	Offshore GenAI     Global Developer - ACN-GAIB-003	\$75.00				171	171	171	90			603	
Testing	Testing	Offshore Tester 2	Philippines	Offshore GenAI     Global Tester - ACN-GAIB-004	\$40.00				90	171	171				432	
Testing	Testing	Offshore Tester 3	Philippines	Offshore GenAI     Global Tester - ACN-GAIB-004	\$40.00					171	171				342	
Testing	Testing	Offshore Tester 4	Philippines	Offshore GenAI     Global Tester - ACN-GAIB-004	\$40.00					171	171				342	
						<b>490</b>	<b>1,685</b>	<b>3,313</b>	<b>3,403</b>	<b>3,619</b>	<b>3,309</b>	<b>2,017</b>	<b>1,519</b>	<b>343</b>	<b>19,698</b>	

# PRICING

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# UPDATED HCM PRICING



We will collaborate with JEA to fine tune these settings and deliver a competitive final proposal. The effort shown in the table below is based on our experience in Oracle Cloud and recent examples of programs of similar size and scope.

Category	Price
Oracle HCM Onshore/Offshore (Core HR Lite, Learning, Talent) Offshore OCI Architect	NASPO Rate Card - \$2,073,926
Billable Expenses	\$37,500
Discount	\$11,426
<b>TOTAL</b>	<b>\$ 2,100,000</b>




Category	Price
<b>Oracle HCM Onshore Only (Core HR Lite, Learning, Talent)</b>	NASPO Rate Card - \$ 5,231,000

# KEY CLIENT ROLES AND SKILLS



Included below are key client roles, responsibilities and approximate expected resource dedication from BBYC for a successful Oracle HCM Cloud program.

Work stream	Client Role	Client Responsibilities	Suggested Experience	Approx. Dedication
<b>Program Leadership</b> 	<b>Business &amp; Technology Leads</b>	Co-leads to Accenture Engagement/Delivery Leads. The Business & Technology Leads are responsible for championing the project, ensuring that the appropriate client resources are available for the project, working to resolve escalated issues in a timely manner and sign off on key deliverables throughout the project.	Resources providing functional HR, technical and overall governance/leadership. Will serve as an escalation point for any delivery issues related to resources and all other project issues/risks.	<b>20%</b>
	<b>Project Manager</b>	Co-lead to Accenture Delivery Lead. Responsible for championing the project, help drive project plan, ensuring that the appropriate client resources are available for the project, working to resolve escalated issues in a timely manner and help drive sign off on deliverables throughout the project.	Resource helping with operational aspects of project management. Will serve as an initial escalation point for any delivery issues related to resources and all other project issues/risks.	<b>100%</b>
<b>Functional</b> 	<b>Functional Lead*</b>	The Functional Lead in working with their Accenture counterpart would be responsible for facilitation of solution decisions, workshops and solutioning in conjunction with the Process Owners. Provide leading practices in support of key functional decision sessions, facilitate definition of strategies and plans required for each phase. Review key risks and gaps throughout program lifecycle <i>*Depending on availability could be combined with Business Analyst role.</i>	Co-Lead to Accenture Functional Lead to set overall functional solution that meets business requirements.	<b>50% (~ 100% higher for payroll)</b>
	<b>Business Analysts (by functional area)*</b> (Core HR, Absence, Payroll, Compensation, etc., for each functional area in scope)	Business analysts are responsible for identifying business requirements, validating requirements with appropriate business stakeholders, developing functional designs, identify data elements to be converted into Oracle, validating the data conversion, testing the business processes and configuration in Oracle. They are also responsible for providing functional knowledge and expertise on client requirements such as business processes, data mapping, organizations, and system configurations. <i>*Depending on availability could be combined with Functional Lead role.</i>	Resources that have an understanding of functional requirements and can provide clarification around existing processes, functional and technical considerations, and navigate the organization to drive process and system requirements. These resources would also have responsibilities during the testing phase to support test execution. Resource is able to make critical design decisions, and obtain buy-in from Global process owners.	<b>100%</b>

# KEY CLIENT ROLES AND SKILLS

Work stream	Client Role	Client Responsibilities	Suggested Experience	Approx. Dedication
<b>Functional</b> 	<b>Reporting Specialist</b>	Will provide input to report designs as well as building and testing custom reports.	Resources with working knowledge of reports from existing HR systems.	<b>TBD, Based on reporting strategy.</b>
	<b>Security Specialist</b>	The Security Specialist is a role which is responsible for the security configuration for the entire system. Responsible for managing the creation, maintenance, and editing of on-going system roles utilized by client. The Security Specialist will also be responsible for determining what roles employees will be granted in Oracle, performing periodic audits to ensure users are regularly reviewed, and providing guidance on system security capabilities.	Resource with understanding of organizational structure and roles	<b>50%</b>
<b>Data Conversions</b> 	<b>Conversion Lead</b>	Specify the data conversion business requirements (e.g., business content, required fields, volume of records, data cleansing, specify cut-off dates, etc.). <ul style="list-style-type: none"> <li>Participate in Data validation activities for the data conversion</li> <li>Develop conversion specifications (including detailed data mappings and applicable “crosswalks” for each conversion program</li> <li>Provide details about data files sampling and data cleanup in the source system</li> </ul>	Technical resource responsible for each legacy system with deep understanding of data architecture, data definitions, and who have the skills to assist in determining the correct transformation of data from legacy systems to SaaS templates required for loading data.	<b>50-100%</b> <b>Could vary based number of legacy source systems and data quality.</b>
<b>Data / Integrations</b> 	<b>Enterprise Architect (Integrations)</b>	Responsible for co-managing the data conversion and integration activities. Defining Technical Architecture strategy including middleware, hosting / security, environments management, encryption, etc.	Technical Lead with experience in integration delivery. Familiar with existing technical landscape.	<b>80%</b>
	<b>Application SMEs / Designers</b>	Responsible to provide requirements to support integration design and test execution of integrations. Also responsible to identify and mitigate impacts to other 3 <sup>rd</sup> party systems including design and integration testing.	SMEs with experience and knowledge of the current integration landscape.  Designers with 1-10 years designing and developing integrations, based on complexity and technology of integrations in scope	<b>TBD, Based on Integration inventory.</b>

# KEY CLIENT ROLES AND SKILLS

Work stream	Client Role	Client Responsibilities	Suggested Experience	Approx. Dedication
<b>Change Management</b> 	<b>Regional Change &amp; Business Engagement Coordinators</b>	Support the coordination and delivery of change activities within the regions and adjust for local nuances / customizations.	Local resources with knowledge of local nuances and processes/procedures for deploying communications / initiatives	<b>25%</b>
	<b>Training Delivery / Trainers</b>	Participate in Train-the-Trainer and deliver Instructor-Led Training to end-users of cloud across the regions.	Resources with extensive business knowledge and with Organizational Design background.	<b>100% (During Training Delivery)</b>
<b>Test</b> 	<b>Testing Lead</b>	Testing Lead would be expected to co-lead, plan, and participate in testing efforts.	Resource with previous test lead experience.	<b>100% During test Planning, Setup and Execution</b>
	<b>Tester(s)*</b>	Responsible for executing test scenarios during End-to-End, payroll reconciliation and UAT test. Identifies potential defects for further analysis by the triage team.  <i>*Business Analysts could be used for testing.</i>	Resource with previous test experience is preferred.	<b>100% (During Test Prep &amp; Execution)</b>
<b>Pre-Implementation / Non-Core – Functional</b>	<b>Policy, Process, Job Catalog Owners &amp; SMEs</b>	Resources across COEs, HRBPs, and HR Services knowledgeable of their respective policies, processes, and/or local job catalogs. Resources will be required across all regions / countries in-scope to participate in policy, process, job architecture workshops and follow-up sessions as appropriate. Owners will be responsible for making decisions for their respective areas of ownerships. SMEs will be heavily involved during Pre-Implementation Phase as well as Technology design and testing stages.	Resources knowledgeable of the policy, process and/or job catalog within their business function or region/country.	<b>30%</b>
<b>Non-Core Team-Technical</b>	<b>Data/Conversion Specialists</b>	Build mapping logic into conversion programs to populate data into the Data Gathering Templates  Create & update the Technical Design Document that describes the transformation of each field and file	Technical resource to extract data from legacy systems	<b>100%</b>

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# OUR OPC APPROACH

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# OPC PROGRAM/PROJECT SCOPE

JEA's current Primavera 6 is approaching End-of-Life (EOL) support. To mitigate support risks and align with its modernization strategy, JEA has decided to migrate these modules to Oracle Primavera Cloud, ensuring long-term sustainability, enhanced functionality, and continued vendor support

## ORACLE OPC FUNCTIONAL SCOPE



### In Scope (NEW)

- Primavera Cloud
  - Project Management



### Out-of-Scope

- Decommission of legacy applications

## GEOGRAPHY, LANGUAGE AND POPULATION

- Countries – US only
- 1 Language - English

## DATA CONVERSION SCOPE



- 20 projects
- 30 project templates
- 15 users

## INTEGRATIONS AND REPORTS SCOPE

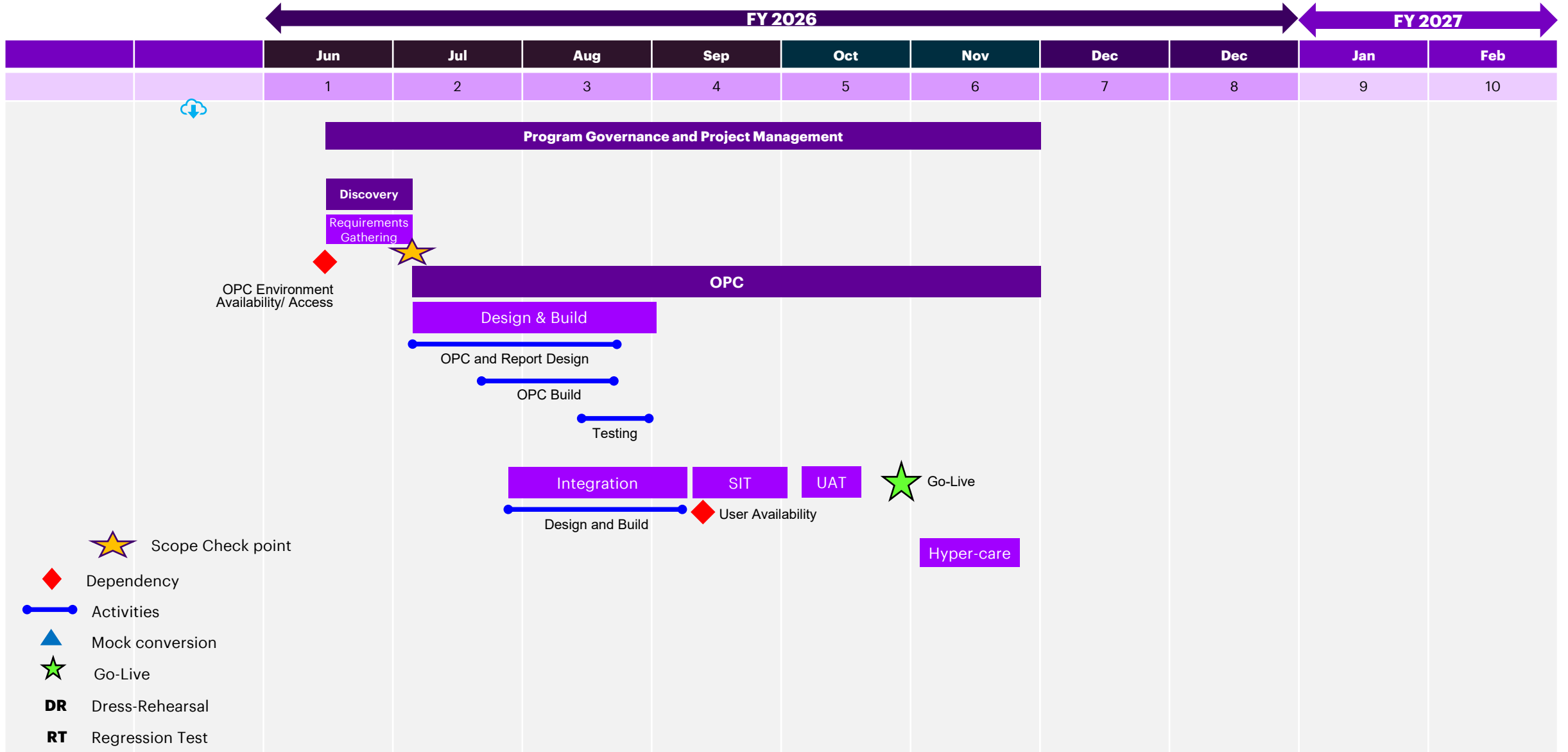


- 3 OPC & OIC integrations (1 simple, 1 medium, 1 complex)
- 10 reports:
  - (4 simple, 4 medium, 2 complex)

# OPC IMPLEMENTATION TIMELINE-

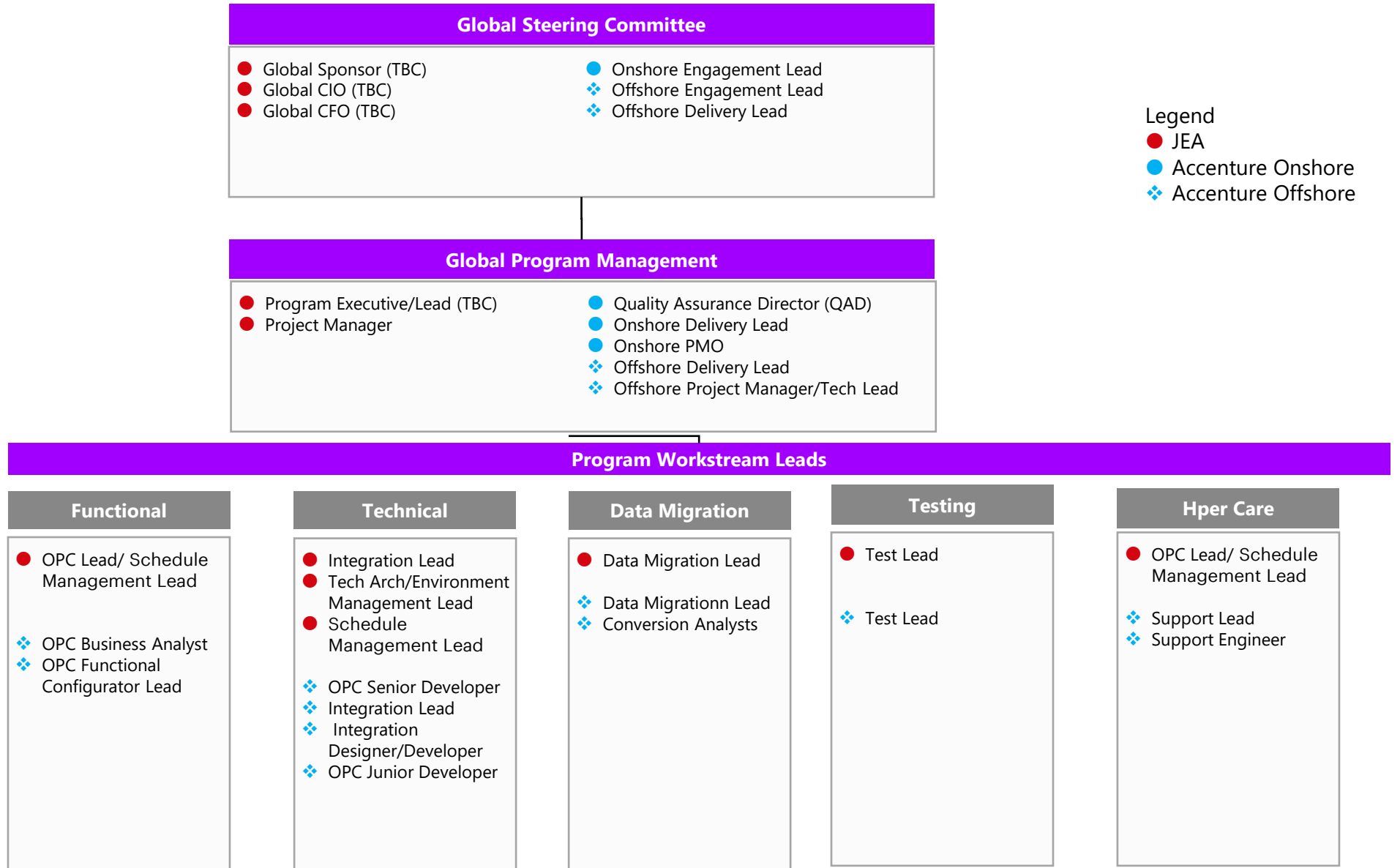
Award #2 - Supporting Documents 05/21/26

## MID-JUNE START



# OPC Program Organization Structure

Award #2 - Supporting Documents 05/21/26



- Legend**
- JEA
  - Accenture Onshore
  - ❖ Accenture Offshore

# OPC STAFFING

						June	July	August	September	October	November	December	
						Projected Hours							
ACN Teams	Sub Team	Project Role	Country	Rate Care	Rate	M1	M2	M3	M4	M5	M6	M7	Sub-Total Hours
Project Management	Project Management	Onshore Delivery Lead	USA	Onshore Cloud AS     Program Director - ACN-MAGS-001	\$439.00	22	24	24	24	22	22	22	160
Project Management	Project Management	Onshore Project Manager	USA	Onshore Cloud PM     Project Management	\$380.00	16	16	16	16	16	16	10	106
Project Management	Project Management	Offshore -Governance-ATCI	India	Offshore GenAI     Global Developer - ACN-GAIB-003	\$ 75.00	4	4	4	4	4	0	0	20
Project Management	Project Management	Offshore - Delivery Lead-ATCI	India	Offshore GenAI     Global Developer - ACN-GAIB-004	\$ 75.00	29	31	28	30	30	30	0	178
Project Management	Project Management	Offshore - Business Analyst/Consulting	India	Offshore GenAI     Global Developer - ACN-GAIB-005	\$ 75.00	171	171	88	0	0	0	0	430
Functional	Project Management	OPC Functional Configurator Lead (PM)	India	Offshore GenAI     Global Developer - ACN-GAIB-006	\$ 75.00	99	189	189	189	189	99	0	954
Functional	Project Management	OPC Dev Sr. (Functional Configurator Lead)	Philippines	Offshore GenAI     Global Developer - ACN-GAIB-007	\$ 75.00	0	189	189	189	99	0	0	666
Functional	Change Management	OPC Conversion lead	India	Offshore GenAI     Global Developer - ACN-GAIB-008	\$ 75.00	0	99	189	189	99	0	0	576
Functional	OCI	OPC Dev	India	Offshore GenAI     Global Tester - ACN-GAIB-004	\$ 40.00	0	99	189	189	99	0	0	576
Technical	Conversion	OPC Conversion Support	Philippines	Offshore GenAI     Global Tester - ACN-GAIB-004	\$ 40.00	0	0	189	189	189	0	0	567
Technical	Integration	Integration Lead	India	Offshore GenAI     Global Developer - ACN-GAIB-011	\$ 75.00	0	0	0	0	99	99	0	198
Technical	Integration	Integration Support	India	Offshore GenAI     Global Developer - ACN-GAIB-012	\$ 75.00	0	99	189	189	99	0	0	576
Technical	Hypercare Suport	OPC Hypercare Support	India	Offshore GenAI     Global Developer - ACN-GAIB-013	\$ 75.00	0	0	99	189	189	0	0	477
						<b>341</b>	<b>921</b>	<b>1,393</b>	<b>1,397</b>	<b>1,134</b>	<b>266</b>	<b>32</b>	<b>5,484</b>

# OPC PRICING

We will collaborate with JEA to fine tune these settings and deliver a competitive final proposal. The effort shown in the table below is based on our experience in Oracle Primavera Cloud.

Category	Price
Oracle OPC (Project Management, Reports, Integrations)	NASPO Rate Card - \$461,865
<b>Oracle OPC TOTAL:</b>	<b>\$ 461,865</b>

Category	Price
Oracle OPC Onshore Only (Project Management, Reports, Integrations)	NASPO Rate Card - \$ 1,455,000

## **Project - JEA NEXT**

**Oracle HCM/Talent management SaaS  
Implementation JEA**

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This Statement of Work (“SOW”) is effective as of the last date upon which this SOW is signed by all parties (“SOW Effective Date”) by and between **JEA** (“JEA” or “Client”) and **Accenture LLP** (“Accenture” or “Supplier”) pursuant to the Participating Addendum, Alternate Contract Source (ACS) No. 43230000-NASPO-16-ACS For Cloud Solutions dated June 21, 2019 and between the Florida Department of Management Services and Accenture; pursuant to the State of Utah, acting by and through the National Association of State Procurement Officials (NASPO) ValuePoint, competitively procured Cloud Solutions and executed Contract No. AR3086, Cloud Solutions (“Master Contract”), with the Contractor dated June 21, 2019 as amended by the First Amendment dated April 6, 2021, modifying the limitations of liability provision, and a Second Amendment, dated May 2, 2022, incorporating a product subscription agreement as Attachment E (as so amended, the “NASPO Contract”).

All capitalized terms used in this SOW which are undefined shall have the meanings set forth in the Master Contract. In the event of an inconsistency between this SOW and the Master Contract, this SOW shall govern. Except as modified herein, all terms and conditions of the Master Contract shall remain unchanged and in full force and effect.

The Parties acknowledge that the NASPO ValuePoint Cloud Solutions Master Contract under which this SOW is issued is scheduled to expire on September 2026. Accenture confirms that this SOW shall survive the expiration of the Master Contract and shall continue to be governed by the terms and conditions of the Master Contract as they existed at the date of expiration, until all Services under this SOW are completed or this SOW is otherwise terminated. The Parties agree to cooperate in good faith to execute any amendment required to transition this SOW to a Successor Contract, subject to mutual written agreement on any changes to commercial terms.

## 1. Term

Accenture’s Services will commence on June 15, 2026, and complete on February 28, 2027.

## 2. Scope

JEA’s current Learning, Performance Management, and Succession Planning modules are hosted on the SumTotal platform, which is approaching End-of-Life (EOL) support. To mitigate support risks and align with its modernization strategy, JEA has decided to migrate these modules to Oracle Cloud, ensuring long-term sustainability, enhanced functionality, and continued vendor support.

### 2.1 Implementation Scope

The following modules will be in scope for the implementation, prioritized to accelerate time-to-value while balancing organizational capacity and the agreed implementation timeline. Detailed configuration, technical scope, and general assumptions are outlined in Appendix 1.

#### Oracle HCM Cloud

Core HR (Lite)

Learning

Talent Management (Performance Management, Goal Management, Succession Planning)

### 3. Approach

Accenture will deliver the project using a structured, phase-based implementation approach. Each phase below outlines the Focus, Key Activities and Deliverables required to deliver the project.

#### 3.1 Initiate and Confirm (Phase 1)

The initiate and confirm phase sets the foundation of the project. It confirms how Accenture and JEA will work together, how the project will be managed as well as how the project management tools to be used.

##### 3.1.1 Key Activities

- **Project Mobilization & Logistics:** Set up and manage project logistics, including team contact information, vacation calendars, collaboration tools, onboarding assets, and access requirements.
- **Program Governance & Standards:** Establish the program governance framework, including the operating model, templates, project management standards, and confirmation of governance-related deliverables for the duration of the engagement.
- **Project Collaboration & Document Management:** Establish and maintain a networked project repository (e.g., SharePoint, Teams, Smartsheet) to securely store and manage project materials, documentation, and deliverables.
- **Resource Planning & Alignment:** Review and confirm the detailed JEA resource plan, including assigned resources, availability, timing, and required levels of support throughout the project lifecycle.
- **Project Planning & Management:** Define and maintain a detailed, mutually agreed-upon project plan outlining activities, deliverables, milestones, dependencies, and timelines across all in-scope workstreams.
- **Project Kick-Off & Alignment:** Deliver a formal project kick-off presentation defining project scope, objectives, delivery approach, governance model, key milestones, and high-level timelines to align all stakeholders.
- **RAID & Decision Management:** Maintain a centralized log of project Risks, Issues, Action Items, and Decisions, tracked by unique ID, type, workstream, process, sub-process, description, priority, status, owner, logged date, and resolution date.
- **Executive Status Reporting:** Produce a standardized status report to communicate progress against deliverables, highlight risks and issues, track key dependencies, and provide transparency into overall project health. Accenture will prepare and facilitate a monthly Steering Committee (SteerCo) program update to provide executive leadership with a consolidated view of project status, key decisions required, escalated risks and issues, milestone progress, and upcoming priorities for the following period.
- **Strategy Documents:** Develop strategy documents defining the future-state reporting, integration, and data conversion solutions for Oracle Fusion HCM, architecture approach, data sources, mappings, transformation logic, and conversion strategy. Any changes to reporting or integration scope will be tracked in the RICEWF inventory.
- **Technical Object Inventory (RICEWF):** Create and refine a centralized inventory of technical objects (reports, integrations, conversions, extensions, workflows) by workstream in scope for development.
- **Solution Checkpoint:** Accenture and JEA will jointly review the in-scope modules, deliverables, assumptions, and exclusions as defined in this SOW to confirm mutual alignment. Any items identified during Initiate and Confirm Phase that may constitute a change to the agreed scope will be assessed and, where applicable, submitted through the formal Change Control process.

#### 3.2 Design (Phase 2)

The Design phase supports confirmation of functional, technical, and non-functional requirements and the development of initial future-state process flows and configuration workbooks to inform Oracle setup activities. Any changes impacting scope, if required, will be governed by the Change Control process.

### 3.2.1 Key Activities

- **Design Phase Mobilization & Enablement:** Prepare and deliver design-phase workshops leveraging Oracle standards and cloud leading practices to educate JEA stakeholders and support informed design decisions.
- **Requirements Elicitation & Design Workshops:** Lead and facilitate functional and technical design workshops to confirm business requirements and initial solution design.
- **Requirements Definition & Traceability (Fit/Gap):** Develop and maintain requirements and traceability matrix capturing functional, technical, and non-functional requirements by workstream. Perform fit/gap analysis to identify configuration gaps, required workarounds, or enhancements. New requirements impacting scope will be tracked and used to inform the end-of-Design-phase checkpoint.
- **Business Process Design Documentation:** Provide Oracle standard business process flows, including start and end points, key inputs, activities, decision points, and interactions across in-scope Oracle Fusion HCM processes.
- **Functional Design & Configuration Documentation:** Document functional design specifications describing how approved business capabilities and requirements will be implemented through Oracle Fusion HCM configuration across Core HR (Lite), Learning, Performance, Goals, and Succession Planning.
- **Oracle Environment Planning:** Document available and provisioned Oracle Fusion environments, defining environment usage by project phase, cross-workstream integration paths, planned refresh timelines, and quarterly update cadence.
- **Build Phase Readiness:** Define and begin preparation of prototype and design validation scenarios to support transition into the Build phase.

### 3.3 Build (Phase 3)

During the Build phase, requirements are demonstrated within the application to support validation and refinement of the design prior to testing. Accenture will document configuration inputs based on previously approved requirements and configure the solution to illustrate future-state business processes. Prototype sessions will be conducted to enable collaborative review and in-scope refinements to configuration. Up to three (3) prototype iterations are included within the scope of this Statement of Work.

#### 3.3.1 Key Activities

- **Build Readiness & Design Finalization:** Finalize and complete configuration workbooks, functional design documents, technical architecture documentation, security designs, and the RICEWF inventory to support build execution.
- **System Configuration & Unit Testing:** Perform Oracle Fusion HCM configuration based on approved designs and execute unit testing to validate configured solutions.
- **RICEWF Development:** Build each RICE object and complete unit and functional testing to validate that it meets the approved design and technical requirements.
- Store unit and functional test results, evidence, and supporting documentation with the corresponding RICE object documentation to ensure traceability and auditability.
- **Security Role Build & Validation:** Implement security configurations based on the approved security design, including delivered and custom roles.
- **Data Conversion & Mock Conversions:** Execute mock data conversion activities to validate conversion logic, mappings, transformations, and data volumes, and seed data for prototype, testing, and validation activities.

- **System Demonstrations & Prototyping:** Conduct system demonstrations and prototype sessions to illustrate future-state business processes within Oracle Fusion HCM. Capture, assess, and apply approved feedback through in-scope configuration, solution, or process updates.
- **Test Planning & Test Asset Development:** Perform test planning activities and develop baseline test scenarios and detailed test scripts to support Unit and System Integration Testing (SIT), including traceability to approved requirements, expected results, execution steps, navigation paths, and data requirements.
- Creation of automated test scripts using Accenture's Testing Center of Excellence Tosca tool.
- **Change, Communications & Training Execution:** Accenture will support JEA in the execution of change management, communications, and engagement activities. JEA will lead all Change Management efforts, including maintaining a log of process changes and associated change impacts, defining learning strategies and curricula by audience and stakeholder group, and owning all training content development and delivery.
- **Cutover & Deployment Planning:** Accenture will initiate and lead cutover and deployment planning activities, including the definition of technical, data, and business readiness dependencies required to support transition to production. JEA will participate in cutover planning activities, complete all assigned readiness tasks, and provide timely decisions on cutover sequencing and go/no-go criteria.

### 3.4 Test (Phase 4)

Testing will be conducted during the Test phase and will include System Integration Testing (SIT) and User Acceptance Testing (UAT). There will be two cycles of SIT testing and will cover RICE and application testing. Testers will be provisioned with JEA roles and privileges in order to test role security.

– SIT validates the interaction between different modules and external systems to ensure seamless data flow and (E2E) end-to-end process integration.

– User Acceptance Testing (UAT) is the testing cycle where the end user validates how the solution addresses identified requirements and supports business operations. Test scripts will be utilized to validate the interfaces and converted data. UAT serves as formal acceptance of system readiness by business stakeholders.

#### 3.4.1 Key Activities

- **Test Phase Planning and Readiness:** Accenture is responsible for authoring and execution of Unit Testing and System Integration Testing (SIT), including test documentation, defect tracking, and resolution for those phases. User Acceptance Testing (UAT) shall be owned and executed by JEA. JEA will identify and provide the mock or production data required to execute approved test scenarios.
- **Environment Configuration and Test Readiness:** Accenture will maintain a Microsoft Excel document detailing Oracle Cloud environment configuration and setup instructions required to create, refresh, or update environments throughout the project lifecycle. The document will be updated on an ongoing basis to reflect validated configurations and testing outcomes, serving as the authoritative reference for environment management activities.
- **Mock Data Conversion for Testing:** Accenture will support execution of final mock data conversion activities and leverage converted data to facilitate end-to-end testing and validation.
- **Security and Access Validation:** Provision job roles and data security to project team, service accounts and testers for all required test environments.
  - Oracle seeded job roles will be provisioned for SIT.
  - Custom job roles will be provisioned for SIT2 and UAT.
- **Integration Validation and Operations Readiness:** Accenture will maintain an integration operations document identifying integrations, including first post-go-live execution timing,

execution frequency, scheduling method (scheduled or on-demand), and designated data recipients. This document will serve as the authoritative reference for integration operations and will be updated throughout the project to reflect validated integration configurations and readiness status.

- **Change, Communications, and Engagement Support:** JEA will lead execution of Change Management Communications and Engagement Plan activities. JEA will maintain a log of process changes and associated change impacts to support communications and training readiness.

### 3.5 Deploy (Phase 5)

During the Deploy phase, Accenture will execute cutover activities and lead business readiness to enable transition to the new solution. Deploy activities include cutover execution, knowledge transfer, and go-live coordination. Following Deploy, JEA business operations are expected to be performed using Oracle Applications (Core HR Lite, Learning Management, Performance Management, Goals Management and Succession Planning)

#### 3.5.1 Key Activities

- **Cutover & Go-Live Planning:** Develop a detailed cutover plan covering pre-cutover, go-live, and post-cutover activities, organized by PMO, functional, technical, and Change Management workstreams. The plan will align with the detailed project plan while providing a lower-level focus on deployment-specific activities and timings.
- **Dress Rehearsal:** Execute a cutover simulation to validate the cutover plan, including task sequencing, dependencies, roles, timing, and readiness for deployment.
- **Integrated Go-Live Readiness Assessment:** Conduct final integrated readiness assessment meetings to evaluate functional, technical, data, security, and operational readiness and to support formal go/no-go decision checkpoints.
- **Production Deployment:** Deploy the approved Oracle Fusion HCM solution into the production environment in accordance with the validated cutover plan.
- **Go-Live Monitoring & Transaction Validation:** Perform post-deployment monitoring and transaction reporting to validate system stability, data accuracy, and successful execution of critical business processes.
- **Post Go-Live Support Strategy:** Develop a Microsoft Word document defining the application support strategy, including support coverage during go-live, post-go-live (hypercare), and the approach for ongoing operational support.

### 3.6 Hypercare (Phase 6)

During the Hypercare phase, Accenture will support JEA in promoting solution stability following go-live. Hypercare activities are intended to focus on monitoring and addressing in-scope production issues as users begin operating the Oracle HCM solution and integrated components. Ongoing coordination and engagement between Accenture and JEA during this period is expected to support JEA's operational readiness and transition to steady-state operations.

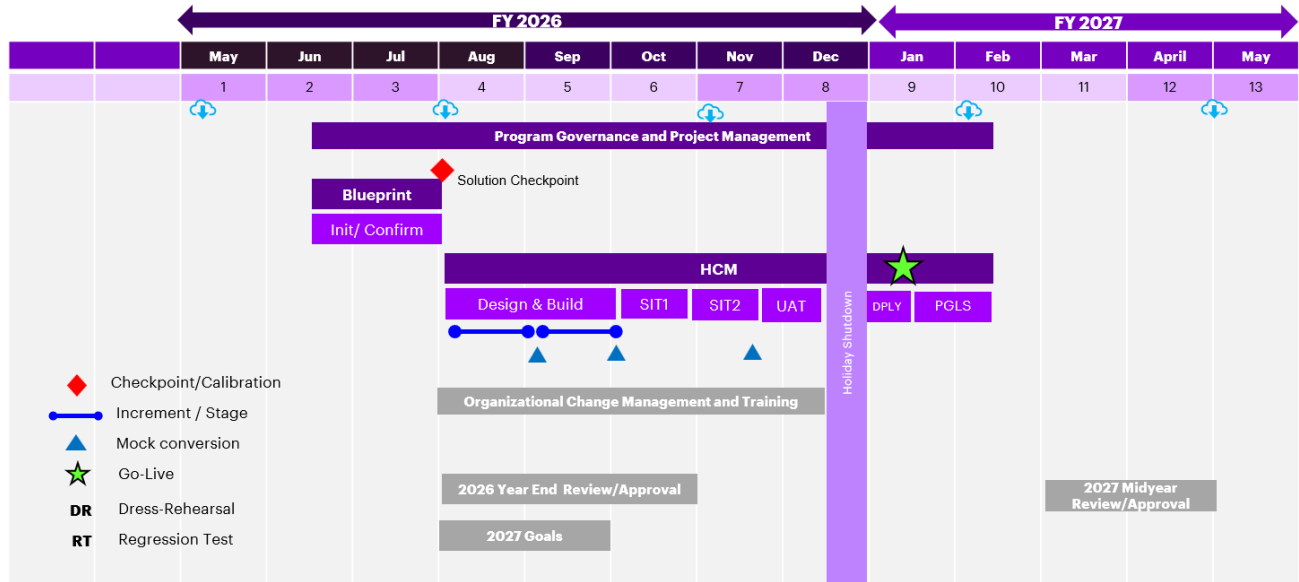
#### 3.6.1 Key Activities

- **Post Go-Live Monitoring & Stabilization: Monitor:** Core HR (Lite), Learning Management, and Talent Management business processes during the stabilization period to ensure system stability, continuity of operations, and successful execution of critical business activities.
- **Integration Monitoring & Refinement:** Monitor in-scope integrations and manage error handling, troubleshooting, and refinement activities to stabilize end-to-end data flows.
- **Production Issue Resolution:** Address production defects and configuration issues identified following go-live in accordance with agreed severity, prioritization, and resolution processes.

- **Issue Tracking & Governance:** Track, triage, and manage issues through the established defect management process, with business prioritization led by JEA and technical analysis and resolution led by Accenture.
- **Knowledge Transfer & Documentation Updates:** Conduct structured knowledge transfer sessions and update operational and support documentation as issues are identified, resolved, and stabilized during the hypercare period.
- **Project Closure & Exit Readiness:** Produce a document summarizing how the final exit criteria have been met, including stabilization outcomes, issue resolution status, and readiness for transition to steady-state operations.
- **Transition to Steady-State Operations:** Transition ownership of ongoing operational support and maintenance activities to JEA upon completion of the defined 30-day stabilization (hypercare) period and formal project close-out.

## 4. Timeline

The implementation will follow a single release approach and span 7 months, including 1 month of Hypercare. The diagram below highlights the start and end of each major phase along with testing and conversion activities.



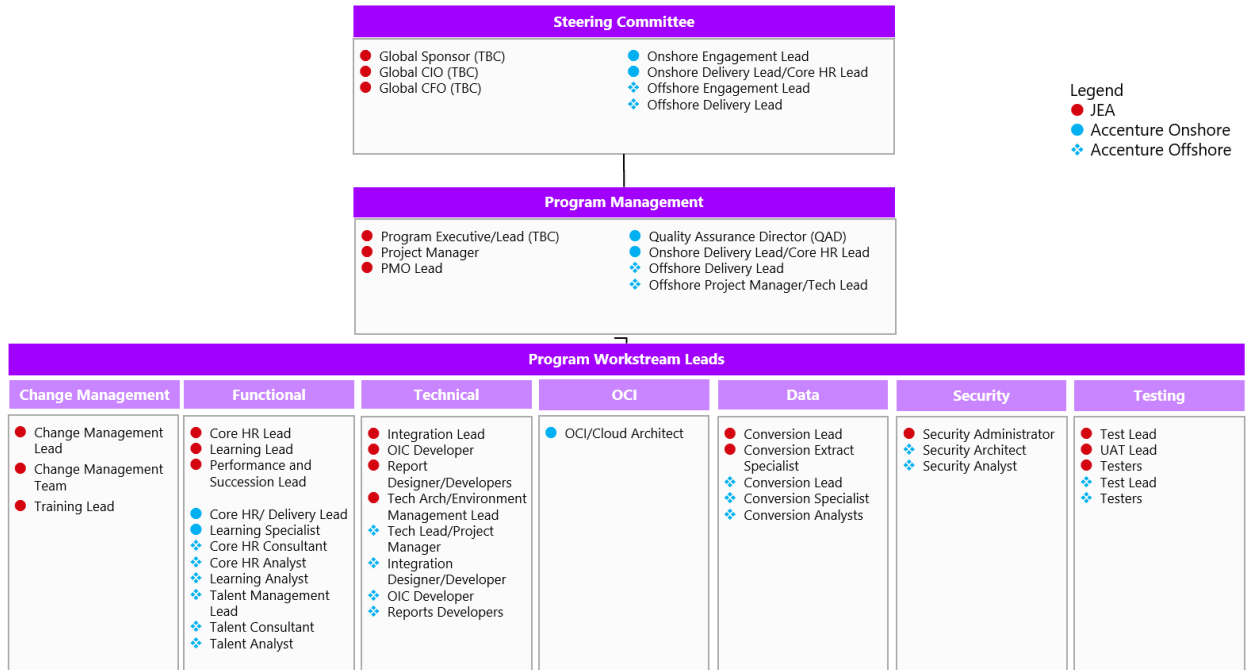
JEA NEXT – HCM Implementation Project Schedule				
#	Phase	Key Activities	Planned Start	Planned End
	Program Governance & Project Management	Ongoing oversight, RACI, RAID Log, Change Control, Reporting	Jun 2026	Feb 2027
1	Initiate / Confirm	Kickoff, current-state review, solution confirmation	Jun 2026	Jul 2026
1	Solution Checkpoint	Scope confirmation, sign-off	Jul 2026	Jul 2026
2	Design	Configuration, integrations, reports, data templates	Aug 2026	Sep 2026
3	Build	Configuration, integrations, reports, data templates	Aug 2026	Sep 2026
4	Test	Regression testing, integration validation, defect closure (SIT1, SIT2, UAT)	Oct 2026	Dec 2026
5	Deploy	Cutover execution, production deployment, go-live	Dec 2026	Jan 2027
6	Hypercare	Hypercare support, defect triage, transition to operations	Jan 2027	Feb 2027

*Note: Dates are estimated based on the project timeline. Holiday Shutdown is anticipated in late December 2026.*

## 5. Project Team

### Project Team Structure

Our team structure assumes a “two-in-a-box” model, where each Accenture resource will have a JEA counterpart. This helps promote collaboration and knowledge transfer as we move through the project.



## 6. Project Progress Reporting

The table below is a sample of how the project would be tracked in terms of scope, budget, and timeline. Additional governance meetings will be established by project phase as needed (e.g., prep sessions for system demos during the Prototype phase or testing progress meetings during the Test phase).

Name	Chair(s)	Agenda	Invitees	Cadence
<b>Weekly Connect</b>	Stream Leads	<ul style="list-style-type: none"> <li>Confirm work completed the prior day/week</li> <li>Define work to be completed today/this week</li> <li>Identify any roadblocks to be resolved</li> </ul>	<ul style="list-style-type: none"> <li>Stream Leads</li> <li>Module Leads</li> </ul>	<ul style="list-style-type: none"> <li>Weekly</li> </ul>
<b>Status Update</b>	Project Managers	<ul style="list-style-type: none"> <li>Review items completed since the last status</li> <li>Align key activities for the following week</li> <li>Address RAID Log (Risks, Action Items, Issues and Dependencies) and</li> </ul>	<ul style="list-style-type: none"> <li>Project Leadership</li> <li>Workstream Leads</li> <li>Module Leads</li> </ul>	<ul style="list-style-type: none"> <li>Weekly</li> </ul>

Name	Chair(s)	Agenda	Invitees	Cadence
		identify items requiring escalation to the Steering Committee		
<b>Steering Committee</b>	Project Sponsors	<ul style="list-style-type: none"> <li>Review and resolve escalated risks, issues, and dependencies</li> <li>Identify and resolve scope changes</li> </ul>	<ul style="list-style-type: none"> <li>Project Managers</li> <li>Steering Committee</li> <li>Additional Subject Matter Advisors (as required)</li> </ul>	<ul style="list-style-type: none"> <li>Monthly</li> </ul>

## 7. RACI Matrix

RACI Roles and responsibilities for Accenture and JEA are defined in the RACI Matrix attached to this SOW. The RACI matrix delineates who is Responsible, Accountable, Consulted, and Informed for each major work stream, deliverable, and decision point.

### RACI Categories:

Activity / Deliverable	Accenture	JEA	Oracle
Requirements Gathering	R	A	I
Solution Design	R/A	C	I
System Configuration	R/A	C	-
Data Extraction from Legacy System	C	R/A	-
Data Cleansing & Validation	I	R/A	-
Data Load & Conversion	R/A	C	-
Integration Development (Oracle HCM Side)	R/A	C	-
Integration Development (Legacy System Side)	C	R/A	-
System Integration Testing (SIT)	R/A	C	I
User Acceptance Testing (UAT)	C	R/A	I
Change Management	C	R/A	
Training Material Development	C	R/A	-
Training Delivery	C	R/A	-
Cutover Planning	R	A	I
Go-Live Decision	I	A	I
Post-Go-Live Support (Hypercare)	R/A	C	C
Legacy System Decommissioning	C	R/A	-
Oracle Cloud Environment Provisioning	I	I	R/A
Oracle Patch & Release Management	I	C	R/A
SaaS Platform Availability & Uptime	I	I	R/A
Security & Compliance (Platform Level)	I	C	R/A

Award #2 - Supporting Documents 05/21/26

Oracle Support (SR Management)	C	R/A	R
Product Roadmap & Feature Releases	I	C	R/A
HCM Cloud Licensing & Subscriptions	I	R/A	C

*Legend: R = Responsible, A = Accountable, C = Consulted, I = Informed*

## 8. Fees

Accenture will perform the Services on a time and materials basis. Based on the terms set forth in this Statement of Work ("SOW"), Accenture's fees for the Services will be calculated in accordance with the NASPO Rate Card at an estimated total of **\$2,073,926**, excluding applicable taxes and expenses.

Business travel and related expenses are estimated at approximately **\$37,500** and will be invoiced in accordance with the terms of the Master Contract.

The following table summarizes the estimated fees, expenses, and applicable discount:

Category	Price
Oracle HCM Onshore/Offshore (Core HR Lite, Learning, Talent) / Offshore OCI Architect — NASPO Rate Card	\$2,073,926
Billable Expenses	\$37,500
Discount	(\$11,426)
<b>TOTAL</b>	<b>\$2,100,000</b>

**Discount:** The discount of **\$11,426** reflected above is based on the total number of hours proposed under this SOW and has been applied to the go-live month as a one-time reduction in fees for that billing period. The discount is contingent upon the scope of Services remaining as described herein. Any material change in hours resulting from a change in scope may result in a recalculation or removal of the discount.

All fees and expenses will be billed monthly based on actual fees accrued during the prior month and will be payable in USD via electronic ACH or Wire Transfer.

SUBTEAM	PROJECT ROLE	COUNTRY	RATE CARD	RATE	ESTIMATED TOTAL HOURS	ESTIMATED TOTAL FEES
Project Management	Onshore Engagement Lead	USA	Onshore Cloud AS     Program Director - ACN-MAGS-001	\$439.00	136	\$59,704.00
Project Management	Onshore QAD	USA	Onshore SaaS Impl     Program Director / Subject Matter Expert - ACN-SAAS-001	\$470.00	14	\$6,580.00
Project Management	Onshore Delivery Lead / Core HR Lead	USA	Onshore Cloud AS     Project Manager - ACN-MAGS-002	\$408.00	620	\$252,960.00
Project Management	Offshore Engagement Lead	Philippines	Offshore GenAI     Global Developer - ACN-GAIB-003	\$75.00	112	\$8,400.00
Project Management	Offshore Delivery Lead	Philippines	Offshore GenAI     Global Developer - ACN-GAIB-003	\$75.00	387	\$29,025.00
Project Management	Offshore Project Manager/Tech Lead / Integrations Lead	Philippines	Offshore GenAI     Global Developer - ACN-GAIB-003	\$75.00	628	\$47,100.00
OCI	Offshore OCI / Cloud Architect	Philippines	Offshore GenAI     Global Developer - ACN-GAIB-003	\$75.00	432	\$32,400.00
Core HR	Offshore Core HR Consultant	Philippines	Offshore GenAI     Global Developer - ACN-GAIB-003	\$75.00	1,251	\$93,825.00
Core HR	Offshore Core HR Analyst	Philippines	Offshore GenAI     Global Developer - ACN-GAIB-003	\$75.00	387	\$29,025.00
Core HR	Onshore Delivery Lead / Core HR Lead	USA	Onshore Cloud AS     Project Manager - ACN-MAGS-002	\$408.00	620	\$252,960.00
Learning	Onshore Learning Specialist	USA	Onshore Cloud AS     Business Analyst - ACN-MAGS-009	\$256.00	1,200	\$307,200.00
Learning	Offshore Learning Analyst	Philippines	Offshore GenAI     Global Developer - ACN-GAIB-003	\$75.00	432	\$32,400.00
Talent Management	Offshore Talent Management Lead	Philippines	Offshore GenAI     Global Developer - ACN-GAIB-003	\$75.00	1,296	\$97,200.00
Talent Management	Offshore Talent Analyst	Philippines	Offshore GenAI     Global Developer - ACN-GAIB-003	\$75.00	945	\$70,875.00
Performance	Offshore Talent Consultant	Philippines	Offshore GenAI     Global Developer - ACN-GAIB-003	\$75.00	945	\$70,875.00
Technical Architecture	Offshore Project Manager/Tech Lead / Integrations Lead	Philippines	Offshore GenAI     Global Developer - ACN-GAIB-003	\$75.00	667	\$50,025.00
Conversion	Offshore Conversion Lead	Philippines	Offshore GenAI     Global Developer - ACN-GAIB-003	\$75.00	1,206	\$90,450.00
Conversion	Offshore Conversion Specialist	Philippines	Offshore GenAI     Global Developer - ACN-GAIB-003	\$75.00	999	\$74,925.00
Conversion	Offshore Conversion Analyst 1	Philippines	Offshore GenAI     Global Tester - ACN-GAIB-004	\$40.00	774	\$30,960.00
Conversion	Offshore Conversion Analyst 2	Philippines	Offshore GenAI     Global Tester - ACN-GAIB-004	\$40.00	774	\$30,960.00
Cloud Interfaces	Offshore Integration Designer/Developer 1	Philippines	Offshore GenAI     Global Developer - ACN-GAIB-003	\$75.00	513	\$38,475.00
IOC	Offshore IOC Developer	Philippines	Offshore GenAI     Global Developer - ACN-GAIB-003	\$75.00	1,035	\$77,625.00
Reporting	Offshore Reports Developer 1	Philippines	Offshore GenAI     Global Developer - ACN-GAIB-003	\$75.00	909	\$68,175.00
Security	Onshore Security Architect	Canada	Onshore Cloud AS     Subject Matter Advisor - ACN-MAGS-004	\$408.00	14	\$5,712.00
Security	Offshore Security Specialist	Philippines	Offshore GenAI     Global Developer - ACN-GAIB-003	\$75.00	909	\$68,175.00
Testing	Offshore Test Lead	Philippines	Offshore GenAI     Global Developer - ACN-GAIB-003	\$75.00	774	\$58,050.00
Testing	Offshore Tester 1	Philippines	Offshore GenAI     Global Developer - ACN-GAIB-003	\$75.00	603	\$45,225.00
Testing	Offshore Tester 2	Philippines	Offshore GenAI     Global Tester - ACN-GAIB-004	\$40.00	432	\$17,280.00
Testing	Offshore Tester 3	Philippines	Offshore GenAI     Global Tester - ACN-GAIB-004	\$40.00	342	\$13,680.00
Testing	Offshore Tester 4	Philippines	Offshore GenAI     Global Tester - ACN-GAIB-004	\$40.00	342	\$13,680.00
<b>TOTAL ESTIMATED HOURS</b>					<b>19,698</b>	

## 9. Deliverable Acceptance

Deliverables will be presented for review under a 5-3-2 protocol, with 5 business days (business days are days that both JEA and Accenture are open for business) allowed for initial review by the JEA, 3 business days for Accenture to change, and final 2 business days for final review by the JEA. Acceptance of deliverables will be documented via electronic communication by the JEA Project Manager or as designated by the JEA at project kick-off. As part of this process, Accenture shall include a control sheet for each deliverable, which describes the format, content, reviewers, approvers, to facilitate a work through to ensure alignment on the outcome of the work product before it is submitted for review.

If no response is received from the JEA Project Manager within 2 business days of final review, the JEA Project Sponsor will be contacted. The Project Sponsor will acknowledge receipt within 1 business day. If the Project Sponsor does not acknowledge receipt within 2 business days, Accenture will call the Project Sponsor. If still no response is received within 10 business days of final review, the deliverable will be deemed accepted. The JEA will be responsible for its operation and use of the Accenture's services and deliverables upon acceptance and for determining whether the services and deliverables provided by the Accenture under a negotiated agreement, including any revised business processes implemented pursuant to the agreement meet the JEA's business requirements and applicable internal guidelines.

## 10. Change Orders

Both Parties will work in good faith to negotiate any changes to the timeline or scope of a SOW. Upon a change request, Accenture shall prepare a change order ("Change Order") which is a written document indicating the change to timeline, scope, risk, and cost of the Services under this SOW. Such request must be approved by both Parties before implementing the changes contained in the Change Order.

## 11. Liability

The sole liability of either Party to the other in relation to any and all claims in any manner related to the Agreement (whether in contract, tort, negligence, strict liability in tort, by statute or otherwise) will be for direct damages, not to exceed in the aggregate an amount equal to the total fees paid or payable to Accenture under the applicable SOW (or if the term of the SOW is 12 months or longer, the liability of each Party will be limited in the aggregate to the fees received under the applicable SOW during the 12 month period immediately preceding the event giving rise to the first such claim or, in respect of any such event occurring during the first 12 months of the SOW, the fees payable under the applicable SOW during the first 12 months). In no event will either Party be liable (whether in contract, tort, negligence, strict liability in tort, by statute or otherwise) for any: (i) consequential, indirect, incidental, special or punitive damages, or (ii) loss of profits, business, opportunity or anticipated savings (whether directly or indirectly arising). Nothing in the Agreement excludes or limits either Party's liability to the other which cannot lawfully be excluded or limited.

## 12. Compliance with Law

Each Party shall comply with all applicable federal and state laws, codes, rules, and regulations in performing its duties, responsibilities, and obligations applicable to its business pursuant to this SOW and the Agreement.

## 13. Termination

Either Party may terminate this SOW for convenience, in whole or in part, upon not less than thirty (30) calendar days' prior written notice. If JEA terminates, Payment upon termination for convenience shall be calculated on the basis of actual hours worked at the agreed rates and actual pre-approved expenses incurred up to the termination date and shall not be subject to reduction based on the percentage of overall Contract work completed.

## 14. Dispute Resolution

The JEA Project Manager and the Accenture Project Manager will meet as often, and as promptly as the Parties deem necessary to discuss the dispute and negotiate in good faith to resolve the dispute. If the JEA Project Manager and the Accenture Project Manager are unable to resolve the dispute within fifteen (15) days after the referral of the dispute to them for resolution, the dispute will be referred to the JEA Project Sponsor and Accenture Program Director. They will make reasonable efforts to resolve such dispute or, if appropriate, to negotiate a modification or amendment to this statement of work. They will meet as often, and as promptly as the Parties deem necessary to discuss the dispute and negotiate in good faith to resolve the dispute.

Formal proceedings for the resolution of a dispute may not commence until the earlier of:

- The good faith determination by the JEA Executives and Accenture Engagement Lead that amicable resolution through continued negotiation of the matter does not appear likely; or
- Fifteen (15) days following the date that the dispute was first referred to the JEA Executives and Accenture Lead.

Sharing of Information: The Party requesting escalation of an issue or dispute for resolution will be responsible for preparing a short memorandum containing a summary statement of the issue(s) for escalation and shall promptly submit such summary to the non-requesting Party.

Expedited Dispute Resolution Process: Either Party, on a good faith basis, may designate a dispute as one requiring expedited resolution. A dispute may require an expedited resolution if based upon the nature or significance of the dispute, a delayed resolution may have significant financial and/or operational consequences to the Parties. In such case, each Party will use its commercially reasonable efforts to make the applicable executives available to discuss and resolve the issues within the shortened timeframes.

### 15. Acceptance

IN WITNESS WHEREOF, the parties hereto have executed this SOW as of the SOW Effective Date written above.

<b>AGREED AND ACCEPTED</b>	
<b>Accenture LLP Signature:</b>	<b>JEA Signature:</b>
_____	
_____	
<b>Name and Title:</b>	<b>Name and Title:</b>
_____	
_____	
<b>Date:</b>	<b>Date:</b>
_____	
_____	

## 16. Appendix #01

### Assumptions

The assumptions below define the baseline conditions, roles, responsibilities, and scope boundaries under which the services described in this Statement of Work will be delivered. If any assumption proves to be inaccurate or changes during the engagement, Accenture will assess the impact and review options with JEA to address potential effects on effort, budget, or timeline. Neither party shall benefit from its own failure to meet an assumption related to its obligations under this SOW or the Master Contract.

### Governance & Program Structure

- The program governance structure shall include a RACI matrix aligned and agreed upon by both parties.
- Upon JEA's written acceptance of the Project Plan, the plan shall serve as the agreed baseline. Any material changes to JEA-owned activities that delay Accenture-owned activities shall be addressed via the Change Control process, with Accenture's milestone obligations adjusted accordingly.
- All new objects, requirement changes, scope changes, or business process changes identified after baseline will be managed through the formal Change Control process across all phases, including Deploy, where no net-new scope will be introduced.
- Accenture and JEA will collaborate on Quarterly Release impact analysis; Accenture will lead the release impact analysis, with impacts handled via the Change Control process.
- All parties are aligned with the desire to deliver Oracle Cloud "Out of the Box," with effort focused on implementation of Oracle Cloud components in alignment with standard capabilities.
- Business-as-usual updates to other JEA system platforms developed in parallel will not adversely impact or lead to rework on the project.

### Environment, Access & Resourcing

- Accenture will support the engagement remotely, with resources from the US, Manila (Philippines), and Canada. Alternative approaches requiring travel will be discussed with JEA, with associated expenses mutually agreed upon.
- If a named JEA resource is unavailable for more than three (3) consecutive business days without advance notice, Accenture may: (i) log the absence as a JEA-caused delay in the RAID Log; (ii) extend affected deliverable due dates by an equivalent period; and (iii) recover any incremental rework or re-onboarding costs via Change Order.

### Data & Conversions

- Accenture assumes the following data conversion scope:
  - Core HR (Lite): Top-of-stack key supplemental data
  - Learning: Three (3) years of learner history and current active content
  - Performance: Up to three (3) years of performance ratings, performance records, and current goals
  - Goals: Current goals only
  - Succession: Convert from spreadsheets
- Accenture will provide JEA with a data template (Accenture's Intelligent Data Platform) for population, load data into Oracle Cloud, and provide JEA with validations and data errors for confirmation and resolution.
- Accenture will execute up to three (3) HCM Mock Conversions, with a governance checkpoint defined post Mock Conversion 1 to validate the implementation plan, timeline, cost, and resource impacts.

- Accenture offshore resources are permitted to access JEA's masked HR data as part of the data conversion process. Any restrictions on data center access will need to be validated during Solution Blueprint.
- Accenture assumes that all information, data, documentation, requirements, and specifications provided by JEA are accurate, complete, and current. If found otherwise, the parties will negotiate adjustments via Change Order.

### Configuration & Design

- Complexity estimates and attributes are high-level and for planning purposes only. Configuration decisions, business rules, and setup values are assumed to be provided, reviewed, and approved by JEA. Configuration workbooks serve as the formal project artifact documenting system configuration, validation, and remediation decisions.

### Testing

- Accenture is responsible for authoring and execution of Unit Testing and System Integration Testing (SIT), including test documentation, defect tracking, and resolution for those phases.
- Test scenarios and scripts are based on approved requirements, designs, and Oracle standard processes and are not intended to be exhaustive for all edge cases or future enhancements.
- Accenture is not responsible for architectural limitations or constraints imposed by third-party systems, legacy platforms, or vendor-managed environments.

### Technical – Reports & Integrations

- Accenture owns the development of technical reports within Oracle HCM Cloud using OTBI, BIP, or HCM Extracts and will provide knowledge transfer and guidance for report generation.
- Accenture owns the development of integrations in Oracle HCM and Oracle Integration Cloud.

### Deployment & Go-Live

- Deploy will commence after successful UAT sign-off. Accenture will lead technical deployment, coordination, and issue triage during go-live against an approved and baselined cutover plan and agreed deployment window.
- Accenture will provide data validation outputs and error reports for JEA review and resolution prior to production deployment.

### Post Go-Live Stabilization

- A stabilization period of up to thirty (30) days is anticipated following go-live to support production stability across Core HR Lite, Learning, and Talent modules, focused on in-scope production defects.
- Accenture will provide error reports and validation outputs during stabilization; enhancements or net-new requirements are excluded from stabilization scope.
- Stabilization will conclude upon satisfaction of agreed stabilization criteria and transition of ongoing operational ownership to JEA.
- Hypercare support hours are business hours (8 AM – 5 PM ET, Monday–Friday). After-hours or weekend support requires advance arrangement and may require a Change Order. Any Accenture support beyond Hypercare requires a separate support agreement or Change Order at then-current rates.

## Security

- Out-of-the-box security roles have been assumed, with up to fifteen (15) roles and profiles patterned after legacy (SumTotal). Security activities relate to application security only.
- HIPAA is not in scope, as the Oracle HCM Cloud application handles employee information only. No patient information is assumed to reside in the HCM system.
- Accenture's scope expressly excludes managed security services, cyber defense services (including penetration testing, vulnerability assessment, threat hunting, and incident response), and any monitoring, scanning, testing, assessments, or remediations for security vulnerabilities in JEA's environments.

## Accenture IP & Proprietary Materials

- JEA shall not copy, retain, reuse, sublicense, or share Accenture IP beyond project close without Accenture's prior written consent. Upon project completion or termination, Accenture shall have the right to delete or require written certification of return or destruction of all Accenture proprietary materials from JEA-controlled repositories.

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## 17. JEA Responsibilities

The successful delivery of this engagement is a shared commitment between Accenture and JEA. As such, JEA's active participation, timely decision-making, and fulfillment of the responsibilities outlined below are fundamental to Accenture's ability to perform the Services within the agreed scope, timeline, and budget. Where JEA fails to meet a responsibility that directly impacts Accenture's delivery obligations, Accenture reserves the right to address the resulting effects including delays, rework, or additional costs through the Change Control process as set forth in this SOW and the Master Contract. The responsibilities below define the baseline expectations for JEA across the duration of the engagement.

### Governance & Program Structure

- JEA's written acceptance of the Project Plan establishes the agreed baseline. Material changes to JEA-owned activities that delay Accenture-owned activities must be managed through the Change Control process.
- JEA will own regression testing resulting from quarterly release updates.

### Licensing

- JEA is solely responsible for procuring, maintaining, and renewing all Oracle Cloud licenses required for the implementation and ongoing use of the solution.

### Environment, Access & Resourcing

- JEA shall provision all required Oracle Cloud environments, collaboration tools (e.g., SharePoint, Teams, SmartSheets), and remote access via VDI or remote desktop for Accenture resources within five (5) business days of the SOW Effective Date.
- JEA shall complete all Accenture resource onboarding actions (system access grants, security clearances, equipment provisioning) within five (5) business days of receiving Accenture's resource list, and shall provide VPN or similar secure network technology for access to all necessary environments.

- JEA shall maintain named, dedicated resources as identified in the agreed Resource Plan throughout the engagement, including during cutover and go-live. Resource substitutions require ten (10) business days' advance written notice to Accenture's Project Manager.

### Change Management & Training

- JEA owns execution and deployment of all change management, communications, end-user training, and engagement activities, including change sponsorship, business readiness, and final decisions on communications, training, and adoption.
- JEA leads the Train-the-Trainer (TTT) program, including trainer readiness, end-user training delivery, and overall adoption outcomes. JEA will ensure a stable, production-like Oracle Cloud training environment (separate from production) is available for all TTT sessions on dates specified in the Execution Plan.
- Proficiency levels achieved by JEA's trainers and end-user adoption outcomes are outside the scope of Accenture's delivery obligations.

### Access, Security & Provisioning

- JEA is responsible for business readiness, security, SSO, and access provisioning. Final access approvals, user provisioning, and ongoing security administration are JEA's responsibility.
- JEA owns Segregation of Duties and Controls, provides all security positions and services across the program with Accenture SME support, and will limit the number of custom security roles, utilizing delivered roles where possible. JEA will have resources available to analyze security design from an audit perspective.

### Third-Party & Vendor Coordination

- JEA will obtain all required third-party consents and serve as the primary point of coordination for all third-party vendors and contractors, including facilitating communication, logging vendor support tickets (e.g., with SumTotal or other legacy system vendors), and following up to ensure timely resolution. Accenture will have no responsibility for performance of other contractors or vendors engaged by JEA, or for delays caused by them.
- JEA is responsible for identifying in-scope technical requirements and assigning appropriate business and technical owners.

### Data & Conversions

- JEA is responsible for data profiling, extraction, transformation, cleansing, and data validation.
- JEA is responsible for the quality, accuracy, and completeness of data provided for migration into Oracle Cloud, including cleansing data in source systems and masking data in non-production environments if required.
- JEA will populate the data template provided by Accenture, perform data extraction and translation into that template, and review, confirm, and resolve all validation outputs and data errors provided by Accenture.
- JEA is required to complete all data validations prior to and as a condition of production deployment.

### Testing

- JEA owns all aspects of User Acceptance Testing (UAT).

### **Technical – Reports & Integrations**

- JEA is responsible for articulating reporting requirements.
- JEA downstream and/or third-party application owners and integration partners are responsible for participating in and completing their own development and build activities as part of the project.

### **Post Go-Live Stabilization**

- JEA is responsible for establishing business priority for in-scope production defects during stabilization.
- JEA is responsible for completing all data validations during the stabilization period, reviewing and resolving outstanding data issues in a timely manner to support stabilization completion and transition to operational ownership.

## 18. Complexity Ratings

The following complexity ratings are provided to establish a common and transparent framework for estimating effort, sequencing work, and managing scope across reports, integrations, conversions, fast formulas, and workflows included in this Statement of Work. These assumptions define how “Simple,” “Medium,” and “Complex” items are classified based on objective characteristics such as data volume, number of entities or objects, functional breadth, technical logic, and configuration or development effort required.

The complexity ratings are used solely for planning and estimation purposes; actual effort may vary based on design decisions, data quality, and requirements refined during implementation.

Where actual requirements materially differ from these assumptions, the parties will review the impact and agree on appropriate adjustments in accordance with the change control process.

### Reports

Complexity	Description
<b>Simple</b>	This includes the following data: <ul style="list-style-type: none"> <li>• Simple SQL with &lt; 3 relational tables are accessed</li> <li>• 1 external file</li> <li>• Straightforward data retrieval</li> </ul> This includes the following logic: <ul style="list-style-type: none"> <li>• Minimal formatting</li> <li>• Limited programming effort required</li> <li>• Minimal or no aggregation, calculation, sorting, grouping, breaking</li> <li>• No use of external subroutines</li> <li>• No multi-language support</li> </ul>
<b>Medium</b>	This includes the following data: <ul style="list-style-type: none"> <li>• Moderate SQL with &lt;= 5 relational tables</li> <li>• As many as 3 external files</li> <li>• Some relational cross-checking</li> </ul> This includes the following logic: <ul style="list-style-type: none"> <li>• Some formatting and processing logic</li> <li>• Moderate programming effort required</li> <li>• Moderate aggregation, calculation, sorting, grouping, and breaking</li> <li>• Field translations may be needed</li> <li>• No multi-language support</li> </ul>

**Complex**

This includes the following data:

- Complex SQL with > 5 relational tables accessed
- More than 3 external files
- Data from multiple functional areas

This includes the following logic:

- Significant formatting or processing logic
- Large programming effort required (complex development language)
- Complex aggregation, calculation, sorting, grouping, and breaking
- Complicated data retrieval
- Required multi-language support/field translation

**Inbound Integrations**

Complexity	Description
<b>Simple</b>	<ul style="list-style-type: none"> <li>• Configuration or Transaction data load</li> <li>• Number of Employees &gt;2000 &amp; &lt;5000</li> <li>• Current Row only for Transaction data</li> <li>• HDL or FBDi Number of Objects &lt; 5</li> <li>• Number of Languages is 1</li> </ul>
<b>Medium</b>	<ul style="list-style-type: none"> <li>• Transaction data load only</li> <li>• Number of Employees &gt; 5000 &amp; &lt; 20000</li> <li>• Hire row plus current row only</li> <li>• HDL or FBDi Number of Objects &lt; 8</li> <li>• Number of Languages is 1</li> </ul>
<b>Complex</b>	<ul style="list-style-type: none"> <li>• Transaction data load only</li> <li>• Number of Employees &gt; 20000</li> <li>• Hire row plus current row only</li> <li>• HDL or FBDi Number of Objects &gt; 8</li> <li>• Number of Languages is 1</li> </ul>

**Outbound Integrations**

Complexity	Description
<b>Simple</b>	<ul style="list-style-type: none"> <li>• Number of entities up to 4</li> <li>• Number of Output Columns up to 25</li> <li>• Selection Criteria up to 5 at each level, without exclusion rules</li> <li>• Simple custom extraction logic using Fast Formula</li> <li>• Simple extract without specific delivery options</li> <li>• Extracts related to Demographics</li> </ul>

Complexity	Description
<b>Medium</b>	<ul style="list-style-type: none"> <li>• Number of entities up to 8</li> <li>• Number of Output Columns up to 50</li> <li>• Selection Criteria up to 5 at each level, with exclusion rules</li> <li>• Moderate custom extraction logic using Fast Formula</li> <li>• Extract with specific delivery options but no bursting option</li> <li>• Extracts related to Demographics</li> </ul>
<b>Complex</b>	<ul style="list-style-type: none"> <li>• Number of entities more than 8</li> <li>• Number of Output Columns more than 50</li> <li>• Selection Criteria up to 5 at each level, with exclusion rules</li> <li>• Complex custom extraction logic using Fast Formula or Balance</li> <li>• Groups                             <ul style="list-style-type: none"> <li>○ Extract with specific delivery options and bursting options</li> <li>○ Extracts related to Demographics, Payroll and Benefits</li> </ul> </li> </ul>

## Conversions

Complexity	Description
<b>Simple</b>	<ul style="list-style-type: none"> <li>• Configuration or Transaction data load</li> <li>• Number of Employees &gt;2000 &amp; &lt;5000</li> <li>• Current Row only for Transaction data</li> <li>• Volume of data is &lt; 5000 rows</li> </ul>
<b>Medium</b>	<ul style="list-style-type: none"> <li>• Transaction data load only</li> <li>• Number of Employees &gt; 5000 &amp; &lt; 20000</li> <li>• Hire row plus current row only</li> <li>• Volume of data is &lt; 40000 rows</li> </ul>
<b>Complex</b>	<ul style="list-style-type: none"> <li>• Configuration and Transaction data load</li> <li>• Number of Employees &gt; 20000</li> <li>• Hire row plus 3 years of history</li> <li>• Volume of data is &gt;40000 rows</li> </ul>

## Fast Formulas

Complexity	Description
<b>Simple</b>	<ul style="list-style-type: none"> <li>• Fast Formula Usage (HR, Comp, Benefits): Any Type</li> <li>• Does not require few additional custom setups</li> <li>• Complexity of the calculation logic: Easy</li> <li>• Number of LDGs in scope: 1</li> </ul>
<b>Medium</b>	<ul style="list-style-type: none"> <li>• Fast Formula Usage (HR, Comp, Payroll, Benefits): Any Type</li> <li>• Requires additional custom setups</li> <li>• Complexity of the calculation logic: Moderate</li> <li>• Number of LDGs in scope: 1</li> </ul>

Complexity	Description
<b>Complex</b>	<ul style="list-style-type: none"><li>• Fast Formula Usage (HR, Comp, Payroll, Benefits): Any Type</li><li>• Requires additional custom setups</li><li>• Complexity of the calculation logic: Complex</li><li>• Number of LDGs in scope: 1</li></ul>

## Workflows

Complexity	Description
<b>Simple</b>	<ul style="list-style-type: none"><li>• Change Rules by adding / removing / changing conditions and approvers – up to 4 Rules</li></ul>
<b>Medium</b>	<ul style="list-style-type: none"><li>• Add New Rules (conditions and approvers) – up to 2 Rules</li></ul>
<b>Complex</b>	<ul style="list-style-type: none"><li>• Change Rules by adding / removing / changing conditions and approvers – Up to 2 Rules and add New Rules (conditions and approvers) – Up to 2 Rules</li></ul>

## 19. Data Processing and Security Addendum

This Data Processing and Security Addendum (“**Addendum**”) describes the responsibilities of the parties with respect to the processing and security of any Client Personal Data in connection with the Services provided under any **Change Order** under the SOW. This Addendum is subject to the terms and conditions of the **JEA NEXT Oracle HCM/Talent management SaaS Implementation (“SOW”)** dated **June 1, 2026** between **JEA (“Client”)** and **Accenture LLP (“Accenture”)** and will be deemed part of the SOW. Terms not defined below shall have the meaning set forth in the SOW. In the event of a conflict between the SOW and this Addendum, this Addendum shall prevail.

### 1. Definitions.

- a) “Business Contact Information” means the names, mailing addresses, email addresses, and phone numbers regarding either party’s employees, directors, vendors, agents, and customers, that might be processed by the other party as further described in Section 9 below.
- b) “Client Personal Data” means any personal data processed by Accenture or an Accenture Subprocessor on behalf of Client to provide the Services under an **SOW/Change Order**. Unless prohibited by applicable Data Protection Laws, Client Personal Data shall not include information or data that is anonymized, aggregated, de-identified and/or compiled on a generic basis and which does not name or identify a specific person.
- c) “Data Protection Laws” means all applicable data protection and privacy Laws that apply to the processing of personal data under a particular **SOW/Change Order**, including, as applicable, any US state or federal laws or regulations pertaining to the collection, use, disclosure, security or protection of personal data, or to security breach notification, e.g., California Consumer Privacy Act of 2018 (“CCPA”), as amended by the California Privacy Rights Act of 2020 (“CPRA”).
- d) “Information Security Incident” means a breach of Accenture’s security leading to the accidental or unlawful destruction, loss, alteration or unauthorized acquisition, disclosure, misuse or access to Client Personal Data transmitted, stored or otherwise processed by Accenture.
- e) “Permissions” mean any applicable legal bases, including consent(s), as well as notices and authorizations necessary for the processing and Transfers by Accenture of Client Personal Data as part of the Services;
- f) “Restricted Country” means a country, a territory or one or more specified sectors within that country that do not benefit from an adequacy decision under the Data Protection Law applicable to the data exporter.
- g) “Subprocessor(s)” means any Accenture Affiliates and third parties authorized under the terms of this Addendum to have access to and process Client Personal Data in order to provide a portion of the Services. For clarity, “portion of the Services” does not include ancillary services, such as telecommunication services used to communicate and interact with Client, or measures implemented by Accenture to ensure and improve the security and functioning of Accenture-managed systems, networks and applications, possibly used to deliver the Services.

- h) "Transfer" means the disclosure, sharing, transmission or otherwise making available for processing of Client Personal Data by a data exporter to a data importer based in another jurisdiction.

The terms "controller," "data subject," "de-identification," "personal data," "process," "processing," "processor," "pseudonymize," "sale," "service provider" and "supervisory authority" as used in this Addendum have the meanings given to any equivalent terms in the applicable Data Protection Laws, as relevant.

## 2. Roles of the Parties; Compliance with Data Protection Laws.

- a. Each party will comply with the requirements of the Data Protection Laws as applicable to such party with respect to the processing of the Client Personal Data.
- b. Client warrants to Accenture that it has and will maintain all necessary rights, licenses and Permissions, as required under the applicable Data Protection Laws, to provide the Client Personal Data to Accenture and any Subprocessors for the processing to be performed under the SOW.
- c. Accenture will process the Client Personal Data only in accordance with Client's documented processing instructions as set forth in the SOW, including this Addendum and the applicable **SOW/Change Order**, unless otherwise required by law.
- d. If Accenture is acting as a subprocessor in relation to any Client Personal Data (i.e., the data controller or the business having similar obligations with respect to Client Personal Data is an entity other than the Client), Client warrants to Accenture that Client's instructions with respect to the processing of Client Personal Data by Accenture and its Subprocessors, including any applicable Transfers, have been authorized by the applicable data controller/business.
- e. Except as otherwise set forth in the applicable **SOW/Change Order**, (i) Accenture is a service provider and/or processor with respect to the Client Personal Data; and (ii) Client is the data controller/business, or the service provider / processor, as applicable, of the Client Personal Data.
- f. The applicable **SOW/Change Order** shall set out (i) the subject matter and duration of the processing; (ii) the nature and purpose of the processing; (iii) the type of personal data and categories of data subjects involved; and (iv) the applicable Subprocessor(s).
- g. Accenture will promptly notify Client if Accenture determines, in its reasonable business judgment, that a Client processing instruction violates any applicable Data Protection Law (provided that nothing herein shall require Accenture to provide legal or regulatory advice or monitor Data Protection Laws as they apply to Client). In such event, the parties will work together in good faith to resolve such issue in a timely manner. In no event will either party be required to perform any activity that violates any applicable Data Protection Law. If Client requires that Accenture follow a processing instruction despite Accenture's notice that such instruction may violate an applicable Data Protection Law, Client will be responsible for all liability for all claims and damages arising from any continued processing in accordance with such instruction.

## 3. Disclosure and Use of Data.

- a. When providing or making available Client Personal Data to Accenture, Client shall only disclose or transmit Client Personal Data that is necessary for Accenture to perform the applicable Services.
- b. Following expiration or termination of the provision of Services relating to the processing of Client Personal Data, or at Client's request, Accenture shall (and shall require that its Subprocessors) promptly and securely delete (or return to Client) all Client Personal Data (including existing copies), unless otherwise required or permitted by applicable Laws. For clarity, Client Personal

Data on Accenture's shared IT backup media will be erased within ninety (90) days pursuant to Accenture's internal policy.

- c. All Accenture personnel, including Subprocessors' personnel, authorized to process the Client Personal Data shall be subject to confidentiality obligations and/or subject to an appropriate statutory obligation of confidentiality.
- d. Client expressly acknowledges and agrees that, in the course of providing the Services, Accenture may aggregate, de-identify or otherwise anonymize Client data ("**De-Identified Data**") and subsequently use and/or disclose such De-Identified Data for the purpose of research, benchmarking, improving Accenture's offerings generally, or for another business purpose authorized by applicable Data Protection Law provided that Accenture has implemented technical safeguards and business processes designed to prevent the re-identification or inadvertent release of the De-Identified Data.
- e. Without prejudice to what is provided for in subsection (d) above, if Client Personal Data includes California Personal Data, Accenture shall:
  - ii. not sell or share any such Client Personal Data;
  - iii. not retain, use or disclose any such Client Personal Data for any purpose other than business purposes specified in accordance with the SOW; or
  - iv. not retain, use or disclose such Client Personal Data outside the direct business relationship between Accenture and Client, as set forth in the SOW, including this Addendum and the applicable [SOW/Service Order], unless otherwise required by law;
  - v. not process such Client Personal Data outside the specified business purpose;
  - vi. provide the same level of privacy protection required by the applicable obligations under CCPA for such Client Personal Data received by Accenture;
  - vii. not combine personal information of opted out customers from the Client with different sources or with data collected from its own interaction with consumer;
  - viii. notify Client if it can no longer meet its obligations under CCPA and will work with Client to take appropriate steps with regard to such Client Personal Data.

Client agrees that execution of the **SOW/Change Order** by Accenture shall be deemed to constitute any certification that is required under applicable Data Protection Law to the restrictions on sale, retention, use, or disclosure of Client Personal Data herein.

#### 4. **Security Obligations.**

- a. Accenture shall implement appropriate technical and organizational security measures to safeguard Client Personal Data from unauthorized processing or accidental loss or damage, as further described in Accenture's client data safeguards accessible here: <https://www.accenture.com/client-data-safeguards> ("**Data Safeguards**") and the applicable **SOW/Change Order**, all of which is designed to provide a level of security appropriate to the risk in respect of the processing of Client Personal Data.
- b. In addition, each Party shall:
  - i. maintain and comply with globally applicable standards, policies and procedures intended to protect data within their own respective environments (e.g., systems, networks, facilities) and such standards will govern and control in their respective environments;
  - ii. comply with the other party's standards when accessing or operating within the other party's environments; and
  - iii. provide timely notice of any changes to such standards that may materially degrade the security of the Services.

5. **Additional Accenture Responsibilities.**

Taking into account the nature of the Services and the information available to Accenture, Accenture shall cooperate with Client as reasonably requested to assist Client in complying with its obligations under the applicable Data Protection Laws. Such cooperation may consist of any of the following, as applicable.

- a. **Documentation, Audits and Inspections.** Accenture shall make available to Client information reasonably requested by Client to demonstrate Accenture's compliance with its obligations in this Addendum and submit to audits and inspections by Client (or Client directed third parties) in accordance with a mutually agreed process designed to avoid disruption of the Services and protect the confidential information of Accenture and its other clients. As required by applicable law, Accenture shall inform Client if, in Accenture's opinion, any Client audit instruction infringes upon any applicable Data Protection Law. Client shall be solely responsible for determining whether the Services and the Data Safeguards as set forth in Section 4 and the applicable **SOW/Change Order** will meet Client's needs, including with respect to any Data Protection Laws.
- b. **Data Subject and Supervisory Authority Requests.** As required by law, Accenture shall:
  - i. provide assistance to Client as reasonably requested with respect to Client's obligations to respond to requests from Client's data subjects as required under applicable Data Protection Laws. Accenture will not independently respond to such requests from Client's data subjects, but will refer them to Client, except where required by applicable Data Protection Law; and
  - ii. provide assistance to Client as reasonably requested if Client needs to provide information (including details of the Services provided by Accenture) to a competent supervisory authority, to the extent that such information is solely in the possession of Accenture or its Subprocessors.
- c. **Privacy / Data Protection Impact Assessments.** As required by law, Accenture shall provide assistance to Client as reasonably requested with respect to Client's obligations to conduct privacy / data protection impact assessments with respect to the processing of Client Personal Data as required under applicable Data Protection Laws.

6. **Information Security Incidents.** Accenture shall maintain procedures to detect and respond to Information Security Incidents. If an Information Security Incident occurs which may reasonably compromise the security or privacy of Client Personal Data, Accenture will promptly notify Client without undue delay. Accenture will cooperate with Client in investigating the Information Security Incident and, taking into account the nature of the Services provided and the information available to Accenture, provide assistance to Client as reasonably requested with respect to Client's breach notification obligations under any applicable Data Protection Laws.

7. **Use of Business Contact Information**

Each party consents to the other party using its Business Contact Information as necessary to communicate and interact in the context of their business relationship, including for contract management, payment processing, service offering, and business development purposes, including business development with partners, and such other purposes as set out in the using party's global data privacy policy (Accenture's applicable global data privacy policy is available at the following URL: <https://www.accenture.com/us-en/about/privacy-policy>). For such purposes, and notwithstanding anything else set forth in the SOW or this Addendum with respect to Client Personal Data in general, each party shall be considered a controller with respect to the other party's Business Contact Information and shall be entitled to transfer such information to any country where such party's global organization operates.

8. **Changes in Laws.** In the event of (i) any newly enacted Data Protection Law, (ii) any change to an existing Data Protection Law (including generally-accepted interpretations thereof), (iii) any interpretation of a new or existing Data Protection Law by Client, or (iv) any material new or emerging cybersecurity threat, which individually or collectively requires a change in the manner by which Accenture is delivering the Services to Client, the parties shall agree upon how Accenture's delivery of the Services will be impacted and shall make equitable adjustments to the terms of the SOW and the Services in accordance with the Change Control Procedures.
  
9. **Relationship with Other Agreements.** For avoidance of doubt and without prejudice to the rights of any data subjects thereunder, this Addendum and any rights and obligations that the parties and/or their Affiliates may obtain pursuant to any data transfer mechanism governing any Transfers of Client Personal Data under the SOW will be considered part of the Agreement and, to the maximum extent permitted by applicable Data Protection Law, governed by the terms thereof.

## 20. Exhibit #01 - Personal Data Processing Terms

This Exhibit #01 documents Client’s specific, complete, and final instructions regarding Accenture’s processing of Client Personal Data to deliver the Services under this SOW. These instructions may supplement general instructions and Accenture obligations with respect to Client Personal Data as set forth in the Agreement or this SOW. If any change to the details described below is requested or required, the Parties agree to follow the change control procedure set forth in the Agreement or in this SOW, as applicable.

General	
1. Applicability	<input checked="" type="checkbox"/> Yes, Accenture will have access or otherwise will process Client Personal Data under this SOW. <input type="checkbox"/> No, the Parties acknowledge and agree that Accenture will not have any access, including incidental access, to any Client Personal Data under this SOW (if checked, the Parties agree that none of the following provisions apply).
2. Controllership of Client Personal Data	<input checked="" type="checkbox"/> Client acts as a controller of Client Personal Data <input type="checkbox"/> Client acts as a processor of Client Personal Data (i.e., on behalf of its affiliates/customers/vendors)
3. Nature and Purpose of the Processing Activities	The nature and purpose of the processing of Client Personal Data is Accenture’s provision of the Services set forth in this SOW and the Agreement. <ul style="list-style-type: none"> <li>Accessing and viewing Client Personal Data within Client-provided systems</li> <li>Updating and maintaining Client Personal Data as part of system configuration, testing, support, and operational activities</li> <li>Synchronization of Client Personal Data between Client-approved systems and environments</li> <li>Temporary storage of Client Personal Data within Client-approved environments for processing, troubleshooting, or support purposes</li> <li>Remote access to Client Personal Data by authorized Accenture personnel</li> </ul>
4. Duration of the Processing Activities	Accenture will only process Client Personal Data, as detailed in this Exhibit, during the term of the SOW.
Personal Data and Data Subject Details	
5. Categories of Client Personal Data to be processed by Accenture under this SOW	<input checked="" type="checkbox"/> Contact Details (i.e., name, address, customer name, phone or fax number, email address, contact details) <input checked="" type="checkbox"/> Personal Descriptors (i.e., sex, age, place of birth, birth date, picture) <input checked="" type="checkbox"/> Profession <input checked="" type="checkbox"/> Identifiers that permit the physical or online contacting of a specific individual (e.g., user ID)

	<ul style="list-style-type: none"> <li><input type="checkbox"/> Location position data (i.e., GPS, GSM, WIFI, Bluetooth data)</li> <li><input checked="" type="checkbox"/> Government issued Personal identifiers (i.e., Social Security Number, Driver's License Number, Social Insurance Number)</li> <li><input type="checkbox"/> Vehicle identifiers (such as car plate number)</li> <li><input type="checkbox"/> Financial data (i.e., income, loan files, transactions, purchase and consumption habits, insolvency status, credit reports, credit scores and fraud alerts)</li> <li><input type="checkbox"/> Bank account number (i.e., letters and/or numbers that form primary identifier of an account)</li> <li><input type="checkbox"/> Credit card data (i.e., primary account number along with any of the following data types: cardholder name, expiration date or service code/CCV)</li> <li><input type="checkbox"/> Payment or purchase history (including information relevant to targeted marketing, e.g., product order history, service subscription history, descriptive listing of consumers)</li> <li><input checked="" type="checkbox"/> Employment data (i.e., employee files, education and training CVs, career background, evaluations, reference, interviews, disciplinary measures)</li> <li><input type="checkbox"/> Authentication data (i.e., IP address, login information, credentials)</li> <li><input type="checkbox"/> Online and device identifiers (i.e., IP address, URLs, serial numbers, mobile phone UDIDs, IMSIs, MAC address etc.)</li> <li><input type="checkbox"/> Conversations (voice recordings, transcripts, or overheard)</li> <li><input type="checkbox"/> Communications metadata (non-content data)</li> <li><input type="checkbox"/> "Black Box" data, e.g., telemetric, in- vehicle or in-home monitoring</li> <li><input type="checkbox"/> Video programming activity information</li> <li><input type="checkbox"/> Personal life data (i.e., lifestyle choices, personal habits, family situation)</li> <li><input type="checkbox"/> Behavioral information (i.e., interests relevant to behavioral marketing)</li> <li><input type="checkbox"/> Other; please list: _____</li> </ul>
<p>6. Categories of special categories of Client Personal Data to be Processed by Accenture under this SOW</p>	<ul style="list-style-type: none"> <li><input type="checkbox"/> Not applicable (the Parties agree this category will apply if none of the following categories is selected)</li> <li><input checked="" type="checkbox"/> Information on racial or ethnic origin</li> <li><input type="checkbox"/> Information on political opinions</li> <li><input type="checkbox"/> Information on religious or philosophical beliefs</li> <li><input checked="" type="checkbox"/> Information on trade union membership</li> <li><input type="checkbox"/> Information on sex life or sexual orientation</li> <li><input type="checkbox"/> Genetic data</li> <li><input type="checkbox"/> Biometric data</li> <li><input type="checkbox"/> Health data (mental or physical disabilities, family medical history, personal medical history, medical records, prescriptions, etc.)</li> </ul>

	<input type="checkbox"/> Data relating to criminal convictions and offenses or related security measures <input type="checkbox"/> Other; please list: _____
<p>7. Categories of data subjects to whom Client Personal Data belongs - to be processed by Accenture under this SOW</p>	<input checked="" type="checkbox"/> Current, former, and prospective employees, including contract or temporary employees <input type="checkbox"/> Family members of current, former and prospective employees, including contract or temporary employees <input type="checkbox"/> Current, former and prospective customers <input type="checkbox"/> Current, former and prospective vendors and service providers <input type="checkbox"/> Candidates <input type="checkbox"/> Patients <input type="checkbox"/> Visitors <input type="checkbox"/> Website visitors <input type="checkbox"/> Children <input type="checkbox"/> Other: _____
<p><b>Miscellaneous</b></p>	
<p>8. Notices and Consent</p>	<p>Client shall be responsible for the lawfulness of the processing instructions and for obtaining all necessary consents from, and providing all necessary notices to, the applicable data subjects as required under the relevant Data Protection Laws.</p> <p>When collecting Client Personal Data from data subjects on Client's behalf as part of the Services, Accenture will, as directed by Client, use a privacy notice and/or consent request mechanism provided or expressly approved by Client.</p> <p>When collecting Client Personal Data from data subjects on Client's behalf via a live or recorded voice call, Accenture will be prepared to discuss the relevant processing details and data retention practices with the data subject, based on the written instructions received by Client.</p>
<p>9. Data Retention</p>	<p>No Client Personal Data is retained by Accenture (remote access to Client Personal Data in Client's systems).</p>
<p>10. Sub-processors that Accenture is authorized to engage for performing the Services under this SOW</p>	<input type="checkbox"/> Client hereby authorizes Accenture to engage the Sub-processors listed in <b>Appendix 2</b> to this Exhibit to process Client Personal Data to deliver the Services under this SOW.  <input checked="" type="checkbox"/> The Parties acknowledge and agree that Accenture will not engage any Sub-processor to perform the Services under this SOW.
<p>11. Cross-border Transfers</p>	<input type="checkbox"/> The Parties acknowledge and agree that the engagement by Accenture of the authorized Sub-processors listed in <b>Appendix 2</b> will require the Transfer of Client Personal Data to the locations indicated in <b>Appendix 2</b> . The Parties agree that

	<p>these Transfers will be governed by the transfer mechanisms indicated in <b>Appendix 2</b>.</p> <p><input checked="" type="checkbox"/> The Parties acknowledge and agree that the engagement by Accenture of the authorized Sub-processors listed in <b>Appendix 2</b> will <u>NOT</u> result in any Transfer of Client Personal Data as defined in the applicable Data Protections Laws.</p>
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**Appendix #02 – LIST OF AUTHORIZED SUB-PROCESSORS**

<i>Subprocessor</i>	<i>Client Personal Data processed</i>	<i>Purpose of the processing</i>	<i>Nature of the processing</i>	<i>Processing location</i>	<i>Transfer mechanism (if applicable)</i>
Oracle, Inc.	All Client Personal Data listed in sections 5 and 6 under Exhibit #01 - Personal Data Processing Terms	SaaS application hosting	SaaS application	USA	





## Formal Bid and Award System

Award #7 April 20, 2023

**Type of Award Request:** PIGGYBACK  
**Requestor Name:** Ryan, Jeanne  
**Requestor Phone:** (904) 665-5818  
**Project Title:** JEA Fleet Services Light Duty and Medium Duty Vehicle Maintenance and Repair Services  
**Project Numbers:** HEA0800  
**Project Location:** JEA  
**Funds:** O&M  
**Budget Estimate:** \$1,247,751.69

**Scope of Work:**

The purpose of this award is to request approval to create a Piggyback contract to establish the vendor as the secondary/backup provider for Maintenance and Repair Services for JEA’s Light Duty and Medium Duty Fleet, as well as to ensure coverage during the storm season. JEA Fleet Services maintains 396 Light Duty and 475 Medium Duty vehicles.

**JEA IFB/RFP/State/City/GSA#:** Volusia County Master Agreement 860 12434-1  
**Purchasing Agent:** Bayouth, Eddie  
**Is this a Ratification?:** No

**RECOMMENDED AWARDEE(S):**

Name	Contact Name	Email	Address	Award Amount
GARY YEOMANS FORD	Joel Jones	jjones@anewford.com	1420 N Tomoka Farm Rd. Daytona Beach, FL 32124	\$1,247,751.69

**Amount for entire term of Contract/PO:** \$1,247,751.69  
**Award Amount for remainder of this FY:** \$244,854.50  
**Length of Contract/PO Term:** Twenty-five (25) Months and fourteen (14) days w/ Two (2) – 1 Yr. Renewals  
**Begin Date (mm/dd/yyyy):** 05/01/2023  
**End Date (mm/dd/yyyy):** 06/14/2025  
**Renewals** Yes - Two (2) – 1 Yr. Renewals  
**JSEB Requirement:** N/A – No JSEBs available

**Background/Recommendations:**

JEA Fleet Services initially awarded an informal Emergency Purchase Order (PO) to Gary Yeomans Ford in March 2022 to provide Light Duty Vehicle Maintenance and Repair Service, as well as Yardwork coverage at Commonwealth and Westside Service Centers. The purpose of this emergency award was to provide coverage of services while onboarding a new vendor.

During the original Medium and Light Duty Maintenance and Repair solicitations, JEA only received two (2) bids. Ford’s regional structure disqualified Yeomans from submitting bids for Medium and Light Duty solicitations. However, Ford’s parameters does allow JEA to direct award work when services are needed and the incumbent, Duval Ford, is unable to accommodate. A decision was made by JEA and strongly supported

### Award #3 - Supporting Documents 05/21/26

by the awardee, Duval Ford, to extend the term of the PO with Gary Yeomans Ford to provide services in support of JEA through November of 2022, allowing a smoother transition of services to the newly awarded vendor.

As Duval Ford came on-line to provide 100% of the services of both Light and Medium Duty maintenance requirements, JEA saw an overall decrease in fleet uptime and a decrease for on-time preventative maintenance repairs. Similar to concepts utilized throughout JEA, in an effort to mitigate risk, JEA Fleet Services is moving to implement backup suppliers for the majority of maintenance and repair contracts. The request of this award is to continue the relationship established with Gary Yeomans previously in a more structured long term backup supplier role. This backup contract with JEA is purely to augment the existing source of supply with no guarantee of work and the term length is to mimic that of the Duval Ford agreement. Duval Ford's term and Volusia County's contract with Yeomans Ford are both initial three (3) year term with the option for two (2) subsequent one (1) year renewals with Volusia County starting July 11, 2022, and Duval Ford starting June 1, 2022. While Gary Yeomans Ford's pricing is about 10% more for Medium Duty work and 20% more for Light Duty work when compared to Duval Ford, Gary Yeomans Ford is still 25% less expensive than pricing offered by the only other bidder of Light and Medium duty services (Coggin Ford), and Yeomans Ford is offering an additional discount to JEA of \$15/hr off the Volusia County hourly labor rate for work during normal business hours.

The decision to source with Gary Yeomans Ford as secondary source of supply is rooted in Gary Yeomans Ford successfully providing coverage for Light Duty Maintenance for JEA in the past, their willingness to work with JEA in creating successful maintenance solutions, past proven performance, and competitive pricing. We believe Gary Yeomans Ford is the ideal candidate to become the secondary provider of Light and Medium Duty Maintenance and Repair and provide contingency services to support JEA Fleet Services.

In reestablishing this relationship with Gary Yeomans Ford and honoring the existing contract with Duval Ford, JEA Fleet Services has implemented the following:

- Internal process for determining appropriateness of work transfer from Duval Ford to Gary Yeomans Ford
  - Corrective and Preventative services that Duval Ford has indicated will take 72 hours or greater to initiate will be initiated through Gary Yeomans Ford.
  - This process will enable Fleet Services to better measure and improve the scorecard process, that can drive educated conversations for both Duval and Yeomans, as well as support solid baselines that can be utilized to train coordinators on good management practices should JEA ever implement an insourcing work plan.

JEA Fleet Services budget estimate is based on a 30% spend threshold, of the existing light and medium duty repair and services contract with Duval Ford.

Request approval to award a piggyback contract to Gary Yeomans Ford Company for JEA Fleet Services Light Duty and Medium Duty Vehicle Maintenance and Repair Services in the amount of \$1,247,751.69, subject to the availability of lawfully appropriated funds.

**Manager:** Hightower, Justin - Manager, Fleet Services & Business Operations

**Director:** Brunell, Baley – Director, Facilities and Fleet Services

**VP:** McElroy, Alan - VP of Supply Chain and Operations Support

**APPROVALS:**

Stephen Datz 4/20/2023

**Chairman, Awards Committee** **Date**

Stephanie M Healy 4/20/2023

**Budget Representative** **Date**

Award #3 - Supporting Documents 05/21/26

Contract Amount		FY23 (April-Sept 5 months)	FY24 (12 Months)	FY25 (8.5 months)	TOTAL
	Yeoman Ford's Projected Spend	\$ 244,854.50	\$ 587,650.79	\$ 415,246.39	\$ 1,247,751.69

Start Date	5/1/2023
End Date	6/14/2025
Term (Years)	2.1233
Term (Months)	25.4794521
Monthly Average (30%) of LD & MD	\$ 48,970.90
Projected Annual	\$ 587,650.79
Projected Award	\$ 1,247,751.69

	FY23 (6 Months)
Approved Budget	\$ 575,000.00
YTD Spend	\$ 275,928.07
Projected YE Spend- Duval Ford	\$ 579,448.95
Projected YE Spend- Yeoman's	\$ 244,854.50
Variance	\$ (525,231.51)



Award #3 - Supporting Documents 05/21/26

				FY26 Revised Budget	FY26 Cash Flow	FY26 Vendor
fund	CC	Exp type	line			
021 - Electric Operatin	A0800 - FLEET SVCS	2005 - FLEET VEHICLES & MOBILE EQ	BL01	\$ 1,695,000.00		ALTEC INDUSTRIES INC

				FY27 Revised Budget	FY27 Cash Flow	FY27 Vendor
fund	CC	Exp type	line			
021 - Electric Operatin	A0800 - FLEET SVCS	2005 - FLEET VEHICLES & MOBILE EQ	BL16	\$1,825,000		Duval Ford
021 - Electric Operatin	A0800 - FLEET SVCS	2005 - FLEET VEHICLES & MOBILE EQ	BL24	\$316,000		Gary Yeoman Ford

Award #3 - Supporting Documents 05/21/26

PIGGYBACK LIGHT AND MEDIUM DUTY VEHICLE MAINTENANCE AND REPAIR SERVICES MASTER AGREEMENT 860 12434-1

<b>Gary Yeomans Ford BPA #212956 Analysis</b>	
Original Award Date	5/1/2023
Original Expiration Date	6/14/2025
Original Award Amount	\$ 1,247,751.69
Contract Term (Mos.)	24
First One (1) Year Renewal Effective Date	6/14/2025
One (1) Year Renewal Term (Mos.)	12
Second One (1) Year Renewal Effective Date	6/14/2026
Second One (1) Year Renewal Term (Mos.)	12
Rolling 12 Mon. Average Spend	\$ 55,513.96
Current NTE	\$ 1,247,751.69
Committed to Date	\$ 1,120,368.33
Current CAP Overage	\$ (127,383.36)
Forecast Spend thru 6/2027 (13 Mos.)	\$ 721,681.47
CAP Increase	\$ 594,298.11
<b>New NTE thru 6/2027</b>	<b>\$ 1,842,049.80</b>

<b>FY26 Budget</b>	<b>\$ 266,000.00</b>
<b>FY27 Budget</b>	<b>\$ 316,000.00</b>
<b>FY26 Committed thru 04/30/26</b>	<b>\$ 481,650.31</b>
<b>FY26 Forecast 05/26 thru 9/26 (5 mos.)</b>	<b>\$ 277,569.80</b>
<b>FY27 Forecast Spend 10/26 thru 04/27 (8 mos.)</b>	<b>\$ 444,111.67</b>

<b>Budget Sourcing - Gary Yeoman Ford</b>	
<b>Line BL01 - Cost Center A0800 (FY26)</b>	<b>\$ 277,569.80</b>
<b>Line BL24 - Cost Center A0800 (FY27)</b>	<b>\$ 316,000.00</b>
<b>Line BL16 - Cost Center A0800 (FY27)</b>	<b>\$ 128,111.67</b>
<b>Total Award</b>	<b>\$ 721,681.47</b>
<b>Less Available CAP Balance</b>	<b>\$ (127,383.36)</b>
<b>Net Award CAP Increase</b>	<b>\$ 594,298.11</b>

## Award #3 - Supporting Documents 05/21/26

Sum of Amount	Column Labels													
Row Labels	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Grand Total	
Gary Yeomans Ford	\$ 145,724.26	\$ 93,493.94	\$ 105,961.13	\$ 160,836.52	\$ 63,441.51	\$ 42,111.01	\$ 55,231.77	\$ 95,733.96	\$ 86,735.79	\$ 130,885.32	\$ 56,508.08	\$ 83,705.04	\$ 1,120,368.33	
2023						\$ -	\$ 4,098.74	\$ 21,156.30	\$ 10,205.74	\$ 13,744.14	\$ 1,168.78	\$ 24,168.32	\$ 74,542.02	
2024	\$ 5,863.04	\$ 6,068.22	\$ 3,651.96	\$ 6,981.99	\$ 18,659.27	\$ 9,011.62	\$ 17,246.07	\$ 47,383.32	\$ 30,975.78	\$ 30,262.39	\$ 22,828.97	\$ 11,737.60	\$ 210,670.23	
2025	\$ 53,976.74	\$ 21,878.20	\$ 29,950.21	\$ 63,183.42	\$ 44,782.24	\$ 33,099.39	\$ 33,886.96	\$ 27,194.34	\$ 45,554.27	\$ 86,878.79	\$ 32,510.33	\$ 47,799.12	\$ 520,694.01	
2026	\$ 85,884.48	\$ 65,547.52	\$ 72,358.96	\$ 90,671.11									\$ 314,462.07	
<b>Grand Total</b>	<b>\$ 145,724.26</b>	<b>\$ 93,493.94</b>	<b>\$ 105,961.13</b>	<b>\$ 160,836.52</b>	<b>\$ 63,441.51</b>	<b>\$ 42,111.01</b>	<b>\$ 55,231.77</b>	<b>\$ 95,733.96</b>	<b>\$ 86,735.79</b>	<b>\$ 130,885.32</b>	<b>\$ 56,508.08</b>	<b>\$ 83,705.04</b>	<b>\$ 1,120,368.33</b>	

Total Committed to Date	\$ 1,120,368.33
Rolling 12 Mon. Avg. Spend	\$ 55,513.96

Current NTE	\$ 1,247,751.69
Committend to Date	\$ 1,120,368.33
Current Cap Overage	\$ (127,383.36)
Forecast Spend thru 06/2027	\$ 721,681.47
CAP Increase	\$ 594,298.11
New NTE thru 06/2027	\$ 1,842,049.80



















































Novolecs  
 75 d'Anvers  
 Saint-Augustin-de-Desmaures, Quebec  
 Canada, G3A 1S5

PROPOSAL NO: QT-26-133

REVISION: 1

PROPOSAL DATE: 2026/05/14

PROPOSAL EXPIRATION: 2026/06/12

Project: 89SS-89MD Firm Proposal

TO: JEA / Brandy Branch Generating Station  
 Jason Behr  
 904-226-0689  
 behrjv@jea.com

FROM: Olivier-Samuel Marin  
 Monique B.-La Terreur  
 Novolecs  
 (418)878-6900

In response to your demand, we are pleased to provide you a price for the following equipment:

Item	Description	Qty	Unit Price	Total
1	89SS 15kV, 2000A, 60Hz, 60kA SC, 125kV BIL.  WITHOUT enclosure. To be mounted on existing structure with modification to bolt fixing pattern	3	\$94,897.00	\$284,691.00
2	89MD 6.6kV, 2500A, 60Hz, 60kA SC, 95kV BIL.  WITHOUT enclosure. To be mounted on existing structure with modification to bolt fixing pattern	6	\$98,075.00	\$588,450.00
3	Optional price for 89MD with fuse assembly 6.6kV, 2500A, 60Hz, 60kA SC, 95kV BIL.  Includes quantity 3x DENCO MAKE FUSE: D2SP6-1000 1000 Amps (2x500 Amps), 6KV, 2 barrel, w/Microswitch & Mounting Brackets, Ceramic Cylindrical body, LCI Fuse  WITHOUT enclosure. To be mounted on existing structure with modification to bolt fixing pattern	0	\$133,715.00	\$0.00
TOTAL(USD):				\$873,141.00

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 As a consequence of the volatility in the market prices of raw material used in the manufacturing of the Products and the currency market, Seller shall have the right to amend the Contract Price (a) to reflect steel, aluminum and copper world market fluctuation compared to LME world steel, aluminum price and copper price dated on proposal date, (b) to reflect CAD to USD exchange rate fluctuation compared to proposal date published rates, (c) to adjust transportation fees according to fuel and container prices fluctuations at the time of delivery.  
 -----

- Our price is EXW our factory.
- Shop drawings 8-10 weeks after receiving the order.
- Delivery 26-30 weeks after drawings approval.
- Novolecs shall include 3 drawings issuance for bus drawings: 1 first submittal, 1 iteration and 1 As-Built Issue. Additional revisions will required a change order for additional engineering time.
- NO LD fees will be accepted, as lead time of many components are unpredictable.
- Aggregate limitation of liability to 100% of the contract price per unit.
- Novolecs standard Warranty is 18 months after delivery or 12 months after commissioning, whichever occurs first, and is limited to repair or

replace of the equipment supplied under the contract. We can offer extended warranty at additional cost.

- Our proposal is based on our standard methods of Packaging and Shipping. If specific procedures are required, it might have a cost/delivery impact.
  - Our proposal is based on our standard Paint procedure. If specific procedure is required, it might have a cost/delivery impact.
  - Testing is limited to production tests (FAT), which includes Dielectric Withstand (Hipot), Partial Discharge test (corona), Functional testing (if applicable), Dimensional and Paint test report.
  - No type test included in the price, unless otherwise specified, but we can supply tests reports for similar design along with calculation correlation for project rating.
  - Novolecs shall not be accountable for any interference and modifications unless there is a field trip for measurements. Novolecs field trip rates shall be used as adder.
  - Our proposal does not include any tariffs or taxes. Should any tariffs or taxes be applicable to our products, these additional costs will be the responsibility of the customer.
  - Taxes excluded
  - Terms of payments are net 30 days.
- 20% day of the purchase order to be paid FY2026  
20% after the first submittal of drawings to be paid FY2026  
20% manufacturing start to be paid FY2026  
20% delivery date (EXW) to be paid FY2027  
20% at acceptance/operation to be paid FY2027  
\* 20% at acceptance/operation is to be paid no later than 60 days after delivery date (EXW)
- Proposal documents to be annexed to contract/purchase order agreement.

This proposal is submitted on the basis of the attached 15552664 CANADA INC. DBA Novolecs Innovative Electrical Solutions Standard Terms. N.B.: Please specify on your PO that it is according to the Novolecs Standard Terms and Conditions.

THANKS FOR THE OPPORTUNITY!

TECHNICAL MEMORANDUM

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## **Electric Production: Sole Source Justification for B51, B52, B53 89SS and 89MD Replacement.**

PREPARED FOR: JEA Procurement

PREPARED BY: Blake Bobitt

DATE: May.13.2026

### **1.0 Background**

General Electric contracted with Powerconn and EPSI to install the 89SS and 89MD switches at Brandy Branch Generating Station in the year 2000. These switches have had several failures over the last few years and parts are difficult to source. The OEM does not have technicians that can service the switchgear and JEA does not have a reliable source for parts that have a reasonable lead time.

The decision was made to retrofit the switchgear by replacing the switches and the interlocks without replacing the enclosures. There will be modifications required to make the new switches fit.

The recent solicitation of the switches only had one vendor for the switches and one electrical contractor that bid to install the switches. Since the electrical contractor marked the switches up by 13%, it is in JEA's best interest to Sole Source the switches.

### **2.0 Justification**

- Novolecs is the OEM of the 89MD switches and they have the engineering experience to replace the 89SS switches. The OEM for the 89SS switches is EPSI and they are no longer in business. Novolecs is very familiar with both switches and can provide the new switch and design to fit in the existing enclosure.
- The OEM of the original 89MD's – "Powerconn", was not capable of servicing their equipment which triggered this project. After many attempts of getting the interlocks replaced and at getting budgetary quotes to replace the switches by a third party, it became evident that the drawings and manuals that JEA has are not sufficient for a third party to reverse engineer.
- Because of the difficulty of getting a four-unit outage to measure out the entire 89MD switchgear combined with the rate at which the equipment is failing, it was decided to pursue the switch OEM for a retro fit of the switches and the interlocks.

### **3.0 Recommendations**

I recommend purchasing the Novolecs 89MD and 89SS 1200A switches, interlocks, and engineering services to mitigate risk of extending the outage, or worst case - having to put the old switches back in service for any number of reasons.

## ***Certification of Single Source or Emergency Procurement***

Please use this form to certify a Single Source or Emergency Procurement complies with the requirements of the JEA Procurement Code. The JEA Procurement Code defines a Single Source and Emergency Procurement as follows:

### **3-112 Single Source**

A Contract may be awarded for Supplies or Services as a Single Source when, pursuant to the Operational Procedures, the Chief Procurement Officer determines that:

- (a) there is only one justifiable source for the required Supplies or Services. Examples include: highly specialized equipment, exclusive intellectual property, membership to an organization.
- (b) the Supplies or Services must be a certain type, brand, make or manufacturer due to the criticality of the item or compatibility within a JEA utility system, and such Supplies or Services may not be obtained from multiple sources such as distributors. Examples include: OEM, JEA Standard.
- (c) the Services are a follow-up of Services that may only be done efficiently and effectively by the Vendor that rendered the initial Services to JEA, provided the Procurement of the initial Services was competitive;
- (d) at the conclusion of a Pilot Project under Section 3-118 of this Code, the Procurement of Supplies or Services tested during the Pilot Project, provided the Vendor was competitively selected for the Pilot Project.

### **3-113 Emergency Procurements**

In the event of an Emergency, the Chief Procurement Officer may make or authorize an Emergency Procurement, provided that Emergency Procurements shall be made with as much competition as practicable under the circumstances. A written Determination of the basis for the Emergency and for the selection of the particular Vendor shall be included in the Procurement file.

For purposes of this Section 3-113, an "Emergency" means any one of the following:

- (a) a reasonably unforeseen breakdown in machinery;
- (b) an interruption in the delivery of an essential governmental service or the development of a circumstance causing a threatened curtailment, diminution, or termination of an essential service;
- (c) the development of a dangerous condition causing an immediate danger to the public health, safety, or welfare or other substantial loss to JEA;
- (d) an immediate danger of loss of public or private property;
- (e) the opportunity to secure significant financial gain, to avoid delays to any Governmental Entity or avoid significant financial loss through immediate or timely action; or (f) a valid public emergency certified by the Chief Executive Officer.

### **Please provide the following information:**

#### **Vendor Name:**

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#### **Description of Services or Supplies provided by Vendor:**

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**Certification:**

I the undersigned certify that to the best of my knowledge, no JEA employee has, either directly or indirectly, a financial interest in this Single Source Emergency Procurement, and

I the undersigned certify that this procurement meets the requirements of a (choose one of the following):

\_\_\_\_\_ **Single Source Procurement.** Please state which subsection of Section 3-112 above applies to this Single Source Procurement:

Is this Single Source also a Ratification?      Yes      No    If yes, explain

OR

\_\_\_\_\_ **Emergency Procurement** - Please state which subsection of Section 3-113 above applies to this Emergency

Is this Emergency also a Ratification?      Yes      No    If yes, explain

**Signature of JEA Business Unit Chief (or designee)**

**Name of JEA Business Unit Chief (or designee)**

**This certification shall be attached to the Purchase Order when it is routed for approval. A Single Source or Emergency Procurement shall be reported to the JEA Board in accordance with Section 1-110 of the JEA Procurement Code.**