# NOTICE

ADDENDUM 1

FLORIDA VIRTUAL SCHOOL

April 4, 2025

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Solicitation RFP01-2504453B01-WORPOT-XXXXXX; Workday Optimization Project is hereby amended by the following change(s):

1.

| Who are the key stakeholders at FLVS that will provide input for the roadmap development? |
|---|
| This question is not relevant to the proposal. |

2.

| Could you please provide an estimate of the expected headcount for the staff needed for this project? This information will help us better understand your requirements and ensure we can meet your needs effectively. |
|---|
| Proposer shall determine headcount and resource plan necessary to successfully complete the deliverables in a timely manner in accordance with the Scope of Services provided. |

3.

| Certification Clarification:  Is it mandatory for the bidding company to be a Workday Certified Partner, or would having a Workday Certified professional on the team suffice for eligibility? |
|---|
| The RFP requires the proposing entity to be a "Workday Certified Partner" |

4.

| Scope Analysis: Are there specific areas within the Workday platform (e.g., workflows, business processes, automation, integrations, security, reporting, analytics) that should be prioritized for the analysis, or should the full platform be assessed? |
|---|
| See Section 5 Scope of Services within the RFP for specified Workday Modules. Each module should be fully assessed. |

5.

| Stakeholder Involvement: How many FLVS key stakeholders will be actively involved in providing feedback during the assessment, and what is the preferred method for collecting their input? |
|---|
| Approximately 30 Key stakeholders from each Workday functional area will be involved in providing feedback. Preferred method for collecting input is a discovery session meeting after the vendor thoroughly reviews the high level requirements. |

6.

| Timeline and Milestones: What is the expected timeline for completing the analysis, assessment, and roadmap development? Are there any critical deadlines or milestones we should be aware of? |
|---|
| Phase 1 – Perform the tenant analysis, assessment, and roadmap development is estimated to be completed within 12 – 14 weeks. |

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Phase 2 – Perform the work needed to implement the recommended improvements based on the implementation roadmap. The timeline will be determined by the results, findings and recommendations of Phase 1, and therefore is unknown at this time. FLVS would like to implementation of improvements to be completed by the end of the FY26, 6/30/26.

7.

**Deliverables for Roadmap:** What specific deliverables are expected from the awarded contractor at the end of the analysis and assessment phase? Should the roadmap include implementation steps, or just recommendations?

Upon completion of the analysis and assessment phase, the contractor's recommended improvements should meet the requirements listed in section 5, requirements #12 – 18. The goal of Phase 1 is for the awarded contractor to identify areas of improvement in the FLVS Workday tenant, that are <u>unknown at this time</u> and therefore cannot be explicitly referenced as a specific deliverable. FLVS is relying on the expertise of the certified workday partner to identify areas of improvement that FLVS is currently unaware of. Upon completion of Phase 1, FLVS will have sole discretion on which recommendations to implement as identified in the Phase 1 Final Report.

Nevertheless, FLVS is aware of 5 known issues that are considered specific deliverables. These items are listed in section 5, Requirements #19-23.

In addition, Requirement #27 Supplemental Material, includes a list of 19 items that FLVS has identified as potential deliverables. Whether or not each of these items is a specific deliverable will be based on the vendors evaluation and categorization of each item as detailed in Requirement #27.

8.

**Customization and Integration Needs:** Does FLVS foresee any customization or integration requirements for Workday as part of this assessment, or will the focus primarily be on assessing current workflows and processes?

As noted in Section 5, requirement #1, integrations are included in the requirements, as are workflows, business processes, etc. This is a comprehensive analysis and assessment.

9.

**Post Road Map Support:** After the roadmap is developed, will FLVS require ongoing support for implementing the improvements, or will the contractor's role be limited to providing the roadmap?

Section 5, first paragraph explicitly states, "Phase two will implement the road map improvements identified in phase one, with which FLVS chose to move forward." Section 5, requirement #26, "The final report must include a detailed list of all hours and resources needed to implement each recommended improvement, enhancement, and the known issues."

10.

**Budget Clarification:** Is there a set budget or range for this project, or will that be determined after the analysis phase is complete?

The budget is yet to be determined. Cost for Phase 1 should be included in the response. The cost for Phase 2 can be estimated, but is likely to be adjusted based on the findings/results of Phase 1.

11.

**Experience and Qualifications:** In addition to Workday certification, are there other specific qualifications or experience preferred for the contractor to demonstrate in their proposal?

Please review section 3 of the RFP for details pertaining to Qualifications Requirements.

12.

**Evaluation Criteria:** What specific criteria will FLVS use to evaluate the proposals? Are factors like Workday experience, project management approach, or similar past work particularly important in the evaluation?

Please review Section 2 of the RFP for information regarding the Evaluation of responses including the

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| process and scoring criteria found in Section 2.6. |
|---|

13.

| Tenant Management: Does FLVS operate all business out of one Workday tenant?  Or are there different Workday tenants for different business units? |
|---|
| FLVS operates on one Workday Tenant for all business units. |

14.

| Can FLVS provide more specific success metrics or KPIs expected from the optimization engagement? |
|---|
| FLVS does not have any quantitative success metrics or KPIs. |

15.

| Internal Initiatives: Are there any current or anticipated internal initiatives (e.g., technology upgrades, org restructuring) that should be accounted for in the roadmap and implementation phases? |
|---|
| There are no internal initiatives other than the annual Workday initiatives that FLVS must perform every year. These are referred to as the FLVS Workday Annual Events, which includes things like the two annual Workday Releases, Open Enrollment, etc. |

| JUL 2025 | AUG 2025 | SEP 2025 | OCT 2025 | NOV 2025 | DEC 2025 | JAN 2026 | FEB 2026 | MAR 2026 | APR 2026 | MAY 2026 | JUN 2026 |
|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | **FLVS Workday Annual Events** | | | | | | |
| | Workday 2025 R2 All Teams | | | Merit Increase Benefits/Payroll/ HRIS | FLVS Closed Winter Break | | Workday 2026 R1 All Teams | | | Employee Contracts HRIS | |
| | | | | | | Affordable Care Act (ACA) Benefits/Payroll | | | | | |
| | | | | | | W2/YE Payroll | | | Open Enrollment Benefits/Payroll | | |

16.

| Output and Road Map Format: What format and level of detail are you expecting in the final report and roadmap? Are sample formats available? |
|---|
| The output of the final report and roadmap are at the discretion of the vendor. Details to be included at a minimum: |

- Module: Finance
- Functional area (within module) i.e Finance/Financial Accounting
- Category: Business Process, Workflow, Integration, Automation, Report, Security, etc.
- Title of recommendation
- Detailed description of recommendation
- Benefits to be obtained
- Difficulty of Implementation (rate the following) using either Minor/Moderate/Major or Low/Medium/High
  - Scope of Change
  - Data Migration Complexity
  - Integration Requirements
  - User Adoption and Training
  - Regulatory and Compliance Impact
- Estimated Level of Effort (Hours)
- Resource (Integrations Consultant, Compensation, Benefits, etc.)

17.

| Stakeholders: Has FLVS identified decision-makers or key stakeholders who will participate in validating and |
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| prioritizing design recommendations from the Phase 1 assessment? |
| --- |
| FLVS has identified internal stakeholders for this project. |

18.

| Organizational Readiness: Can you elaborate on your organizational readiness for this transformation, including readiness of project teams, business stakeholders, and end-users? Do you have an internal change management function or approach, and what methods have historically proven successful or challenging at FLVS? |
| --- |
| FLVS is poised and ready to take on this transformation. Project Teams and stakeholders have been included in the RFP development and positioned to engage when needed. Internal change management is managed by the project manager in collaboration with the business stakeholders, training department and communications team. FLVS is open to change management services to be included in Phase 2. |

19.

| Should the Phase 1 analysis and roadmap include broader enterprise systems or focus solely on Workday and its related workflows? |
| --- |
| Workday only. Integrations with Workday and other FLVS enterprise systems should be included when there is a benefit to be achieved. |

20.

| Salesforce Integration: Does FLVS already have an integration deployed with Salesforce?  If yes, what data is being transferred? |
| --- |
| FLVS uses inbound EIBs (Enterprise Interface Builder) to transfer Customer Invoice and payment data from Salesforce into Workday. |

21.

| Phased Approach or Big Bang: Will the Phase 2 implementation be phased by module or function, or are you expecting a big-bang delivery based on the roadmap? |
| --- |
| Phase 2 should be a phased approach and coordinated as needed to accommodate the internal teams who at times need to support the Workday Annual Events. See answer to question #15. |

22.

| Timeline: Are there preferred timelines or deadlines FLVS has in mind for completion of the Phase 1 Analysis/Assessment and Phase 2 Implementation? |
| --- |
| See question 6 above. |

23.

| Current Support Model: How is Workday currently supported—through internal teams, an AMS partner, or a combination of both? |
| --- |
| A combination of both is utilized. |

24.

| Phase II Pricing: As our organization works exclusively on a fixed-fee model, would FLVS accept fixed-fee pricing for Phase 2 following the completion of Phase 1 and roadmap approval, in lieu of hourly rate cards?  To aid the evaluation, can FLVS accept sample pricing for typical workflow migrations to provide directional insight into how costs may be structured post assessment? |
| --- |
| The Cost proposal must be submitted as specified within Section 6 of the RFP.  Please see section 6.3 for alternate pricing models which may be submitted in addition to the required cost proposal. |

25.

| Requirement 11: How many key stakeholders has FLVS identified? What are their roles? What security do they currently have within Workday? Provide per functional area if possible. |
| --- |
| This information shall be shared with the awarded Contractor as needed. |

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| Requirement 12: Which licenses does FLVS own but has not implemented? |
|---|
| The FLVS Workday Usage Metrics will be shared with the awarded Contractor as needed. |

| Requirement 19: Does FLVS intend to purchase (or already own) and implement the Talent license? |
|---|
| FLVS does not intend on implementing the Talent module. |

| Requirement 22: What data does the integration to ServiceNow currently send from Workday? Is this integration only Outbound from Workday or is it Bi-directional? |
|---|
| The current integration sends new hire, termination, change in status, and suspend information about workers from Workday to the respective tables in ServiceNow.  It is only a one-way integration from Workday to ServiceNow, and it is a Workday Studio integration. |

| Requirement 23: Does the data that FLVS would like to search for already exist in Workday? Are there any examples of what extra criteria FLVS would like to be able to search on? |
|---|
| The data already exists in Workday. The additional criteria is for both Manager/Supervisor and Training. However, the training field is the "Action Event". For the report we will need to extract just the name of the training so it's easier for manager/supervisors to pull the data when filtering the report. |

| Requirement 27: Can FLVS confirm that the 19 workflows listed under Requirement #27 are to be evaluated during Phase 1, with implementation work to follow in Phase 2? |
|---|
| Yes, that is correct. |

| Requirement 27: For the purposes of this RFP, should respondents demonstrate approach and capability only (vs. detailed workflow pricing), given that detailed discovery will occur during Phase 1? |
|---|
| Detailed workflow pricing should be included in the Phase 1 final report. See Requirement #26. |

| Requirement 27: Can FLVS clarify whether the 19 workflows listed are exhaustive, or should the respondent anticipate additional workflow evaluations post-contract? |
|---|
| The list of 19 workflows is exhaustive. |

| Requirement 27: Multiple Workflows Noted This: Are the documents needing to be signed standard for eligible employees or are they unique to the individual? What is the timing of which they need signed? Does your current Adobe subscription include enough envelopes to process these for the entire population? |
|---|
| The answer to these questions varies based on the workflow, and high-level requirements will be provided upon contract award, at which time these questions can be answered for each workflow. |

| Requirement 27.1: Does FLVS intend to purchase (or already own) and implement the Expenses license and replace Concur? |
|---|
| FLVS does not intend to purchase or implement the Workday Expense license. Concur will remain the Expense system of record. |

| Requirement 27.1: Does FLVS have an existing integration with Concur? If so, what does the integration do? |
|---|

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| How is FLVS currently bringing Concur data into Workday for Accounting? |
|---|
| Requirement 27.1 is a workflow issue, not an integration. An integration may or may not be required, that is to be determined during the evaluation and rating of the workflows. |

36.

| Requirement 27.2: How does FLVS define a supplement? How are these issued currently? |
|---|
| A supplement is defined as an annual addition to the base salary to compensate employees for duties performed over/above normal job responsibilities for the term of the supplement as long as the employee continues their employment for the purpose of the supplement. Currently, requests and approvals are manually processed via email. Compensation enters the one-time payment information in Workday for processing through manual entry or sends the EIBs to HRIS to upload. |

37.

| Requirement 27.2:  Do the bonuses and supplements already exist in Workday? |
|---|
| For Bonuses and Supplements, only the one-time payment or EIB process currently exists in Workday. |

38.

| Requirement 27.2: Are the bonuses and supplements tied to performance reviews? |
|---|
| Yes. |

39.

| Requirement 27.2: Does FLVS intend to purchase (or already own) and implement the Advanced Compensation license? |
|---|
| FLVS does not currently plan to implement Advance Compensation. |

40.

| Requirement 27.3:   Does FLVS intend to purchase (or already own) and implement the Grants license? |
|---|
| FLVS does not intend to implement the Grants License. |

41.

| Requirement 27.3: Where does FLVS currently transact for Grants? How does that data get into Workday currently? |
|---|
| FLVS tracks grants in Workday using a custom organization (Activity Worktag).  All grant transactions are coded to our designated Grant worktags including using the Grant specific activity worktag. |

42.

| Requirement #27.5: Require ink signature for what specifically? Does the form already exist within Workday? Is FLVS looking to process the signature of this form in Workday via e-signature? |
|---|
| The ink signature requirement varies by state. The form does not exist in Workday. FLVS may enable signing of this form via signature, but as noted, some states REQUIRE and ink signature, and do not accept and signature, such as California. |

43.

| Requirement #27.6: Does the form already exist within Workday? Is FLVS looking to process the signature of this form in Workday via e-signature? |
|---|
| No, the form does not exist in Workday. Processing the form with an e-signature is to be determined by the awarded contractor's evaluation and recommendation. |

44.

| Requirement #27.9: Does FLVS intend to purchase (or already own) and implement the Help license? |
|---|
| This is a workflow issue, not a licensing issue. FLVS does not intend to implement the Help license. |

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45.

| Requirement #27.14: Does FLVS have an existing P-Card integration? If so, with whom? |
|---|
| FLVS does not have an existing P-Card integration. |

46.

| Requirement #27.19: Does FLVS intend to purchase (or already own) and implement the Strategic Sourcing license? |
|---|
| FLVS does not intend to purchase the strategic sourcing license. |

47.

| Requirement #29: Is it to be assumed the hours and resources required to complete the migration for each workflow possible is for the FLVS team resources? |
|---|
| No, the hours and resources are for the vendors team to complete the migration to Workday |

48.

| Legal/Compliance: Our organization typically negotiates contractual documents such as the MSA, NDA, SOW templates, Travel Policies, etc. during the contracting phase, once shortlisted or selected. While we are willing to acknowledge receipt and intent to review these documents in good faith, we are not able to provide legal redlines or sign unmodified forms prior to submission. Will FLVS permit legal review and, if needed, negotiation of these documents post-selection during the contracting phase, assuming the proposal is otherwise fully compliant? |
|---|
| FLVS is a government entity and in accordance with the RFP Process must have all required forms completed without revision.  FLVS requires redlines for evaluation purposes in order to give consideration to any contractual conflicts. |

49.

| What is Florida Virtual School's (FLVS) desired timeline completion of Phase One – Workday Analysis? |
|---|
| See question 6 above. |

50.

| What is FLVS' desired timeline completion of Phase Two – Improvement Implementation? |
|---|
| See question 6 above. |

51.

| Has FVLS determined and identified internal resources (staff) to support both Phase One and Phase Two efforts? |
|---|
| Yes. |

52.

| How does FLVS differentiate "workflows" from "business processes" in Phase One scope (section 5)?<br>a.      FLVS' definition of each would be helpful, specifically as to whether "workflows" may include processes that take place outside of Workday? |
|---|
| "Workflows" may include processes that take place outside of Workday, as noted in Requirement #27 under the "Current System" column. Business Processes (BP) refer to the BPs within Workday only. |

53.

| Considering the number of SKUs and different functional areas, would FLVS prefer that the activities identified in the RFP as Phase One – Workday Analysis be divided into multiple phases or as a single phase? |
|---|
| FLVS is relying on the vendor's experience, expert judgment, and recommendation in performing a comprehensive Workday analysis and assessment, and what their recommended approach would be, either multiple phases or a single phase. |

54.

| Is FLVS experiencing specific challenges that ought to be prioritized for assessment and/or remediation? |
|---|

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General challenges exist as noted in requirements #1-11. Requirements #19-23, and #27, identify specific challenges that are currently known. It is the expectation that additional and specific challenges will surface and be identified during the analysis and assessment phase.

55.

7.      Does FLVS have a preferred approach to Phase Two – Improvement Implementation?  Specific options would be:

a.      To support Phase Two as a single, traditional fully defined project or

b.      A prioritization of roadmap items that are implemented in Agile sprints (i.e., short mini-projects)

FLVS is open to either approach and will rely on the vendor's experience, expert judgment, and recommendation in performing this type of implementation.

56.

Please describe any additional phasing approach considerations we should incorporate into Phase Two – Improvement Implementation

This is up to the contractor recommendations.

57.

Please describe your expectations for FLVS participation in Phase Two – Improvement Implementation?  At the extremes:

a.      FLVS could undertake the effort with consulting, limited to advisory support

b.      Apply a traditional approach where FLVS supports design, participates in Customer Confirmation Sessions, and performs testing (with the Partner supporting remediation)

FLVS will require the traditional approach, b., to complete the improvement implementation.

58.

What are FLVS' expectations around Phase Two – Improvement Implementation pricing?  Specifically, Phase Two scope can only be known upon the completion of Phase One – Workday Analysis.

FLVS understands that the Phase two scope is contingent up on the completion of Phase 1.

59.

Budget Range: Is there an anticipated budget or budget range for this project?

The budget has yet to be determined.

60.

Timeline: Is there an anticipated timeframe that FLVS envisions this initiative taking place over? Ex: 3 months

See question 6 above.

61.

Data Exchanges: Are there any data exchanges between you and other external entities? If yes, please list these interfaces, type (API, Batch, Realtime, Flat files), the frequency, and the volume.

That information is yet to be determined.

62.

Adaptive Cases: What are the current use cases / scenarios FLVS is using with Adaptive and are there areas you are hoping to expand? If yes, would you please expand

We currently use Adaptive Planning for our annual budget planning. We have a sheet of workforce positions that we import from Workday and the sheet calculates the benefits for the new fiscal year based on formulas or rates we populate into the Assumptions sheet. We also utilize a non-personnel sheet that accounts for all of our non-personnel budget and revenue lines. There are some calculations set up based on assumptions in this sheet as well. We also utilize reporting that was built within Adaptive. At this time, we do not plan to expand our use of

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the system, although we may want to make minor adjustments to the existing uses for the next budget planning season. We won't have details on this until after we complete budget planning this year and send out a survey to the end users.

63.

Integrations Inventory: Can an inventory of existing Workday integrations with chosen tool be provided? Please specify if any 3rd party iPaaS and/or ETL technologies are in use today.

This information shall be shared with the awarded Contractor as needed.

64.

Is any Robotic Process Automation (RPA) in use today in support of Workday functions? Does FVS use any RPA across the enterprise that could be brought to bear in support of Workday functions?

Robotic Process Automation is currently not in use in support of Workday. There may be other uses of RPA in the organization and the vendor is welcome to recommend how that might be brought to bear in support of Workday functions.

65.

Data Extraction for Reporting: Is Workday data extracted to a data warehouse/data lake/data repository for reporting purposes today? If so, please share technology and means of extracting Workday data for use in the data lake.

Yes, INT076 Data Lake for Worker Outbound and INT081 Data Lake for Worker are two integrations. INT076 is a RaaS, and INT081 uses the "Core Connector: Worker" integration template. Technology includes MS Azure Data Factory, Synapse, and WhereScape Data Vault.

66.

Workday Prism:  Is Workday Prism and/or Extend used to address any use cases for FVS today? Are there licenses for these technologies available for use?

Workday Prism and Extend are not in use and there are currently no licenses available.

67.

The solicitation provides specifics on what to respond to for Sections 1 and Section 2. Are there specific response elements to include in Section 3? Or is it up to the respondents discretion?

Section 3 of the RPF provides "Instructions to Proposer" that explain how to prepare your response document.

68.

Is work across each phase (analysis and improvement implementation) expected to be completed onsite at FLVS or virtually?

As per Section 5, subsection 1, paragraph five of the RFP document, "The Respondent is responsible for providing appropriate work environment including high speed internet connectivity to appointed staff for the duration of this project."

69.

Are there specific functional HR/Payroll/Financials processes FLVS is aiming to improve within the Workday modules listing provided?

Requirements #19-23, and #27, identify specific process that need improvement. It is the expectation that additional and specific process improvements will surface and be identified during the analysis and assessment phase.

70.

What is the user feedback on the ease of use for both administrators and employees using the system?

Feedback from both administrators and employees using Workday is overall positive; but FLVS believes there are future efficiencies and ease of use, yet to be realized.

71.

| How does FLVS leverage analytics within Workday to support HR decision-making processes? |
|---|
| We leverage analytics within Workday by utilizing all employee-related data for strategic planning and cross-team data sharing. This includes recruiting, terminations, job changes, new hires and compliance. |

72.

| Alignment across FLVS: How does Workday support alignment between HR and other departments, such as finance, in terms of data sharing and workflow coordination? |
|---|
| We use workday as a unified data system where data is shared based on the security established. This helps with planning and budgeting any future necessities required by FLVS. |

73.

| We see that Workday budgets and Workday Adaptive are both in scope. Would you clarify how you use both? Do you actually use Workday budgets functionality? |
|---|
| We use Adaptive only for planning the budget. Once the planning is complete, we load the initial budget into Workday. Once loaded, we use the Core Financials Budget functionality to create the budget plan, manage our day-to-day budget, and make budget amendments. |

74.

| How do you envision Workday enabling FLVS' long term business and operating strategy? |
|---|
| Optimizing our Workday platform is intended to provide the following benefits<br>• Reduced data entry, enabling employees to focus on high-value activities<br>• Improved user experience<br>• Increased productivity through streamlined business workflows, business processes, and process automation<br>• Seamless integrations with internal and external systems including Concur, ServiceNow, and Salesforce.<br>These intended outcomes align with the strategic initiative of operational excellence. |

75.

| Reference letters are mandatory or can we just quote the client details? |
|---|
| Letters of Reference are required in the RFP.  If they are not provided at the time of proposal submission it will impact the scores of the evaluation committee. |

76.

| Are you interested in assessing the structure of your HR organization as part of this engagement? |
|---|
| Not at this time. |

77.

| Are there particular pain points in your existing HR processes today? |
|---|
| At this time, we have outlined the pain points as part of the optimization. See question #54. |

78.

| Are you only interested in examining processes that are enabled by Workday? |
|---|
| No, Requirement #27 includes processes that are outside of Workday, but would like to migrate to Workday if possible. |

79.

| We understand the modules currently implemented; within those modules what specific processes are in scope for this project? |
|---|
| Any of the business processes within that module that FLVS has currently enabled. |

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| Is change management support in scope for this engagement? |
| --- |
| Change management for this project will be managed internally by the project manager in collaboration with the business stakeholders, training department and communications team. FLVS is open to change management services to be included in the scope for Phase 1 and Phase 2. |

81.

| Do you have a cross-functional team aligned to this work internally and will you include a dedicated project manager or PMO on the FVL side? |
| --- |
| Yes to both. |

82.

| Have you done any relevant Voice of the Employee research or analysis since Workday was deployed that can be incorporated as a starting point for the analysis? If so, when was it done, with what populations and what were the primary research objectives and areas of focus? |
| --- |
| The last Workday Value Realization was done in 2017 and the data is not relevant to this RFP. |

83.

| Are you open to an approach that incorporates employee listening for a selection of employees to measure perceptions around process and service delivery? Is this project going to be communicated broadly to allow for this level of broader organizational participation? |
| --- |
| This project primarily impacts only the Workday functional SMEs who use the application on a daily basis. These resources will be part of the analysis and assessment and will be providing their perceptions around process and service delivery. A broader level of organizational participation is not needed and is out of scope for this RFP. |

84.

| What Workday modules were deployed? Was the initial deployment done in phases or 'big bang'? |
| --- |
| See section 5 for the list of Modules. HCM and Finance were implemented first in big bang. A few years later Recruiting and Benefits were deployed simultaneously. |

85.

| What is the anticipated timeline for the analysis and implementation phases following the contract award and how will FLVS ensure that the project stays on schedule throughout its duration? |
| --- |
| See question 6 above. |

86.

| Does FVL currently have a Vision for Digital Workforce Experience, including measures of success, to inform ideal future state digital experience opportunity identification and design? |
| --- |
| Not at this time. |

87.

| Are Subcontractors allowed or Joint Venture is allowed. |
| --- |
| If awarded, FLVS shall enter into a Contract with a single primary proposer.  The proposer may choose to use subcontractors, however this is at their discretion and they shall retain all liability for their subcontractors used. |

88.

| Is there a target timeline for Phase 1 to be completed? |
| --- |
| See question 6 above. |

89.

| Are there any expected FLVS blackout periods (e.g., year-end close, audit windows, etc.) during which project work cannot occur? |
| --- |

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See question #15.

90.

| Are there known challenges with data integrity or reporting accuracy today? |
|---|
| Yes, some. This information will be provided upon award when high level requirements are provided. |

91.

| How many external integrations are currently live? |
|---|
| 55 |

92.

| Are there any change management or communication strategies already in place that we should integrate with? |
|---|
| No |

93.

| What level of post-go-live support does FLVS anticipate needing after implementing improvements? |
|---|
| Minimal, but will depend on the specific improvements and how many users are impacted. |

94.

| What volume of financial transactions does FLVS expect the ERP system to handle at peak times? |
|---|
| 3M+. Peak times are related to the school cycle and other internal activities such as budget and fiscal year end. |

95.

| Are there any manual processes that FLVS believes should remain outside the Workday Optimization? |
|---|
| That information is yet to be determined |

96.

| Will existing finance policies and procedures be adapted, or does FLVS expect the vendor to propose new ones? |
|---|
| FLVS does not foresee any finance policy changes.  We will aim to work within our existing procedures, making minor adjustments as needed. However, if a major change is suggested, we will consider incorporating it into our workflow with the necessary support to accommodate the new process. |

97.

| Will FLVS have OCM / Training resources for this program? |
|---|
| If a recommended improvement will impact staff beyond the immediate functional area, training materials and a communication plan will be developed. |

98.

| Are there anticipated organizational restructuring efforts as part of this project? Will the supplier support role definition, responsibilities, and organizational restructuring? |
|---|
| Any organizational restructuring is out of scope for this project. |

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