1. Contract Number					act Number	Page of Pages		
AMENDMENT OF SOLICITATION / MODIFICATION OF CONTRACT				CFOPE	D-19-C-015	1 11		
2. Amendment/Modification	3. Effective Date	4. Requisition/Purchase Requ			iest No.	5. Solicitation Caption		
Number						DIFS Organiz	ation Change	
Modification No. 15	See 16 C below					Manag	•	
6. Issued by:	Code		7. Admii	nistered by (If o	other than I			
Office of the Chief Financial C								
Office of the Chief Financial C Office of Contracts	hiicei							
1100 4 th Street, S.W. Suite E6	510							
Washington, D.C. 20024								
8. Name and Address of Contractor (I	No. Street. citv. countv. state and	d zip co	de)	9A. Amendm	ent of Solid	citation No.		
	, , ,,	•	,					
Deloitte Consulting LLP				9B. Dated (S	ee Item 11)		
1919 North Lynn Street Arlington, VA 22209-1742				10A. Modific	ation of Co	ntract/Order No.		
Attn: Wendy Carr			Х	CFOPD-	1001	5		
Email: wcarr@deloitte.com					10-0-01	5		
Code	Facility			10B. Dated (See Item 1	3) July 15, 20	019	
Code	11. THIS ITEM ONLY APPLIE	S TO A		NTS OF SOL	ICITATION	S		
The above numbered solicitation is	amended as set forth in item 14.	The ho	our and dat	e specified for r	eceipt of Of	fers 🔲 is extended.	is not extended	
Offers must acknowledge receipt of this								
 (a) By completing Items 8 and 15 and r offer submitted; or (c) BY separate letter 	r or fax which includes a reference	ce to the	e solicitatio	n and amendme	ent number.		.,	
ACKNOWLEDGMENT TO BE RECEIVE MAY RESULT IN REJECTION OF YOU								
MAY RESULT IN REJECTION OF YOUR OFFER. If by virtue of this amendment you desire to change an offer already submitted, such may be made by letter or fax, provided each letter or telegram makes reference to the solicitation and this amendment, and is received prior to the opening hour and date specified.								
12. Accounting and Appropriation Dat	ta (If Required)							
13. THIS ITEM APPLIES ONLY TO MODIFICATIONS OF CONTRACTS/ORDERS,								
IT MODIFIES THE CONTRACT/ORDER NO. AS DESCRIBED IN ITEM 14 A. This change order is issued pursuant to (Specify Authority)								
B. The above numbered contract/order is modified to reflect the administrative changes (such as changes in paying office, appropriation data etc.) set forth in item 14, pursuant to the DC Financial Responsibility and Management Assistance Authority.								
C. This supplemental agreement is entered into pursuant to authority of:								
X D. Other (Specify type of modification and authority): Section I.8 and 27 DCMR 3601.2								
E. IMPORTANT: Contractor 🗌 is not 🛛 is required to sign this document and return <u>one</u> copy to the issuing office.								
14. Description of Amendment/Modification (Organized by UCF Section headings, including solicitation/contract subject matter								
where feasible.)								
The purpose of Modification No. 15 is to update the scope of work for Option Years Two through Four								
as set forth beginning on page 2. This modification will result in an increase in the total not-to-exceed								
amount of Option Year Two by \$495,409.00.								
amount of Option 1 car 1 wo by $\varphi + 75, 407.00$.								
All other terms and conditions shall remain unchanged.								
Except as provided herein, all terms and conditions of the document is referenced in Item 9A or 10A remain unchanged and in full force and effect.								
15A. Name and Title of Signer (Type or print) 16A. Name of Contracting Officer								
Wendy Freeman Carr, Managing Director, Deloitte Consulting LLP Dorothy Whisler Fortune, Esq., CPPO, Drakus Wiggins, CPPB, CPPO or Anthony A. Stover, CPPO								
15B. Name of Contractor	15C. Date Signed			of Columbia	, =		16C. Date Signed	
mends Jam	00/00/000			The second secon			March 2 202	
(Signature of person authori	zed to sign) 03/02/2022	2 [m	Mayle	sian	s (Signature	e of Contracting Officer)	March 3, 202	

I. Modification No. 15 makes the following changes to the contract:

- A. Section B.4, *Pricing Summary*, is updated to reflect the addition of three (3) new resources and the increase in ChangeScout licenses.
- B. The addition to Section C.4.6 of two new assumptions covering the additional resources and ChangeScout licenses.
- C. The addition to Sections C.7.9 through C.7.14 of updated milestone language for Option Years Two through Four to reflect the updated scope of work.
- D. The addition to Section H.8.3 of updated language to reflect the additional ChangeScout licenses.
- E. The addition to Section H.12.5 of the updated key personnel.
- F. *Administrative correction to Modification 14*. In Section I Paragraph E, the total amount for Option Year Two is corrected to \$10,068,154.50.
- G. Based on the above changes, the total amount for Option Year Two shall increase from \$10,068,154.50 by **\$495,409.00** to \$10,563,563.50. The price breakout for this modification increase is set forth in Attachment J.27.
- H. The total not-to-exceed contract amount is hereby increased from \$15,325,679.00 by \$495,409.00 to \$15,821,088.00.

II. The changes to the contract provisions are as follows:

- 1. **DELETE** Section B.4.3 in its entirety, and **REPLACE** with the following:
 - B.4.3 <u>Total Price Summary</u> The total pricing table below reflects the pricing for the Blueprint, Pre-Construction/Ramp-Up and Implementation Phases, including the charges associated with the provision of the Maverick Guided Learning Tool (as defined in Section B.4.4), new training and Business Process resources and addition ChangeScout licenses for Option Year Two.

Description	Base	OY1	OY2	OY3	OY4	OY5	OY6	Total
Blueprint	\$1,528,716							\$1,528,716
Pre-Construction/ Ramp-up (Fixed)		\$3,728,808.50	\$536,286.50					\$4,265,095
Implementation (Not-to-exceed))			\$9,634,314.00	\$8,451,089	\$1,998,883	\$0	\$0	\$20,084,286
Maverick Guided Learning Tool			\$359,134.00	\$293,676				\$652,810
Additional ChangeScout Licenses			\$33,829.00					\$33,829
Total	\$1,528,716	\$3,728,808.50	10,563,563.50	\$8,744,765	\$1,998,883	\$0	\$0	\$26,564,736

- 2. In Section C.4.6, **ADD** the following language:
 - "II. The Contractor shall add three additional resources to the pricing summaries for Option Year Two to fill roles requested by the District. These three roles include a Contractor Training Manager and two (2) Subcontractor BPR Analysts.
 - mm. Option Year Two includes additional ChangeScout licenses as requested by the District, including: six (6) additional Change Manager Licenses, twenty-one (21) Business Advocate Licenses and one (1) Leadership Portal License."
- 3. DELETE Sections C.7.9 through C.7.13 in its entirety and REPLACE with the following:
 - "C.7.9 The milestones (excluding the two Firm-Fixed Price deliverables CLINs 201 and 202 detailed in Section B.4.3) and NTE Details are included in Attachment J.25. Should the Contractor anticipate that the milestone will not be delivered per the projected milestone completion date or at the estimated costs, the Contractor shall alert the District.
 - C.7.10 In addition to the milestones outlined, the Contractor shall provide a monthly report from the ChangeScout tool, highlighting data related to the effectiveness of the OCM activities proposed during the Implementation Phase.
 - C.7.11 The milestones to be produced during **Option Year Two** shall include:
 - Communications & Engagement: Deliver Agency Sprint Kick-off Event Develop materials and host kick-off event for Agency Sprint participants to prepare the selected group for Sprints. The event will provide an update on the DIFS Program, update on the Chart of Accounts decisions, and an understanding of what to expect during Sprints, including the schedule, team roles and ceremonies. In addition, this event will give an opportunity to the participants to connect via a meet and greet session with their Scrum Team.
 - Training: Travel and Expense CBT The objective of this computer-based training (CBT) is to provide details around the Oracle Fusion Financials Expense application. The course will detail the procedures for requesting, approving, and reimbursing employees travel related expenses for authorized District government purposes.
 - 3. **Business Transformation: Review Drafted To-Be Processes** This report will provide an overview of the updated business processes as a result of information collected during the Sprint sessions.
 - 4. **Communications & Engagement: Complete Change Agent Network Meeting Materials** – The Change Agent Network (CAN) will foster communication, increase awareness, build readiness, and drive adoption among their peers in the Cluster/Central Office. The monthly meeting will serve as the platform by which the Engagement Team will share relevant information with the CAN and discuss upcoming items to share with their respective Cluster/Central Office as well as hear end user feedback about the program. The

corresponding meeting materials will be shared with the CAN and used as part of their toolkit.

- 5. **Training: Complete Introduction to Oracle Reporting CBT** The objective of this computer-based training (CBT) is to provide end-users with a high-level functionality introductory course on reporting in Oracle Cloud.
- 6. Communications & Engagement: Complete Change Agent Network Meeting Materials – The Change Agent Network (CAN) will foster communication, increase awareness, build readiness, and drive adoption among their peers in the Cluster/Central Office. The monthly meeting will serve as the platform by which the Engagement Team will share relevant information with the CAN and discuss upcoming items to share with their respective Cluster/Central Office as well as hear end user feedback about the program. The corresponding meeting materials will be shared with the CAN and used as part of their toolkit.
- 7. Communications & Engagement: Complete DIFS Cup Event Materials The DIFS Cup is a series of interactive events hosted in collaboration with the SI team to convey the importance of the DIFS implementation to District stakeholders, the impact of this change to their role(s), orient users around the implementation process, and showcase the progress made-to-date on the system. The materials for this event will serve as a DIFS Program status update and reference for the end user.
- 8. **Business Transformation: Complete Draft Job Impact Report** This document serves as an analysis of changes to roles and responsibilities based on the DIFS implementation.
- 9. **Training: Complete ERP/Budget Execution Implementation Training Strategy & Plan** – The ERP/Budget Execution Implementation Training Strategy & Plan will provide details for executing training and preparing end users for system adoption and utilization on day 1. It will include the final training approach, critical risks and considerations, training scope and audience, required resources, and an end user journey with an integrated training plan/schedule.
- 10. **Business Transformation: Deliver Benefits Register Quarterly Report** This report, i.e., dashboard, tracks the progress towards achieving the benefits identified in the Benefits Register. It includes details related to progress to date, projections for the next quarter, and recommendations to course correct or modify the trajectory as new data becomes available through the implementation of DIFS. It establishes the reporting vehicle for Benefits Realization, including after Go-Live.
- 11. Communications & Engagement: Distribute Change Readiness Benchmark Survey #1 The Change Readiness Benchmark Survey will be used to measure engagement and capture feedback directly from End Users every six months. The ChangeScout survey tool will be used to distribute the survey, analysis the data and track End Users movement along the commitment curve.
- 12. Business Transformation: Draft Job Impact Communication & Plan As a result of the

Draft Job Impact Report developed by the Org Alignment team, the Job Impact Communication & Plan will provide information for key DIFS stakeholders related to recommended organization updates that may occur due to the system implementation.

- 13. **Training: Complete Introduction to Oracle Planning** The objective of this computerbased training (CBT) is to provide end-users with a high-level introductory course on Planning in EPM Enterprise Cloud. This will introduce navigation and review high-level data forms, task lists, and navigation flows.
- 14. **Communications & Engagement: Complete Change Agent Network Meeting Materials** – The Change Agent Network (CAN) will foster communication, increase awareness, build readiness, and drive adoption among their peers in the Cluster/Central Office. The monthly meeting will serve as the platform by which the Engagement Team will share relevant information with the CAN and discuss upcoming items to share with their respective Cluster/Central Office as well as hear end user feedback about the program. The corresponding meeting materials will be shared with the CAN and used as part of their toolkit.
- 15. Communications & Engagement: Deliver Sprint Review Materials The DIFS Sprint Review session will collectively answer questions of Sprint participants identified during Sprint Retrospectives. The materials prepared for this event will detail how the program is addressing the concerns of Sprint participants around topics such as testing and provide process area demonstrations, while also including information on how the DIFS Cup events will bridge the gap to engaging end users prior to formal system training.
- 16. **Business Transformation: Deliver Benefits Register Quarterly Report** This report, i.e., dashboard, tracks the progress towards achieving the benefits identified in the Benefits Register. It includes details related to progress to date, projections for the next quarter, and recommendations to course correct or modify the trajectory as new data becomes available through the implementation of DIFS. It establishes the reporting vehicle for Benefits Realization, including after Go-Live.
- 17. Communications & Engagement: Deliver Sprint Cycle 2 Recap Communications DIFS Program communications will reach approximately 1,700 stakeholder and share details regarding the start of Sprint Cycle 2, how this cycle differs from Cycle 1. The communications will serve as an avenue to share DIFS Program details and excitement about the potential outcomes of Sprint Cycle 2.
- 18. Communications & Engagement: Complete DIFS Cup Event Materials The DIFS Cup is a series of interactive events hosted in collaboration with the SI team to convey the importance of the DIFS implementation to District stakeholders, the impact of this change to their role(s), orient users around the implementation process, and showcase the progress made-to-date on the system. The materials for this event will serve as a DIFS Program status update and reference for the end user.
- 19. Business Transformation: Complete Policy Reports (P2P, O2C, A2R, P&G and Interagency) The objective of this report is to detail necessary modifications to current

District policies as a result of changes identified during ERP Sprint activities.

- 20. **Training: Complete Budget Execution Council Training Materials** The objective of this training is to provide the District Council on how to complete to their tasks related to Budget Execution. The course will cover amendments and the approval process to complete the budget execution process.
- 21. Business Transformation: Collect Change Impacts from Sprint 11; Finalize OCM Change Impact Assessment for ERP – Leveraging change impact input contained within the ChangeScout tool, the Assessment will detail all major system changes identified during the ERP Sprints and provide a recommended mitigation approach.
- 22. Communications & Engagement: Complete DIFS Cup Event Materials The DIFS Cup is a series of interactive events hosted in collaboration with the SI team to convey the importance of the DIFS implementation to District stakeholders, the impact of this change to their role(s), orient users around the implementation process, and showcase the progress made-to-date on the system. The materials for this event will serve as a DIFS Program status update and reference for the end user.
- 23. **Business Transformation: Deliver Benefits Register Quarterly Report** This report, i.e., dashboard, tracks the progress towards achieving the benefits identified in the Benefits Register. It includes details related to progress to date, projections for the next quarter, and recommendations to course correct or modify the trajectory as new data becomes available through the implementation of DIFS. It establishes the reporting vehicle for Benefits Realization, including after Go-Live.
- 24. Business Transformation: Complete Reporting & Integration Policy Report The objective of this report is to detail necessary modifications to current District policies specifically related to Reporting and Integration activities.
- 25. **Training: Complete Purchase Card CBT Course** The objective of this computer-based training (CBT) is to educate system users on the District P-card policy and how to enter and review District purchase card expenses in DIFS. The course will outline the key functionalities of the Oracle Expense module for all staff responsible for P-card transactions in DIFS, as well as the related processes for managing P-card use.
- 26. **Training: Conduct UAT Training** The objective of this ILT/vILT training course is to prepare testers to conduct User Acceptance Testing (UAT). By the end of the training, participants will be able to:
 - State the importance of UAT as a part of the DIFS implementation.
 - Identify the various activities associated with UAT.
 - Describe how UAT is part of the approval process.
 - Explain important considerations regarding the testing environment.
 - Access and utilize test scripts to perform UAT and recognize what is an acceptable result.

- Document and communicate test results.
- 27. Communications & Engagement: Complete Leadership Action Plan Materials Leadership Action Plans (LAPs) are tactical activities for leaders to engage their respective Cluster/Central Office throughout the implementation journey. LAPs incorporate feedback received during meetings and interviews regarding specific change management and organization needs, as well as potential resistances in the future state.
- C.7.12 The milestones to be produced during **Option Year Three** shall include:
 - Business Transformation: Collect Change Impacts and BPR data outputs from Sprint 13 – As a part of OCM participation in the Sprint sessions, the Business Transformation team will collect change impacts for each functional area. These impacts will be included in a report detailing the level of severity of the impact, the stakeholders impacted, and the proposed mitigation associated with the impact.
 - 2. Business Transformation: Deliver Benefits Register Quarterly Report This report, i.e., dashboard, tracks the progress towards achieving the benefits identified in the Benefits Register. It includes details related to progress to date, projections for the next quarter, and recommendations to course correct or modify the trajectory as new data becomes available through the implementation of DIFS. It establishes the reporting vehicle for Benefits Realization, including after Go-Live.
 - 3. **Training: Complete ERP/Budget Execution Training Materials** The objective of this training is to provide the District ERP and Budget Execution training materials. These materials will support the simulation training for ERP/Budget Execution to prepare end users for Go-Live.
 - 4. **Communications & Engagement: Distribute Change Readiness Assessment Survey** Change Readiness Assessment Survey informs the OCM Team about how ready District employees are for change, how well they understand the change, and how willing they are to own the change, which ultimately contributes to the project's success. This survey will be distributed in time for the Go, No-Go decision alongside with SI.
 - 5. Business Transformation: Collect Change Impacts and BPR data outputs from Sprint #15 – As a part of OCM participation in the Sprint sessions, the Business Transformation team will collect change impacts for each functional area. These impacts will be included in a report detailing the level of severity of the impact, the stakeholders impacted, and the proposed mitigation associated with the impact.
 - 6. Engagement: Complete Leadership Action Plan Materials Leadership Action Plans (LAPs) are tactical activities for leaders to engage their respective Cluster/Central Office throughout the implementation journey. LAPs incorporate feedback received during meetings and interviews regarding specific change management and organization needs, as well as potential resistances in the future state.

- Communications: Deliver Pre-Go-Live Communications DIFS Program communications that will reach all end users and build excitement for Go-Live. This communication will serve as a program highlight and focus on what the End Users need to know before Go-Live such as: training reference materials, reminders of which systems will sunset the following month, and DIFS resources available, and next steps.
- 8. **Communications: Deliver Go-Live Executive Communications** DIFS Program communications that will reach all end users and will be distributed on behalf of the DIFS Executive Sponsor. The communication will share the DIFS journey, remind End Users of the benefits, expectations, and reiterate resources including training refence materials. This communication will be delivered the morning of go-live to set the tone for the beginning of a new chapter for the District.
- 9. **Training: Complete Materials for Refresher Training** The objective is to provide the District with refresher training materials for users to access and utilize which will support user adoption of the system post Go-Live.
- 10. Communications & Engagement: Complete Change Agent Network Meeting Materials – The Change Agent Network (CAN) will foster communication, increase awareness, build readiness, and drive adoption among their peers in the Cluster/Central Office. The monthly meeting will serve as the platform by which the Engagement Team will share relevant information with the CAN and discuss upcoming items to share with their respective Cluster/Central Office as well as hear end user feedback about the program. The corresponding meeting materials will be shared with the CAN and used as part of their toolkit.
- 11. Business Transformation: Complete Corrective Action Plan for Organization Alignment – The Correction Action Plan will highlight step-by-step mitigations to improve processes, streamline efforts, reduce duplications, and increase understanding of alignment activities as the District moves from its current to the desired to-be state.
- 12. Communications & Engagement: Complete Change Agent Network Meeting Materials – The Change Agent Network (CAN) will foster communication, increase awareness, build readiness, and drive adoption among their peers in the Cluster/Central Office. The monthly meeting will serve as the platform by which the Engagement Team will share relevant information with the CAN and discuss upcoming items to share with their respective Cluster/Central Office as well as hear end user feedback about the program. The corresponding meeting materials will be shared with the CAN and used as part of their toolkit.
- 13. Communications & Engagement: Complete Change Agent Network Meeting Materials – The Change Agent Network (CAN) will foster communication, increase awareness, build readiness, and drive adoption among their peers in the Cluster/Central Office. The monthly meeting will serve as the platform by which the Engagement Team will share relevant information with the CAN and discuss upcoming items to share with their respective Cluster/Central Office as well as hear end user feedback about the program. The

corresponding meeting materials will be shared with the CAN and used as part of their toolkit.

- 14. Training: Complete EPM UAT Training Materials The objective of this ILT/vILT training course is to prepare testers to conduct EPM User Acceptance Testing (UAT). By the end of the training, participants will be able to:
 - State the importance of UAT as a part of the DIFS implementation.
 - Identify the various activities associated with UAT.
 - Describe how UAT is part of the approval process.
 - Explain important considerations regarding the testing environment.
 - Access and utilize test scripts to perform UAT and recognize what is an acceptable result.
 - Document and communicate test results.
- 15. Communications & Engagement: Deliver OCM Benchmark Survey Analysis The Change Readiness Benchmark Survey will be used to measure engagement and capture feedback directly from End Users every six months. The ChangeScout survey tool will be used to distribute the survey, analysis the data and track End Users movement along the commitment curve.
- 16. **Business Transformation: Deliver Benefits Register Quarterly Report** This report, i.e., dashboard, tracks the progress towards achieving the benefits identified in the Benefits Register. It includes details related to progress to date, projections for the next quarter, and recommendations to course correct or modify the trajectory as new data becomes available through the implementation of DIFS. It establishes the reporting vehicle for Benefits Realization, including after Go-Live.
- 17. Communications: Deliver Pre-Go-Live Communication Information DIFS Program communications that will reach all end users and build excitement for Go-Live. This communication will serve as a program highlight and focus on what the End Users need to know before Go-Live such as: training reference materials, reminders of which systems will sunset the following month, and DIFS resources available, and next steps.
- 18. **Training: Complete EPM Training Materials** The objective of this training is to provide the District EPM training materials. These materials will support training to prepare end users for EPM Go-Live. The materials for EPM Go-Live will include multiple modalities of training including micro-learnings, CBTs and job aids.
- C.7.13 The milestones to be produced during **Option Year Four** shall include:
 - 1. Communications & Engagement: Complete Manager Readiness Session Materials The DIFS Manager Readiness Sessions introduce OCFO Managers to the significant changes that impact them and their staff. Through this session, OCFO Managers are equipped with the necessary tools needed to support their staff and drive DIFS adoption. The materials for this event will serve as reference and part of their Manager Readiness Toolkit.

- 2. Communications & Engagement: Complete Change Agent Network Meeting Materials – The Change Agent Network (CAN) will foster communication, increase awareness, build readiness, and drive adoption among their peers in the Cluster/Central Office. The monthly meeting will serve as the platform by which the Engagement Team will share relevant information with the CAN and discuss upcoming items to share with their respective Cluster/Central Office as well as hear end user feedback about the program. The corresponding meeting materials will be shared with the CAN and used as part of their toolkit.
- 3. **Training: Complete Materials for DIFS Oracle System Refresher Training** The objective is to provide the District with refresher training materials for users to access and utilize which will support user adoption of the system post Go-Live.
- 4. Communications & Training: Complete Materials for Brownbag Sessions Learning sessions for End Users after Go-live to address any issues related outstanding issues related to system implementation.
- 5. **Training: Deliver Training Gap Mitigations** The objective of this milestone is once the Training Team identifies common/recurring issues that arise after end user training, they will document the proper mitigations to address them which may include developing additional training materials, delivering communications, and/or conducting stakeholder engagement interventions.
- 6. **Communications & Engagement:** Complete Change Agent Network Meeting Materials The Change Agent Network (CAN) will foster communication, increase awareness, build readiness, and drive adoption among their peers in the Cluster/Central Office. The monthly meeting will serve as the platform by which the Engagement Team will share relevant information with the CAN and discuss upcoming items to share with their respective Cluster/Central Office as well as hear end user feedback about the program. The corresponding meeting materials will be shared with the CAN and used as part of their toolkit.
- 7. ALL: Deliver Knowledge Transfer Closeout Reports This will include reports from each OCM component team listing lessons learned and will also highlight the repository location for all documentation associated with each OCM team."
- 4. In Section H.8.3, DELETE Assumption (a) in its entirety and REPLACE with the following:
 - "a. Access to *ChangeScout* is limited to use by up to forty (40) District authorized users solely for use in connection with this engagement and only during the term hereof. Upon completion District data will be exported from the tool and the instance will be terminated."

- 5. **DELETE** Section H.12.5 in its entirety and **REPLACE** with the following:
 - "H.12.5 During the Implementation Phase, the following Contractor roles shall be considered Key Personnel:
 - 1. Project Manager Holli Rice
 - 2. Training Lead Jimmy Wyner
 - 3. OCM Lead Brandon Artis"
- 6. The following attachment is hereby incorporated under Section J:

Attachment Number	Document
J.27	DIFS OCM OY2 Modification Pricing

[End of Modification No. 15]

Attachment J.27 DIFS OCM OY2 Modification Pricing

Pricing Category	IMPL Year 2	IMPL Year 3	IMPL Year 4	IMPL Year 5	Grand Total All Services
Consulting Services Pricing - Implementation Phase	\$461,580	\$0	\$0	\$0	\$461,580
Additional ChangeScout Licenses	\$33,829				\$33,829
Total - Implementation	\$495,409	\$0	\$0	\$0	\$495,409
Small Business Participation (35% of labor)	\$173,393	\$0	\$0	\$0	<mark>\$173,393</mark>