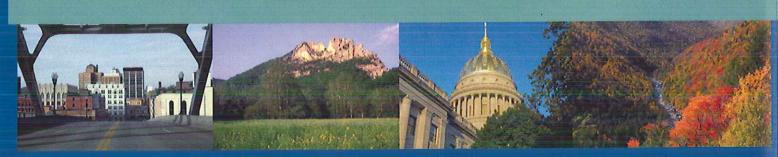
Vitech Systems Group, Inc.

CPR12026 Best And Final Offer

for a New Line of Business Solution for the

West Virginia Consolidated Public Retirement Board

> BAFO Technical Proposal June 19, 2013



Vitech V3

06/19/13 10:45:30 AM West Virginia Purchasing Division



REO COPY

State of West Virginia Department of Administration Purchasing Division 2019 Washington Street East Post Office Box 50130 Charleston, WV 25305-0130

CPR12026

7.

ADDRESS CORRESPONDENCE TO ATTENTION OF

ADDRESS CHANGES TO BE NOTED ABOVE

RRISTA FERRELL

>EZOOR

TITLE

Sr.

Vitech Systems Group, Inc. Attn: James Vitiello 401 Park Avenue South, 12th Floor New York, NY 10016 CONSOLIDATED PUBLIC RETIREMENT
BOARD
BUILDING 5, ROOM 1000
1900 KANAWHA BOULEVARD, EAST
CHARLESTON, WV
25305-0720
558-3570

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HEN RESPONDING TO SOLICITATION, INSERT NAME AND ADDRESS IN SPACE ABOVE LABELED 'VENDOR'



State of West Virginia Department of Administration **Purchasing Division** 2019 Washington Street East Post Office Box 50130 Charleston, WV 25305-0130

401 Park Avenue Avenue, South 12th Floor

NUMBER CPR12026

ADDRESS CORRESPONDENCE TO ATTENTION OF

KRISTA FERRELL 304-558-2596

CONSOLIDATED PUBLIC RETIREMENT BOARD BUILDING 5, ROOM 1000

1900 KANAWHA BOULEVARD, EAST CHARLESTON, WV

25305-0720 558-3570

DATE PRINTED

Mr. James Vitiello

New York, NY 10016

Vitech Systems Group, Inc.

06/12/2013 BID OPENING DATE: 06/19/2013 BID OPENING TIME 1:30PM LINE QUANTITY UOP ITEM NUMBER UNIT PRICE AMOUNT ADDENDUM NO. 8 THIS ADDENDUM IS ISSUED TO ANSWER ALL TECHNICAL QUESTIONS SUBMITTED IN ACCORDANCE WITH THE BEST AND FINAL OFFER (BAFO) DOCUMENT RELEASED AS ADDENDUM 7 TO THIS SOLICITATION. opo1 920-49 1 NEW LINE OF BUSINESS SOLUTION FOR CPRB *** THIS IS THE END OF REQ CPR12026 ***** TOTAL: SIGNATURE TELEPHONE

Solicitation

ce President 13-378-5492

June 19, 2013 ADDRESS CHANGES TO BE NOTED ABOVE

646-344-5233

SOLICITATION NUMBER: CPR12026 Addendum Number: 8

The purpose of this addendum is to modify the solicitation identified as ("Solicitation") to reflect the change(s) identified and described below.

Modify bid opening date and time Modify specifications of product or service being sought Attachment of vendor questions and responses Attachment of pre-bid sign-in sheet Correction of error Other

Description of Modification to Solicitation:

Applicable Addendum Category:

To provide answers to all technical questions submitted in accordance with the Best and Final Offer document added to this solicitation per Addendum No. 7.

Additional Documentation: Documentation related to this Addendum (if any) has been included herewith as Attachment A and is specifically incorporated herein by reference.

Terms and Conditions:

- 1. All provisions of the Solicitation and other addenda not modified herein shall remain in full force and effect.
- 2. Vendor should acknowledge receipt of all addenda issued for this Solicitation by completing an Addendum Acknowledgment, a copy of which is included herewith. Failure to acknowledge addenda may result in bid disqualification. The addendum acknowledgement should be submitted with the bid to expedite document processing.





VITECH BAFO RESPONSE

Vitech is pleased to submit our best and final offer to the West Virginia Consolidated Public Retirement Board. We believe that Vitech and V3 offer the highest-reward, lowest-risk solution for WVCPRB and that our organizations would work well together

The V3 System is the choice of nearly 50 multi-employer benefit organizations across North America. V3 is vastly configurable and extremely scalable. It include employer reporting, loan processing, retirement calculations and benefits payroll capabilities along with workflow, ECM, CRM and self-service features in a single, integrated system.

Vitech is the leader in the delivery of administration solutions to public pension plans. As we have been serving such organizations for over 20 years, we are extremely intimate with WVCPRB's business requirements, technical needs and project objectives.

The new system will be tightly tailored to WVCPRB's most specific needs and requirements. This is not a one-size-fits-all solution. This is a best-of-both-worlds approach that provides the depth of capabilities only available through a true product solution with the degree of fit more commonly associated with a bespoke application. This is made possible by the extreme configurability of the V3 System and the tremendous expertise of Vitech's delivery team.

Vitech is extremely well qualified to support WVCPRB in this critical undertaking and our V3 software is extremely well suited to WVCPRB functional requirements. We are most hopefully that we will have the opportunity to partner with WVCPRB on this exciting endeavor.

Please find our acknowledgements to the BAFO within the below table and all referenced updated sections or Exhibits in the following attachments. Thank you for the opportunity to participate in this procurement. Please let us know if you have any further questions. We are hopeful that WVCPRB will select Vitech as your technology solution partner.

BAFO Section Reference	Proposal Reference	Response to Clarification or Explanation
2.1.1 Vendor Bound by Terms Clarification is provided for Section 1.2 of the RFP with respect to WVCPRB expects the proposals to remain valid for at least one hundred eighty (180) days from the proposal receipt deadline as noted in Section 1.3 of this BAFO document.	I-1.2 Statement of Understanding	Acknowledged.
2.1.2 Schedule of Events Clarification is hereby provided that vendors should adjust their proposed phasing and timeline to conform to WVCPRB's revised Procurement Schedule as noted in Section 1.3 of this BAFO document.		Acknowledged. Our proposed project plan, project phasing, timeline, milestones, and all related activities have been updated.
2.1.3 Initial Plan As a result of the clarification provided in this document, vendors should provide an updated initial high level work plan (RFP Section 5.3.1.5, Exhibit 7), clearly identifying that the implementation is phased according to the requirements and	III-Exhibit 7 High Level Work Plan	Acknowledged. Our proposed solution includes phasing in accordance with the RFP Section 5.3.1.5, Exhibit 7. Please find the high level work plan and the detailed

BAFO Section Reference	Proposal Reference	Response to Clarification or Explanation
clarification provided for Appendix D Section 2.6.1.8, and indicate the elements included in each project phase. Vendors should also include a high-level project schedule based on the target dates stipulated in Appendix D (see Section 2.3), presented in a Gantt chart or other suitable format.		description of the elements included in each phase within attachment "WBCPRB_II-2.6.1.8 Phasing the Project.doc".
2.1.4 Vendor Certifications and Affirmations	I-1.1 Vendor	Acknowledged. Please find a
Clarification is hereby provided in reference to Section 5.3.1.3 of the RFP in that vendors should provide updated responses to the Vendor Certifications and Affirmations as detailed in Section I-1.1 of the vendor's technical proposal.	Certifications and Affirmations	recommitment of Vitech's certifications and affirmations within attachment "WBCPRB_I-1.2 and 2.1 Vendor Information.doc".
2.1.5 Corporate Background	I-2.1 Corporate	Acknowledged. Please find updated
Clarification is hereby provided with reference to Section 5.3.1.3 of the RFP in that vendors should provide updates to Section I-2.1 of the vendor's proposal with respect to certain corporate background information: A. The names, titles, and length of tenure of the top five officers of the company (or its subsidiary or operating division responsible for this project). For any whose time in the position is less than a year, provide the name of his or her predecessor and the reason for the change in position.	Background	corporate background information within attachment 'WBCPRB_I-1.2 and 2.1 Vendor Information.doc".
B. Any change in the ownership status of the company in the past three years (or any forthcoming change).		
Vendors should also provide updated corporate background information for all proposed sub-contractors:		
 A description of all work to be subcontracted to and/or products to be provided by third parties. 		
B. Descriptive information relating to the nature and duration of the previous relationship of all subcontractors and/or third parties with the prime contractor.		
 C. Explanation of any existing contractual relationships between the prime and subcontractors, or among subcontractors 		
2.1.6 Project Staffing and Key Personnel	II-2.8 Project	Acknowledged. Please find updated
Clarification is hereby provided in reference to Section 2 of Appendix D, and Section 5.3.1.3 of the RFP, that vendors should provide updated project staffing information. Vendors should provide updated Preliminary Project Staffing	Staffing III-Exhibit 13, III-Exhibit 23,	Exhibit 13 and Exhibit 23 attached. Unfortunately due to another commitment that arose in the past 2
Plan (RFP Section 5.3.1.5, Exhibit 13) and Resource Summary By Phase (RFP Section 5.3.1.5, Exhibit 23).	III-Exhibit 14	months, Brian McKinney will only be available 50% through August 2014.
Vendors should also update the staffing plan to identify key personnel, including, but not limited to, the Project Manager, the lead analyst or Deputy Project Manager, and at least one additional senior full-time staff member. Updated team members' resumes should also be provided (RFP Section 5.3.1.5, Exhibit 14).		Therefore, we have included a newly proposed project manager, Ed Caseres, who will be available to start in full capacity for the beginning of this project. We have included his resume in the attachments to this
The vendor should confirm its understanding that these designated key staff members should not be reassigned for at least a year following the commencement of the portion of the project for which they are responsible without WVCPRB's prior written agreement. For all key personnel being proposed to WVCPRB, the		response. We are proposing to keep Brian engaged in this WVCPRB project for the 50% time he is available. Together with Chris Lodge as Account Executive, we are confident that this project
vendor is requested to identify all other projects /		management team will deliver

BAFO Section Reference	Proposal Reference	Response to Clarification or Explanation
procurements on which the same staff members are currently working and / or for which the same staff members are being proposed. The vendor should provide a list of all its active retirement projects (development and implementation) that are ongoing at the time the BAFO response is submitted to WVCPRB and describe its approach for supporting this project in view of those prior commitments.		Successfully at WVCPRB. Our proposed three key resources are project manager Ed Caseras, development manager Tom Cheng, and business lead Varia Lvova. Ed will be completing his IPERS and GERS activities by the end of September 2013 and will be available full time for the beginning of this project. Tom also supports MTRS, which will be a part time capacity and will be available for the start of this project. Varia will be available starting in January 2014. This team is available to start in accordance with our proposed staffing plan and is proposed to remain engaged in the project until their phase is complete.
2.1.7 Sub-Contractors Clarification is hereby provided in reference to Section 2.2.2.2 of Appendix D in that vendors should provide an updated list of proposed sub-contractors. The updated information should specifically identify the tasks that each sub-contractor is to perform. Vendors should provide an updated listing of sub-contractors, including Subcontractor Letter of Commitment (reference RFP Section 5.3.1.5, Exhibit 21), examples of Subcontractor Agreements (reference RFP Section 5.3.1.5, Exhibit 22) key subcontractor personnel, and provide updated resumes for these key sub-contractor staff (reference RFP Section 5.3.1.5, Exhibit 14).	II-2.2.2.2 Sub- contractors III-Exhibit 21, III-Exhibit 22, III-Exhibit 14	Acknowledged. Please find the attached Exhibits 21 and 22. As Vitech is not proposing any subcontractors no updates were required.
2.1.8 Cost Schedules Clarification is hereby provided in reference to Section 5.3.2 of the RFP in that vendors should complete the attached BAFO Cost Proposal Schedules reflecting the effect of all revisions made by the vendor in response to clarifications provided by the State or other revisions that the vendor determined were necessary for their Best and Final Offer. Vendors should take care to assure that their BAFO Technical Proposal and BAFO Cost Proposal reflect the solution being offered.	Cost Proposal	Acknowledged.
2.1.8.1 Cost Proposal Format Clarification is provided that the vendor's BAFO Cost Proposal should be in the format as provided in Section 3.2 of this BAFO document.	Cost Proposal	Acknowledged.
2.1.8.2 WVCPRB Bid Summary Clarification is provided that Functional Project Elements on which the cost proposal will be evaluated, are limited to the following: a. Hardware b. Commodity Software c. Services d. LOB Application License Fee	Cost Proposal	Acknowledged.

BAFO Section Reference	Proposal Reference	Response to Clarification or Explanation
e. LOB Application Source Code (WV Specific)		
Other line items should not be added to the Functional Project Elements of the Bid Summary.		
2.1.8.3 Schedule 1 – Hardware Costs for Functional Project Elements	Cost Proposal	Acknowledged.
Clarification is provided that Schedule 1 is to be used by the vendor to list all hardware components required to effect the functional requirements portion of the proposed solution. Contingency budgets are not acceptable line items for inclusion.		
2.1.8.4 Schedule 2 – Commodity Software Costs for Functional Project Elements	Cost Proposal	Acknowledged.
Clarification is provided that Schedule 2 is to be used by the vendor to list all commodity software components required to effect the functional requirements portion of the proposed solution. Contingency budgets are not acceptable line items for inclusion.		
2.1.8.5 Schedule 3 – Services (Functional Project Elements)	Cost Proposal	Acknowledged.
The following clarifications are provided with respect to Schedule 3 - Services (Functional Project Elements):		
 Hourly rates identified on Schedule 3 should be fully loaded to capture all direct and overhead expenses, travel, per diem, and any other travel-related expenses. 		
 Separate line items designating hours and hourly rates for vendor staff travel should not be included in this schedule. 		
 Cost Elements with associated hourly rates and estimated hours are anticipated to be staff related positions which correspond to the vendor's preliminary project staffing plan. 		
 Clarification is hereby provided in reference to Section 5.3.2 of the RFP that vendors are expected to provide a description for any cost items included on rows in the Cost Proposal which include a generic "Other" description. 		
2.1.8.6 Schedule 3A – Out Year Support	Cost Proposal	Acknowledged.
Clarification is provided that while Cost Elements and Hours are not required for each year during the Out Year Support period, vendors should propose levels of service, and years of support, based on the average costs experienced by previous implementation clients, with IT staffing levels similar to WVCPRB. Any years left blank will be assumed to be zero.		Thank you for this clarification as we misunderstood and through WVCPRB was seeking the vendor to price 4,000 hours per year. Our Upgrade Subscription plan
To clarify Section 2.13.2.4 of Appendix D, any annual increases in hourly rates, base maintenance and support and/or license fees in total shall not exceed 3% of the initial year one purchase price compounded annually. While the Schedule 3A cost sheet includes a 3% multiplier in the formulae, the formulae may be edited so vendors may propose a percentage increase of less than 3%. Vendors shall bid on Schedule 3A their actual increases proposed. Proposals including any annual increases greater than 3% will be disqualified.		includes 500 all-purpose hours per year and it is our experience that after the conclusion of warranty these hours are enough to meet typical support needs (not including changes such as legislative changes). We have not included any additional support in the out years, however if additional hours are needed they can be purchased on a Time & Materials basis.

BAFO Section Reference	Proposal Reference	Response to Clarification or Explanation
2.1.9 Rates for BAFO Clarification is hereby provided in reference to Section 6.2.4 of the RFP that vendors may not increase the hourly rates proposed in the BAFO Cost Proposal for any position above the hourly rate proposed for that position in the vendor's original Cost Proposal.	Cost Proposal	Acknowledged.
2.1.10 Phasing the Project Clarification is provided to Section 2.6.1.8 of Appendix D, to express that WVCPRB strongly desires the order of Phase 4 of the implementation to address Membership before Benefits.	II-2.6.1.8 Phasing the Project	Acknowledged.
2.1.11 Assumptions Following a review of the assumptions submitted by vendors in their Technical Proposals and Cost Proposals, the following clarifications are offered to vendors for their consideration to make any necessary adjustments to their Technical and Cost Proposals.		Acknowledged.
 2.1.1.1 Invoices, Progress Payments and Retainage One or more vendors assumed: The specified 15% holdback on each invoice would be reduced to 5%. Project management services will be paid for on a monthly basis, A deliverable-based payment schedule would be adopted that provides more payment points than described in the RFP, Consideration will be given to a payment schedule to better align cash receipts with delivered results, effort expended and costs incurred. Fees related to any third party hardware/software purchased through the vendor will be payable without retainage and split into 50% upon order placement and the remaining 50% upon delivery. The license fee for the vendor's solution would be paid in full upon contract execution, without holdback. WVCPRB offers the following clarification with regard to Section 4.8 of the RFP: WVCPRB intends to follow the payment schedule and procedure as described in the referenced Section. The vendor is response for specifying all HW/SW needed for its product and the installation. The timing of the payment for HW/SW, regardless of the supplier, will be in accordance with the schedule in Section 4.8 of the RFP. WVCPRB does not intend to pay software license fees until delivery of a working solution (the earliest of which would be completion of a working conference room pilot). One or more vendors indicated a requirement for the State to procure "upgrade subscription" fees at the first production phase rollout. To clarify, the State is anticipating a complete system solution at the final phase production rollout, we would anticipate 		Acknowledged. Vitech assumes the V3 license fee will be paid in full at the completion of the Conference Room Pilot.

BAFO Section Reference	Proposal Reference	Response to Clarification or Explanation
beginning of the "Warranty Period".	Holoronoo	Explanation
2.1.11.2 Business Process Engineering One or more vendors assumed WVCPRB will modify business processes to accommodate the vendor's framework, technical architecture and existing practices already incorporated into the proffered LOB solution. While WVCPRB acknowledges and embraces the prospect of business process reengineering through the implementation of the new LOB solution, clarification is provided to Section 2.6.1.1 of Appendix D in that some business processes may require customization of the vendor's product, as opposed to revision of the existing business practice. WVCPRB anticipates some current processes are unique and will be automated in the new solution, but may retain a workflow that mirrors the existing process.	II-2.6.1.1 Relationship	Acknowledged.
2.1.11.3 Expansive Requirements One or more vendors indicated that they have priced their proposal based on the specific requirements presented in the RFP with the attendant assumption that any expansive requirements that include phrases such as "at a minimum", "not limited to" and "etc." will be subjected to the Change Control Process if additional requirements are identified outside of the specific requirements presented. Clarification is provided for Appendix D Section 2.6.1.4 (Vendor Responsibility for Detailed Requirements Definition) that WVCPRB's environment is governed by a myriad of rules, regulations, "standard" operating procedures, and long-standing practices (formal and informal, documented and undocumented). Developing a full set of all of the rules, regulations, procedures, and practices that need to be accommodated in the new solution is a critical, integral part of the project – and the key to its eventual success. Vendors should factor into their proposals, in terms of manpower, cost, and schedule, their responsibility to completely explore and define all such rules, regulations, policies, procedures, practices, and calculations – both written and unwritten (i.e., policy of long standing) – that currently exist and those to be added in the new environment. WVCPRB wishes to clarify that phrases such as "at a minimum", "not limited to" and "etc." were used to avoid long enumerated lists and were not meant to be limited by context, feasibility, suitability or commonly accepted standards of reason, nor is usage of such phrases alone sufficient to invoke the Change Control Process.	II-2.6.1.4 Vendor Responsibility for Detailed Requirements Definition	Acknowledged.
2.1.11.4 Project Timetable – Major Deliverables and Detailed Business Requirements One or more vendors assumed WVCPRB can and will provide the RTM sooner than 90 days after the project start date. One or more vendor also assumes a thirty day period to deliver the updated RTM (Table 1, NBR 9b) is not adequate or desirable. WVCPRB wishes to clarify, as specified in Section 2.3 of Appendix D, WVCPRB will develop and provide to the vendor the Requirements Traceability Matrix (RTM) within the time period referenced in Table 1. WVCPRB desires that the	II-2.3 Project Timetable – Major Deliverables 9B, Vendor Update of RTM	Acknowledged.

BAFO Section Reference	Proposal Reference	Response to Clarification or Explanation
vendor update and return it to WVCPRB, also within the time period indicated in Table 1.		
One or more vendors assumed that all general statements of objectives and requirements, such as those in RFP Section 4.4 and Appendix D, Section 1, are for summary purposes and the actual requirements are those set out in Appendix D, Section 2.4 and as supplemented, defined and/or responded to in the vendor's proposal. WVCPRB offers clarification that the more detailed requirements provided in Appendix D, 2.4 are to be fulfilled in conjunction with the general objectives and requirements as provided in RFP Section 4.4 and Appendix D, not in lieu of		
such objectives and requirements. 2.1.11.5 High Level Deliverables	II-2.3 Project	Acknowledged.
One or more vendors identified acceptance criteria for high level deliverables and included a payment schedule in conjunction with the acceptance criteria. To clarify, WVCPRB has identified acceptance criteria for the high level deliverables as cross-referenced in the narrative summaries in Appendix D, Section 2.3. Also, the schedule for progress payments has been defined in Section 4.8 of the RFP.	Timetable – Major Deliverables	
2.1.11.6 Interfacing, Bridging, and Legacy Systems One or more vendors assumed that WVCPRB will be responsible for any additional licensing costs required to expose documents or other content from the Imaging System to members, retirees, or employers via the web. To clarify, WVCPRB expects the vendor to be responsible for		Acknowledged.
all licensing issues outside of the existing applications in use today, up to and including any Imaging license fee necessary for public facing exposure.		
2.1.11.7 Benefit Estimates	II-2.4.4.5 Benefit	Acknowledged.
One or more vendors assumed that the metric desired by WVCPRB regarding the ability to quantify hits and/or determine the most/least popular tool(s) used regarding benefit estimates would be satisfied by the ability to measure, for a given time period, the number of benefit estimates generated with further breakout by plan, type, age.	Estimates	
WVCPRB would like to clarify that with regard to Appendix D, Section 2.4.4.5 (Benefit Estimates), what is meant by the ability to quantify the most/least popular tools is the ability to gauge the utility of a particular facet of the benefit estimate calculator provided on the member self-service website.		
2.1.11.8 Death	II-2.4.4.7 Death	Acknowledged.
One or more vendors assumed with regard to Requirement ID 14 in Appendix D, Section 2.4.4.7 (Death Processing), that "determine all information" includes the ability to capture the information required for death processing in the vendor's baseline LOB solution.		
WVCPRB would agree that the information captured by the baseline LOB solution be included, but we would also clarify that death processing information be determined using relevant West Virginia statute and WVCPRB policy guidelines.		

BAFO Section Reference	Proposal Reference	Response to Clarification or Explanation
2.1.11.9 Qualified Domestic Relation Orders (QDROs) One or more vendors assumed QDRO Requirements 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 14 and WVCPRB's desire to have such requirements exposed via the web pertains to the ability to view the updated account status by WVCPRP staff. WVCPRB offers clarification that regarding Appendix D, Section 2.4.4.21 (QDRO), it is intended that the updated account status be available for view via web by both WVCPRB staff and the affected member(s) subject to the Qualified Domestic Relations Order.	II-2.4.4.21 Qualified Domestic Relations Order (QDRO)	Acknowledged.
2.1.11.10 Reporting One or more vendors assumed the LOB solution baseline functionality provided by the correspondence module enabling WVCPRB users to generate ad-hoc correspondence to individual members, will meet the WVCPRB desire for the ability to generate correspondence to members who appear on a report. WVCPRB would like to clarify Appendix D, Section 2.4.5.4 (Reporting), in that the envisioned ability is to generate a report identifying members who meet specified criteria, generate correspondence in a batch for those members by linking the report results to the desired correspondence module, as opposed to generating the correspondence on a one-by-one basis One or more vendors assumed the desired functionality of Requirement ID 21, in Appendix D, Section 2.4.5.4 will be satisfied by the ability to use the Windows 7 Snipping Tool or export the report to Excel and delete/redact the information. In clarifying Appendix D, Section 2.4.5.4, while both of those tools may be of use in various situations, neither gets to the pith of the desired ability. WVCPRB would like to be able to easily and securely redact various pieces of information from a report in order to limit access to sensitive data while still retaining a version of the un-redacted report. The redacted report should also allow for WVCPRB to easily and quickly identify which portions of the data on the report have been redacted for printing or display. One or more vendors assumed the standard reports provided by their baseline LOB solution which include a default format, sort and filter, meets the desired functionality of Requirement ID 27 in Appendix D Section 2.4.5.4. WVCPRB offers clarification that the ability to summarize the report output as well as the ability to save a format for later use is still desired, as well as the ability to format, sort and	II-2.4.5.4 Reporting	Acknowledged.
filter query results into a report. 2.1.11.11 Reports/Correspondence One or more vendors agreed to facilitate the redesign of all current WVCPRB forms and correspondences with the assumption that if the vendor trains WVCPRB staff on the correspondence process and toolset, then WVCPRB will be responsible for generating the form and correspondence templates, including the finalization of all wording. WVCPRB would like to offer clarification to Appendix D Section 2.4.6.3.3 (Paper and Electronic Forms [eForms] and	II-2.4.6.3.3 Paper and Electronic Forms (eForms) and the Web	Acknowledged.

BAFO Section Reference	Proposal Reference	Response to Clarification or Explanation
the Web) that WVCPRB desires the selected vendor to redesign all existing forms and letters (and/or combine where appropriate to reduce their number – subject to agreement from WVCPRB), and to design all new forms and letters.		
2.1.11.12 Print on Demand One or more vendors assumed that access to publications and information via links on the self-service or organization web-site where PDF files can be downloaded meets the requirements regarding the desired ability to support a web-based ordering system to permit customers (with appropriate security) to request information, educational materials, etc. WVCPRB would like to clarify that in Appendix D, Section 2.4.6.3.4 (Print on Demand), refers not only to the ability of a single individual to print a single document, but also to a participating employer with thousands of member employees to be able to order bulk amounts of a publication from the website or a self-service portal.	II-2.4.6.3.4 Print on Demand	Acknowledged.
2.1.11.13 Hardware 2.1.11.13.1 General One or more vendors assumed: WVCPRB will be responsible for any necessary or required upgrades to the infrastructure during the project to meet performance criteria. WVCPRB IT will use its existing network management tools, processes and be responsible for monitoring hardware performance, security threats, backups, disaster recovery, etc. The specification "ability to provide end-to-end performance monitoring and control" referred to the ability of WVCPRB to utilize their existing network and server monitoring software such as Orion to meet this requirement. For clarify, as outlined in Section 2.5 (Technical Requirements) of Appendix D, WVCPRB considers it responsibility and performance monitoring capabilities for all components of its solution. The vendor's proposal should indicate agreement that the vendor accepts the responsibility or acquire, install, configure, test and make ready for use the full hardware environment. Additionally, WVCPRB considers at critical for the vendor to accept responsibility for acquiring, installing, configuring and testing the required software on the pardware already installed by the vendor at the WVCPRB-acconfiguration and recommended commodity software, the rendor should clearly delineate existing hardware components/software that are usable as is vs. existing hardware are software that are usable as is vs. existing hardware components/software that are usable as is vs. new hardware components/software that WVCPRB needs to purchase to support the proposed solution. Vendors should provide updated List and Specification of Required Hardware (reference RFP 5.3.1.5, Exhibit 1) and list of Required Commodity Software (reference RFP 5.3.1.5,	II-2.5 Technical Requirements III-Exhibit 1 III-Exhibit 2	Acknowledged. Please find the attached Exhibits 1 and 2. No updates were required.
Exhibit 2), as necessary.		

BAFO Section Reference	Proposal Reference	Response to Clarification or Explanation
One or more vendors assumed both parties (the successful vendor and WVCPRB) would work together to identify alternative hardware and software when change is dictated by the marketplace. To clarify, as stated in Section 2.14.1 of Appendix D, the vendor is requested to provide in its proposal detailed specifications and configuration information for all of the hardware components necessary to support the proposed solution, including separate environments required in accordance with Section 2.5.2 Separate Production, Development, Test, Training and Query Environments. The vendor's recommended hardware configuration should support all RFP requirements and be capable of expansion to support future functionality as described in this RFP. Additionally, as stated in Section 4.4.5 of the RFP, WVCPRB greatly desires a solution which meets or exceeds all functional and performance requirements set forth in this RFP for 10 years after the end of the warranty period defined herein.	Hardware Procurement	
2.1.11.13.3 Hardware and Software Budgets One or more vendors assumed the Hardware and Software costs presented will be used to establish a single budget for the project for use in procuring any necessary component for the project. Additionally, one or more vendors assumed the vendor will not be liable for additional hardware costs unless the proposed fixed price budget is exhausted, even if more equipment is acquired than originally estimated or WVOT is able to acquire equipment at lower prices. To clarify, as outlined in Section 2.5.5 (Hardware) and Section 2.5.6 (Software) of Appendix D, WVCPRB considers is critical for the vendor's proposal to indicate agreement that the vendor accepts the responsibility to acquire, install, configure, test and make ready for use the full hardware environment. Additionally, WVCPRB considers it critical for the vendor to accept responsibility for acquiring, installing, configuring and testing the required software on the hardware already installed by the vendor at the WVCPRB-specified location(s). Should the vendor's proposed hardware configuration and/or commodity software (or the version specified or the number of copies / licenses indicated) prove inadequate to support the new solution – in terms of functionality, performance, availability or scalability – WVCPRB greatly desires the vendor to be responsible for acquiring such additional hardware and software as may be necessary to bring the solution in to compliance with RFP requirements at no additional cost to WVCPRB.	II-2.14.1 Hardware Procurement	Acknowledged.
2.1.11.13.4 Hardware Procurement One or more vendors assumed that if WVCPRB were to exercise the options related to Hardware and Commodity Software procurement by the vendor, there would be no associated holdback and the vendor would be able to invoice, upon delivery, for the full amount. Additionally, one or more vendors assumed that in the event the vendor is requested to provide any third party product, it shall do so via a dedicated reseller within its organization. Additional terms will be required in connection with such resell and WVCPRB shall	II-2.14.1 Hardware Procurement	Acknowledged.

BAFO Section Reference	Proposal Reference	Response to Clarification or Explanation
enter into all license and maintenance agreements directly with the third party vendors. To clarify, as stated in Sections 2.5.5 and 2.14.1 of Appendix D, WVCPRB considers it critical for the vendor to acknowledge and accept the responsibility to acquire, install, configure, test and make ready for use the full hardware environment. In addition, in the situation in which the vendor acquires the hardware/software items, WVCPRB would expect the vendor to provide assistance in the negotiation and provision of license and maintenance agreements.		
Additionally, any payment schedule will follow the guidelines set forth in Section 4.8 of the RFP.		
2.1.11.13.5 Network Vulnerability Assessment One or more vendors agreed to rectify, at their expense, any reasonable vulnerabilities identified in their technical architecture. Additionally, one or more vendors assumed that WVCPRB would be responsible for costs associated with correcting any infrastructure or network computing environment related vulnerabilities (i.e., operating systems, switches, firewalls, etc.).	II-2.5.8.1.7	Acknowledged.
To clarify, as highlighted in Section 2.5.8.1.7 of Appendix D, WVCPRB believes that all costs associated with any rectification effort relating to the implementation of the LOB solution and		
the WVCPRB internal network should be borne by the successful vendor. If appropriate, vendors should adjust their proposals to reflect this clarification.		
One or more vendors assumed that WVCPRB will be independently contracting the NVA vendor separately from this procurement and did not include costs for this activity in their cost proposal. Additionally, one or more vendors assumed that the NVA vendor is able to test all corrections within five (5) business days from receipt and that said obligation shall be included in the NVA vendor contract, will be enforced by WVCPRB and that the NVA vendor shall remit to WVCPRB for payment to the LOB vendor all delay related costs/impacts.		
To clarify, the WVCPRB does intend to independently contract with an NVA vendor, separate from this RFP. As of this date no NVA vendor has been contracted. As such, no negotiations have taken place, nor are there stipulations or restrictions in place. Once an NVA vendor has been selected and a contract negotiated, the successful LOB vendor will be notified.		
2.1.11.13.6 Third Party Hardware and Software		Acknowledged.
One or more vendors assumed WVCPRB will procure all third party hardware and software and WVCPRB will enter into a separate purchase and license agreements with any other software vendor(s) related to the commodity third-party components that are part of the vendor's solution architecture as well as for the required hardware as identified by the vendor. Additionally, one or more vendors assumed that all specified hardware and software will be acquired, duly licensed and made available in the timeframes outlined in the RFP.		

BAFO Section Reference	Proposal Reference	Response to Clarification or Explanation
To clarify, as noted in Sections 2.5.5 and 2.5.6 of Appendix D, WVCPRB considers it critical for the vendor to accept responsibility for acquiring, installing, configuring, and testing all (including accounting and imaging) required hardware in the West Virginia Office of Technology (WVOT) data center and in the separate Disaster Recovery site, as well as the required software. Only if WVCPRB chooses to exercise Options 1 and/or 2 will WVCPRB be responsible for the acquisition of the hardware and/or software for the LOB solution.		
2.1.11.13.7 System Availability	II-2.5.8.1 System	Acknowledged.
One or more vendors assumed given the four hour per week scheduled down-time guideline, the State did not intend, as stated on page 219, that 90% of the .1% downtime should be scheduled.	Sizing and Performance Requirements	
To clarify, as provided on page 219 of Appendix D (Section 2.5.8.1), the four hours per week scheduled down time referenced pertains to the public portal web site only, not the internal LOB solution.		
2.1.11.13.8 Technical Requirements		Acknowledged.
One or more vendors assumed:		
 The second geographically separated data center will be hosted and managed at the vendor's data center outside the borders of West Virginia. 		
WVOT has software and/or hardware devices that can be leveraged to transmit data from the Production environment to the Disaster Recovery Instance on a periodic basis.		
To clarify Appendix D, Section 2.5.2, WVCPRB desires that any redundant components be located at two geographically separated data centers (West Virginia's primary and secondary data centers) to ensure system availability/business continuity in the case of the loss of either data center, or LOB solution failure of any single component failure (i.e. failover capability), or to perform routine migration activities.		
Additionally, WVCPRB considers it critical for the vendor to accept responsibility for acquiring, installing, configuring and testing all required hardware in the West Virginia Office of Technology (WVOT) data center and in the separate Disaster Recovery site. (Note: The power at both the WVOT site in Charleston and at the Disaster Recovery site is fully conditioned. Although the list of specified hardware is expected to include an estimate of the amount of power and		
air conditioning required, there is no need for any UPS or surge protection on equipment installed at those sites.) In providing its recommended hardware configuration, the wendor should clearly delineate existing hardware components that are usable as is vs. existing hardware that requires upgrade vs. new hardware components that WVCPRB needs to purchase to support the proposed solution.		
Vendors should provide an updated List of Required Commodity Software (reference RFP 5.3.1.5, Exhibit 2).		
2.1.11.14 Electronic Signatures		Acknowledged.

BAFO Section Reference	Proposal Reference	Response to Clarification or Explanation
One or more vendors assumed with regard to electronic signatures, that since the vendor solution contains functionality that has been acceptable in other states, the same functionality is acceptable and meets the requirements in the State of West Virginia. To clarify, functionality rendered in another state may not satisfy the functional requirements of West Virginia. Vendors should refer to the applicable passage of the WV Code referenced in Appendix D, Section 2.5.3.5 (Directory Services Security Architecture), to ensure their solution complies with WV Code.		
2.1.11.15 Changes to Requirements One or more vendors assumed that should either WVCPRB or the vendor identify a change that would affect the timing, price, schedule, scope or other aspects related to this engagement, that party will inform the other party and the parties will discuss and agree on a change order to address any adverse impact to the vendor before implementing such changes. WVCPRB wishes to clarify that should either party identify a change that would affect the timing, price, schedule, scope or other aspects of the proposed project, adverse impact to either party should be discussed and agreed to by both the vendor and WVCPRB, not just those impacts which could adversely affect the vendor alone. WVCPRB offers clarification that Appendix D Section 2.6.1.5 (Multiple Products, Services, and Methodologies) indicates that each vendor should be proficient in risk management, the identification of and mitigation strategies related to all facets of risks associated with the project.	II-2.6.1.5 Multiple Products, Services, and Methodologies	Acknowledged.
2.1.11.16 Credit Memos One or more vendors made a general assumption that while they have quoted blended hourly rates for bundled services, credit memos will be calculated based on the hourly rates quoted for "Customization of Scripts." WVCPRB would clarify that "Customization of Scripts" is considered an incremental cost which may not necessarily be reflective of the dollar value of effort avoided by virtue of eliminating a particular requirement. WVCPRB would suggest the hourly rates quoted in the corresponding Cost Elements categories on Schedule 3 (e.g. Requirements Analysis, Software Modifications Development, etc.) should be used as the basis for credit memo calculation. One or more vendors assumed that when there is a change order such that both the vendor and WVCPRB agree to remove a design requirement resulting in a "credit memo", then the vendor will be able to set a time by which the WVCPRB must request the deleted requirement be reintroduced in order to utilize the prior "credit memo". To clarify, WVCPRB has indicated in Appendix D, Section 2.6.3.6 (Requirements Analysis), that CPRB intends to use credit memos to offset any Change Control Request (CCR), regardless of whether or not the credit memo was for the same or previously eliminated requirement. Being that a credit memo can be used for any CCR, credit memos are not	II-2.6.3.6 Requirements Analysis	Acknowledged.

BAFO Section Reference	Proposal Reference	Response to Clarification or Explanation
expected to expire until the end of the warranty period.		
2.1.11.17 Change Orders		Acknowledged.
One or more vendors assumed change orders will be billed on payment schedules to be negotiated with each change order.		
To clarify Section 2.6.3.7 of Appendix D, payments for work related to change orders will be included in the phase deliverable in which it is implemented, accepted by the agency, and paid when the payment for that phase is appropriate.		
2.1.11.18 Conformity		Acknowledged.
One or more vendors assumed the information and guidance provided by WVCPRB will conform to applicable statutes, code, policies and procedures and that once a design is approved by WVCPRB, any subsequent changes to that design (caused by changes in the foregoing or the correction of erroneous input from WVCPRB or initiated by an external governing body) will be subjected to the change control process. Clarification is provided for Appendix D Section 2.6.1.4 (Vendor Responsibility for Detailed Requirements Definition) that WVCPRB's environment is governed by a myriad of rules, regulations, "standard" operating procedures, and long-standing practices (formal and informal, documented and undocumented). Developing a full set of all of the rules, regulations, procedures, and practices that need to be accommodated in the new solution is a critical, integral part of the project — and the key to its eventual success. Vendors should factor into their proposals, in terms of manpower, cost, and schedule, their responsibility to completely explore and define all such rules, regulations, policies, procedures, practices, and calculations — both written and unwritten (i.e., policy of long standing) — that		
currently exist and those to be added in the new environment.		
2.1.11.19 Legacy System Maintenance One or more vendors assumed there will be no new (or changes to) legacy systems workflows or spreadsheets, and databases during the course of the project that will materially alter the RFP requirements during the implementation effort. WVCPRB offers clarification that in accordance with Appendix D Section 2.6.3.6 (Requirements Analysis), throughout the course of the project the RFP requirements ALWAYS pertain, unless during GAP analysis, the users agree to eliminate an RFP requirement AND a written agreement to that effect is prepared by the vendor and signed by the WVCPRB Project Manager. Also in accordance with Appendix D Section 2.6.3.7.2 (Legislative Changes) it is the vendor's responsibility to ensure the "currency" of the LOB application software for any legislation that is in effect at the time of contract signing, regardless of whether or not the legislation existed at the time the vendor's proposal was submitted.		Acknowledged.
2.1.11.20 Project Governance		Acknowledged.
One or more vendors assumed the project team will agree to define a 'material' standard regarding deliverable acceptance,		a constanting photo Act of the Constanting

BAFO Section Reference	Proposal Reference	Response to Clarification or Explanation
and will agree that deliverables will be accepted with immaterial defects or deficiencies, and also assumes the project schedule and resulting payments will not be delayed as a result of them. To clarify, throughout Appendix D, WVCPRB has identified acceptance criteria for deliverables. WVCPRB does not anticipate refining those criteria further to incorporate acceptable levels of deficiency in order to facilitate payment to the vendor.		
2.1.11.21 Project Schedule		Acknowledged.
One or more vendors assumed that activity start and end dates, acceptance criteria and other such constraints would be discussed as part of the final contract and be based on criticality.		→ 100,00000 → 2000
To clarify, for the various implementation activities identified in the RFP, WVCPRB has defined objective criteria for the transition of such processes.		
2.1.11.22 Prompt Deliverable Sign-off One or more vendors assumed that if formal sign-off or feedback is not received by the vendor from WVCPRB within a specified timeframe, a vendor submitted deliverable will be considered accepted.		Acknowledged.
To clarify, in Section 2.6.1.7.1 of Appendix D, WVCPRB acknowledges the need for the prompt review of written deliverables. However, the vendor cannot assume that an absence of formal sign-off or feedback within five business days of deliverable submittal constitutes WVCPRB's acceptance of that deliverable.		
One or more vendors assumed that once WVCPRB has accepted a deliverable, that deliverable prevails in the event of any conflict and is controlling.		
WCPRB offers clarification to Appendix D, Section 2.6.3.6 (Requirements Analysis), that vendors should take note of, and confirm in their proposals, the following: under no circumstances may WVCPRB's approval of system design and/or specifications abrogate the RFP requirements. WVCPRB staff invested a great deal of time in developing the RFP requirements. The vendor, not WVCPRB staff, is responsible for ensuring that all RFP requirements are correctly reflected in vendor design and/or specification documents. Absent a specific written agreement to eliminate or modify an RFP requirement, signed by the WVCPRB Project Manager, that RFP requirement remains operative.		
2.1.11.23 Time Limit for Decisions One or more vendors included the following assumptions: • If WVCPRB has been formally requested in writing to communicate a critically required decision needed to continue the work plan that WVCPRB will respond with a decision within five workdays, empowering the WVCPRB Project Manager to make the decision if WVCPRB fails to respond in the time allotted by the vendor. • The project leadership team will agree to define a decision tree for escalating decisions and that those decisions will be resolved within 5 business days.		Acknowledged.

BAFO Section Reference	Proposal Reference	Response to Clarification or Explanation
To clarify, as noted in Section 2.6.1 of Appendix D, while WVCPRB expects the vendor's project management approach to ensure, among other items, that there is an established path to escalate project issues, no provisions have been made in the RFP for a time limit by which decisions must be reached.		
2.1.11.24 Vendor Responsibility for All Contractual Activities, Products, and Deliverables One or more vendors assumed circumstances outside the		Acknowledged.
vendor's control would require cost, schedule, scope or other issues related to this engagement to be amended through the change order process.		
WVCPRB wishes to clarify RFP Section 5.3.1.3, with regard to Vendor Certifications and Affirmations, in that WVCPRB desires the vendor to affirm their responsibility for the life of the contract for all contractual activities, products, and deliverables offered in the proposal whether or not that contractor directly performs or provides them.		
2.1.11.25 Work Process Manual		Acknowledged.
One or more vendors assumed a single Work Process Manual can be delivered after the last, large internal staff implementation.		
To clarify, as noted in Section 2.9.1.3 of Appendix D, the work process manual and on-line help facility should be delivered in final draft form at least three weeks prior to the time of each functional cutover, with a corrected version delivered at least one week prior to cutover. Further, WVCPRB desires that a working draft of both hardcopy and on-line help be available at the beginning of User Training and User Acceptance testing so that WVCPRB staff responsible for testing the		
applications can have access to the help facilities during their testing.		
2.1.11.26 Training One or more vendors assumed that a core WVCPRB training team members will be available during the Build phase to provide course reviews, define WVCPRB specific exercises and data, assist with resolving issues, and assist in the development of the Business Process Overviews that will be developed as part of the process training.		Acknowledged.
To clarify, as noted in Section 2.10.3 of Appendix D, WVCPRB desires the vendor to be responsible for every part of this task but the actual delivery of the training which will be done by the four-five members of WVCPRB staff trained by the vendor. WVCPRB has not committed to the availability of core WVCPRB training team members during the Build phase.		
2.1.11.27 Change Management One or more vendors assumed WVCPRB will designate at least one resource in a full-time capacity to assist with change management activities. Additionally, one or more vendors assumed WVCPRB will be responsible for any additional costs that may be associated with mailings, awareness campaigns, newsletters, etc. with regards to delivering communications.		Acknowledged.

BAFO Section Reference	Proposal Reference	Response to Clarification or Explanation
As provided in Pre-Bid Question 8, in Addendum 5, WVCPRB has not requested a formal change management program.		
2.1.11.28 Vendor and User Acceptance Testing	Acknowledged.	
One or more vendors assumed:		
The approved detailed project work plan will apply the 4:1 design to testing ratio and identify the agreed upon duration and end-date for this testing.		
During acceptance testing, WVCPRB may find a need to expand the testing group in order to complete testing in the prescribed timeframes.		
WVCPRB will have completed their testing by the UAT end- date, with the exception of re-testing defects in achieving the established criteria and that all such re-testing shall proceed promptly and without delay.		
With regard to Section 2.11 of Appendix D, WVCPRB would clarify the desire that training and testing activities not be abbreviated in order to meet project implementation schedules; it cannot be assumed by the vendor that when testing commences WVCPRB can allocate 100% of its resources to this effort. Therefore, WVCPRB requires that a fixed ratio apply to the time devoted to WVCPRB training and testing relative to the time devoted to vendor requirements definition, design, and development. We propose a 4:1 ratio – i.e., if the time required for the vendor to design, build, and test a particular functional rollout phase is eight months, then up to two months should be allocated to WVCPRB staff for training and test execution. WVCPRB does not anticipate allowing deviations from the fixed ratio during the course of the project, except by express written approval of WVCPRP. Also, WVCPRB acknowledges the importance of testing. Section 2.6.1.9.1 (Initial Plan) of Appendix D advises the vendors when developing their work plans to be sensitive to the fact that the months of January through March (annuity payroll and legislative session); July, August, September (TRS and annuity payroll), and October through January (PERS) are periods of high levels of business activity for WVCPRB. WVCPRB wishes to clarify Appendix D, Section 2.11.3, in that regardless of the project schedule, User Acceptance Testing for a rollout phase is anticipated to achieve a 99 percent success rate of the major processes run to completion without major error or issue for the testing to be considered complete.		
WVCPRB reserves the right to exercise UAT until the desired criteria for cutover are met with satisfaction.		
2.1.11.29 Criteria for Final Cutover		Acknowledged.
With regard to Criteria for Final Cutover, one or more vendors		
have made the following assumptions:		
Checking account, reserve balances and General Ledger account reconciling is an utmost priority and can be met by two approaches to meet this requirement: 1) Including these requirements as part of the LCT test cases which can be executed in a controlled environment as needed, 2)		
Referencing including checking account, reserve balances and General Ledger accounts as part of Parallel Testing. The RIP statement should be removed because it revolves.		
The PIR statement should be removed because it rarely		

BAFO Section Reference	Proposal Reference	Response to Clarification or Explanation
makes sense to delay a project and incur additional costs for non-critical PIRs that can be prioritized and resolved as part of a broader, mutually-agreed Release management strategy. To clarify, WVCPRB expects the vendor to follow the criteria for final cutover as outlined in Section 2.11.4 of Appendix D. In addition to the referenced criteria, there should be no critical PIRs outstanding and no more than 25 non-critical PIRs outstanding.		
2.1.11.30 Programmer Support		Acknowledged.
One or more vendors assumed the hourly rates for extending any vendor resources providing additional service the programmer support beyond the one-year warranty period will include a 3% annual escalation effective every July 1st starting July 1, 2016.		
To clarify Section 2.13.2.4 of Appendix D, any annual increases in hourly rates, base maintenance and support and/or license fees in total shall not exceed 3% of the prior year. While the Schedule 3A cost sheet includes a 3% multiplier in the formulae, the formulae may be edited so vendors may propose a percentage increase of less than 3%. Vendors shall bid on Schedule 3A their actual increases proposed. Proposals including any annual increases greater than 3% will be disqualified.		
Throughout the duration of WVCPRB's use of the vendor's implemented solution, WVCPRB expects any annual increases in hourly rates, base maintenance and support and/or license fees in total to be limited to 3% of the prior year.		
WVCPRB would also provide clarification that, as noted in Section 2.13.2.1 of Appendix D, the warranty period encompasses a twelve-month period after the final turnover and acceptance of the last phase of the project, the date of which is yet to be determined.		
2.1.11.31 Production Support		Acknowledged.
One or more vendors assumed that WVCPRB will have primary responsibility for the daily operating and maintaining the implemented environment (with the exception of defect resolution and operations support) upon "Go-Live" of the last implementation into production. To meet the Post Implementation IT Support requirements, the vendor proposed one full-time solution developer for the 12-month period beginning immediately upon final system cutover and acceptance, and ending 12 months later. To meet the Post Implementation Operations Support requirements, the vendor proposed one full-time solution operator for the 12-month period beginning immediately after final system cutover and acceptance, and ending 12 months later. The vendor assumed any additional resource requirements above the levels stated will be provided on a time and materials basis utilizing the costs for additional services provided in the cost proposal. Clarification is provided, as noted in Sections 2.13.2.2 and		
Clarification is provided, as noted in Sections 2.13.2.2 and 2.13.2.4 of Appendix D, that WVCPRB desires, during the 12 month post-implementation period beginning immediately after final system cutover and acceptance and ending 12		

BAFO Section Reference	Proposal Reference	Response to Clarification or Explanation
months later, a constant, uninterrupted 12 month period of on-site, full-time programmer support and a constant, uninterrupted 12 month period of on-site, operations support beginning with the date of final cutover to and acceptance of the new environment. For each type of support, the vendor should provide one or more persons who provided programming support and operations support during implementation. The vendor may provide alternates so long as the person assigned to the support effort is not new to the project.		
2.1.11.32 Miscellaneous Additional Topics		Acknowledged.
One or more vendors assumed: WVCPRB will provide appropriate access to WVCPRB systems and data required to accomplish project tasks including access to the building and facilities during working hours and as required during non-working hours such as nights, weekends and holidays. Vendor project team members (onsite and remote) will have access to necessary environments 20 hours each day, including weekends and holidays, except for predefined, and limited, periods for required maintenance. To clarify, as outlined in Section 2.13.3.6 of Appendix D, any access to WVCPRB systems and data required to accomplish project tasks including access to the building and facilities during working hours and as required during non-working hours such as nights, weekends and holidays will be provided in accordance with stated WVCPRB and WVOT policies and with WVCPRB Project Manager (and when appropriate WVOT) approval.		
2.1.11.33 IT Security Certification and Accreditation One or more vendors assumed WVCPRB will be independently contracting the independent security contractor separately from this procurement and did not include costs for this activity in their cost proposal. Additionally, one or more vendors assumed that the independent security contractor is able to test all corrections within five (5) business days from receipt. To clarify Section 2.13.3.4 of Appendix D, WVCPRB does intend to contract with an independent security contractor, separate from this RFP. As of this date no independent security contractor has been selected. As such, no negotiations have taken place, nor are there stipulations or restrictions in place. Once an independent security contractor has been selected and a contract negotiated, the successful LOB vendor will be notified.		Acknowledged.
2.1.11.34 Options One or more vendors assumed the vendor would be able to invoice WVCPRB on a monthly basis, in full, for hours expended on Options 4, 5, and 7, Post-Implementation IT support, Post-Implementation operations support, and Out Year Support. To clarify, if WVCPRB authorizes the referenced Options, the payments for those options are expected to be added to the vendor's quoted prices for the phases in which the work was incorporated and that the phase-related payments be made		Acknowledged.

BAFO Section Reference	Proposal Reference	Response to Clarification or Explanation
as proposed in Section 4.8 of the RFP.		
One or more vendors assumed the scope of work for options concerning data cleansing or the defined contribution plan will be constrained by the hours identified in their cost proposal.		
To clarify, Section 2.14.4 of Appendix D does specify the data cleansing and data quality effort is anticipated to consist of seven (7) stages, totaling 2,000 man-hours of effort. Requirements pertaining to the defined contribution plan are provided in Appendix D Section 2.4.4.8. However, should the vendor's assumption be addressing the DROP option, Section 2.14.7 includes the desired functionality related to the option, without regard to man-hours necessary to accomplish the requirements.		
2.1.11.35 WVCPRB Involvement on Project Team		Acknowledged.
One or more vendors assumed in their Proposed Staff Loading By Phase:		
• An over reliance on WVCPRB staff participation on the project team.		
• A greater level of technical expertise than current WVCPRB staff possess.		
To clarify, Section 2.13.3.5 of Appendix D indicates eight CPRB staff members are expected to be assigned to the project. Vendors should not expect a broad variance from this proposed commitment.		
To clarify, as provided in Section 4.2.4.1 of the RFP, WVCPRB currently utilizes an old, VSAM-based legacy system. A staff of two programmers currently is responsible for supporting the system. The system lacks an integrated relational database, is comprised of many old batch COBOL, on line CICS, VISION RESULTS (DYL), and SAS programs.		

Attachments Index

BAFO Section Reference	Proposal Reference	Response to Clarification or Explanation
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Attachments Index

The following sections and exhibits to the BAFO are included as listed below.

Certifications and Affirmations/Corporate Background Section I-1.1	& I-2.1
Phasing the Project Section II-2	2.6.1.8
List &Specifications of Required Hardware Exhib	oit III-1
List of Required Commodity Software Exhib	oit III-2
Project Plan with and without Options Exhib	oit III-7
Preliminary Project Staffing Plan Exhibit	t III-13
Staff Resumes Exhibit	t III-14
Subcontractor Letters of Agreement Exhibit	t III-21
Subcontractor AgreementsExhibit	t III-22
Resource Summary by Phase Exhibit	l III-23

Sections I-1.1 & I-2.1



I-1.1 Vendor Certifications and Affirmations

Vitech General Information

Legal Structure

- Vitech Systems Group, Inc. is a privately held corporation.
- Vitech System Group's principle place of business is:
 401 Park Avenue South, New York, NY, 10016.
- The company's Federal Tax Identification Number is 13-378-5492.

Response Preparers

The following team members were involved in the preparation of this proposal:

- Frank Vitiello President
- Jamie Vitiello Vice President
- Chris Lodge VP, Operations, Practice Services
- Paul Kelly Director, Infrastructure
- Anurag Yagnik Director, Product Development
- Bob Vedilago Project Management
- London Matusiak Marketing Manager
- Irene Gordon Training Services
- Brian McKinney Delivery
- Karen Stevenson Corporate Development

Proposal Contact

The following individuals have the authority to answer questions regarding this response.

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jamesvitiello@vitechinc.com



WVCPRB RFP Affirmations

Subcontractors

Vitech is not intending to use any subcontractor firms.

Project Manager Confirmation

Ed Caseres is proposed as the Vitech Project Manager and Ed is a full-time Vitech employee.

Additional Vitech Affirmations

- 1. If selected as the new solution vendor, Vitech affirms its commitment to being responsible for the development of a full set of all the rules, regulations, procedures, and practices as described in the RFP Appendix D, Section 2.6.1.4.
- 2. If selected as the new solution vendor, Vitech affirms it will take sole responsibility for all contractual activities, products, and deliverables through the life of the contract. Such services and deliverables include the overall project plan and for each functional rollout phase, the detailed requirements definition, all necessary hardware and software components (if those options are authorized), including fully integrated workflow and imaging capabilities (as defined within), an LOB solution, system integration services, enablement of all interfaces described in this RFP, test preparation and execution (including training and assisting WVCPRB with its testing responsibilities) of all elements of the offeror's solution (not just customized elements), data conversion, training for users, employers, and IT staff, documentation, process change recommendations, organizational recommendations, and implementation of any other proposed technologies, as well as first-line problem resolution during transition support (as defined within).
- 3. If selected as the new solution vendor, Vitech affirms that as the prime contractor we will be the sole point of contact with regard to contractual matters; Further, should any third party subcontracted or engaged by Vitech become unable to fulfill its obligations, Vitech will make sure that such obligations are met through delivery of the same or equivalent products and services at the contractually agreed upon price.
- 4. Vitech affirms the "Current 'As Is' Business Functionality," as provided in the RFP has been reviewed.
- 5. If selected as the new solution vendor, Vitech affirms that all requirements expressed in the RFP will be met by the proposed solution as per this proposal and as implemented by Vitech unless an explicit written agreement to delete one or more of the requirements is signed by both WVCPRB and Vitech.



6. For the period of time starting on the issuance date of the RFP and up until the award of a resulting contact, Vitech affirms that no contact has been made in any manner related to this procurement by Vitech or lobbyists and any other third-party retained by Vitech, with WVCPRB staff, WVCPRB Board members, West Virginia legislators, the office of the Governor of West Virginia or the legislative or gubernatorial staff.

WVCPRB RFP Certifications

- 1. Vitech certifies that it has not had a contract terminated for default or cause.
- 2. Vitech certifies that it has never been assessed a penalties in excess of five thousand dollars (\$5,000), including liquidated damages, under any of its existing or past contracts with any organization (including any governmental entity).
- 3. Vitech certifies that it never has had a performance bond or bid bond demanded for payment.
- 4. Vitech certifies that it never has been subject to any governmental action limiting its rights as a bidder to do business with that entity or any other governmental entity.
- 5. Vitech is privately held, therefore has never had its stock suspended.
- 6. Vitech certifies that Vitech itself, its officers, and its owners who have a 20% interest or greater, have never filed for bankruptcy, reorganization, a debt arrangement, moratorium, or any proceeding under any bankruptcy or insolvency law, or any dissolution or liquidation proceeding.
- 7. Vitech certifies that Vitech itself, its officers, and its owners who have a 20% interest or greater, have never been convicted of a felony or currently under indictment of a felony charge.



I-2.1 Corporate Background

Organization

Vitech Systems Group, Inc. is headquartered in New York City at 401 Park Avenue South and this is Vitech's principle place of business. Vitech operates additional offices in Oklahoma City, London, Paris, Dublin and Hyderabad. Work on behalf of WVCPRB will occur primarily out of Vitech's New York and Oklahoma City offices.

Vitech's top five officers are as follows:

Officer	Title	Vitech Tenure
Frank Vitiello	President	20+ Years
Jamie Vitiello	Vice President – Business Development	20+ Years
Chris Lodge	Vice President - Operations	14 Years
Anurag Yagnik	Vice President – Software Development	14 Years
Hope Nawada	Director – Strategic Development	9 Years

Vitech is incorporated in New York State and operates in conjunction with Vitech Systems Group Hosting Service, Inc. and Vitech Systems Asia Private, Ltd.

There have been no changes of ownership in the past three years nor are there any foreseen forthcoming changes.

Key Statistics

Vitech has experienced no changes of ownership in the past three years.

Vitech presently employs approximately 650 professionals. Over the past 5 years we have averaged approximately 500 full-time professional employees and 20 contractors.

Vitech has been in continuous operations for over 20 years.

Vitech does not plan to employ any subcontractors in your work with WVCPRB.

Brief History

Vitech was founded as Info-Mation in 1986 and restructured as Vitech Systems Group, Inc. in 1996. In 1990 the firm began specializing in the delivery of custom benefit solutions. In 1995, Vitech recognized the vast potential for domain specific, off-the-shelf software and what it could offer the benefit administration marketplace. This led to our



development of the V3 System, a true COTS solution. Vitech now serves an ever growing list of almost 50 benefit administration organizations.

Vision, Leadership, Innovation

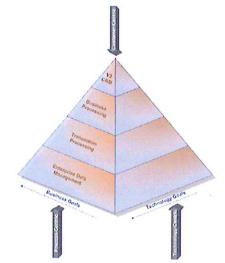
Vitech is a retirement benefit industry's leader and visionary with regard to software solutions. We pioneered the product-based solution approach with the original introduction of the V3 system in the early 1990s. For over 20 years we have continued to lead the industry with product and service innovations.

We work relentlessly to help our clients achieve their ultimate objectives of efficient operations, organizational responsiveness and world-class customer service. We have recently revolutionized the administration systems model with our introduction of V3 10.X and business centric computing. With the latest release of V3 10.X we do more than

ever to help you put your customer first and to help you achieve the full potential of system-enabled business processing.

The experience and success of our clients reflects our commitment to the industry and our relentless pursuit of excellence. Our history of innovation speaks for itself.

V3 is a living solution offering clients the benefit of future product enhancements and upgrades. New V3 releases are available several times per year and do not require re-integration. They are simply installed by Vitech, at the client's request, as part of paid maintenance. After an upgrade is installed, all prior



specific configurations and customizations for the client will continue to operate as originally implemented. This is an extremely powerful solutions model, and one that is unique to the V3 System.

Our true product platform has created a vibrant user community. To foster sharing and education across our client base and as a sign of our enduring commitment to the industry Vitech will hold its 9th Users Conference in March 2013 in Sarasota, Florida. Please see Attachments 13 for prior user conference brochures.

Vitech's success is grounded in a contemporary technology, highly-configurable, enterprise class benefit software product that includes extensive benefit-specific capabilities and natively integrated enterprise, non-benefit specific capabilities such as workflow, imaging, correspondence management, call center and more. V3 began as a client-server application with a limited set of benefit-only capabilities in the mid 1990's and it is now an n-tier, browser-based application with benefit features that range from



enrollment to health to loans to retirement to life and more, and enterprise features that include imaging, self-service, CRM, doc management, batch processing, query and more.

Representative Client List

Vitech's proposed solution leverages the lessons and best practices we have learned through our experience at nearly 50 other multi-employer benefit organization including the 18 public pension funds listed below.

- Bahamas National Retirement System
- Boston Employees Retirement System
- Hawaii Employees Retirement System
- Iowa Public Employees Retirement System
- Maine Public Employees Retirement System
- Massachusetts Teachers Retirement System
- Milwaukee County Employees Retirement System
- New Mexico Teachers Retirement System
- NYC Board of Education Retirement System
- NYC Police Pension Fund
- Ohio Police and Fire Pension Fund
- Ohio Teachers Retirement System
- Orange County Employees' Retirement System
- Pennsylvania Teachers Retirement System
- United Nations International Pension Fund
- US Virgin Islands Employees Retirement System
- Ventura County Employees Retirement System
- Wichita Employees Retirement System

The lessons and best practices garnered through our experience with these organizations inform all aspects of our solution to IMRF. This includes, but is certainly not limited to, our solution decisions related to COTS, timeline, methodology, phasing, staffing, enterprise features, communication channels and infrastructure.

Section II-2.6.1.8

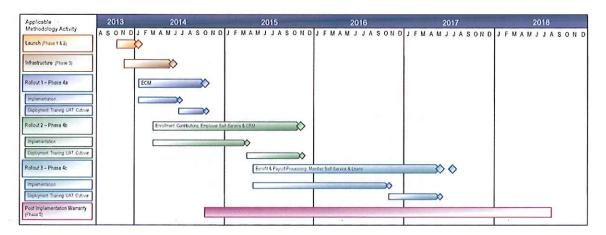


II-2.6.1.8 Phasing the Project

A phased approach for a large system implementation is the preferred approach in order to keep organizational-wide concurrent change to manageable levels that position for success in achieving your vision and to reduce risk. Vitech is pleased to propose a delivery plan consistent with WVCPRB's preferred phasing as noted in the RFP and with which Vitech has a great deal of previous retirement system implementation experience.

Implementation Schedule

The diagram below illustrates this phased approach to the high level project plan for addressing the mandatory elements of this project. This comprehensive plan addresses all WVCPRB phasing requirements, time constraints, required deliverables, and solution objectives.



Implementation Plan Phasing

Specifically, we propose a carefully crafted initial project plan for the implementation of WVCPRB's new pension system, with the following components.

RFP Phase 1 and RFP Phase 2 correspond to the same Launch activities from Vitech's implementation methodology. Included in this phase is orientation training for WVCPRB project team members on Vitech's implementation methodology. We will determine key project operating standards such as agreeing to the weekly reporting format, the communication plan, the risk management plan, change control/management plan and establishing the document repository.

RFP Phase 3 corresponds directly to Vitech's Infrastructure activities. We will confirm the architecture and deployment plan, procure and install the associated hardware and software infrastructure for the project. The System Security Plan and Disaster Recovery Plan are also drafted in this phase.

RFP Phase 4 is Implementation and Deployment of WVCPRB's new pension system. During this rollout phase Vitech will manage the project, complete



requirements capture, configure/customize the requirements in the V3 solution, data capture, conduct training, and rollout the system. This phase of the implementation also includes execution of formal Validation Tests at intervals of 3-5 months, throughout the project to confirm confidence in the solution and its integration points long before UAT. The WVCPRB organization goes live with its new system in phases:

 Rollout 1 (RFP Phase 4a) – Rollout 1 is focused on V3 World (basic), Imaging integration to Documentum ApplicationXtender, and V3 Workflow for Go-forward Imaging Processing. Inclusive in this rollout is the delivery of the following business areas: World (basic); Imaging Integration with associated Workflow, Ad-hoc Query and Security.

Rollout 1 goes live 12 months from project start. At the conclusion of this rollout WVCPRB will be able to use V3 to look up customers in World, view read-only converted demographic data, see and launch any associated imaged documents.

• Rollout 2 (RFP Phase 4b) – Rollout 2 focuses on Membership by implementing V3 World, Enrollment, Employer Reporting, Defined Contributions, Employer Self-Service, Beneficiary Maintenance, Member/Pensioner/Employer Maintenance, Purchase of Service and Multiple Service, and Call Center Management. Going live 12 months after Rollout 1. A 19 month phase, Rollout 2 delivers all remaining World capabilities; Enrollment; Contributions; Employer Self-Service; Funds Management; plus all related Workflow, Ad-hoc Query, Correspondence Management, Security, Reports, Documents; and Call Center and Activity Tracking.

At the conclusion of this rollout V3 will be the live system of record for all Employer data, pension related contribution processing, work and contribution data, and Employer Self-Service. Related integration with external systems and integration partners (e.g. banks, employers), and data bridges from and to the legacy system will be in place. Existing Employer Self-Service capabilities will have been replaced by V3 keeping with WVCPRB branding as much as possible, while legacy Member Self-Service capabilities will remain as is. At this stage, the end users' access to the legacy system will continue to be via terminal emulation capabilities as provided by WVCPRB.

• Rollout 3 (RFP Phase 4c) – Rollout 3 focuses on Benefits including Pension, Benefits Processing, Member Self-Service, and Loans. It is a 25 month phase that goes live 19 months after Rollout 2. This phase delivers Benefit Estimates, Benefit Processing and Calculations, Death, Disability, Hearing



Administration and Appeals, QDRO, LTHS and Court Orders, Refunds, Return to Work, Annuity Payroll and other Payments, Refunds, and Power of Attorney. Funds Management, Tax Reporting and Member Self-Service are also included, along with additional Workflow; Ad-hoc Query; Security; Reports; Documents.

At the conclusion of this rollout WVCPRB's new system of record will be live on the V3 platform for all Member related data, pension, benefits, and refund processing, loans and Member Self-Service functionality and for related integration with external systems and integration partners (e.g., banks, insurance carriers, IRS). Member Self-Service capabilities will have been fully replaced by V3, enabling full retirement of the end-user terminal emulation. With the full functionality now live on WVCPRB's new system, the data bridges from and to the legacy system will be ready for decommissioning. Further, upon this Rollout WVCPRB will begin decommissioning of the legacy system itself.

Phases 5 - Post-Implementation Warranty. Vitech's proposal includes a comprehensive warranty that covers WVCPRB from the first system go-live date through 12 months post final go-live. During the Warranty Period Vitech will fix any logged bugs at no additional charge. A bug is defined as the system not operating in conformance with the system specifications or final design documents.

Phases 6 - Post-Implementation Support. Vitech will provide 12 months of IT and Operations support following go-live using WVCPRB experienced Vitech resources. Vitech is looking to be a long-term WVCPRB partner, proposing ongoing out-year support after the initial 12-month post-implementation support period.

Exhibit III-1



List and Specifications of Required Hardware



West Virginia Consolidated Public Retirement Board - Exhibit 1 Required Hardware for Functional Project Elements

(The vendor should replicate this table as necessary to account for all components.)

1	2	3	4	Section 1. Annual Control of the Con
ITEM NO	QTY	MANUFAC TURER	MODEL	DESCRIPTION
1		HP	583967-001	HP DL380G7 E5640 Base US Svr
2		HP	587480-B21	HP E5640 DL380G7 Kit
3		HP	500658-B21	HP 4GB 2Rx4 PC3-10600R-9 Kit
4		HP	512547-B21	HP 146GB 6G SAS 15K 2.5in DP ENT HDD
5		HP	500579-B21	HP DL380G6/G7 PCI-E 1x8 2x4 Riser Kit
6		HP	AP769A	HP StorageWorks 81B PCI-e Fibre Channel Host Bus Adapter
7	2	HP	412648-B21	HP NC360T PCIe Dp Gigabit Server Adapter
8	2	HP	503296-B21	HP 460W CS Gold Ht Plg Pwr Supply Kit
9	2	HP	U9737E	HP 5y 6h 24x7 CTR ProLiant DL38x HW Supp
10		HP	633407-001	HP DL380G7 E5645 Base US Svr
11		HP	633420-B21	HP E5645 DL380G7 Kit
12		HP	500666-B21	HP 16GB 4Rx4 PC3-8500R-7 Kit
13		HP	512547-B21	HP 146GB 6G SAS 15K 2.5in DP ENT HDD
14		HP	500579-B21	HP DL380G6/G7 PCI-E 1x8 2x4 Riser Kit
15		HP	AP769A	
16		HP		HP StorageWorks 81B PCI-e Fibre Channel Host Bus Adapter
			412648-B21	HP NC360T PCIe Dp Gigabit Server Adapter
17		HP	503296-B21	HP 460W CS Gold Ht Plg Pwr Supply Kit
18		HP	U9737E	HP 5y 6h 24x7 CTR ProLiant DL38x HW Supp
19		HP	579243-001	HP DL360G7 E5506 Entry US Svr
20		HP	588074-B21	HP E5506 DL360G7 Kit
21		HP	507125-B21	HP 146GB 6G SAS 10K 2.5in DP ENT HDD
22		HP	503296-B21	HP 460W CS Gold Ht Plg Pwr Supply Kit
23	1	HP	U9735E	HP 5y 6h 24x7 CTR ProLiant DL36x HW Supp
24	2	Dell	225-2858	Dell EqualLogic PS6110XV, 10Gb, High Performance, 15K SAS Drives
25	2	Dell	342-4517	PS6110XV, 14.4TB capacity, 15K SAS, 24x 600GB
26	The state of	Dell	331-6722	Dual Controllers, 10Gb, HA with failover
27	2	Dell	468-8817	EqualLogic array may not be returned
28		Dell	468-7110	Asynchronous Replication
29		Dell	468-7155	Snaps/Clones with integration for MS SQL, Exchange, Hyper V and VMware
30		Dell	468-7156	
31		Dell	330-6048	SAN HQ multi group monitoring software
32	_			RackRails, RapidRails for Dell Rack
33			937-9093	ProSupport: 7x24 HW / SW Tech Support and Assistance, 5 year
_			968-3590	Mission Critical Package: 4-Hour 7x24 On-Site Service with Emergency Dispatch, 4 year Extended
34			968-3591	Dell Hardware Limited Warranty Initial Year
35		Dell	968-3595	Dell Hardware Limited Warranty Extended Year
36		Dell	968-3628	Mission Critical Package: 4-Hour 7x24 On-Site Service with Emergency Dispatch, Initial Year
37			989-3439	Dell ProSupport. For tech support, visit http://support.dell.com/ProSupport or call 1-800-945-3355
38	2		995-4008	EqualLogic Advanced Software Warranty and Service,7x24 Access,5 year
39	2	Dell	995-4048	MISSION CRITICAL PACKAGE: Enhanced Services, 5 year
40	2	Dell	961-3859	Remote Implementation of a Dell Equallogic Array
41	2	Dell	926-2979	Proactive Maintenance Service Declined
42			996-7559	EqualLogic Non-Standard Reference Architecture
43			330-3151	Power Cord, C13 to C14, PDU Style, 12 Amps, 2 meter, Qty 1
44			330-3151	Power Cord, C13 to C14, PDU Style, 12 Amps, 2 meter, City 1
45			905-6109	Dell Education Services - EqualLogic PS Series Advanced Features and Management 2day-PRICE Pt
46				Forced 0. S4840P. 40 v. 400F. SED. A v. OCED 400F. 4 v. A DOUL 0. The state of the second of the sec
47			225-2477	Force10, S4810P, 48 x 10GbE SFP+, 4 x QSFP 40GbE, 1 x AC PSU, 2 x Fans, IO Panel to PSU Airflo
			331-9233	No Returns Allowed on Dell Force10 Switches
48			331-6279	Force10, User Documentation for S4810, DAO/BCC
49			931-3806	ProSupport: Next Business Day Parts Delivery, Initial Year
50			935-0093	ProSupport: Next Business Day Parts Delivery, 4 year Extended
51	_		935-0103	SW Support,Force10 Software ,5 years
52			935-0143	ProSupport: 7x24 HW / SW Tech Support and Assistance, 5 years
53	4 1	Dell	989-3439	Dell ProSupport. For tech support, visit http://support.dell.com/ProSupport or call 1-800-945-3355
54	4 [996-2670	Dell Hardware Limited Warranty Initial Year
55	4 (Dell !	996-2760	Dell Hardware Limited Warranty Extended Year(s)
56			934-9097	Install and Implement of a Dell Network Switch, Layer 1, 1 Force10 S/ MXL-Series or 1 PowerConnect
57			331-5996	Force10, Power Cord, 125V, 15A, 10 Feet, NEMA 5-15/C13, S-Series
58			332-0139	Force 10 Customer not deploying this switch in iSCSI or FCOE environment.
59	_		WS-C4948-10GE-S	Cisco Catalyst 4948 10 Gigabit Ethernet Switch - switch - 48 ports - manage -LAYER 3
60				
00	4	1360	CAB-US515-C15-US	NEMA 5-15 to IEC-C15 8ft US



1	2	3	4	5 m 3 m 3 m 3 m 3 m 3 m 3 m 3 m 3 m 3 m
ITEM NO	QTY	MANUFAC TURER	MODEL	DESCRIPTION
61	16	Cisco	X2-10GB-SR	10GBASE-SR X2 Module
62	4	Cisco	PWR-C49-300AC	Catalyst 4948 300-Watt AC Power Supply
63	4	Cisco	CON-SNTP-C4948GES	Cisco SMARTnet Premium - Extended service agreement - replacement - year 1 - 24x7 - 4 h
64	4	Cisco	CON-SNTP-C4948GES	Cisco SMARTnet Premium - Extended service agreement - replacement - year 2 - 24x7 - 4 h
65	4	Cisco	CON-SNTP-C4948GES	Cisco SMARTnet Premium - Extended service agreement - replacement - year 3 - 24x7 - 4 h
66		Cisco	CON-SNTP-C4948GES	Cisco SMARTnet Premium - Extended service agreement - replacement - year 4 - 24x7 - 4 h
67	4	Cisco	CON-SNTP-C4948GES	Cisco SMARTnet Premium - Extended service agreement - replacement - year 5 - 24x7 - 4 h
68	4	FortiNet	2538906	FortiBalancer 400 4PT
69		FortiNet		1YR FortiBalancer 400 24x7 Year 1
70		FortiNet		1YR FortiBalancer 400 24x7 Year 2
71		FortiNet		1YR FortiBalancer 400 24x7 Year 3
72		FortiNet		1YR FortiBalancer 400 24x7 Year 4
73		FortiNet		1YR FortiBalancer 400 24x7 Year 5
74		HP	583966-001	HP DL380G7 X5650 Perf US Svr
75		HP	500658-B21	HP 4GB 2Rx4 PC3-10600R-9 Kit
76	4	HP	512547-B21	HP 146GB 6G SAS 15K 2.5in DP ENT HDD
77	9	HP	AP769A	HP StorageWorks 81B PCI-e Fibre Channel Host Bus Adapter
78		HP	412648-B21	
		HP	2025 CSC 0 - CS - CSC	HP NC360T PCIe Dp Gigabit Server Adapter
79			U9737E	HP 5y 6h 24x7 CTR ProLiant DL38x HW Supp
80	1	HP	583967-001	HP DL380G7 E5640 Base US Svr
81		HP	587480-B21	HP E5640 DL380G7 Kit
82		HP	500658-B21	HP 4GB 2Rx4 PC3-10600R-9 Kit
83		HP	512547-B21	HP 146GB 6G SAS 15K 2.5in DP ENT HDD
84	1	HP	500579-B21	HP DL380G6/G7 PCI-E 1x8 2x4 Riser Kit
85		HP	AP769A	HP StorageWorks 81B PCI-e Fibre Channel Host Bus Adapter
86		HP	412648-B21	HP NC360T PCIe Dp Gigabit Server Adapter
87		HP	503296-B21	HP 460W CS Gold Ht Plg Pwr Supply Kit
88		HP	U9737E	HP 5y 6h 24x7 CTR ProLiant DL38x HW Supp
89		HP	633407-001	HP DL380G7 E5645 Base US Svr
90	2	HP	633420-B21	HP E5645 DL380G7 Kit
91	16	HP	500666-B21	HP 16GB 4Rx4 PC3-8500R-7 Kit
92		HP	512547-B21	HP 146GB 6G SAS 15K 2.5in DP ENT HDD
93	2	HP	500579-B21	HP DL380G6/G7 PCI-E 1x8 2x4 Riser Kit
94	4	HP	AP769A	HP StorageWorks 81B PCI-e Fibre Channel Host Bus Adapter
95	8	HP	412648-B21	HP NC360T PCIe Dp Gigabit Server Adapter
96	2	HP	503296-B21	HP 460W CS Gold Ht Plg Pwr Supply Kit
97	2	HP	U9737E	HP 5y 6h 24x7 CTR ProLiant DL38x HW Supp
98	1	HP	579243-001	HP DL360G7 E5506 Entry US Svr
99		HP	588074-B21	HP E5506 DL360G7 Kit
100		HP	507125-B21	HP 146GB 6G SAS 10K 2.5in DP ENT HDD
101	1	HP	503296-B21	HP 460W CS Gold Ht Plg Pwr Supply Kit
102		HP	U9735E	HP 5y 6h 24x7 CTR ProLiant DL36x HW Supp
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5	Item des	cription		

Exhibit III-2



List of Required Commodity Software

-	2 # OF	3	4	vendor should replicate this table as necessary to account for all components.)
	COPIES	MANUFACTURER	MODEL	DESCRIPTION
2		Oracle Oracle	ENT/DB/PROC-SI	DBMS Enterprise Edition - Processor License DBMS Product Support (Incl. Technical Support and Updates) 24x7 Year 1
3	8	Oracle	ENT/DB/PROC-SI	DBMS Product Support (Incl. Technical Support and Updates) 24x7 Year 2
1		Oracle	ENT/DB/PROC-SI	DBMS Product Support (Incl. Technical Support and Updates) 24x7 Year 3
5		Oracle Oracle	ENT/DB/PROC-SI ENT/DB/PROC-SI	DBMS Product Support (Incl. Technical Support and Updates) 24x7 Year 4 DBMS Product Support (Incl. Technical Support and Updates) 24x7 Year 5
1		Oracle	ENT/RAC/PROC	Real Application Cluster (RAC) - Processor License (11g)
1		Oracle	ENT/RAC/PROC-SI	RAC Product Support (Incl. Technical Support and Updates) 24x7 Year 1
		Oracle Oracle	ENT/RAC/PROC-SI ENT/RAC/PROC-SI	RAC Product Support (Incl. Technical Support and Updates) 24x7 Year 2 RAC Product Support (Incl. Technical Support and Updates) 24x7 Year 3
t		Oracle	ENT/RAC/PROC-SI	RAC Product Support (Incl. Technical Support and Opdates) 24x7 Year 4
Ī		Oracle	ENT/RAC/PROC-SI	RAC Product Support (Incl. Technical Support and Updates) 24x7 Year 5
+		Oracle Oracle	STD/AS/PROC STD/AS/PROC-SI	Oracle WebLogic Server Standard Edition - Processor Oracle WebLogic Server Standard Edition Support 24x7 Year 1
t		Oracle	STD/AS/PROC-SI	Oracle WebLogic Server Standard Edition Support 24x7 Year 2
I		Oracle	STD/AS/PROC-SI	Oracle WebLogic Server Standard Edition Support 24x7 Year 3
-		Oracle Oracle	STD/AS/PROC-SI STD/AS/PROC-SI	Oracle WebLogic Server Standard Edition Support 24x7 Year 4 Oracle WebLogic Server Standard Edition Support 24x7 Year 5
t		Adobe	65083691AD01A00	Adobe Acrobat X Pro - (v. 10) - ficense - 1 user
I		Adobe	10004466AD02A12	Adobe Gold Support - technical support - Year 1 - for Adobe Acrobat Pro
ŀ		Adobe Adobe	10004466AD02A12 10004466AD02A12	Adobe Gold Support - technical support - Year 2 - for Adobe Acrobat Pro
1		Adobe	10004466AD02A12	Adobe Gold Support - technical support - Year 3 - for Adobe Acrobat Pro Adobe Gold Support - technical support - Year 4 - for Adobe Acrobat Pro
ſ	2	Adobe	10004466AD02A12	Adobe Gold Support - technical support - Year 5 - for Adobe Acrobat Pro
1		Aliround Automation Aliround Automation		PL/SQL Developer 8.0 PL/SQL Developer 8.0 Annual Support Year 1
1		Aliround Automation		PL/SQL Developer 8.0 Annual Support Year 1 PL/SQL Developer 8.0 Annual Support Year 2
	4	Allround Automation	n/a	PL/SQL Developer 8.0 Annual Support Year 3
1		Allround Automation Allround Automation		PUSQL Developer 8.0 Annual Support Year 4 PUSQL Developer 8.0 Annual Support Year 5
-		Microsoft	P73-04849	Microsoft Windows Server 2008 R2 Standard - Includes 5 CALs
F	7	Microsoft	P73-01423	Microsoft Windows Server Standard Edition - software assurance Year 1
1			P73-01423 P73-01423	Microsoft Windows Server Standard Edition - software assurance Year 2 Microsoft Windows Server Standard Edition - software assurance Year 3
-			P73-01423	Microsoft Windows Server Standard Edition - Software assurance Year 4
			P73-01423	Microsoft Windows Server Standard Edition - software assurance Year 5
ŀ			n/a n/a	Red Hat Linux - 2-sockets with unlimited guests Premium Subscription (Year 1)
H			n/a	Red Hat Linux - 2-sockets with unlimited guests Premium Subscription (Year 2) Red Hat Linux - 2-sockets with unlimited guests Premium Subscription (Year 3)
			n/a	Red Hat Linux - 2-sockets with unlimited guests Premium Subscription (Year 4)
-		Red Hat Red Hat	n/a n/a	Red Hat Linux - 2-sockets with unlimited guests Premium Subscription (Year 5)
			n/a	Red Hat Linux - 2-sockets with up to 1 virtual guests Premium Subscription (Year 1) Red Hat Linux - 2-sockets with up to 1 virtual guests Premium Subscription (Year 2)
			n/a	Red Hat Linux - 2-sockets with up to 1 virtual guests Premium Subscription (Year 3)
-			n/a n/3	Red Hat Linux - 2-sockets with up to 1 virtual guests Premium Subscription (Year 4)
			n/a n/a	Red Hat Linux - 2-sockets with up to 1 virtual guests Premium Subscription (Year 5) SolarWinds Network Performance Monitor SL500 (up to 500 elements) - License with 1st-year Maintenance
	1	Solarwinds	n/a	SolarWinds NetFlow Traffic Analyzer Module for SolarWinds Network Performance Monitor SL500 - License with 1st-year Maintenance
Ĺ			n/a	SolarWinds Server & Application Monitor (formerly Application Performance Monitor) AL150 (up to 150 monitors) - License with 1st-year
			n/a n/a	SolarWinds Virtualization Manager up to 50 powered on VMs - License with 1st-year Maintenance. SolarWinds Storage Manager powered by Profiler STM50 (up to 50 Disks) - License with 1st-year Maintenance.
	1	Solarwinds	n/a	Synthetic End User Monitor with 1st year Maintenance
Ĺ			n/a n∕a	Log & Event Manager LEM50 (up to 50 nodes) - License with 1st Year Maintenance
			n∕a n∕a	SolarWinds Support and Maintenance Year 2 SolarWinds Support and Maintenance Year 3
	- 1	Solarwinds	n/a	SolarWinds Support and Maintenance Year 4
			n/a	SolarWinds Support and Maintenance Year 5
			12706485 12706485	Symantec Endpoint Protection 11.0 + 12 Months Essential Support Year 1 Symantec Endpoint Protection 11.0 12 Months Essential Support Year 2
_	24	Symantec	12706485	Symantec Endpoint Protection 11.0 12 Months Essential Support Year 3
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			12706485 VS5-ENT-C	Symantec Endpoint Protection 11.0 12 Months Essential Support Year 5 VMware vSphere 5 Enterprise for 1 processor
			VS5-ENT-P-SSS-C	VMware Support and Subscription Production - 24x7 - 30 min year 1
			VS5-ENT-P-SSS-C	VMware Support and Subscription Production - 24x7 - 30 min year 2
			VS5-ENT-P-SSS-C VS5-ENT-P-SSS-C	VMware Support and Subscription Production - 24x7 - 30 min year 3 VMware Support and Subscription Production - 24x7 - 30 min year 4
_	10	/MWare	VS5-ENT-P-SSS-C	VMware Support and Subscription Production - 24x7 - 30 min year 4
_	2	/MWare \	VC5-STD-3A	VMware vCenter Server Standard for vSphere
_			VC5-STD-A VS5-ENT-P-SSS-C	VMware vCenter Server Standard for vSphere Production Support for year 1 VMware vCenter Server Standard for vSphere Production Support for year 2
			VS5-ENT-P-SSS-C	VMware vCenter Server Standard for vSphere Production Support for year 2 VMware vCenter Server Standard for vSphere Production Support for year 3
	2 1	/MWare \	VS5-ENT-P-SSS-C	VMware vCenter Server Standard for vSphere Production Support for year 4
			VS5-ENT-P-SSS-C	VMware vCenter Server Standard for vSphere Production Support for year 5
			Epubexp Epubexp	ePublisher Express ePublisher Express - Annual Maintenance Year 1
	1	VebWorks E	Epubexp	ePublisher Express - Annual Maintenance Year 2
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			NT/DB/NAM-SI	DBMS Product Support (Incl. Technical Support and Updates) 24x7 Year 3 DBMS Product Support (Incl. Technical Support and Updates) 24x7 Year 4
	250 0	Dracle E	NT/DB/NAM-SI	DBMS Product Support (Incl. Technical Support and Updates) 24x7 Year 5
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Exhibit III-7



High Level Work Plan (with and without Options)

Confidential and proprietary information not for public disclosure.



NOTICE REGARDING CONFIDENTIALITY

This information is Confidential Property of Vitech Systems Group, Inc., and has been provided pursuant to a request within West Virginia Consolidated Public Retirement Board's BAFO for a Line of Business Solution – RFP CPR12026.

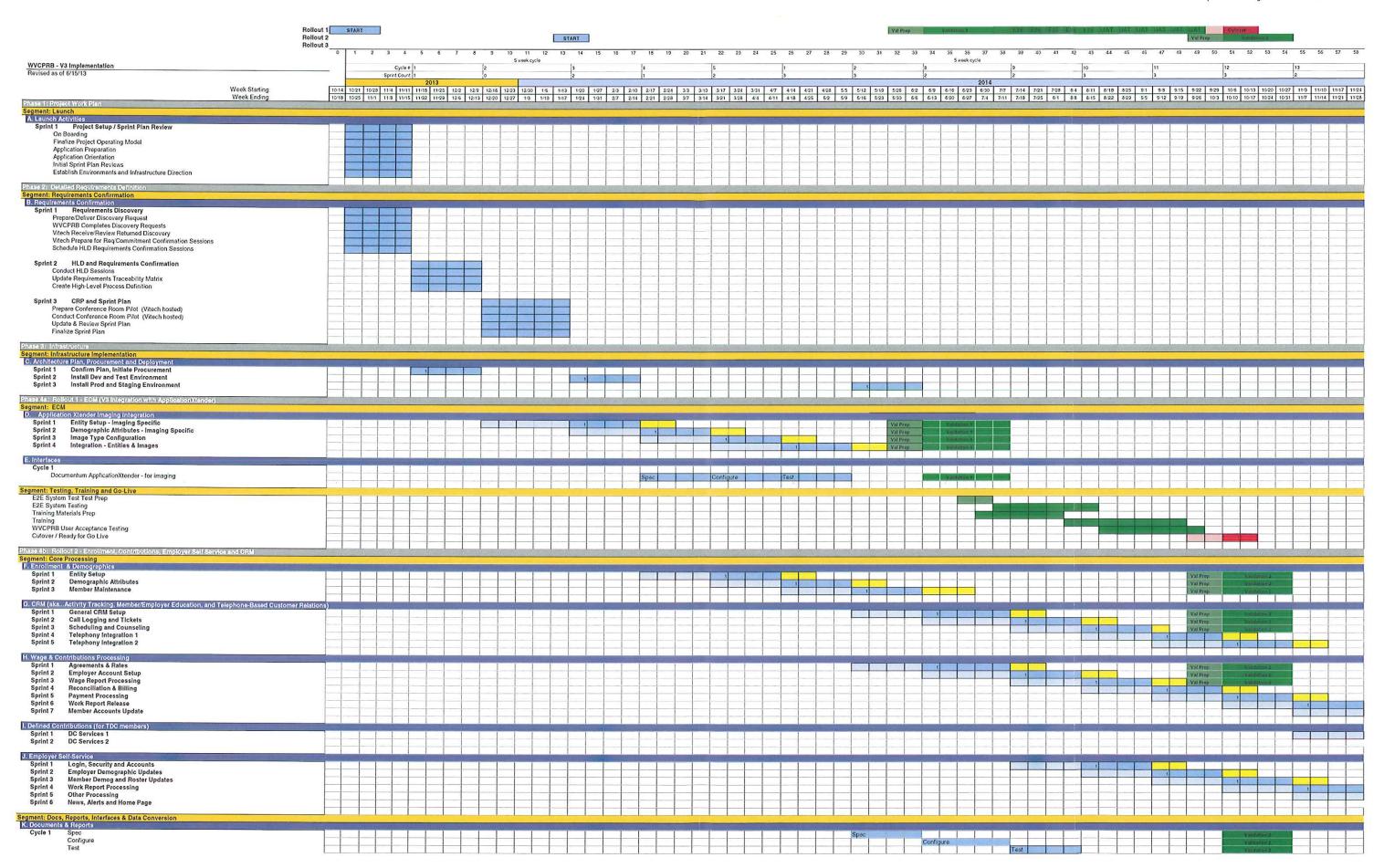
Because release of this information would provide a competitive advantage to certain third parties, it is generally prohibited from release under West Virginia's Freedom of Information Act as well as Federal Freedom of Information laws, and may not to be divulged to any third party without the express written permission of Vitech Systems Group, Inc.

If such request is made of these materials, or a request is made questioning the confidentially of these materials, the request shall be made to:

Mr. James Vitiello, Sr. Vice President Vitech Systems Group, Inc. 401 Park Ave South, 12th Floor New York, NY 10016

Tel: +1-212-868-0900





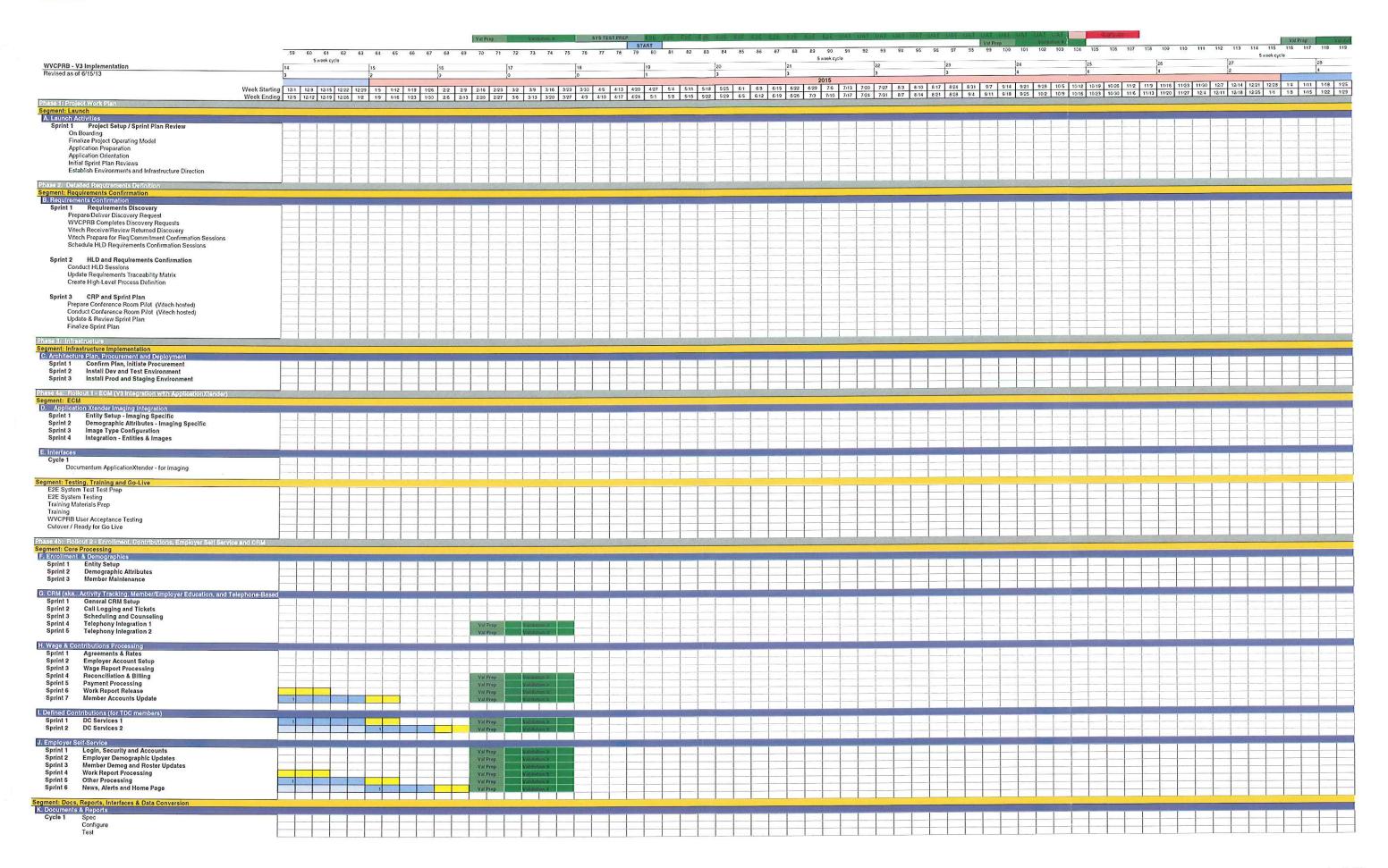


WVCPRB - V3 Implementation Revised as of 6/15/13	Cycle # 1 Sprint Count 1	2 3	4 5 1 2	1 2 8 3 3 2	9 10 11 2 3 3	12 13 3 2 2
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Segment: Rollout Launch D. Review and Refine Rollout Plan Sprint 1 - Review and Refine Rollout Plan On Boarding Gap Analysis Finalize Sprint Plan Segment: Core Processing P. Purchase of Service, Multiple Service						
Sprint 1 Core SCP Setup Sprint 2 SCP Initiation Sprint 3 SCP Quote Sprint 4 SCP Payment Plan Sprint 5 SCP Payment Plan Sprint 6 Multiple Service Q. Loans Management						
Sprint 1 Loans 1 Sprint 2 Loans 2 Sprint 3 Loans 3 R. Benefit Processing, Benefit Estimates and Calculations Sprint 1 Pension Plans Setup Sprint 2 Service Credit Calculation Sprint 3 Pension Types and Eligibility						
Sprint 4 Final Average Salary & Base Benefit Sprint 5 Optional Payment Forms Sprint 6 Option Selection and Final Approval Sprint 7 Death of Primary Annuitant Sprint 8 Death of Contingent Annuitant Sprint 9 Function Matrix 1 Sprint 10 Function Matrix 2						
S. Disability, Pre-Retirement Death, Refunds, Return to Work Sprint 1 Disability Sprint 2 Pre-Retirement Death Sprint 3 Refund Sprint 4 Return to Work T. ODRO & Power of Attonsy Sprint 1 ODRO Setup Sprint 2 ODRO Payment Processing						
Sprint 3 Power of Attorney Processing Sprint 4 Other U. Hearing Administration and Appeals (keeping separate since they specifically noted so) Sprint 1 Hearing Administration Sprint 2 Appeals 1 Sprint 3 Appeals 2						
V. Annuity Payroll and other Payments Sprint 1 Payment Setup Sprint 2 Payment Request Sprint 3 Payment Process Sprint 4 Overpayments and Leins Sprint 5 Check Printling / Treasury File						



WVCPRB - V3 Implementation Revised as of 6/15/13	Crein	ycle# 1 2 Count 1 2013	2 3	4 5 1 2	1 2 3 3 3 2	9 2 2014	10 11 3 3	12 3 2 2 1013 1023 1022 112 1110 1117 1124
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X. Financial & Tax Reporting Sprint 1 1099 Paper Deliverable Sprint 2 1099 Process Sprint 3 Deduction Remittance								
Y. Member Self-Service Sprint 1 Login, Security and Accounts Sprint 2 Member Demographic Updates Sprint 3 Pension Estimates Sprint 4 SCP? Sprint 5 Loans? Sprint 6 Other Processing Sprint 7 News, Alerts and Home Page								
Segment: Docs, Reports Interfaces & Data Conversion Z. Reports Cycle 1 Spec Configure Test Cycle 2 Spec Configure Test Cycle 3 Spec Configure Test Cycle 4 Spec Configure Test Cycle 5 Spec Configure Test Cycle 6 Spec Configure Test Cycle 6 Spec Configure Test Cycle 7 Spec Cycle 8 Cycle 9 Cycle 9								
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New ERP System - for PEIA (Public Employees Insurance Agency) data New ERP System - for FBMC (Fringe Benefits Management Corporation) Third Party Interfaces (e.g. manual, Insurance Carriers, 29 listed) Cycle 3 State Tax (WV State Tax Department) New ERP System - IRS (Internal Revenue Service) 1099 R Pritsburgh Malling Microsoft Dynamics financial application - for payroll payments data New ERP System - WVFIMS Cycle 4 State Legislature								
New ERP System - IMB data New ERP System - State Auditor's Office (SAO) and State Treasurer's Office (STO) data Cycle 5 Buck Consulting (actuarial services) New ERP System - STO/WVCPRB website - for MSS link								
AB. Data Conversion Data Conversion Detailed Planning Data Conversion for Vat 4 Data Conversion for Vat 5 Data Conversion for Vat 6 Data Conversion for Vat 7 Data Conversion for Vat 7								
Segment: Testing, Training and Go-Live E2E System Test Test Prep E2E System Testing Training Materials Prep Training WVCPRB User Acceptance Testing Cutover / Ready for Go Live								







WVCPRB - V3 Implementation Revised as of 6/15/13	14	15 16 2 0	17 18 0	19 20 1 3	21 22 2 3 3 3	3 24 25 4 4	25 27 28 4 2 4
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Cycle 2 WV Education Information System (WVEIS) - for salaries and contributions New ERP System - for salaries and contributions Microsoft Dynamics financials - for contributions							
Cycle 3 WVDOT - for reporting, docs, TBD Print Shop Capability New ERP System - for link to WVCPRB website M. Data Conversion	Test		Vollation 3 Vollation 3 Vollation 3 Validation 3				
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Sprint 1 Pension Plans Setup Sprint 2 Service Credit Calculation Sprint 3 Pension Types and Eligibility Sprint 4 Final Average Salary & Base Benefit Sprint 5 Optional Payment Forms Sprint 6 Option Selection and Final Approval Sprint 7 Death of Primary Annuitant Sprint 8 Pension 19 Function Matrix 1 Sprint 10 Function Matrix 2						Val Prep Val dation 4 1 1 1 1 1 1 1 1 1	Val Prep. Valid.
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V. Annuity Payroll and other Payments Sprint 1 Payment Setup Sprint 2 Payment Request Sprint 3 Payment Process Sprint 4 Overpayments and Leins Sprint 5 Check Printing / Treasury File							



WVCPRB - V3 Implementation Revised as of 6/15/13	14		15			16		17		18			19		20			21	2015		22 3		i	23		24			25 4		26 4		2 2	7		28 4
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Cycle 5 Buck Consulting (actuarial services) New ERP System - STO/WVCPRB website - for MSS link AB. Data Conversion Data Conversion Detailed Planning																																				
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Segment: Testing, Training and Go-Live E2E System Test Test Prep E2E System Testing Training Materials Prep Training WVCPRB User Acceptance Testing Cutover / Ready for Go Live																																				



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Sprint 1 Project Setup / Sprint Plan Review On Boarding Finalize Project Operating Model Application Preparation Application Orientation Initial Sprint Plan Reviews Establish Environments and Infrastructure Direction										
pase 2: Detailed Requirements Definition gment: Requirements Confirmation 3. Requirements Confirmation Sprint 1 Requirements Discovery										
PrepareDeliver Discovery Request WVCPRB Completes Discovery Request Vitech Receive/Review Returned Discovery Vitech Prepare for Regi/Commitment Confirmation Sessions Schedule HLD Requirements Confirmation Sessions										
Sprint 2 HLD and Requirements Confirmation Conduct HLD Sessions Update Requirements Traceability Matrix Create High-Level Process Definition										
Sprint 3 CRP and Sprint Plan Prepare Conference Room Pilot (Vitech hosted) Conduct Conference Room Pilot (Vitech hosted) Update & Review Sprint Plan Finalize Sprint Plan										
ment: Infrastructure ment: Infrastructure Implementation Architecture Plan, Procurement and Deployment Sprint 1 Confirm Plan, Initiate Procurement Sprint 2 Install Dev and Test Environment Sprint 3 Install Prod and Staging Environment										
se 4s: Rollout 1 - ECM (V3 Integration with ApplicationXtender) ment: ECM Application Xtender Imaging integration Sprint 1 Entity Setup - Imaging Specific Sprint 2 Demographic Attributes - Imaging Specific Sprint 3 Image Type Configuration Sprint 4 Integration - Entitles & Images										
Interfaces: Cycle 1 Documentum ApplicationXtender - for imaging										
ment: Testing, Training and Go-Live EZE System Test Test Prep EZE System Testing Training Materials Prep Training WYCPRB User Acceptance Testing Cutover / Ready for Go Live										
se 4b: Rollout 2 - Enrollment, Contributions, Employer Self Sement: Core Processing Enrollment & Demographics	vice and CRM									
Sprint 1 Entity Setup Sprint 2 Demographic Attributes Sprint 3 Member Maintenance CRM (aka Activity Tracking, Member/Employer Education, and										
Sprint 1 General CRM Setup Sprint 2 Call Logging and Tickets Sprint 3 Scheduling and Counseling Sprint 4 Telephony Integration 1 Sprint 5 Telephony Integration 2	Telegijione-baseo									
Wage & Contributions Processing Sprint 1 Agreements & Rates Sprint 2 Employer Account Setup Sprint 3 Wage Report Processing Sprint 4 Reconcillation & Billing Sprint 5 Payment Processing Sprint 6 Work Report Release Sprint 7 Member Accounts Update										
Defined Contributions (for TDC members) Sprint 1 DC Services 1 Sprint 2 DC Services 2										
Employer Self-Service Sprint 1 Login, Security and Accounts Sprint 2 Employer Demographic Updates Sprint 3 Member Demog and Roster Updates Sprint 4 Work Report Processing Sprint 5 Other Processing Sprint 6 News, Alerts and Home Page ment: Docs, Reports, Interfaces & Data Conversion										
Cycle 1 Spec Configure Test										



WVCPRB - V3 Implementation Revised as of 6/15/13	29	30 31 3 2	32 3	33 34 4 2 2016	35 2	35 37 0 0	38	39 0	40 41 0 0	42 43 0 0 2017
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Segment: Testing, Training and Go-Live E2E System Test Test Prep E2E System Testing Training Materials Prep Training WVCPRB User Acceptance Testing Cutover / Ready for Go Live Phase 4c: Rollout 3 - Benefits and Pryroll Processing, Member Self Service										
Segment: Rollout Launch O. Review and Refine Rollout Plan Sprint 1 - Review and Refine Rollout Plan On Boarding Gap Analysis Finalize Sprint Plan Segment: Core Processing										
P. Purchase of Service, Multiple Service Sprint 1 Core SCP Setup Sprint 2 SCP Initiation Sprint 3 SCP Quote Sprint 4 SCP Payment Plan Sprint 5 SCP Payments Sprint 6 Multiple Service	600 S 600 S 600 S									
O. Loans Management Sprint 1 Loans 1 Sprint 2 Loans 2 Sprint 3 Loans 3										
R. Benefit Processing, Benefit Estimates and Calculations Sprint 1 Pension Plans Setup Sprint 2 Service Credit Calculation Sprint 3 Pension Types and Eligibility Final Average Salary & Base Benefit Sprint 5 Optional Payment Forms Sprint 6 Optional Payment Forms Sprint 7 Death of Primary Annuitant Sprint 8 Death of Contingent Annuitant Sprint 9 Function Matrix 1 Sprint 10 Function Matrix 2	2015 2015 April 3 2015		Val Prep Validation 6 Val Prep Validation 6							
S. Disability, Pre-Retirement Death, Retunds, Return to Work Sprint 1 Disability Sprint 2 Pre-Retirement Death Sprint 3 Retund Sprint 4 Return to Work	on 5 (on 5 (on 5									
T. ODRO & Power of Attoney Sprint 1 ODRO Setup Sprint 2 ODRO Payment Processing Sprint 3 Power of Attorney Processing Sprint 4 Other	tons:		Val Prep Validation E Val Prep Validation E							
U. Hearing Administration and Appeals (keeping separate since they spe Sprint 1 Hearing Administration Sprint 2 Appeals 1 Sprint 3 Appeals 2	cifically not		Val Prep Validation E Val Prep Validation 6 Val Prep Validation 6							
V. Annuity Payroll and other Payments Sprint 1 Payment Setup Sprint 2 Payment Request Sprint 3 Payment Process Sprint 4 Overpayments and Leins Sprint 5 Check Printing / Treasury File			Val Prep Validation 6 Val Prep Validation 6 Val Prep Validation 5	July 1 (2000) 100 (100)		Val Prop Validatio Val Prop Validatio	77			



WVCPRB - V3 Implementation Revised as of 6/15/13			29 4		30		31 2		32 3		33 4		34 2			35 2		36 0	93	7	3	58	3	9		40		41 0		0		43 0 2017
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W. Funds Management and Member Statement Sprint 1 Financial Preparation (paper-based sprint) Sprint 2 Financial Management Setup Sprint 3 Reconcillation ?? Sprint 4 Annual Closing 1 Sprint 5 Annual Closing 2 Sprint 6 Annual Closing 3					3		1		1		1								Val Prop Val Prop Val Prop Val Prop Val Prop Val Prop	Validati Validati Validati Validati Validati	6H7 6H7											
X. Financial & Tax Reporting Sprint 1 1099 Paper Deliverable Sprint 2 1099 Process Sprint 3 Deduction Remittance													3						Val Prep Val Prep Val Prep	Vandati Vandati Vandati	667											
Y. Member Self-Service Sprint 1 Login, Security and Accounts Sprint 2 Member Demographic Updates Sprint 3 Pension Estimates Sprint 4 SCP? Sprint 5 Loans? Sprint 6 Other Processing Sprint 7 News, Alerts and Home Page	-				1			Val Prep Val Prep	Value Value	ation &	1					1			Val Prep Val Prep Val Prep Val Prep Val Prep	Validati Validati Validati Validati Validati												
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Cycle 1 WV Education Information System (WVEIS) - for loans payr New ERP System - for loans payments withheld WVDOT SSA Death Master File	ments withheld																															
Cycle 2 New ERP System - for PEIA (Public Employees Insurance A New ERP System - for FBMC (Fringe Benefits Management Third Party Interfaces (e.g. manual, Insurance Carriers, 29) Cycle 3	nt Corporation)		Test Spec		Contigure		Test		Valle Valle	lation 6																						
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WVCPRB - V3 Implementation Revised as of 6/15/13	-			44 0				45 0			
Week Startin				4/24	5/1	5.8	5/15	5/22	5/29	6.5	6/12
Phase 1: Project Work Plan	ng 4/7	4/14	421	428	5.5	5/12	5/19	5/26	62	6.9	6/16
Segment: Launch A. Launch Activities					- T-						
Sprint 1 Project Setup / Sprint Plan Review On Boarding											
Finalize Project Operating Model											
Application Preparation Application Orientation	-		-	-			-				
Initial Sprint Plan Reviews Establish Environments and Infrastructure Direction											
Phase 2: Detailed Requirements Definition: Segment: Requirements Confirmation										1000	
B. Requirements Confirmation Sprint 1 Requirements Discovery	-			- 31					-		
Prepare/Deliver Discovery Request WVCPRB Completes Discovery Requests	-										
Vitech Receive/Review Returned Discovery											
Vitech Prepare for Req'Commitment Confirmation Sessions Schedule HLD Requirements Confirmation Sessions			-						-		
Sprint 2 HLD and Requirements Confirmation	-	-									
Conduct HLD Sessions Update Requirements Traceability Matrix			ļ								
Create High-Level Process Definition											
Sprint 3 CRP and Sprint Plan		-									
Prepare Conference Room Pilot (Vitech hosted) Conduct Conference Room Pilot (Vitech hosted)											
Update & Review Sprint Plan Finalize Sprint Plan											
Phase 3: Infrestructure Segment: Infrastructure Implementation		El Leville	1000	25/10/	k me				Vint	E V	King
C. Architecture Plan, Procurement and Deployment Sprint 1 Confirm Plan, Initiate Procurement	Ţ.			100		-6.	M J	يظالم	0.177		
Sprint 2 Install Dev and Test Environment											
Sprint 3 Install Prod and Staging Environment	-	-						-	-		-
Phase 4a: Rollout 1 - ECM (V3 Integration with ApplicationXtender) Segment: ECM			100			V (S)					
D. Application Xtender Imaging Integration Sprint 1 Entity Setup - Imaging Specific		7									
Sprint 2 Demographic Attributes - Imaging Specific											
Sprint 3 Image Type Configuration Sprint 4 Integration - Entities & Images	-					-					
E. Interfaces											
Cycle 1 Documentum ApplicationXtender - for imaging											
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E2E System Testing Training Materials Prep								-			
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Cutover / Ready for Go Live											
Phase 4b: Rollout 2 - Enrollment, Contributions, Employer Self Service and CRM				0,310	700	GV2	000				
Segment: Core Processing F. Enrollment & Demographics											
Sprint 1 Entity Setup Sprint 2 Demographic Attributes				-1				=			
Sprint 3 Member Maintenance											
G. CRM (akaActivity Tracking, Member/Employer Education, and Telephone-Base	d								-		
Sprint 1 General CRM Setup Sprint 2 Call Logging and Tickets											
Sprint 3 Scheduling and Counseling Sprint 4 Telephony Integration 1											
Sprint 5 Telephony Integration 2											
H. Wage & Contributions Processing					740					4	
Sprint 1 Agreements & Rates Sprint 2 Employer Account Setup											
Sprint 3 Wage Report Processing Sprint 4 Reconciliation & Billing											
Sprint 5 Payment Processing											
Sprint 6 Work Report Release Sprint 7 Member Accounts Update	-					-				-	
I. Defined Contributions (for TDC members)							-				
Sprint 1 DC Services 1 Sprint 2 DC Services 2											
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J. Employer Self-Service Sprint 1 Login, Security and Accounts				No.	4				-		25
Sprint 2 Employer Demographic Updates Sprint 3 Member Demog and Roster Updates					1						
Sprint 4 Work Report Processing											
Sprint 5 Other Processing Sprint 6 News, Alerts and Home Page				-	-1	-1				-	
segment: Docs, Reports, Interfaces & Data Conversion											
K. Documents & Reports			LEV.	u.b,			DI Q	St. Jaga	No.		
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WVI	DHHR Vital Statistics Records											
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Cycle 2 WV	Education Information System (WVEIS) - for salaries and contributions											
New	ERP System - for salaries and contributions osoft Dynamics financials - for contributions											
	Dynamics marcials - for community								2.50			
Cycle 3 WVI	DOT - for reporting, docs, TBD											
	Shop Capability ERP System - for link to WVCPRB website											-
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Sprint 2 Sprint 3	Core SCP Setup SCP Initiation SCP Quote											
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Cycle 1	ducation Information System (WVEIS) - for loans payments with	held					-						-
New	ERP System - for loans payments withheld	meid											
	OT SSA Death Master File												
Cycle 2													
	ERP System - for PEIA (Public Employees Insurance Agency) da												
	ERP System - for FBMC (Fringe Benefits Management Corporat	ion)											
Third	Party Interfaces (e.g. manual, Insurance Carriers, 29 listed)			-	_	_							-
Cuala 2					-		-				-	-	
Cycle 3 State	Tax (WV State Tax Department)								-				1
	ERP System - IRS (Internal Revenue Service) 1099 R	1											F
	urgh Mailing	1					18						1
Micro	soft Dynamics financial application - for payroll payments data	1											1
New B	ERP System - WVFIMS												
													1
Cycle 4	V4-14	1										-	-
	Legislature		-		_		-				-	-	1
	ERP System - IMB data ERP System - State Auditor's Office (SAO) and State Treasurer's	s Office (ST					-		-	-		-	1
HONE	- Special State Addition a College (ONO) and State Heastiers	, 51110 (51				- 1							1
Cycle 5													
	Consulting (actuarial services)												
New E	RP System - STO/WVCPRB website - for MSS link												-
Data Conv	rersion												
Data Conver	sion Detailed Planning												1
	sion for Val 4			8									-
	sion for Val 5	1											-
	sion for Val 6	1											-
	sion for Val 7 sion Ongoing for Go-Live	-								-	-	-	-
Jata Conver	sion Ongoing for Go-Live	-											1
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	a Training and Co Live					1	-			1		_	Г
nent: Testin	g, Training and Go-Live Test Test Pren					- 1				1			1
E2E System	Test Test Prep	1											
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E2E System E2E System Fraining Mat Fraining	Test Test Prep Testing erials Prep												
E2E System E2E System Training Mat Training WVCPRB Us	Test Test Prep Testing												

June 19, 2013
Exhibit III-7 - Sprint Plan



ID Task Name		Duration	Start	Finish Predecessors 20	H2 H1 H2 H1 H2 H1 H2 H1 H2 H1
1 Pre-Project Procure	ement Items	21 days	Fri 10/18/13	Mon 11/18/13	
2 Contract Execution		0 days	Fri 10/18/13	Fri 10/18/13	♦ 10/18 ♦ 410/18
	Payment Milestone	0 days	Fri 10/18/13 Mon 11/18/13	Fri 10/18/13 2FF Mon 11/18/13 2FS+31 edays	11/18
4 Escrow Source C	Code Administration Software and Services Project	0 days 1353 days	Wed 7/31/13	Sat 10/6/18	
	ment and Solution Support	1011 days	Wed 7/31/13	Wed 6/14/17	
	s Reports and Meetings	956 days	Wed 10/16/13	Wed 6/14/17	
	ring Committee Meetings	936 days	Tue 11/5/13	Tue 6/6/17	
245 Statement of		1003 days	Wed 7/31/13	Fri 6/2/17 Fri 1/17/14	
310 Project Launch (311 Phase 1 - Pro		70 days 70 days	Mon 10/14/13 Mon 10/14/13	Fri 1/17/14	
	hase 1 (First Ninenty Days) Work Plan	20 days	Mon 10/14/13	Fri 11/8/13	
	Detailed Phase 1 Work Plan	0 days	Mon 10/14/13	Mon 10/14/13	♦ 10/14
	WVCPRB Walkthroughs as Warranted	10 days	Mon 10/21/13	Fri 11/1/13 313FS+5 days	Project Manager, WVCPRB Project Manager
	RB Review of Phase 1 Work Plan	5 days	Mon 11/4/13	Fri 11/8/13314	WVCPRB Project Manager
	Sign-off - Detailed Phase 1 (First Ninety Days) Workplan	0 days	Fri 11/8/13	Fri 11/8/13315	\$ 1110
	nm Training & Preparation al - Account Team Transition	15 days 15 days	Mon 10/14/13 Mon 10/14/13	Fri 11/1/13 Fri 11/1/13313SS	Project Manager, Business Systems Lead, Business Systems Analyst
mental 1	RFP Materials	15 days	Mon 10/14/13	Fri 11/1/13313SS	Project Manager, Business Systems Lead, Business Systems Analyst
	ck-Off Meeting	12 days	Mon 10/14/13	Tue 10/29/13	
	Objectives, Outline	5 days	Mon 10/14/13	Fri 10/18/13 313SS	Project Manager, WVCPRB Project Manager
	Kick-Off Presentation	7 days	Mon 10/21/13	Tue 10/29/13 321	Project Manager, Business Systems Lead, Business Systems Analyst Project Manager, Business Systems Lead, Business Systems Analyst, Development Manager
	V3 Demo for Kick-Off Meeting	7 days	Mon 10/21/13	Tue 10/29/13 321	Project Manager, WVCPRB Project Manager
	Logistics (Setup, Audience)	2 days	Fri 10/25/13	Mon 10/28/13 322FS-3 days Mon 10/28/13 324	\$ 10/28
325 Conduct 326 Client Orie	t Kick-off Meeting	0 days 15 days	Mon 10/28/13 Mon 10/14/13	Fri 11/1/13	
	ntation h physical work environment, LAN connectivity, Voicemail	15 days	Mon 10/14/13	Fri 11/1/13313SS	Project Manager, WVCPRB Project Manager
	WVCPRB Organization & Identify Constituent Groups	10 days	Mon 10/14/13	Fri 10/25/13 313SS	Rroject Manager, WVCPRB Project Manager, Business Systems Lead, Business Systems Analyst
	roject Workplan	70 days	Mon 10/14/13	Fri 1/17/14	New Parks Warran
	Detailed Project Plan	30 days	Mon 10/14/13	Fri 11/22/13313SS	Project Manager Project Manager, WVCPRB Project Manager
	WVCPRB Iterative Walkthroughs as Warranted	15 days	Mon 11/11/13	Fri 11/29/13 330FS-10 days	Froject Manager, WV-Prio Froject manager
	Detailed Project Plan	0 days 7 days	Fri 11/29/13 Mon 12/2/13	Fri 11/29/13 331 Tue 12/10/13 332	Project Manager, WVCPRB Project Manager
	RB Review of Detailed Project Plan Sign-off - Detailed Project Plan	0 days	Tue 12/10/13	Tue 12/10/13 333	4 2/10
	Ian (Phase 1) Payment Milestone	0 days	Fri 1/17/14	Fri 1/17/14 334,444	1/17
	mmunications Plan	38 days	Mon 10/21/13	Wed 12/11/13	The state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the s
337 Develop	Document	20 days	Mon 10/21/13	Fri 11/15/13 313SS+5 days	Project Manager, Business Systems Lead Project Manager, WVCPRB Project Manager
	WVCPRB Iterative Walkthroughs as Warranted	10 days	Mon 11/11/13	Fri 11/22/13 337FS-5 days	Project Manager
	Submission of Deliverable	1 day	Mon 11/25/13 Tue 11/26/13	Mon 11/25/13 338 Wed 12/4/13 339	WYCPRB Project Manager, WYCPRB Subject Matter Expert
	RB Review of Deliverable addresses comments from WVCPRB Review	7 days 5 days	Thu 12/5/13	Wed 12/11/13340	Project Manager
	VCPRB Review (walkthrough of comments)	2 days	Mon 12/9/13	Tue 12/10/13 341FS-3 days	TWV PRB Project Manager, WVCPRB Subject Matter Expert, Project Manager
343 Obtain S		0 days	Tue 12/10/13	Tue 12/10/13 342	v 12/10
344 Risk Mana	gement Reporting Methodology	33 days	Mon 11/4/13	Wed 12/18/13	Project Manager, Business Systems Lead
	Document	15 days	Mon 11/4/13	Fri 11/22/13 337FS-10 days	Project manager, WVCPRB Project Manager
	WVCPRB Iterative Walkthroughs as Warranted	10 days	Mon 11/18/13 Mon 12/2/13	Fri 11/29/13 345FS-5 days Mon 12/2/13 346	Stroject Manager
	Submission of Deliverable RB Review of Deliverable	1 day 7 days	Tue 12/3/13	Wed 12/11/13347	WVCPRB Project Manager, WVCPRB Subject Matter Expert
	addresses comments from WVCPRB Review	5 days	Thu 12/12/13	Wed 12/18/13 348	Froject Manager
	VCPRB Review (walkthrough of comments)	2 days	Mon 12/16/13	Tue 12/17/13 349FS-3 days	WVCPRB Project Manager, WVCPRB Subject Matter Expert, Project Manager
351 Obtain S		0 days	Tue 12/17/13	Tue 12/17/13 350	💞 12 17
	ontrol Methodology	38 days	Mon 11/4/13	Wed 12/25/13	Project Manager, Business Systems Lead
	Document	20 days	Mon 11/4/13	Fri 11/29/13 345SS Fri 12/6/13 353FS-5 days	Project Manager, WVCPRB Project Manager
	WVCPRB Iterative Walkthroughs as Warranted Submission of Deliverable	10 days 1 day	Mon 11/25/13 Mon 12/9/13	Mon 12/9/13 354	Project Manager
	RB Review of Deliverable	7 days	Tue 12/10/13	Wed 12/18/13 355	WVCPRB Project Manager, WVCPRB Subject Matter Expert
	addresses comments from WVCPRB Review	5 days	Thu 12/19/13	Wed 12/25/13 356	Spriplect Manager
358 Final W	VCPRB Review (walkthrough of comments)	2 days	Mon 12/23/13	Tue 12/24/13 357FS-3 days	WYCPRB Project Manager, WVCPRB Subject Matter Expert, Project Manager
359 Obtain S		0 days	Tue 12/24/13	Tue 12/24/13 358	12/24
	ncident Reporting Methodology	38 days	Mon 11/4/13	Wed 12/25/13 Fri 11/29/13 345SS	Project Manager, Business Systems Lead
	Document WVCPRB Iterative Walkthroughs as Warranted	20 days 10 days	Mon 11/4/13 Mon 11/25/13	Fri 12/6/13 361FS-5 days	Project Manager, WVCPRB Project Manager
	Submission of Deliverable	1 days	Mon 12/9/13	Mon 12/9/13 362	Project Manager
	RB Review of Deliverable	7 days	Tue 12/10/13	Wed 12/18/13 363	WVCPRB Project Manager, WVCPRB Subject Matter Expert
365 Vitech a	ddresses comments from WVCPRB Review	5 days	Thu 12/19/13	Wed 12/25/13 364	Project Manager
366 Final W	VCPRB Review (walkthrough of comments)	2 days	Mon 12/23/13	Tue 12/24/13 365FS-3 days	WYCPRB Project Manager, WVCPRB Subject Matter Expert, Project Manager
367 Obtain S		0 days	Tue 12/24/13	Tue 12/24/13 366	\$ 1 <i>DE</i> 4
368 Phase 2 - Disc Development)	covery and High Level Design (Detailed Requirements)	70 days	Mon 10/14/13	Fri 1/17/14	
	f Operations Document	48 days	Mon 10/14/13	Wed 12/18/13	
370 Develop	Document	35 days	Mon 10/14/13	Fri 11/29/13313SS	Project Manager, Business Systems Lead Project Manager, WYCPRB Project Manager
	WVCPRB Iterative Walkthroughs as Warranted	5 days	Mon 11/25/13	Fri 11/29/13 370FS-5 days	Reproject Manager, WYCPHB Project Manager
	Submission of Deliverable	1 day	Mon 12/2/13	Mon 12/2/13 371 Wed 12/11/13 372	Froject Manager, WVCPRB Subject Matter Expert
	RB Review of Deliverable addresses comments from WVCPRB Review	7 days 5 days	Tue 12/3/13 Thu 12/12/13	Wed 12/11/13 372 Wed 12/18/13 373	Project Manager
	VCPRB Review (walkthrough of comments)	2 days	Mon 12/16/13	Tue 12/17/13 374FS-3 days	WVCPRB Project Manager, WVCPRB Subject Matter Expert, Project Manager
376 Obtain S		0 days	Tue 12/17/13	Tue 12/17/13 375	
377 Developme	ent Methodology Overview - End User Document	33 days	Mon 10/14/13	Wed 11/27/13	William Indiana Business Systems Land
	Document	20 days	Mon 10/14/13	Fri 11/8/13313SS	Project Manager, Business Systems Lead
	WVCPRB Iterative Walkthroughs as Warranted	5 days	Mon 11/4/13	Fri 11/8/13 378FS-5 days	Project Manager, WYCFRB Project Manager
	Submission of Deliverable	1 day	Mon 11/11/13	Mon 11/11/13/379 Wed 11/20/13/380	WVCPRB Project Manager, WVCPRB Subject Matter Expert
	RB Review of Deliverable addresses comments from WVCPRB Review	7 days 5 days	Tue 11/12/13 Thu 11/21/13	Wed 11/20/13380 Wed 11/27/13381	Project Manager
	VCPRB Review (walkthrough of comments)	2 days	Mon 11/25/13	Tue 11/26/13 382FS-3 days	VVC PRB Project Manager, WVCPRB Subject Matter Expert, Project Manager
384 Obtain S		0 days	Tue 11/26/13	Tue 11/26/13 383	\$ 11/25
	nal Questionnaires	27 days	Fri 10/18/13	Mon 11/25/13	No load to see Systems Lead Business Systems Analyst
000 i odiladioi	foundational questionnaires	8 days	Fri 10/18/13	Tue 10/29/13 320FS-8 days	Project Manager, Business Systems Lead, Business Systems Analyst Project Manager, WVCPRB Project Manager Project Manager Project Manager Project Manager Project Manager Project Manager Project Manager Project Manager Project Manager Project Manager Project Manager Project Manager Project Manager Project Manager Project Manager Project Manager Project Manager Project Manager Project Manager Project Manager Project Manager Project Manager Project Manager Project Manager Project Manager Project Manager Project Manager Project Manager Project Manager Project Manager Project Manager Project Manager Project Manager Project Manager Project Manager Project Manager Project Manager Project Manager Project Manager Project Manager Project Manager Project Manager Project Manager Project Manager Project Manager Project Manager Project Manager Project Manager Project Manager Project Manager Project Manager Project Manager Project Manager Project Manager Project Manager Project Manager Project Manager Project Manager Project Manager Project Manager Project Manager Project Manager Project Manager Project Manager Project Manager Project Manager Project Manager Project Manager Project Manager Project Manager Project Manager Project Manager Project Manager Project Manager Project Manager Project Manager Project Manager Project Manager Project Manager Project Manager Project Manager Project Manager Project Manager Project Manager Project Manager Project Manager Project Manager Project Manager Project Manager Project Manager Project Manager Project Manager Project Manager Project Manager Project Manager Project Manager Project Manager Project Manager Project Manager Project Manager Project Manager Project Manager Project Manager Project Manager Project Manager Project Manager Project Manager Project Manager Project
386 Prepare					Ut toleralmented attention to the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the co
386 Prepare 387 Distribut	te Foundational Analysis questionnaire to WVCPRB Constituent (1 day	Wed 10/30/13	Wed 10/30/13 386	*WYCPRB Subject Matter Expert
386 Prepare 387 Distribut 388 Complet	te Foundational Analysis questionnaire to WVCPRB Constituent (te Questionnaire (WVCPRB) Foundational Analysis questionnaire results	1 day 10 days 8 days	Wed 10/30/13 Thu 10/31/13 Thu 11/14/13	Wed 11/13/13387 Mon 11/25/13388	WVCPRB Subject Matter Expert Project Manager,Business Systems Lead,Business Systems Analyst

Vitech	V3
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BAFO for a New Line of Business Solution - RFP CPR12026 Prepared for West Virginia Consolidated Public Retirement Board Work Plan With No Options

ID Tas					
300	sk Name	Duration	Start	Finish Predecessors	2013 2014 2015 2016 2017 2018 2019 2020 2021 114 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H
			Thu 11/14/13	Mon 11/25/13 388	H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2 H1 H2
391	Iterative Q/A as required to understand questionnaire results Archive Questionnaire in project artifact directory	8 days 0 days	Mon 11/25/13	Mon 11/25/13 390	\$ 11/25
392	Detailed Requirements Confirmation	70 days	Mon 10/14/13	Fri 1/17/14	
393	High Level Design Sessions	41 days	Mon 10/14/13	Mon 12/9/13	
394	Create High Level Design Session Meeting Schedule (Topics/Dates)	5 days	Mon 10/14/13	Fri 10/18/13 313SS	
395	Create WVCPRB V3 OOB Instance for HLD Sessions	5 days	Mon 10/14/13	Fri 10/18/13 313SS	Husiness Systems Lead,Business Systems Analyst,Development Manager
396	Provide HLD Overview Session to Orient Members	0 days	Tue 10/29/13	Tue 10/29/13 395FS+7 days	\$_10\\^29
397	High Level Design Topic 1 (Phase 4a)	8 days	Wed 10/30/13	Fri 11/8/13 395,396	
402	High Level Design Topic 2	8 days	Mon 11/4/13	Wed 11/13/13 398FS-2 days	
407	High Level Design Topic 3	8 days	Thu 11/7/13	Mon 11/18/13 403FS-2 days	
412	High Level Design Topic 4	8 days	Tue 11/12/13	Thu 11/21/13 408FS-2 days	
417	High Level Design Topic 5	8 days	Fri 11/15/13	Tue 11/26/13 413FS-2 days	
422	High Level Design Topic 6	8 days	Wed 11/20/13	Fri 11/29/13 418FS-2 days	
427	High Level Design Topic 7	8 days	Mon 11/25/13	Wed 12/4/13 423FS-2 days	
432	High Level Design Topic 8	8 days	Thu 11/28/13	Mon 12/9/13 428FS-2 days Wed 1/15/14 393FS-20 days	
437 438	V3 Baseline Application Configuration & Demonstration	47 days	Tue 11/12/13 Tue 11/12/13	Mon 11/18/13	8 Project Manager, Business Systems Lead
439	Define High Level Scenario List for Demonstration Review High Level Scenario List with WVCPRB	5 days 1 day	Tue 11/19/13	Tue 11/19/13 438	Project Manager, WVCPRB Project Manager
440	Installation & Configuration of LOB application	17 days	Mon 12/16/13	Tue 1/7/14 439FS+18 days	Business Systems Lead,Business Systems Analyst,Development Manager
441	Prepare for Demonstration	5 days	Wed 1/8/14	Tue 1/14/14 440	Business Systems Lead, Business Systems Analyst
442	Conduct Baseline Application Demonstration	1 day	Wed 1/15/14	Wed 1/15/14 440,441	Gusiness Systems Lead, Business Systems Analyst
443	Conference Pilot for Global Design Complete	0 days	Wed 1/15/14	Wed 1/15/14 442	
444	Sprint Plan	30 days	Mon 12/9/13	Fri 1/17/14	
445	Update and Review Sprint Plan	20 days	Mon 12/9/13	Fri 1/3/14 393FS-1 day	
446	Finalize Sprint Plan	10 days	Mon 1/6/14	Fri 1/17/14 445	
447	Requirement Traceability Matrix (Solution Statements)	58 days	Mon 10/21/13	Wed 1/8/14	
448	Initial Requirements Traceability Matrix (RTM)	41 days	Mon 10/21/13	Mon 12/16/13	₩VQPRB Project Manager,WVCPRB Subject Matter Expert
449	WVCPRB's Original requirements Traceability Matrix (RTM)	10 days	Mon 10/21/13	Fri 11/1/13313SS+5 days	P WYUPRE Project Manager, TYOFTO Source Maries Experi
450	Submit Initial RTM for Vitech Review/Comments	0 days	Fri 11/1/13	Fri 11/1/13 449	Project Manager, Business Systems Lead
451	Vitech Reviews RTM for accuracy	21 days	Mon 11/4/13	Mon 12/2/13 450	Topic manager, outries systems
452	Vitech Submits Comments to WVCPRB	0 days	Mon 12/2/13	Mon 12/2/13 451	Troject Manager
453	Vitech Provides Walkthrough of Comments or Approval of RTM St		Tue 12/3/13	Mon 12/9/13 452 Mon 12/16/13 453	
454 455	Vitech Update of RTM (Based on Walkthrough) Detailed Definition Update of RTM (Based on Requirement	5 days 2 days	Tue 12/10/13 Tue 12/17/13	Wed 12/18/13 448	
455	Confirmation Sessions)	2 days	100 12/1/13	Wed 12/10/13 440	
456	Requirement Confirmation Set 1	2 days	Tue 12/17/13	Wed 12/18/13	Business Systems Lead, Project Manager
457	Requirement Confirmation Set 2	2 days	Tue 12/17/13	Wed 12/18/13	Business Systems Lead, Project Manager
458	Requirement Confirmation Set 3	2 days	Tue 12/17/13	Wed 12/18/13	Business Systems Lead, Project Manager
459	Requirement Confirmation Set 4	2 days	Tue 12/17/13	Wed 12/18/13	βusiness Systems Lead, Project Manager
460	Requirement Confirmation Set 5	2 days	Tue 12/17/13	Wed 12/18/13	Business Systems Lead, Project Manager
461	Requirement Confirmation Set 6	2 days	Tue 12/17/13	Wed 12/18/13	Business Systems Lead, Project Manager
462	Requirement Confirmation Set 7	2 days	Tue 12/17/13	Wed 12/18/13	Business Systems Lead, Project Manager
463	Requirement Confirmation Set 8	2 days	Tue 12/17/13	Wed 12/18/13	Business Systems Lead, Project Manager
464 465	Requirement Confirmation Set 9	2 days	Tue 12/17/13 Tue 12/17/13	Wed 12/18/13 Wed 12/18/13	Business Systems Lead, Project Manager
466	Requirement Confirmation Set 10 Formal Submission of Detailed Requirements Definition for WVCPRB	2 days 0 days	Wed 12/18/13	Wed 12/18/13 455	o ³ 12/18
467	WVCPRB Review of Deliverable	10 days	Thu 12/19/13	Wed 1/1/14 466	WVCPRB Project Manager
468	Vitech addresses comments from WVCPRB Review	5 days	Thu 1/2/14	Wed 1/8/14 467	Project Manager
469	Obtain Sign-off	0 days	Wed 1/8/14	Wed 1/8/14 468	1/18
470	Top-Level Requirements Delivered (Phase 2) Payment Milestone	0 days	Fri 1/17/14	Fri 1/17/14 392	\$ 1/17
		125 days	Mon 10/28/13	Fri 4/18/14	
471 D	Phase 3 - HW/SW Infrastructure Implementation			Wed 2/12/14 500SS+15 days	
	Phase 3 - HW/SW Infrastructure Implementation System Security Plan	S	MOD 12/10/13		
472	System Security Plan	43 days	Mon 12/16/13 Mon 12/16/13	Fri 1/17/14	
	System Security Plan Develop Document	S	Mon 12/16/13 Mon 1/13/14	Fri 1/17/14 Fri 1/24/14 473FS-5 days	Infrastructure Lead, Development Manager
472 473	System Security Plan	43 days 25 days	Mon 12/16/13		infrastructure Lead
472 473 474	System Security Plan Develop Document Provide WVCPRB Iterative Walkthroughs as Warranted	43 days 25 days 10 days	Mon 12/16/13 Mon 1/13/14	Fri 1/24/14 473FS-5 days	WVCPRB Infrastructure Lead
472 473 474 475	System Security Plan Develop Document Provide WVCPRB Iterative Walkthroughs as Warranted Formal Submission of Deliverable	43 days 25 days 10 days 1 day	Mon 12/16/13 Mon 1/13/14 Mon 1/27/14	Fri 1/24/14 473FS-5 days Mon 1/27/14 474 Wed 2/5/14 475 Wed 2/12/14 476	Infrastructure Lead WVCPRB Infrastructure Lead Infrastructure Lead, Development Manager
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BAFO for a New Line of Business Solution - RFP CPR12026 Prepared for West Virginia Consolidated Public Retirement Board Vitech V3 Work Plan With No Options Predecessors H2 Finish ID Task Name Duration Start H2 Data Conversion Lead, Project Manager, Infrastructure Lead Mon 8/4/14 Fri 10/3/14 782 45 days 783 Rollout Plan (Phase 4a) 34 days Mon 8/4/14 Thu 9/18/14 Thu 8/21/14 746FS-10 days 784 Develop Document 14 days Mon 8/4/14 Date Conversion Lead, WVCPRB Data Conversion Lead, WVCPRB Project Manager, Project Manager, WVCPRB Integration Lead, Infrastructure Lead Provide WVCPRB Iterative Walkthroughs as Warranted Thu 8/28/14 784FS-5 days 785 Fri 8/15/14 10 days 786 Fri 8/29/14 Fri 8/29/14 785 Formal Submission of Deliverable 1 day YVCPRB Data Conversion Lead,WVCPRB Project Manager,WVCPRB Integration Lead 787 WVCPRB Review of Deliverable Mon 9/1/14 Tue 9/9/14 786 7 days thata Conversion Lead, Project Manager, Infrastructure Lead 788 Vitech addresses comments from WVCPRB Review Wed 9/10/14 Tue 9/16/14 787 oata Conversion Lead, WVCPRB Data Conversion Lead, WVCPRB Project Manager, Project Manager, WVCPRB Integration Lead, Infrastructure Lead 5 days 789 Final WVCPRB Review (walkthrough of comments) Wed 9/17/14 Thu 9/18/14 788 2 days 790 Thu 9/18/14 Thu 9/18/14 789 Obtain Sign-off 791 Environment Set-Up (Execute Rollout Plan) 10 days Mon 9/22/14 Fri 10/3/14 roject Manager, Development Manager, Business Systems Lead 792 793 794 795 Prepare Production Environment 7 days Mon 9/22/14 Tue 9/30/14 771 WVCPRB Data Conversion Lead, WVCPRB Data Conversion Analyst Tue 9/23/14 792SS Create Conversion Files from Legacy System 2 days Mon 9/22/14 Project Manager, Development Manager, Business Systems Lead Thu 9/25/14 793 Wed 9/24/14 Migrate Application to Production Environment 2 days Data Conversion Lead Mon 9/29/14 794 Fri 9/26/14 Load System Parameter Tables 2 days Data Conversion Lead 796 Wed 10/1/14 795 Convert Data into Production Environment (Final Conversion) Tue 9/30/14 2 days Pata Conversion Lead 797 Fri 10/3/14 796 Validate Data Loads Thu 10/2/14 2 days 798 Fri 10/3/14 Fri 10/3/14 797 Completion of the Conversion Process 0 days 799 Mon 10/6/14 Mon 10/6/14 750,782 Go Live! 1 day Completion of Modifications and Final Installation of LOB Application 800 Mon 10/6/14 Mon 10/6/14 801 **Escrow of Source Code** 0 days Mon 10/6/14 Mon 10/6/14 800 Fri 12/5/14 802 Acceptance Phase 44 days Mon 10/6/14 Mon 10/6/14 799 803 1st Functional Rollout into Production (Phase 4a) Payment Milestone 0 days Mon 10/6/14 804 Fri 12/5/14 799 Mon 10/6/14 Acceptance Period - 60 Days 60 edays 1st Functional Rollout - 60 Day Acceptance (Phase 4a) Payment Fri 12/5/14 804 805 0 days Fri 12/5/14 Fri 12/18/15 806 Phase 4b - Enrollment, Contributions, Employer Self Service and CRM 545 days Mon 11/18/13 807 Mon 2/17/14 Frì 2/13/15 Segment - Core Processing 260 days Mon 2/17/14 808 Track F - Enrollments & Demographics 95 days Fri 6/27/14 Mon 2/17/14 Fri 4/25/14 Sprint 1 50 days 810 Sprint Preparation 20 days Mon 2/17/14 Fri 3/14/14 826 Sprint Execution 20 days Mon 3/17/14 Fri 4/11/14 810 846 Fri 4/25/14 826 **Verification Testing** 10 days Mon 4/14/14 Fri 4/25/14 848FF 851 852 Verification Testing Certified 1 day Fri 4/25/14 Fri 5/23/14 Sprint 2 50 days Mon 3/17/14 Way 853 Fri 4/11/14 Sprint Preparation 20 days Mon 3/17/14 Fri 5/9/14 853 869 Mon 4/14/14 Sprint Execution 20 days 889 Mon 5/12/14 Fri 5/23/14 869 Verification Testing 10 days 894 Verification Testing Certified Fri 5/23/14 Fri 5/23/14 891FF 895 55 days Mon 4/14/14 Fri 6/27/14 896 Sprint Preparation 20 days Mon 4/14/14 Fri 5/9/14 912 Sprint Execution 20 days Mon 5/12/14 Fri 6/6/14 896 Fri 6/27/14 912 932 Verification Testing 15 days Mon 6/9/14 Fri 6/27/14 934FF 937 Verification Testing Certified 1 day Fri 6/27/14 938 Track G - CRM 135 days Mon 5/12/14 Fri 11/14/14 939 Mon 5/12/14 Fri 7/25/14 Sprint 1 55 days 940 20 days Mon 5/12/14 Fri 6/6/14 Sprint Preparation Mon 6/9/14 Fri 7/11/14 940 **Sprint Execution** 25 days 976 Verification Testing 10 days Mon 7/14/14 Fri 7/25/14 956 981 Verification Testing Certified Fri 7/25/14 Fri 7/25/14 978FF 982 Sprint 2 55 days Mon 6/9/14 Fri 8/22/14 Fri 7/11/14 940 983 Sprint Preparation 25 days Mon 6/9/14 Fri 8/8/14 983 Mon 7/14/14 999 Sprint Execution 20 days Fri 8/22/14 999 Mon 8/11/14 1019 Verification Testing 10 days 1024 Fri 8/22/14 Fri 8/22/14 1021FF Verification Testing Certified 1 day 1025 Mon 7/14/14 Fri 9/19/14 50 days Sprint 3 Mon 7/14/14 Fri 8/8/14 983 1026 Sprint Preparation 20 days 1042 20 days Mon 8/11/14 Fri 9/5/14 1026 **Sprint Execution** 1062 **Verification Testing** 10 days Mon 9/8/14 Fri 9/19/14 1042 Fri 9/19/14 1064FF 1067 Verification Testing Certified Fri 9/19/14 Fri 10/17/14 1068 Sprint 4 50 days Mon 8/11/14 Fri 9/5/14 1026 1069 Sprint Preparation 20 days Mon 8/11/14 Fri 10/3/14 1069 1085 Sprint Execution 20 days Mon 9/8/14 Fri 10/17/14 1085 1105 Mon 10/6/14 Verification Testing 10 days 1110 Fri 10/17/14 Fri 10/17/14 1107FF Verification Testing Certified 1 day Fri 11/14/14 1111 50 days Mon 9/8/14 Sprint 5 1112 **Sprint Preparation** 20 days Mon 9/8/14 Fri 10/3/14 1069 Sprint Execution 20 days Mon 10/6/14 Fri 10/31/14 1112 1148 Verification Testing 10 days Mon 11/3/14 Fri 11/14/14 1128 1153 Verification Testing Certified Fri 11/14/14 Fri 11/14/14 1150FF Fri 1/16/15 1154 Track H - Wage & Contributions Processing 180 days Mon 5/12/14 Fri 7/25/14 1155 Sprint 1 55 days Mon 5/12/14 Sprint Preparation Fri 6/6/14 Mon 5/12/14 1156 20 days Fri 7/11/14 1156 1172 Mon 6/9/14 Sprint Execution 25 days Fri 7/25/14 1172 Mon 7/14/14 1192 Verification Testing 10 days Fri 7/25/14 1194FF 1197 Verification Testing Certified 1 day Mon 6/9/14 Fri 8/22/14 1198 55 days Sprint 2 1199 Sprint Preparation 25 days Mon 6/9/14 Fri 7/11/14 1156 Sprint Execution 1215 20 days Mon 7/14/14 Fri 8/8/14 1199 1235 Verification Testing 10 days Mon 8/11/14 Fri 8/22/14 1215 Fri 8/22/14 1237FF 1240 Verification Testing Certified 1 day Fri 8/22/14 Fri 9/19/14 1241 Sprint 3 50 days Mon 7/14/14 Fri 8/8/14 1199 Mon 7/14/14 1242 Sprint Preparation 20 days Fri 9/5/14 1242 Mon 8/11/14 1258 Sprint Execution 20 days Fri 9/19/14 1258 Mon 9/8/14 1278 Verification Testing 10 days Fri 9/19/14 1280FF Fri 9/19/14 1283 Verification Testing Certified 1 day Mon 8/11/14 Fri 10/17/14 1284 50 days Sprint 4 Mon 8/11/14 Fri 9/5/14 1242 Sprint Preparation 20 days

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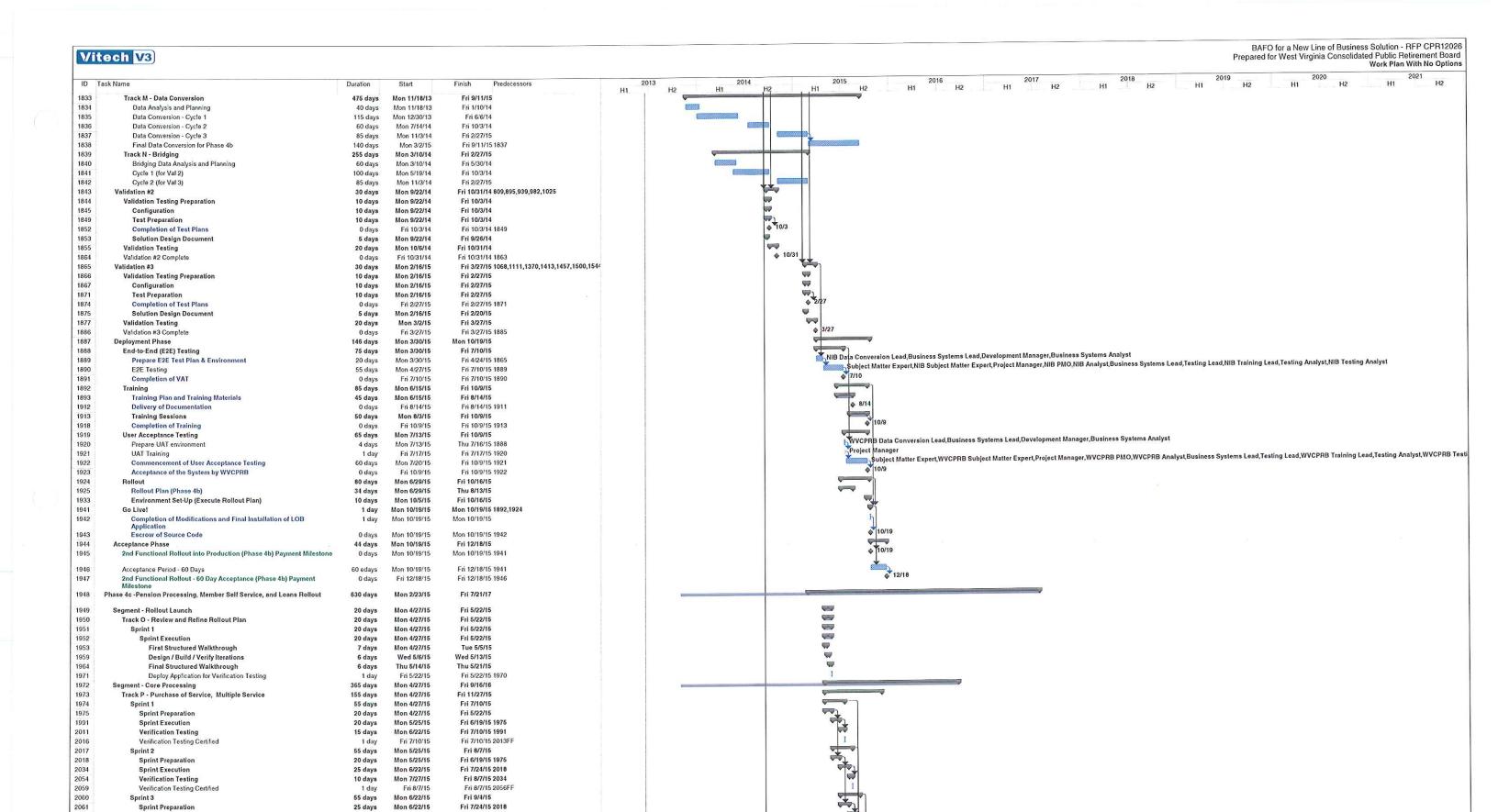
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Sprint Execution

BAFO for a New Line of Business Solution - RFP CPR12026 Vitech V3 Prepared for West Virginia Consolidated Public Retirement Board Work Plan With No Options ID Task Name H2 1321 Verification Testing 10 days Fri 10/17/14 1301 Mon 10/6/14 1326 Verification Testing Certified Fri 10/17/14 Fri 10/17/14 1323FF 1 day 1327 Sprint 5 Fri 11/14/14 50 days Mon 9/8/14 1328 Sprint Preparation 20 days Mon 9/8/14 Fri 10/3/14 1285 1344 Sprint Execution Mon 10/6/14 Fri 10/31/14 1328 20 days 1364 Verification Testing 10 days Mon 11/3/14 Fri 11/14/14 1344 1369 Verification Testing Certified 1 day Fri 11/14/14 Fri 11/14/14 1366FF 1370 Sprint 6 55 days Mon 10/6/14 Fri 12/19/14 1371 **Sprint Preparation** 20 days Mon 10/6/14 Fri 10/31/14 1387 Sprint Execution Fri 11/28/14 1371 20 days Mon 11/3/14 1407 Verification Testing 15 days Mon 12/1/14 Fri 12/19/14 1387 1412 Verification Testing Certified Fri 12/19/14 Fri 12/19/14 1409FF 1 day 1413 55 days Mon 11/3/14 Fri 1/16/15 1414 Sprint Preparation 20 days Mon 11/3/14 Fri 11/28/14 1371 1430 Sprint Execution Mon 12/1/14 Fri 1/2/15 1414 25 days 1450 Verification Testing 10 days Mon 1/5/15 Fri 1/16/15 1430 1455 Verification Testing Certified 1 day Fri 1/16/15 Fri 1/16/15 1452FF 1456 Track I - Defined Contributions (for TDC members) 75 days Mon 11/3/14 Fri 2/13/15 1457 Sprint 1 55 days Mon 11/3/14 Fri 1/16/15 1458 Sprint Preparation Fri 11/28/14 20 days Mon 11/3/14 1474 Sprint Execution Fri 1/2/15 1458 25 days Mon 12/1/14 1494 **Verification Testing** Mon 1/5/15 Fri 1/16/15 1474 10 days 1499 1500 Verification Testing Certified Fri 1/16/15 Fri 1/16/15 1496FF 1 day Sprint 2 Fri 2/13/15 55 days Mon 12/1/14 1501 Sprint Preparation 25 days Mon 12/1/14 Fri 1/2/15 1458 1517 Sprint Execution Mon 1/5/15 Fri 1/30/15 1501 1537 Verification Testing 10 days Mon 2/2/15 Fri 2/13/15 1517 1542 Verification Testing Certified 1 day Fri 2/13/15 Fri 2/13/15 1539FF 1543 Track J - Employer Self Service 155 days Mon 7/14/14 Fri 2/13/15 1544 Sprint 1 Mon 7/14/14 Fri 9/19/14 50 days 1545 Sprint Preparation Mon 7/14/14 Fri 8/8/14 20 days 1561 **Sprint Execution** Mon 8/11/14 Fri 9/5/14 1545 20 days 1581 **Verification Testing** 10 days Mon 9/8/14 Fri 9/19/14 1561 1586 Verification Testing Certified Fri 9/19/14 Fri 9/19/14 1583FF 1587 Sprint 2 50 days Mon 8/11/14 Fri 10/17/14 1588 Sprint Preparation 20 days Mon 8/11/14 Fri 9/5/14 1545 1604 Sprint Execution 20 days Mon 9/8/14 Fri 10/3/14 1588 1624 Verification Testing 10 days Mon 10/6/14 Fri 10/17/14 1604 1629 Verification Testing Certified 1 day Fri 10/17/14 Fri 10/17/14 1626FF 1630 50 days Fri 11/14/14 Mon 9/8/14 1631 Sprint Preparation Mon 9/8/14 Fri 10/3/14 1588 20 days 1647 **Sprint Execution** 20 days Mon 10/6/14 Fri 10/31/14 1631 1667 Verification Testing 10 days Mon 11/3/14 Fri 11/14/14 1647 1672 Fri 11/14/14 1669FF Verification Testing Certified Fri 11/14/14 1673 Sprint 4 55 days Mon 10/6/14 Fri 12/19/14 1674 Sprint Preparation 20 days Mon 10/6/14 Fri 10/31/14 1631 Sprint Execution 20 days Mon 11/3/14 Fri 11/28/14 1674 1710 Verification Testing Fri 12/19/14 1690 15 days Mon 12/1/14 1715 Verification Testing Certified Fri 12/19/14 Fri 12/19/14 1712FF 1 day 1716 Sprint 5 55 days Mon 11/3/14 Fri 1/16/15 1717 **Sprint Preparation** 20 days Mon 11/3/14 Fri 11/28/14 1674 1733 **Sprint Execution** 25 days Mon 12/1/14 Fri 1/2/15 1717 1753 Verification Testing 10 days Mon 1/5/15 Fri 1/16/15 1733 1758 Verification Testing Certified 1 day Fri 1/16/15 Fri 1/16/15 1755FF 1759 Sprint 6 55 days Mon 12/1/14 Fri 2/13/15 1760 Sprint Preparation 25 days Mon 12/1/14 Fri 1/2/15 1717 1776 **Sprint Execution** Fri 1/30/15 1760 20 days Mon 1/5/15 1796 **Verification Testing** Fri 2/13/15 1776 Mon 2/2/15 10 days 1801 Verification Testing Certified Fri 2/13/15 1798FF Fri 2/13/15 1 day 1802 Segment - Docs, Reports, Interfaces & Data Conversion 475 days Mon 11/18/13 Fri 9/11/15 1803 Track K - Documents & Reports Mon 5/12/14 Fri 1/30/15 190 days 1804 Cycle 1 65 days Mon 5/12/14 Fri 8/8/14 1805 20 days Mon 5/12/14 Fri 6/6/14 1806 Configure 25 days Mon 6/9/14 Fri 7/11/14 1805 1807 Test 20 days Mon 7/14/14 Fri 8/8/14 1806 1808 Cycle 2 60 days Mon 7/14/14 Fri 10/3/14 1809 20 days Mon 7/14/14 Fri 8/8/14 1806 Configure 1810 Fri 9/5/14 1809 20 days Mon 8/11/14 1811 Fri 10/3/14 1810 20 days Mon 9/8/14 1812 Cycle 3 Fri 11/28/14 60 days Mon 9/8/14 1813 Mon 9/8/14 Fri 10/3/14 1810 20 days 1814 Configure 20 days Mon 10/6/14 Fri 10/31/14 1813 1815 20 days Mon 11/3/14 Fri 11/28/14 1814 1816 Cycle 4 65 days Mon 11/3/14 Fri 1/30/15 1817 20 days Mon 11/3/14 Fri 11/28/14 1814 1818 Configure 25 days Mon 12/1/14 Fri 1/2/15 1817 1819 Fri 1/30/15 1818 20 days Mon 1/5/15 1820 Track L - Interfaces 190 days Mon 4/14/14 Fri 1/2/15 1821 Cycle 1 Fri 7/11/14 65 days Mon 4/14/14 1822 Mon 4/14/14 Fri 5/9/14 20 days 1823 Configure Fri 6/6/14 1822 20 days Mon 5/12/14 1824 Test Mon 6/9/14 Fri 7/11/14 1823 1825 Cycle 2 60 days Mon 7/14/14 Fri 10/3/14 1826 20 days Mon 7/14/14 Fri 8/8/14 1824 1827 Configure 20 days Mon 8/11/14 Fri 9/5/14 1826 1828 Test 20 days Mon 9/8/14 Fri 10/3/14 1827 Cycle 3 65 days Mon 10/6/14 Fri 1/2/15 1830 Fri 10/31/14 1828 20 days Mon 10/6/14 1831 Configure 20 days Mon 11/3/14 Fri 11/28/14 1830 1832 25 days Mon 12/1/14 Fri 1/2/15 1831

No Options - Page III-7-5

June 19, 2013



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Sprint Execution

Sprint 4

Sprint 5

Verification Testing

Sprint Preparation

Verification Testing

Sprint Execution

Sprint Preparation

Sprint Execution

Verification Testing

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Fri 9/4/15 2077

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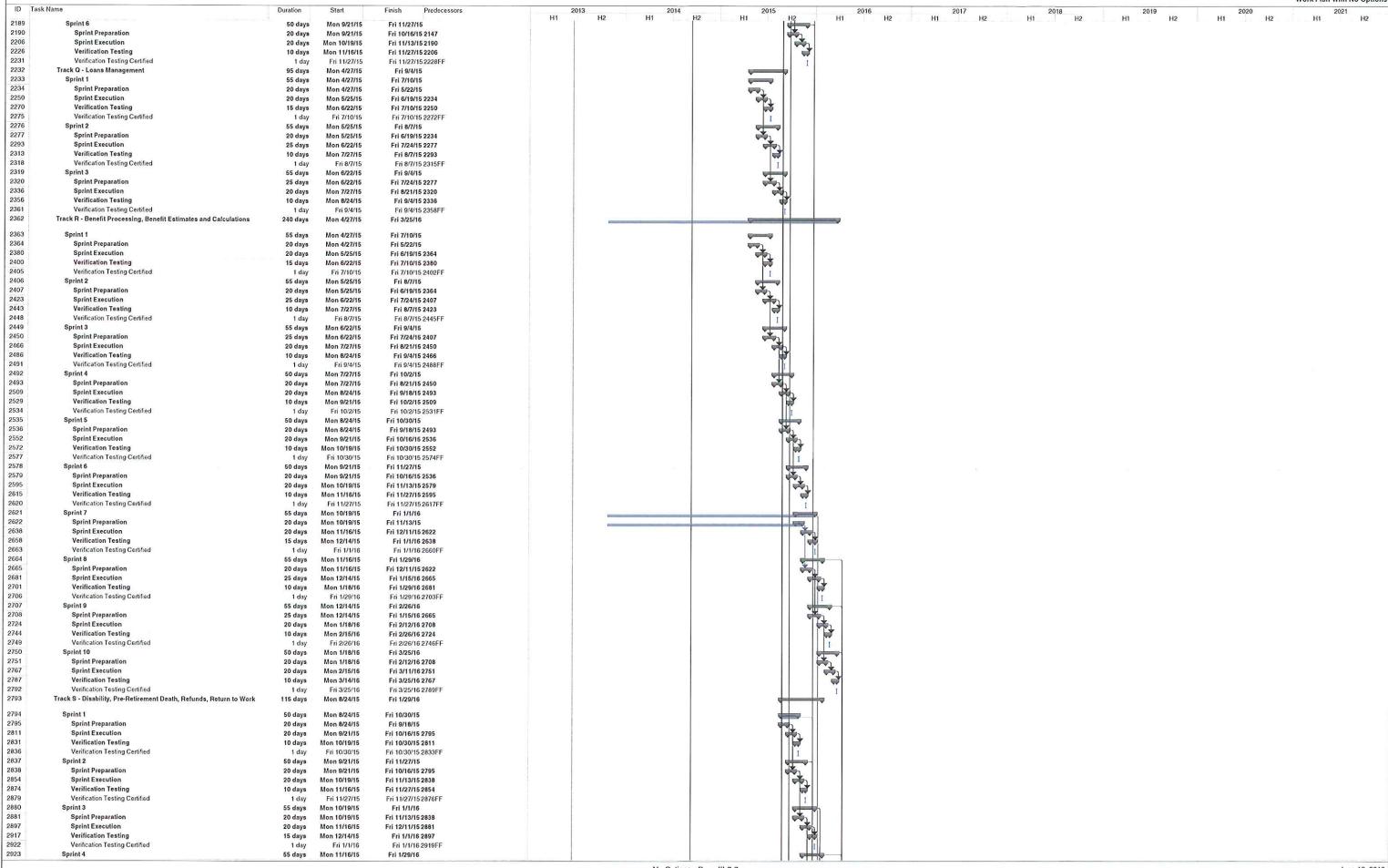
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BAFO for a New Line of Business Solution - RFP CPR12026 Prepared for West Virginia Consolidated Public Retirement Board Work Plan With No Options



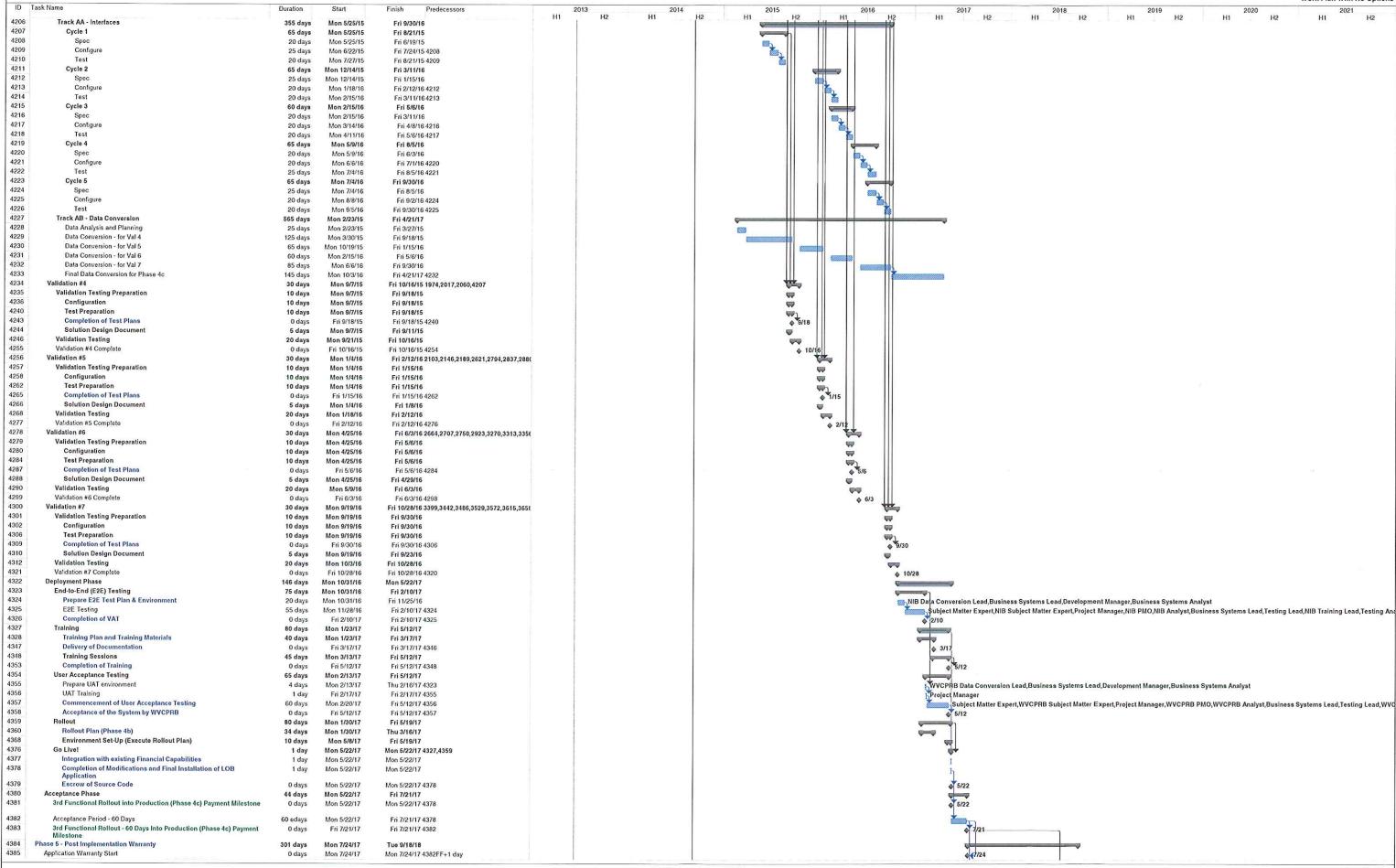
BAFO for a New Line of Business Solution - RFP CPR12026 Vitech V3 Prepared for West Virginia Consolidated Public Retirement Board Work Plan With No Options ID Task Name Duration Start Finish Predecessors H2 Hi H1 H2 HI 2924 Sprint Preparation Fri 12/11/15 2881 20 days Mon 11/16/15 2940 Sprint Execution 25 days Mon 12/14/15 Fri 1/15/16 2924 2960 Verification Testing 10 days Mon 1/18/16 Fri 1/29/16 2940 2965 Verification Testing Certified Fri 1/29/16 2962FF 1 day Fri 1/29/16 2966 Track T - QDRO & Power of Attorney Fri 1/1/16 115 days Mon 7/27/15 2967 Mon 7/27/15 Fri 10/2/15 50 days 2968 Sprint Preparation Mon 7/27/15 Fri 8/21/15 20 days 2984 Sprint Execution Fri 9/18/15 2968 20 days Mon 8/24/15 3004 Verification Testing 10 days Mon 9/21/15 Fri 10/2/15 2984 3009 Verification Testing Certified Fri 10/2/15 Fri 10/2/15 3006FF 3010 Sprint 2 50 days Mon 8/24/15 Fri 10/30/15 3011 Sprint Preparation 20 days Mon 8/24/15 Fri 9/18/15 3027 Sprint Execution Fri 10/16/15 3011 20 days Mon 9/21/15 3047 Verification Testing Fri 10/30/15 3027 10 days Mon 10/19/15 3052 Verification Testing Certified Fri 10/30/15 3049FF Fri 10/30/15 1 day 3053 50 days Mon 9/21/15 Fri 11/27/15 3054 Sprint Preparation Fri 10/16/15 3011 20 days Mon 9/21/15 3070 Sprint Execution Mon 10/19/15 Fri 11/13/15 3054 20 days 3090 Verification Testing 10 days Mon 11/16/15 Fri 11/27/15 3070 3095 Verification Testing Certified Fri 11/27/15 Fri 11/27/15 3092FF 3096 Sprint 4 55 days Mon 10/19/15 Fri 1/1/16 3097 Sprint Preparation 20 days Mon 10/19/15 Fri 11/13/15 3054 3113 Sprint Execution 20 days Mon 11/16/15 Fri 12/11/15 3097 3133 **Verification Testing** Fri 1/1/16 3113 15 days Mon 12/14/15 3138 Verification Testing Certified Fri 1/1/16 3135FF Fri 1/1/16 1 day 3139 Track U - Hearing Administration and Appeals 95 days Mon 10/19/15 Fri 2/26/16 3140 Sprint 1 Mon 10/19/15 Fri 1/1/16 55 days 3141 Sprint Preparation 20 days Mon 10/19/15 Fri 11/13/15 3157 Sprint Execution 20 days Mon 11/16/15 Fri 12/11/15 3141 3177 Verification Testing 15 days Mon 12/14/15 Fri 1/1/16 3157 3182 Verification Testing Certified 1 day Fri 1/1/16 Fri 1/1/16 3179FF 3183 Sprint 2 Fri 1/29/16 55 days Mon 11/16/15 3184 Sprint Preparation Fri 12/11/15 3141 Mon 11/16/15 20 days 3200 Sprint Execution Fri 1/15/16 3184 25 days Mon 12/14/15 3220 Verification Testing Fri 1/29/16 3200 10 days Mon 1/18/16 3225 Verification Testing Certified Fri 1/29/16 3222FF 1 day Fri 1/29/16 3226 Sprint 3 55 days Mon 12/14/15 Fri 2/26/16 3227 Sprint Preparation 25 days Mon 12/14/15 Fri 1/15/16 3184 3243 Sprint Execution 20 days Mon 1/18/16 Fri 2/12/16 3227 3263 Verification Testing 10 days Mon 2/15/16 Fri 2/26/16 3243 3268 Verification Testing Certified Fri 2/26/16 3265FF 1 day Fri 2/26/16 3269 Track V - Annuity Payroll and other Payments 160 days Mon 12/14/15 Fri 7/22/16 3270 Sprint 1 Fri 2/26/16 55 days Mon 12/14/15 3271 Sprint Preparation Mon 12/14/15 Fri 1/15/16 25 days 3287 **Sprint Execution** Mon 1/18/16 Fri 2/12/16 3271 20 days 3307 **Verification Testing** 10 days Mon 2/15/16 Fri 2/26/16 3287 3312 Verification Testing Certified Fri 2/26/16 Fri 2/26/16 3309Ff 3313 Sprint 2 50 days Mon 1/18/16 Fri 3/25/16 3314 Sprint Preparation 20 days Mon 1/18/16 Fri 2/12/16 3271 3330 **Sprint Execution** Fri 3/11/16 3314 20 days Mon 2/15/16 3350 **Verification Testing** Fri 3/25/16 3330 10 days Mon 3/14/16 3355 Verification Testing Certified Fri 3/25/16 3352FF 1 day Fri 3/25/16 3356 Sprint 3 50 days Mon 2/15/16 Fri 4/22/16 3357 **Sprint Preparation** Mon 2/15/16 Fri 3/11/16 3314 20 days 3373 Sprint Execution Mon 3/14/16 Fri 4/8/16 3357 20 days 3393 Verification Testing 10 days Mon 4/11/16 Fri 4/22/16 3373 3398 Verification Testing Certified 1 day Fri 4/22/16 Fri 4/22/16 3395FF 3399 Sprint 4 50 days Mon 4/11/16 Fri 6/17/16 3400 Sprint Preparation Fri 5/6/16 3357FS+25 days 20 days Mon 4/11/16 3416 **Sprint Execution** Fri 6/3/16 3400 20 days Mon 5/9/16 3436 **Verification Testing** 10 days Fri 6/17/16 3416 Mon 6/6/16 3441 Verification Testing Certified Fri 6/17/16 Fri 6/17/16 3438FF 1 day 3442 Sprint 5 55 days Mon 5/9/16 Fri 7/22/16 3443 **Sprint Preparation** 20 days Mon 5/9/16 Fri 6/3/16 3400 3459 Sprint Execution 20 days Mon 6/6/16 Fri 7/1/16 3443 3479 Verification Testing 15 days Mon 7/4/16 Fri 7/22/16 3459 3484 Verification Testing Certified 1 day Fri 7/22/16 Fri 7/22/16 3481FF 3485 Track W - Funds Management and Member Statement 160 days Mon 12/14/15 Fri 7/22/16 3486 Sprint 1 55 days Mon 12/14/15 Fri 2/26/16 3487 **Sprint Preparation** Mon 12/14/15 Fri 1/15/16 25 days 3503 Sprint Execution Fri 2/12/16 3487 Mon 1/18/16 20 days 3523 Verification Testing Mon 2/15/16 Fri 2/26/16 3503 10 days 3528 Verification Testing Certified Fri 2/26/16 Fri 2/26/16 3525FF 3529 Sprint 2 50 days Mon 1/18/16 Fri 3/25/16 3530 Sprint Preparation 20 days Mon 1/18/16 Fri 2/12/16 3487 3546 Sprint Execution 20 days Mon 2/15/16 Fri 3/11/16 3530 3566 Verification Testing 10 days Mon 3/14/16 Fri 3/25/16 3546 3571 Verification Testing Certified 1 day Fri 3/25/16 Fri 3/25/16 3568FF 3572 Sprint 3 50 days Mon 2/15/16 Fri 4/22/16 3573 Sprint Preparation 20 days Mon 2/15/16 Fri 3/11/16 3530 3589 Sprint Execution Fri 4/8/16 3573 20 days Mon 3/14/16 3609 Verification Testing 10 days Mon 4/11/16 Fri 4/22/16 3589 3614 Verification Testing Certified Fri 4/22/16 Fri 4/22/16 3611FF 3615 Sprint 4 50 days Mon 3/14/16 Fri 5/20/16 * 3616 Sprint Preparation 20 days Mon 3/14/16 Fri 4/8/16 3573 3632 Sprint Execution 20 days Mon 4/11/16 Fri 5/6/16 3616 3652 Verification Testing 10 days Mon 5/9/16 Fri 5/20/16 3632 3657 Verification Testing Certified 1 day Fri 5/20/16 Fri 5/20/16 3654FF 3658 Sprint 5 50 days Mon 4/11/16 Fri 6/17/16 Sprint Preparation

Fri 5/6/16 3616

20 days

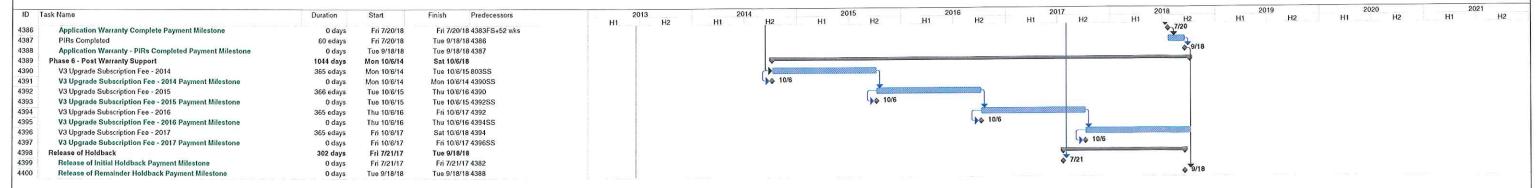
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BAFO for a New Line of Business Solution - RFP CPR12026 Prepared for West Virginia Consolidated Public Retirement Board Work Plan With No Options



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BAFO for a New Line of Business Solution - RFP CPR12026 Prepared for West Virginia Consolidated Public Retirement Board Work Plan With Options

Task Name	Duration Start	Finish Predecessors	2013 2014 2015 2016 2017 2018 2019 2020 2021 H1 H2 H1 H2
Pre-Project Procurement Items	21 days Fri 10/18/13	Mon 11/18/13	
Contract Execution V3 License Fee Payment Milestone	0 days Fri 10/18/13 0 days Fri 10/18/13	Fri 10/18/13 Fri 10/18/13 2FF	◆ 10/18 ◆ 410/18
Escrow Source Code	0 days Mon 11/18/13	Mon 11/18/13 2FS+31 edays	11/18
WVCPRB Pension Administration Software and Services Project	1353 days Wed 7/31/13	Sat 10/6/18	
Project Management and Solution Support	1011 days Wed 7/31/13	Wed 6/14/17	
Weekly Status Reports and Meetings	956 days Wed 10/16/13	Wed 6/14/17	
Monthly Steering Committee Meetings Statement of Work	936 days Tue 11/5/13 1003 days Wed 7/31/13	Tue 6/6/17 Fri 6/2/17	
Project Launch (Phase 1 and 2)	1003 days Wed 7/31/13 70 days Mon 10/14/13	Fri 1/17/14	
Phase 1 - Project Workplan	70 days Mon 10/14/13	Fri 1/17/14	
Detailed Phase 1 (First Ninenty Days) Work Plan	20 days Mon 10/14/13	Fri 11/8/13	
Deliver Detailed Phase 1 Work Plan	0 days Mon 10/14/13	Mon 10/14/13	$+ \frac{1014}{1000}$
Provide WVCPRB Walkthroughs as Warranted	10 days Mon 10/21/13	Fri 11/1/13 313FS+5 days	Project Manager, WVCPRB Project Manager
WVCPRB Review of Phase 1 Work Plan	5 days Mon 11/4/13	Fri 11/8/13314	WVCPRB Project Manager
Obtain Sign-off - Detailed Phase 1 (First Ninety Days) Workplan		Fri 11/8/13315 Fri 11/1/13	♦ 11/6
Vitech Team Training & Preparation Proposal - Account Team Transition	15 days Mon 10/14/13 15 days Mon 10/14/13	Fri 11/1/13 313SS	→ No Project Manager, Business Systems Lead, Business Systems Analyst
Review RFP Materials	15 days Mon 10/14/13	Fri 11/1/13313SS	Project Manager, Business Systems Lead, Business Systems Analyst
Project Kick-Off Meeting	12 days Mon 10/14/13	Tue 10/29/13	
Discuss Objectives, Outline	5 days Mon 10/14/13	Fri 10/18/13 313SS	▶ Poject Manager, WVCPRB Project Manager
Prepare Kick-Off Presentation	7 days Mon 10/21/13	Tue 10/29/13 321	Project Manager, Business Systems Lead, Business Systems Analyst
Prepare V3 Demo for Kick-Off Meeting	7 days Mon 10/21/13	Tue 10/29/13 321	Project Manager, Business Systems Lead, Business Systems Analyst, Development Manager Project Manager, WVCPRB Project Manager
Confirm Logistics (Setup, Audience) Conduct Kick-off Meeting	2 days Fri 10/25/13 0 days Mon 10/28/13	Mon 10/28/13 322FS-3 days Mon 10/28/13 324	STOREC Manager, WYOFRO FIGURE Manager 6 10/28
Client Orientation	0 days Mon 10/28/13 15 days Mon 10/14/13	Fri 11/1/13	
Establish physical work environment, LAN connectivity, Voicem		Fri 11/1/13313SS	Project Manager, WVCPRB Project Manager
Review WVCPRB Organization & Identify Constituent Groups	10 days Mon 10/14/13	Fri 10/25/13 313SS	Froject Manager, WVCPRB Project Manager, Business Systems Lead, Business Systems Analyst
Detailed Project Workplan	70 days Mon 10/14/13	Fri 1/17/14	
Develop Detailed Project Plan	30 days Mon 10/14/13	Fri 11/22/13 313SS	Project Manager
Provide WVCPRB Iterative Walkthroughs as Warranted	15 days Mon 11/11/13	Fri 11/29/13 330FS-10 days	Froject Manager,WVCPRB Project Manager
Deliver Detailed Project Plan	0 days Fri 11/29/13	Fri 11/29/13 331	₹ Troject Manager, WVCPRB Project Manager
WVCPRB Review of Detailed Project Plan Obtain Sign-off - Detailed Project Plan	7 days Mon 12/2/13 0 days Tue 12/10/13	Tue 12/10/13 332 Tue 12/10/13 333	S Project Manager, WYCPHB Project Manager Δ12/10
Work Plan (Phase 1) Payment Milestone	0 days Tue 12/10/13 0 days Fri 1/17/14	Fri 1/17/14 334,444	\$ 117
Project Communications Plan	38 days Mon 10/21/13	Wed 12/11/13	
Develop Document	20 days Mon 10/21/13	Fri 11/15/13 313SS+5 days	Project Manager, Business Systems Lead
Provide WVCPRB Iterative Walkthroughs as Warranted	10 days Mon 11/11/13	Fri 11/22/13 337FS-5 days	Project Manager,WVCPRB Project Manager
Formal Submission of Deliverable	1 day Mon 11/25/13	Mon 11/25/13 338	Project Manager
WVCPRB Review of Deliverable	7 days Tue 11/26/13	Wed 12/4/13 339	WVCPRB Project Manager, WVCPRB Subject Matter Expert
Vitech addresses comments from WVCPRB Review	5 days Thu 12/5/13 2 days Mon 12/9/13	Wed 12/11/13 340	Froject Manager WVCPRB Project Manager, WVCPRB Subject Matter Expert, Project Manager
Final WVCPRB Review (walkthrough of comments) Obtain Sign-off	2 days Mon 12/9/13 0 days Tue 12/10/13	Tue 12/10/13 341FS-3 days Tue 12/10/13 342	6 12/10
Risk Management Reporting Methodology	33 days Mon 11/4/13	Wed 12/18/13	
Develop Document	15 days Mon 11/4/13	Fri 11/22/13 337FS-10 days	Project Manager, Business Systems Lead
Provide WVCPRB Iterative Walkthroughs as Warranted	10 days Mon 11/18/13	Fri 11/29/13 345FS-5 days	Project Manager,WVCPRB Project Manager
Formal Submission of Deliverable	1 day Mon 12/2/13	Mon 12/2/13 346	Sproject Manager
WVCPRB Review of Deliverable	7 days Tue 12/3/13	Wed 12/11/13/347	WVCPRB Project Manager, WVCPRB Subject Matter Expert
Vitech addresses comments from WVCPRB Review Final WVCPRB Review (walkthrough of comments)	5 days Thu 12/12/13 2 days Mon 12/16/13	Wed 12/18/13 348 Tue 12/17/13 349FS-3 days	WVCPRB Project Manager, WVCPRB Subject Matter Expert, Project Manager
Obtain Sign-off	0 days Tue 12/17/13	Tue 12/17/13359	12/17
Change Control Methodology	38 days Mon 11/4/13	Wed 12/25/13	
Develop Document	20 days Mon 11/4/13	Fri 11/29/13 345SS	Project Manager, Business Systems Lead
Provide WVCPRB Iterative Walkthroughs as Warranted	10 days Mon 11/25/13	Fri 12/6/13 353FS-5 days	Project Manager, WVCPRB Project Manager
Formal Submission of Deliverable	1 day Mon 12/9/13	Mon 12/9/13 354	Project Manager WVCPRB Project Manager, WVCPRB Subject Matter Expert
WVCPRB Review of Deliverable Vitech addresses comments from WVCPRB Review	7 days Tue 12/10/13 5 days Thu 12/19/13	Wed 12/18/13 355 Wed 12/25/13 356	Sproject Manager
Final WVCPRB Review (walkthrough of comments)	2 days Mon 12/23/13	Tue 12/24/13 357FS-3 days	Tweet manager Weet Manager, WVCPRB Subject Matter Expert, Project Manager
Obtain Sign-off	0 days Tue 12/24/13	Tue 12/24/13 358	1424
Problem Incident Reporting Methodology	38 days Mon 11/4/13	Wed 12/25/13	
Develop Document	20 days Mon 11/4/13	Fri 11/29/13 345SS	Project Manager, Business Systems Lead
Provide WVCPRB Iterative Walkthroughs as Warranted	10 days Mon 11/25/13	Fri 12/6/13 361FS-5 days	Project Manager, WVCPRB Project Manager
Formal Submission of Deliverable	1 day Mon 12/9/13	Mon 12/9/13 362	Project Manager WWODDB Design Manager WWODDB Subject Matter Expert
WVCPRB Review of Deliverable	7 days Tue 12/10/13	Wed 12/18/13 363	WVCPRB Project Manager, WVCPRB Subject Matter Expert
Vitech addresses comments from WVCPRB Review Final WVCPRB Review (walkthrough of comments)	5 days Thu 12/19/13 2 days Mon 12/23/13	Wed 12/25/13 364 Tue 12/24/13 365FS-3 days	WYCPRB Project Manager, WYCPRB Subject Matter Expert, Project Manager
Obtain Sign-off	0 days Tue 12/24/13	Tue 12/24/13/366	\$ 124
Phase 2 - Discovery and High Level Design (Detailed Requiremen		Fri 1/17/14	
Development)			
Concept of Operations Document	48 days Mon 10/14/13	Wed 12/18/13	Paris Manager Business Systems Land
Develop Document	35 days Mon 10/14/13	Fri 11/29/13 313SS	Project Manager, Business Systems Lead Project Manager, WVCPRB Project Manager
Provide WVCPRB Iterative Walkthroughs as Warranted Formal Submission of Deliverable	5 days Mon 11/25/13 1 day Mon 12/2/13	Fri 11/29/13 370FS-5 days Mon 12/2/13 371	Project Manager
WVCPRB Review of Deliverable	7 days Tue 12/3/13	Wed 12/11/13372	WVDPRB Project Manager, WVCPRB Subject Matter Expert
Vitech addresses comments from WVCPRB Review	5 days Thu 12/12/13	Wed 12/18/13 373	Fprdject Manager
Final WVCPRB Review (walkthrough of comments)	2 days Mon 12/16/13	Tue 12/17/13 374FS-3 days	WVCPRB Project Manager,WVCPRB Subject Matter Expert,Project Manager
Obtain Sign-off	0 days Tue 12/17/13	Tue 12/17/13 375	
Development Methodology Overview - End User Document	33 days Mon 10/14/13	Wed 11/27/13	
Develop Document	20 days Mon 10/14/13	Fri 11/8/13 313SS	Project Manager, Business Systems Lead
Provide WVCPRB Iterative Walkthroughs as Warranted Formal Submission of Deliverable	5 days Mon 11/4/13 1 day Mon 11/11/13	Fri 11/8/13 378FS-5 days Mon 11/11/1379	Project Manager, WVCPRB Project Manager [Project Manager
Formal Submission of Deliverable WVCPRB Review of Deliverable	1 day Mon 11/11/13 7 days Tue 11/12/13	Mon 11/11/163/9 Wed 11/20/13380	WVCPRB Project Manager, WVCPRB Subject Matter Expert
Vitech addresses comments from WVCPRB Review	5 days Thu 11/21/13	Wed 11/20/13/300 Wed 11/27/13/381	Project Manager
Final WVCPRB Review (walkthrough of comments)	2 days Mon 11/25/13	Tue 11/26/13:382FS-3 days	WVCPRB Project Manager, WVCPRB Subject Matter Expert, Project Manager
Obtain Sign-off	0 days Tue 11/26/13	Tue 11/26/13383	11/2
Foundational Questionnaires	27 days Fri 10/18/13	Mon 11/25/13	
Prepare foundational questionnaires	8 days Fri 10/18/13	Tue 10/29/13 320FS-8 days	S Project Manager, Business Systems Lead, Business Systems Analyst
			KProject Manager,WVCPRB Project Manager
Distribute Foundational Analysis questionnaire to WVCPRB Cor		Wed 10/30/13 386	
	1 day Wed 10/30/13 10 days Thu 10/31/13 8 days Thu 11/14/13	Wed 10/30/13 386 Wed 11/13/13 387 Mon 11/25/13 388	WVCPRB Subject Matter Expert Project Manager,Business Systems Lead,Business Systems Analyst





BAFO for a New Line of Business Solution - RFP CPR12026 Vitech V3 Prepared for West Virginia Consolidated Public Retirement Board Work Plan With Options 2014 ID Task Name Duration Finish Predecessors Start H2 **Verification Testing** 10 days Mon 11/3/14 Fri 11/14/14 1128 1153 Verification Testing Certified Fri 11/14/14 Fri 11/14/14 1150FF 1154 Track H - Wage & Contributions Processing 180 days Mon 5/12/14 Fri 1/16/15 1155 Sprint 1 55 days Mon 5/12/14 Fri 7/25/14 Fri 6/6/14 1156 Sprint Preparation 20 days Mon 5/12/14 Fri 7/11/14 1156 1172 Sprint Execution 25 days Mon 6/9/14 Mon 7/14/14 Fri 7/25/14 1172 1192 Verification Testing 10 days Fri 7/25/14 1194FF 1197 Fri 7/25/14 Verification Testing Certified 1 day Fri 8/22/14 1198 55 days Mon 6/9/14 Sprint 2 1199 Sprint Preparation Mon 6/9/14 Fri 7/11/14 1156 25 days 1215 **Sprint Execution** Mon 7/14/14 Fri 8/8/14 1199 20 days 1235 Verification Testing 10 days Mon 8/11/14 Fri 8/22/14 1215 1240 Verification Testing Certified Fri 8/22/14 Fri 8/22/14 1237FF 1241 Sprint 3 50 days Mon 7/14/14 Fri 9/19/14 Fri 8/8/14 1199 1242 Sprint Preparation 20 days Mon 7/14/14 Fri 9/5/14 1242 1258 Mon 8/11/14 Sprint Execution 20 days Fri 9/19/14 1258 1278 Verification Testing Mon 9/8/14 10 days Fri 9/19/14 1280FF 1283 Verification Testing Certified Fri 9/19/14 1 day 1284 50 days Mon 8/11/14 Fri 10/17/14 Sprint 4 1285 Sprint Preparation 20 days Mon 8/11/14 Fri 9/5/14 1242 1301 **Sprint Execution** 20 days Mon 9/8/14 Fri 10/3/14 1285 1321 **Verification Testing** 10 days Mon 10/6/14 Fri 10/17/14 1301 Fri 10/17/14 1323FF 1326 Verification Testing Certified 1 day Fri 10/17/14 Fri 11/14/14 1327 Sprint 5 50 days Mon 9/8/14 Fri 10/3/14 1285 1328 Mon 9/8/14 Sprint Preparation 20 days 1344 Fri 10/31/14 1328 Mon 10/6/14 Sprint Execution 20 days Fri 11/14/14 1344 1364 Mon 11/3/14 **Verification Testing** 10 days 1369 Fri 11/14/14 1366FF Verification Testing Certified Fri 11/14/14 1 day 1370 Mon 10/6/14 Fri 12/19/14 55 days Sprint 6 1371 **Sprint Preparation** 20 days Mon 10/6/14 Fri 10/31/14 1387 **Sprint Execution** Mon 11/3/14 Fri 11/28/14 1371 1407 Verification Testing 15 days Mon 12/1/14 Fri 12/19/14 1387 Fri 12/19/14 1409FF 1412 Verification Testing Certified 1 day Fri 12/19/14 1 Fri 1/16/15 1413 Sprint 7 55 days Mon 11/3/14 Fri 11/28/14 1371 1414 Sprint Preparation Mon 11/3/14 20 days Fri 1/2/15 1414 Mon 12/1/14 1430 Sprint Execution 25 days Fri 1/16/15 1430 1450 Verification Testing Mon 1/5/15 10 days Fri 1/16/15 Fri 1/16/15 1452FF 1455 Verification Testing Certified 1456 Track I - Defined Contributions (for TDC members) 75 days Mon 11/3/14 Fri 2/13/15 1457 55 days Mon 11/3/14 Fri 1/16/15 1458 Sprint Preparation 20 days Mon 11/3/14 Fri 11/28/14 1474 **Sprint Execution** 25 days Mon 12/1/14 Fri 1/2/15 1458 Fri 1/16/15 1474 1494 Verification Testing 10 days Mon 1/5/15 Fri 1/16/15 1496FF 1499 Verification Testing Certified Fri 1/16/15 1 day 1500 Mon 12/1/14 Fri 2/13/15 Sprint 2 55 days Fri 1/2/15 1458 1501 Sprint Preparation 25 days Mon 12/1/14 1517 Sprint Execution 20 days Mon 1/5/15 Fri 1/30/15 1501 1537 Verification Testing 10 days Mon 2/2/15 Fri 2/13/15 1517 1542 Verification Testing Certified Fri 2/13/15 Fri 2/13/15 1539FF 1543 Track J - Employer Self Service 155 days Mon 7/14/14 Fri 2/13/15 Fri 9/19/14 1544 Sprint 1 50 days Mon 7/14/14 Fri 8/8/14 1545 Sprint Preparation 20 days Mon 7/14/14 Fri 9/5/14 1545 Mon 8/11/14 1561 Sprint Execution 20 days Mon 9/8/14 Fri 9/19/14 1561 1581 Verification Testing 10 days Fri 9/19/14 1583FF 1586 Fri 9/19/14 Verification Testing Certified 1 day 1587 50 days Mon 8/11/14 Fri 10/17/14 Sprint 2 1588 Sprint Preparation 20 days Mon 8/11/14 Fri 9/5/14 1545 1604 Sprint Execution Mon 9/8/14 Fri 10/3/14 1588 20 days 1624 Verification Testing 10 days Mon 10/6/14 Fri 10/17/14 1604 Fri 10/17/14 1626FF 1629 Verification Testing Certified 1 day Fri 10/17/14 Fri 11/14/14 1630 Sprint 3 50 days Mon 9/8/14 Fri 10/3/14 1588 Mon 9/8/14 1631 Sprint Preparation 20 days Fri 10/31/14 1631 Mon 10/6/14 1647 Sprint Execution 20 days Fri 11/14/14 1647 1667 Mon 11/3/14 Verification Testing 10 days Fri 11/14/14 1669FF 1672 Fri 11/14/14 Verification Testing Certified 1 day 1673 55 days Mon 10/6/14 Fri 12/19/14 Sprint 4 1674 Sprint Preparation Mon 10/6/14 Fri 10/31/14 1631 20 days 1690 **Sprint Execution** 20 days Mon 11/3/14 Fri 11/28/14 1674 1710 Verification Testing 15 days Mon 12/1/14 Fri 12/19/14 1690 1715 Verification Testing Certified 1 day Fri 12/19/14 Fri 12/19/14 1712FF 1716 Sprint 5 55 days Mon 11/3/14 Fri 1/16/15 Fri 11/28/14 1674 1717 Sprint Preparation 20 days Mon 11/3/14 Fri 1/2/15 1717 Mon 12/1/14 1733 Sprint Execution 25 days 1753 Mon 1/5/15 Fri 1/16/15 1733 Verification Testing 10 days 1758 Fri 1/16/15 Fri 1/16/15 1755FF Verification Testing Certified 1 day 1759 Mon 12/1/14 Fri 2/13/15 Sprint 6 55 days 1760 Sprint Preparation 25 days Mon 12/1/14 Fri 1/2/15 1717 1776 **Sprint Execution** Mon 1/5/15 Fri 1/30/15 1760 20 days 1796 Verification Testing 10 days Mon 2/2/15 Fri 2/13/15 1776 Fri 2/13/15 1798FF 1801 Verification Testing Certified 1 day Fri 2/13/15 1802 Segment - Docs, Reports, Interfaces & Data Conversion 475 days Mon 11/18/13 Fri 9/11/15 Fri 1/30/15 1803 Track K - Documents & Reports 190 days Mon 5/12/14 Fri 8/8/14 1804 Mon 5/12/14 Cycle 1 65 days Fri 6/6/14 1805 Mon 5/12/14 20 days Fri 7/11/14 1805 1806 Mon 6/9/14 Configure 25 days 1807 Mon 7/14/14 Fri 8/8/14 1806 20 days Mon 7/14/14 Fri 10/3/14 1808 60 days Cycle 2 1809 Mon 7/14/14 Fri 8/8/14 1806 1810 20 days Mon 8/11/14 Fri 9/5/14 1809 Configure

1811

20 days

Mon 9/8/14

Fri 10/3/14 1810

BAFO for a New Line of Business Solution - RFP CPR12026 Vitech V3 Prepared for West Virginia Consolidated Public Retirement Board ID Task Name 1812 Cycle 3 60 days Mon 9/8/14 Fri 11/28/14 1813 Fri 10/3/14 1810 20 days Mon 9/8/14 1814 Fri 10/31/14 1813 Configure 20 days Mon 10/6/14 1815 Fri 11/28/14 1814 20 days Mon 11/3/14 1816 Cycle 4 65 days Mon 11/3/14 Fri 1/30/15 1817 20 days Mon 11/3/14 Fri 11/28/14 1814 1818 Configure 25 days Mon 12/1/14 Fri 1/2/15 1817 1819 20 days Mon 1/5/15 Fri 1/30/15 1818 1820 Track I - Interface 190 days Mon 4/14/14 Fri 1/2/15 1821 Cycle 1 65 days Mon 4/14/14 Fri 7/11/14 1822 Spec 20 days Mon 4/14/14 Fri 5/9/14 1823 Configure 20 days Mon 5/12/14 Fri 6/6/14 1822 1824 Fri 7/11/14 1823 25 days Mon 6/9/14 1825 Cycle 2 Mon 7/14/14 Fri 10/3/14 60 days 1826 20 days Mon 7/14/14 Fri 8/8/14 1824 1827 Configure 20 days Mon 8/11/14 Fri 9/5/14 1826 1828 Mon 9/8/14 Fri 10/3/14 1827 1829 Cycle 3 65 days Mon 10/6/14 Fri 1/2/15 1830 20 days Mon 10/6/14 Fri 10/31/14 1828 1831 Configure 20 days Mon 11/3/14 Fri 11/28/14 1830 1832 25 days Mon 12/1/14 Fri 1/2/15 1831 1833 Track M - Data Conversion 475 days Mon 11/18/13 Fri 9/11/15 1834 Data Analysis and Planning Mon 11/18/13 Fri 1/10/14 40 days 1835 Data Cleansing and Conversion - Cycle 1 115 days Mon 12/30/13 Fri 6/6/14 1836 Data Cleansing and Conversion - Cycle 2 Mon 7/14/14 Fri 10/3/14 60 days 1837 Data Cleansing and Conversion - Cycle 3 Mon 11/3/14 Fri 2/27/15 85 days 1838 Final Data Cleansing and Conversion for Phase 4b 140 days Mon 3/2/15 Fri 9/11/15 1837 1839 Complete Data Cleansing 0 days Fri 9/11/15 Fri 9/11/15 1838 1840 Track N - Bridging 255 days Mon 3/10/14 Fri 2/27/15 1841 Bridging Data Analysis and Planning Fri 5/30/14 60 days Mon 3/10/14 1842 Cycle 1 (for Val 2) Mon 5/19/14 Fri 10/3/14 100 days 1843 Cycle 2 (for Val 3) Fri 2/27/15 85 days Mon 11/3/14 1844 Validation #2 Fri 10/31/14 809,895,939,982,1025 Mon 9/22/14 30 days Validation Testing Preparation 1845 10 days Mon 9/22/14 1846 Configuration Mon 9/22/14 Fri 10/3/14 10 days 1850 Test Preparation 10 days Mon 9/22/14 Fri 10/3/14 0 10/3 1853 Completion of Test Plans 0 days Fri 10/3/14 Fri 10/3/14 1850 1854 Solution Design Document 5 days Mon 9/22/14 Fri 9/26/14 1856 Validation Testing 20 days Mon 10/6/14 Fri 10/31/14 **F** 1865 Validation #2 Complete o 10/31 0 days Fri 10/31/14 Fri 10/31/14 1864 1866 Validation #3 Fri 3/27/15 1068,1111,1370,1413,1457,1500,1544 30 days Mon 2/16/15 1867 Validation Testing Preparation 10 days Mon 2/16/15 Fri 2/27/15 1868 Fri 2/27/15 10 days Mon 2/16/15 ∇ 1872 Test Preparation 10 days Mon 2/16/15 Fri 2/27/15 1875 Completion of Test Plans 0 days Fri 2/27/15 Fri 2/27/15 1872 1876 Solution Design Document 5 days Mon 2/16/15 Fri 2/20/15 1878 Validation Testing 20 days Mon 3/2/15 Fri 3/27/15 ~ 1887 Validation #3 Complete Fri 3/27/15 1886 S 3/27 0 days Fri 3/27/15 1888 **Deployment Phase** 146 days Mon 10/19/15 Mon 3/30/15 1889 End-to-End (E2E) Testing Fri 7/10/15 75 days Mon 3/30/15 1890 Prepare E2E Test Plan & Environment Fri 4/24/15 1866 NIB Data Conversion Lead, Business Systems Lead, Development Manager, Business Systems Analyst Mon 3/30/15 20 days 1891 🌉 subject Matter Expert,NIB Subject Matter Expert,Project Manager,NIB PMO,NIB Analyst,Business Systems Lead,Testing Lead,NIB Training Lead,Testing Analyst,NIB Testing Analyst 55 days Mon 4/27/15 1892 Completion of VAT Fri 7/10/15 Fri 7/10/15 1891 1893 85 days Mon 6/15/15 Fri 10/9/15 1894 Training Plan and Training Materials 45 days Mon 6/15/15 Fri 8/14/15 1913 Delivery of Documentation 0 days Fri 8/14/15 Fri 8/14/15 1912 1914 Training Sessions 50 days Mon 8/3/15 Fri 10/9/15 1919 Completion of Training Fri 10/9/15 1914 0 days Fri 10/9/15 1920 User Acceptance Testing Fri 10/9/15 65 days Mon 7/13/15 1921 WVCPRB Data Conversion Lead, Business Systems Lead, Development Manager, Business Systems Analyst Prepare UAT environment Mon 7/13/15 Thu 7/16/15 1889 4 days 1922 Fri 7/17/15 1921 **UAT Training** 1 day Fri 7/17/15 subject Matter Expert,WVCPRB Subject Matter Expert,Project Manager,WVCPRB PMO,WVCPRB Analyst,Business Systems Lead,Testing Lead,WVCPRB Training Lead,Testing Analyst,WVCPRB Testi 1923 ment of User Acceptance Testing Mon 7/20/15 Fri 10/9/15 1922 60 days 1924 Acceptance of the System by WVCPRB 0 days Fri 10/9/15 Fri 10/9/15 1923 1925 Rollout 80 days Mon 6/29/15 Fri 10/16/15 1926 Rollout Plan (Phase 4b) 34 days Mon 6/29/15 Thu 8/13/15 1934 Environment Set-Up (Execute Rollout Plan) 10 days Mon 10/5/15 Fri 10/16/15 1942 Go Live! 1 day Mon 10/19/15 Mon 10/19/15 1893,1925 1943 Completion of Modifications and Final Installation of LOB 1 day Mon 10/19/15 Mon 10/19/15 1944 Escrow of Source Code 0 days Mon 10/19/15 1943 Mon 10/19/15 1945 Acceptance Phase Fri 12/18/15 44 days Mon 10/19/15 1946 2nd Functional Rollout into Production (Phase 4b) Payment Milestone Mon 10/19/15 1942 0 days Mon 10/19/15 1947 Mon 10/19/15 Fri 12/18/15 1942 60 edays 1948 2nd Functional Rollout - 60 Day Acceptance (Phase 4b) Payment 0 days Fri 12/18/15 Fri 12/18/15 1947 1949 Phase 4c -Pension Processing, Member Self Service, and Loans Rollout 630 days Mon 2/23/15 Fri 7/21/17 1950 Segment - Rollout Launch 20 days Mon 4/27/15 Fri 5/22/15 1951 Track O - Review and Refine Rollout Plan 20 days Mon 4/27/15 Fri 5/22/15 1952 Sprint 1 20 days Mon 4/27/15 Fri 5/22/15 1953 Sprint Execution 20 days Mon 4/27/15 Fri 5/22/15 00 1954 First Structured Walkthrough Tue 5/5/15 7 days Mon 4/27/15 1960 Design / Build / Verify Iterations Wed 5/13/15 6 days Wed 5/6/15 1965 Final Structured Walkthrough Thu 5/14/15 Thu 5/21/15 6 days 1972 Deploy Application for Verification Testing Fri 5/22/15 Fri 5/22/15 1971 1 day 1973 Segment - Core Processing Mon 4/27/15 Fri 9/16/16 365 days 1974 Track P - Purchase of Service, Multiple Service 155 days Mon 4/27/15 Fri 11/27/15 1975 Sprint 1 Mon 4/27/15 Fri 7/10/15 1976 Sprint Preparation 20 days Mon 4/27/15 Fri 5/22/15

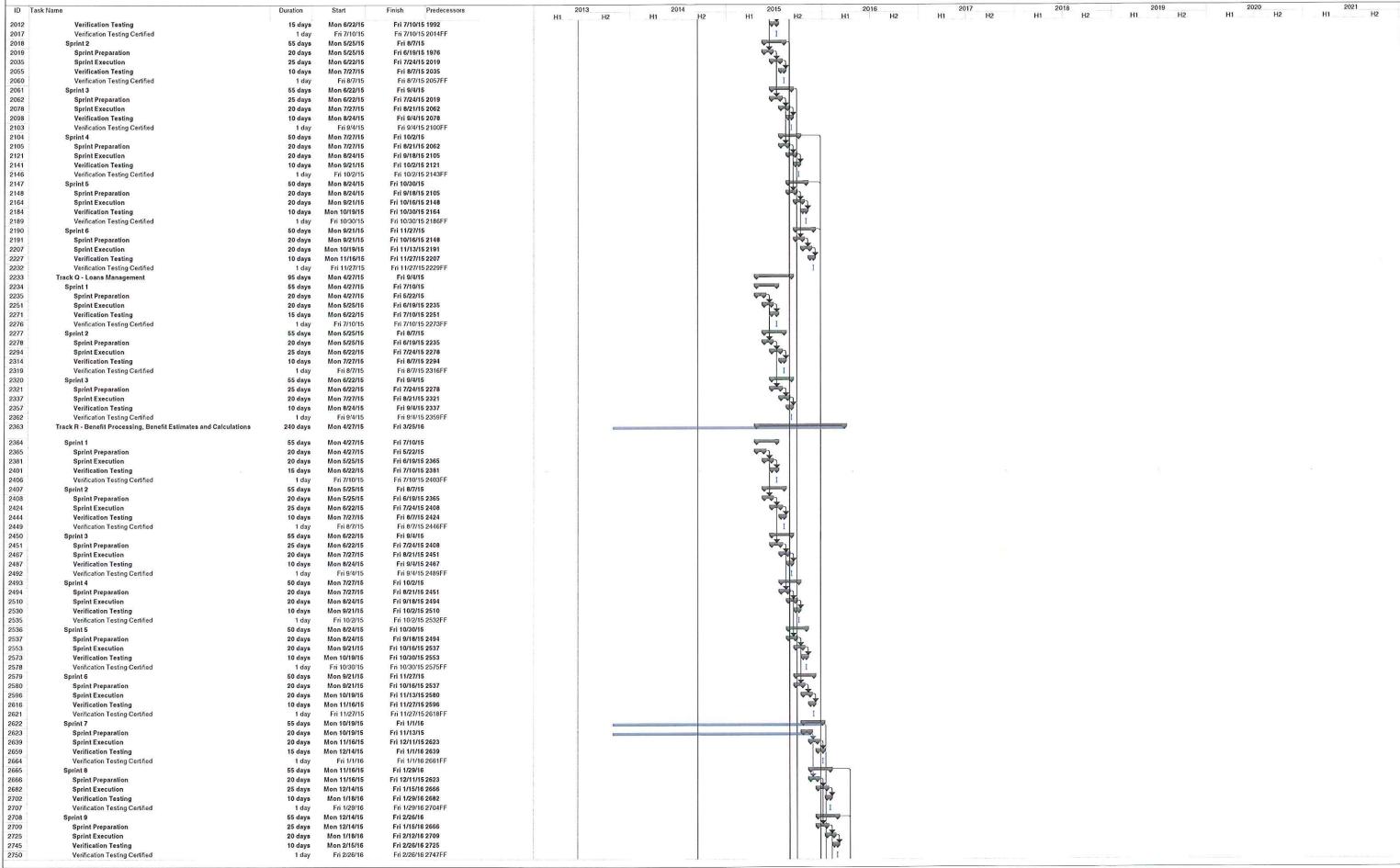
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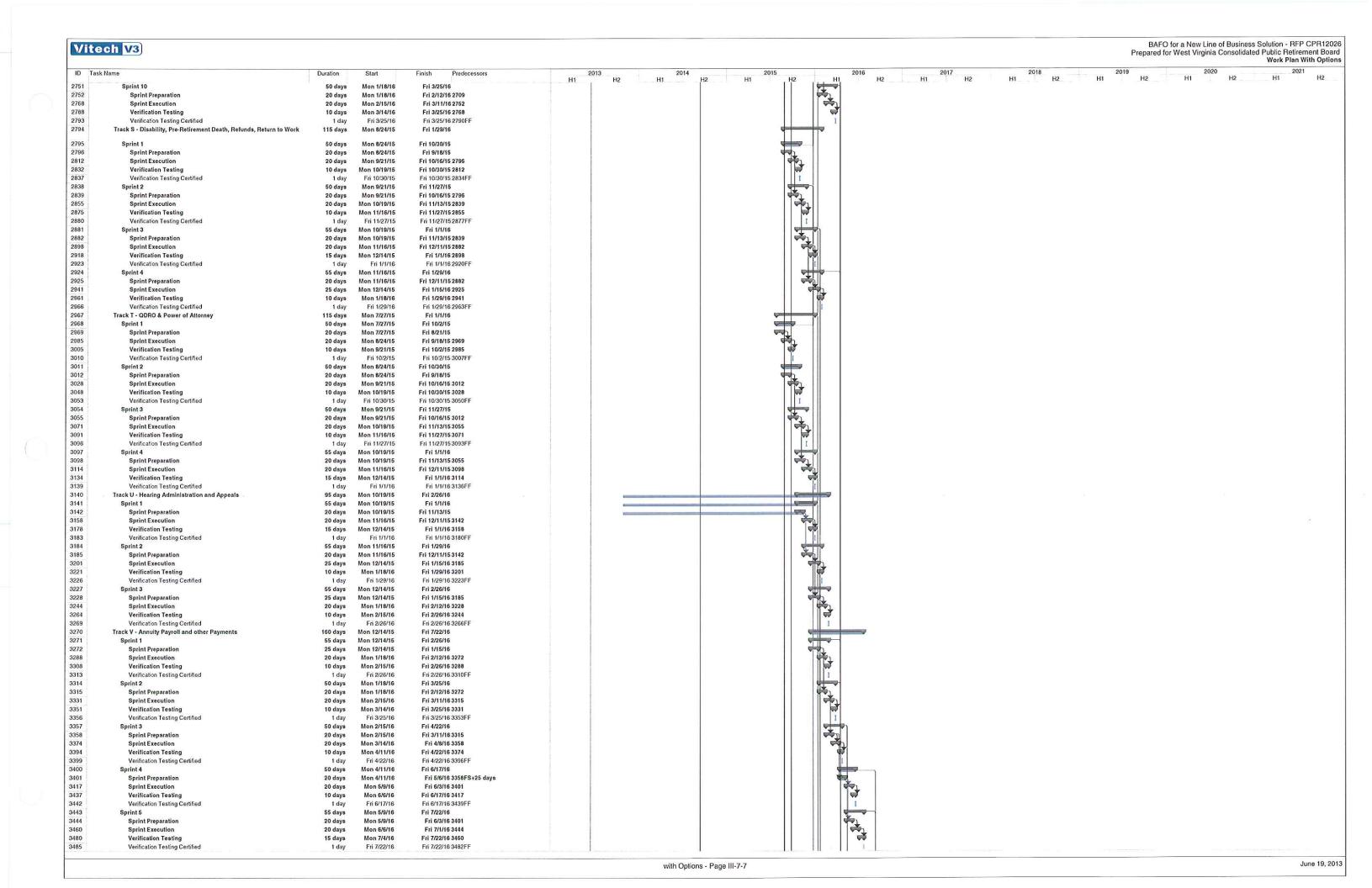
Sprint Execution

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Mon 5/25/15

Fri 6/19/15 1976





Vitech V3 BAFO for a New Line of Business Solution - RFP CPR12026 Prepared for West Virginia Consolidated Public Retirement Board Work Plan With Options ID Task Name Finish Predecessors H1 H1 H2 H2 3486 160 days Track W - Funds Management and Member Statement Fri 7/22/16 Mon 12/14/15 3487 Sprint 1 55 days Mon 12/14/15 Fri 2/26/16 3488 Sprint Preparation 25 days Mon 12/14/15 Fri 1/15/16 3504 **Sprint Execution** 20 days Mon 1/18/16 Fri 2/12/16 3488 3524 Verification Testing Mon 2/15/16 Fri 2/26/16 3504 10 days 3529 Verification Testing Certified Fri 2/26/16 Fri 2/26/16 3526FF 1 day 3530 Sprint 2 50 days Mon 1/18/16 Fri 3/25/16 3531 Sprint Preparation 20 days Mon 1/18/16 Fri 2/12/16 3488 3547 Sprint Execution Mon 2/15/16 Fri 3/11/16 3531 20 days 3567 Verification Testing 10 days Mon 3/14/16 Fri 3/25/16 3547 3572 Verification Testing Certified Fri 3/25/16 Fri 3/25/16 3569FF 3573 Sprint 3 50 days Mon 2/15/16 Fri 4/22/16 3574 Sprint Preparation 20 days Mon 2/15/16 Fri 3/11/16 3531 3590 **Sprint Execution** Fri 4/8/16 3574 20 days Mon 3/14/16 3610 **Verification Testing** Fri 4/22/16 3590 Mon 4/11/16 10 days 3615 Verification Testing Certified Fri 4/22/16 Fri 4/22/16 3612FF 1 day 3616 Sprint 4 50 days Mon 3/14/16 Fri 5/20/16 3 3617 Sprint Preparation Mon 3/14/16 Fri 4/8/16 3574 20 days 3633 Sprint Execution 20 days Mon 4/11/16 Fri 5/6/16 3617 3653 Verification Testing 10 days Mon 5/9/16 Fri 5/20/16 3633 3658 Verification Testing Certified 1 day Fri 5/20/16 Fri 5/20/16 3655FF 3659 Sprint 5 50 days Mon 4/11/16 Fri 6/17/16 3660 Sprint Preparation 20 days Mon 4/11/16 Fri 5/6/16 3617 3676 **Sprint Execution** Fri 6/3/16 3660 20 days Mon 5/9/16 3696 Verification Testing Mon 6/6/16 Fri 6/17/16 3676 10 days 3701 Verification Testing Certified Fri 6/17/16 3698FF Fri 6/17/16 1 day 3702 Sprint 6 Mon 5/9/16 Fri 7/22/16 55 days 3703 Sprint Preparation 20 days Mon 5/9/16 Fri 6/3/16 3660 3719 Sprint Execution 20 days Mon 6/6/16 Fri 7/1/16 3703 3739 Verification Testing 15 days Mon 7/4/16 Fri 7/22/16 3719 3744 Verification Testing Certified 1 day Fri 7/22/16 Fri 7/22/16 3741FF 3745 Track X - Financial & Tax Reporting 95 days Mon 5/9/16 Fri 9/16/16 3746 Sprint 1 Mon 5/9/16 Fri 7/22/16 55 days 3747 Sprint Preparation Mon 5/9/16 Fri 6/3/16 20 days 3763 Sprint Execution 20 days Mon 6/6/16 Fri 7/1/16 3747 3783 Verification Testing 15 days Mon 7/4/16 Fri 7/22/16 3763 3788 Verification Testing Certified Fri 7/22/16 Fri 7/22/16 3785FF 3789 Sprint 2 55 days Mon 6/6/16 Fri 8/19/16 * 3790 Sprint Preparation 20 days Mon 6/6/16 Fri 7/1/16 3747 3806 **Sprint Execution** 25 days Mon 7/4/16 Fri 8/5/16 3790 3826 Verification Testing 10 days Mon 8/8/16 Fri 8/19/16 3806 3831 Verification Testing Certified Fri 8/19/16 3828FF 1 day Fri 8/19/16 3832 55 days Mon 7/4/16 Fri 9/16/16 * 3833 Sprint Preparation Fri 8/5/16 3790 25 days Mon 7/4/16 3849 **Sprint Execution** Mon 8/8/16 Fri 9/2/16 3833 20 days 3869 Verification Testing 10 days Mon 9/5/16 Fri 9/16/16 3849 3874 Verification Testing Certified Fri 9/16/16 Fri 9/16/16 3871FF 3875 Track Y - Member Self Service 175 days Mon 1/18/16 Fri 9/16/16 3876 Sprint 1 50 days Mon 1/18/16 Fri 3/25/16 Sprint Preparation 20 days Mon 1/18/16 Fri 2/12/16 3893 **Sprint Execution** Fri 3/11/16 3877 Mon 2/15/16 20 days 3913 Verification Testing Fri 3/25/16 3893 Mon 3/14/16 10 days 3918 Verification Testing Certified Fri 3/25/16 Fri 3/25/16 3915FF 1 day 3919 Sprint 2 50 days Mon 2/15/16 Fri 4/22/16 3 3920 Sprint Preparation 20 days Mon 2/15/16 Fri 3/11/16 3877 3936 Sprint Execution 20 days Mon 3/14/16 Fri 4/8/16 3920 3956 Verification Testing 10 days Mon 4/11/16 Fri 4/22/16 3936 3961 Verification Testing Certified 1 day Fri 4/22/16 Fri 4/22/16 3958FF 3962 Sprint 3 50 days Mon 3/14/16 Fri 5/20/16 3963 **Sprint Preparation** Fri 4/8/16 3920 20 days Mon 3/14/16 3979 Sprint Execution 20 days Mon 4/11/16 Fri 5/6/16 3963 3999 Verification Testing 10 days Mon 5/9/16 Fri 5/20/16 3979 4004 Verification Testing Certified Fri 5/20/16 Fri 5/20/16 4001FF 4005 Sprint 4 50 days Mon 4/11/16 Fri 6/17/16 4006 Sprint Preparation 20 days Mon 4/11/16 Fri 5/6/16 3963 4022 Sprint Execution 20 days Mon 5/9/16 Fri 6/3/16 4006 4042 Verification Testing 10 days Mon 6/6/16 Fri 6/17/16 4022 4047 Verification Testing Certified 1 day Fri 6/17/16 Fri 6/17/16 4044FF 4048 Sprint 5 55 days Mon 5/9/16 Fri 7/22/16 4049 Sprint Preparation Fri 6/3/16 4006 20 days Mon 5/9/16 4065 **Sprint Execution** Fri 7/1/16 4049 20 days Mon 6/6/16 4085 Verification Testing Mon 7/4/16 Fri 7/22/16 4065 15 days 4090 Verification Testing Certified Fri 7/22/16 4087FF Fri 7/22/16 4091 Sprint 6 55 days Mon 6/6/16 4092 Sprint Preparation 20 days Mon 6/6/16 Fri 7/1/16 4049 4108 Sprint Execution 25 days Mon 7/4/16 Fri 8/5/16 4092 4128 Verification Testing 10 days Mon 8/8/16 Fri 8/19/16 4108 4133 Verification Testing Certified 1 day Fri 8/19/16 Fri 8/19/16 4130FF 4134 Sprint 7 55 days Mon 7/4/16 Fri 9/16/16 4135 **Sprint Preparation** 25 days Mon 7/4/16 Fri 8/5/16 4092 4151 **Sprint Execution** 20 days Mon 8/8/16 Fri 9/2/16 4135 4171 Verification Testing Fri 9/16/16 4151 10 days Mon 9/5/16 4176 Verification Testing Certified 1 day Fri 9/16/16 Fri 9/16/16 4173FF 4177 Segment - Docs, Reports, Interfaces & Data Conversion 565 days Mon 2/23/15 Fri 4/21/17 4178 Track Z - Reports 345 days Mon 6/22/15 Fri 10/14/16 4179 Cycle 1 65 days Mon 6/22/15 Fri 9/18/15 4180 25 days Mon 6/22/15 Fri 7/24/15 4181 Configure 20 days Mon 7/27/15 Fri 8/21/15 4180

4182

Test

Cycle 2

20 days

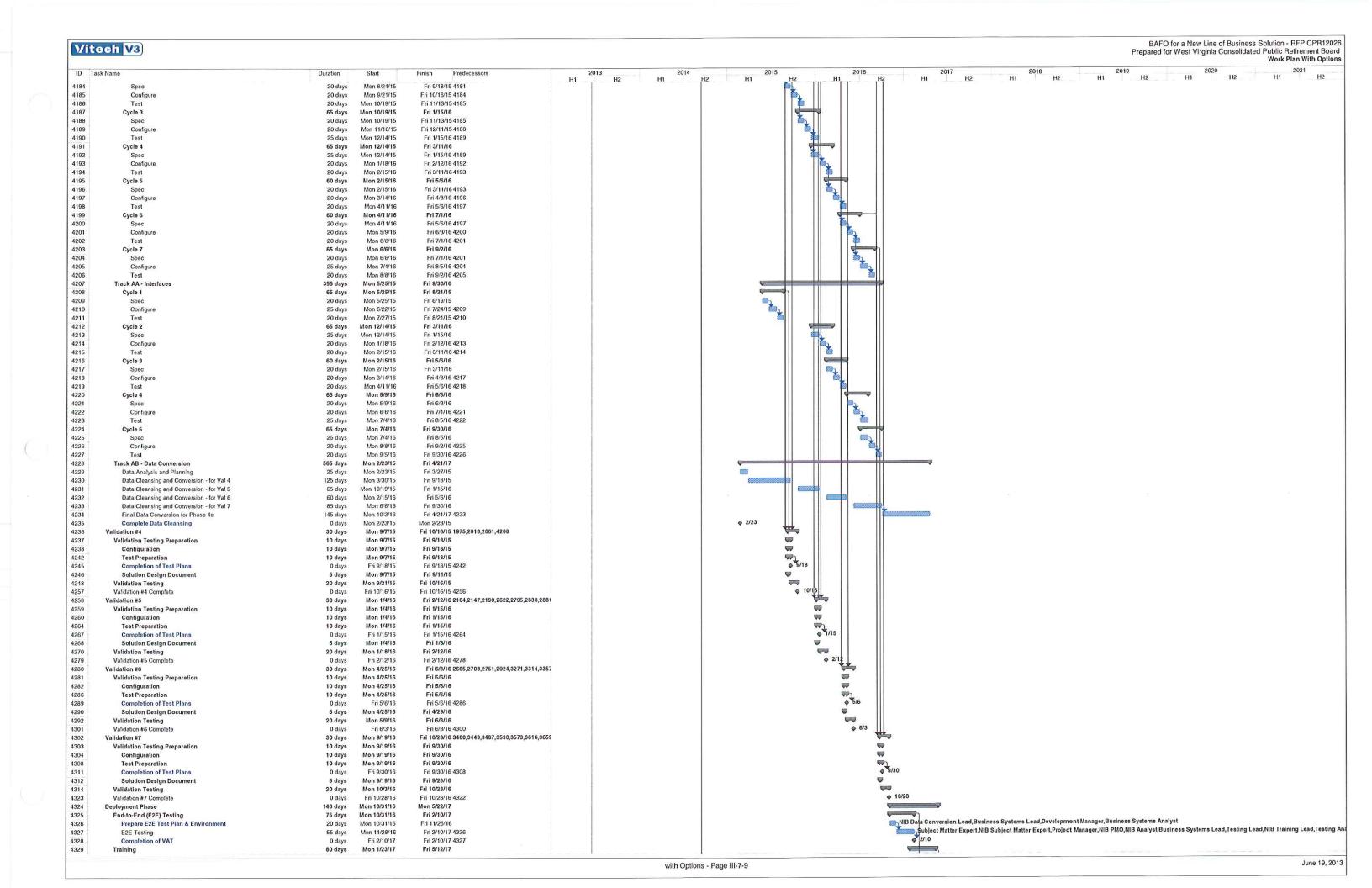
60 days

Mon 8/24/15

Mon 8/24/15

Fri 9/18/15 4181

Fri 11/13/15





BAFO for a New Line of Business Solution - RFP CPR12026 Prepared for West Virginia Consolidated Public Retirement Board Work Plan With Options

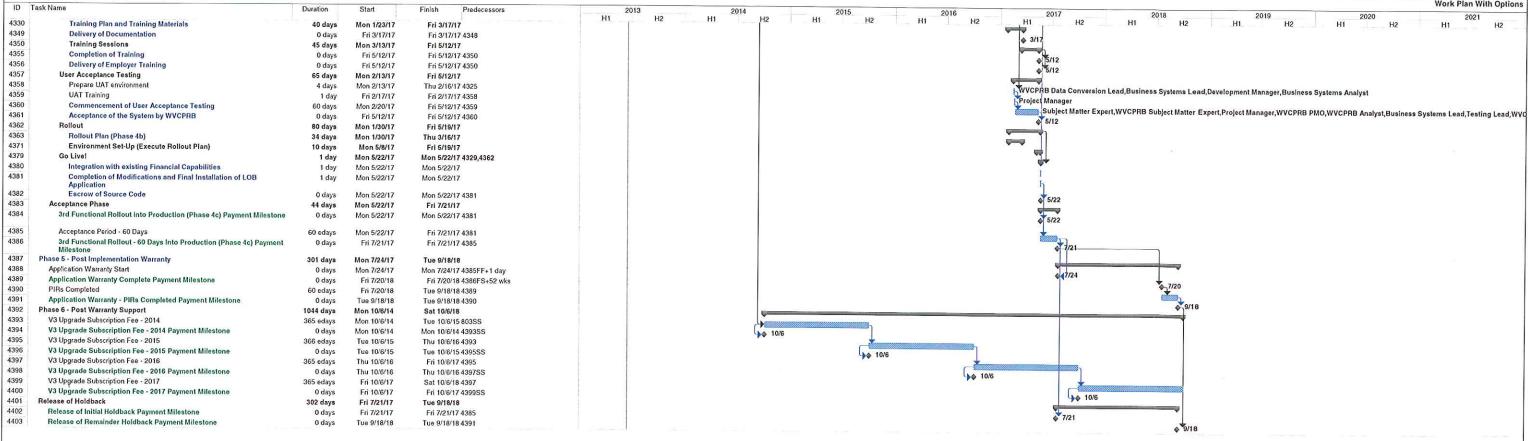


Exhibit III-13



Preliminary Project Staffing Plan

Confidential and proprietary information not for public disclosure.



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If such request is made of these materials, or a request is made questioning the confidentially of these materials, the request shall be made to:

Mr. James Vitiello, Sr. Vice President Vitech Systems Group, Inc. 401 Park Ave South, 12th Floor New York, NY 10016

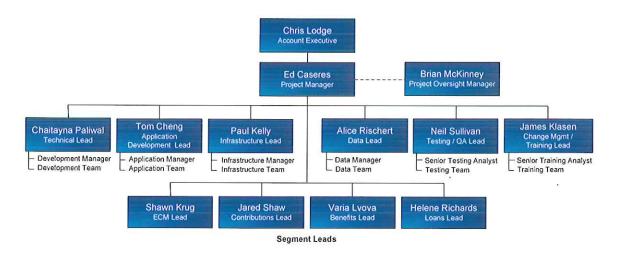
Tel: +1-212-868-0900



Exhibit 13 - Preliminary Project Staffing Plan

Vitech is pleased to propose such a highly skilled and experienced project team for the WVCPRB engagement. Chris Lodge is the proposed Account Executive and has ultimate responsibility for the project within Vitech. During Chris's 14 year tenure at Vitech he has worked on over a dozen complex V3 implementations including the following public pension projects where V3 was implemented in accordance with a LRWL RFP and oversight: Pennsylvania Schools ERS, Maine PRS, Iowa PERS, Mass TRS, the US Virgin Islands, and the National Insurance Board of the Bahamas.

The team will report to Vitech's proposed Project Manager, Ed Caseres. Ed is a systems implementation veteran with over 20 years of experience managing large software implementation projects, the last 3.5 of which have been Vitech/V3 projects. Ed has experience working on similar public pension projects where V3 was implemented in accordance with a LRWL RFP and oversight including Iowa PERS and the US Virgin Islands.



Ed has the day-to-day responsibilities of the project and the team reports up into him. Chris Lodge as the account exec, and also a member of the Vitech executive team, can get all required executive support from the Vitech side. Ed and Chris have successfully partnered together on past projects including IPERS and GERS.

Working for Ed, a team of Leads manage and support the delivery of requirements within their area of subject matter expertise. They will work across phases of the project and their job, in addition to meeting WVCPRB requirements, is overall solution assurance. This team has worked the last 4+ years together on the MTRS implementation of V3 and we are leveraging those partnerships and experiences to benefit the WVCPRB project. The MTRS project was an also based on an LRWL RFP and included LRWL oversight, giving this team particularly valuable experience.



Each delivery Phase has been planned into logical Segments of work which will be managed by a dedicated Segment Lead. Each Segment Lead has a team comprised of business analysts, oracle developers, java developers, and testers. These segments work through all configurations for all requirements defined for their segment. The Sprint Plan provides Sprint level details on the segments functional scope and planning.

The data conversion and integration teams work on phase-related activities in parallel with and supporting the segment work.

This team's tremendous Vitech/V3 related experience is summarized as follows, including the three staff members who meet the "key" requirements.

Team Member	Proposed Role	Key	Vitech Exp
Chris Lodge	Account Executive		14
Brian McKinney	Project Oversight Manager		10
Ed Caseres	Project Manager	/	3.5
Shawn Krug	Segment Lead – ECM		9
Jared Shaw	Segment Lead - Contributions		8
Varia Lvova	Segment Lead – Benefits	 	8
Helene Richards	Segment Lead – Loans		6.5
Chaitanya Paliwal (CP)	Solution Architect / Technical Lead		8
Tom Cheng	Application Development Lead	1	6
Alice Rischert	Data Lead		8
Paul Kelly	Infrastructure Lead		14
Neil Sullivan	Testing / QA Lead		9.5
James Klasen	Change Management / Training Lead		6.5



Detailed Staffing Plans

Vitech Staff Plan

Vitech's detailed staffing plan includes all required resources, including project management, technical leadership, data conversion, interfaces, business analysts, oracle developers, java developers, testers, documentation experts, trainers, and IT support personnel. Vitech is estimating almost 150,000 total hours for Vitech resources to deliver the proposed three implementation phases inclusive of the Warranty Period.

The below figure is the high-level staffing plan proposed.

ole	Named Resource	Project Phase	Est Start	Est Stop FT/F	T Bus/Tech	Skill Set
anagement and Assurance					, . 2 411	20020
	Chris Lodge	All	10/21/2013	7/31/2018 PT	Business	10s years of Project Management and 1s V2 implements to DDD
	Ed Caseres	All	10/21/2013	7/31/2018 FT	Business	10+ years of Project Management and 1+ V3 implementation to PRD
	Brian McKnney	All			Business	10+ years of Project Management and 1+ V3 implementation to PRD
			10/21/2013	7/31/2018 PT		5+ years of Vitech and 1+ V3 implementation to PRD
	Tom Cheng Neil Sullivan	All	1/20/2014	7/31/2018 PT	Technical	5+ years of Vitech and 1+ V3 implementation to PRD
		All	5/26/2014	7/31/2017 FT	Technical	5+ years of Vitech and 1+ V3 implementation to PRD
nereuse ceus	TBD	All	1/20/2014	7/31/2018 FT	Technical	3+ years of Vitech
lution Team Delivery Team 1						
Business Lead	Shawn Krug	Phase 4a	12/16/2013	11/25/2014 FT	Business	5+ years of Vitech and 1+ V3 implementation to PRD
Business Analyst	TBD	Phase 4a	12/16/2013	11/25/2014 FT	Business	3-5 years industry experience
QA Tester	TBD	Phase 4a	12/16/2013	11/25/2014 FT	Both	3-5 years industry experience
QA Tester	TBD	Phase 4a	12/16/2013	11/25/2014 PT	Both	3-5 years industry experience
Developer	TBD	Phase 4a	12/16/2013	11/25/2014 FT	Technical	3-5 years industry experience
Developer	TBD	Phase 4a	12/16/2013	11/25/2014 PT	Technical	3-5 years industry experience
Delivery Team 2						
	Jared Shaw	Phase 4b & 4c	2/17/2014	7/31/2018 FT	Business	5+ years of Vitech and 1+ V3 implementation to PRD
	TBD	Phase 4b & 4c	2/17/2014	7/31/2018 FT	Business	3-5 years industry experience
	TBD	Phase 4b & 4c	2/17/2014	7/31/2017 FT	Business	3-5 years industry experience
	TBD	Phase 4b & 4c	2/17/2014	7/31/2018 FT	Both	3-5 years industry experience
	TBD	Phase 4b & 4c	2/17/2014	7/31/2017 PT	Both	3-5 years industry experience
	TBD	Phase 4b & 4c	2/17/2014	7/31/2018 FT	Technical	3-5 years industry experience
	TBD	Phase 4b & 4c	2/17/2014	7/31/2017 PT	Technical	3-5 years industry experience
Delivery Team 3	100	1 1000 10 0 10	DIMESTA	NONEOTY 1	recrireda	3 3 years invostry experience
	Varia Lyova	Phase 4b & 4c	4/1/2014	7/31/2018 FT	Business	5+ years of Vitech and 1+ V3 implementation to PRD
	TBD	Phase 4b & 4c	4/1/2014	7/31/2018 FT	Business	3-5 years industry experience
	TBD	Phase 4b & 4c	4/1/2014	7/31/2017 FT	Business	3-5 years industry experience
	TBD	Phase 4b & 4c	4/1/2014	7/31/2018 FT	Both	3-5 years industry experience
	TBD	Phase 4b & 4c	4/1/2014	7/31/2017 PT	Both	3-5 years industry experience
	TBD	Phase 4b & 4c	4/1/2014	7/31/2018 FT	Technical	
	TBD	Phase 4b & 4c	4/1/2014	7/31/2017 PT	Technical	3-5 years industry experience
Delivery Team 4	100	Fridse 40 a 40	4/1/2014	1/31/2017 PT	rechnical	3-5 years industry experience
	Helene Richards	Phase 4c	4/27/2015	2/17/2016 FT	Business	for the last the last to the same
	TBD	Phase 4c	4/27/2015	2/17/2016 FT	Business	5+ years of Vitech and 1+ V3 implementation to PRD
	TBD				100000000000000000000000000000000000000	3-5 years industry experience
	TBD	Phase 4c Phase 4c	4/27/2015	2/17/2016 FT	Both	3-5 years industry experience
			4/27/2015	2/17/2016 PT	Both	3-5 years industry experience
	TBD	Phase 4c	4/27/2015	2/17/2016 FT	Technical	3-5 years industry experience
	TBD	Phase 4c	4/27/2015	2/17/2016 PT	Technical	3-5 years industry experience
ports Team						
	TBD	All	5/12/2014	7/31/2017 FT	Technical	3-5 years industry experience
Reports Developer	TBD	All	5/12/2014	7/31/2017 PT	Technical	3-5 years industry experience
cuments Team						
Documents Lead	TBD	A!I	5/12/2014	7/31/2017 FT	Technical	3-5 years industry experience
Documents Developer	TBD	All	5/12/2014	7/31/2017 PT	Technical	3-5 years industry experience
erface Team						
	TBD	All	4/14/2014	7/31/2017 PT	Technical	3-5 years industry experience
EDITOR SHOW SHOW STORY		-	111/2014	HOUZOU II	iecinecar	o o years made my expenence
	Attack Product	Au	14/40/00/0	7/04/0047 07	T. 1	WEST CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRAC
		Parket Co.				
	IRD	All	11/18/2013	7/31/2017 PT	Technical	3-5 years industry experience
	James Klasen	All	8/18/2014	7/31/2017 PT	Business	3+ years V3 training and rollout experience
Training Analyst	TBD	All	8/18/2014	7/31/2017 PT	Business	3-5 years industry experience
rastructure						- 3-4
	Paul Kelly	All	10/21/2013	7/31/2017 PT	Technical	3+ years V3 infrastructure and deployment experience
	TBD	All	10/21/2013	7/31/2017 PT	Business	3-5 years industry experience
Interface Developer ta Conversion Team Data Lead Data Analyst Data Developer lining Training Lead Training Analyst rastructure Infrastructure Lead	TBD Alice Richert TBD TBD James Klasen TBD Paul Kelly	All All All All All All All All All All	4/14/2014 11/18/2013 11/18/2013 11/18/2013 8/18/2014 8/18/2014 10/21/2013	7/31/2017 PT 7/31/2017 PT 7/31/2017 PT 7/31/2017 PT 7/31/2017 PT 7/31/2017 PT 7/31/2017 PT	Technical Technical Business Technical Business Business Technical	3-5 years industry experience 3-5 years industry experience 3-5 years industry experience 3-5 years industry experience 3-9 years V3 training and rollout experience 3-5 years industry experience 3-9 years v3 infrastructure and deployment experience



WVCPRB Staff Plan

As it is important that both organizations partner on these projects, Vitech has proposed a WVCPRB staffing plan that assumes comingled teams. We have included all required resources including project management, technical leadership, data conversion, interfaces, subject matter experts, business leads, testers, and IT support personnel. Vitech is estimating about 65,000 total WVCPRB hours to deliver the proposed three implementation phases inclusive of the Warranty Period. The below figure is the high-level staffing plan proposed.

Role	Project Phase	Functional Area	Est Start	Est Stop	FT/PT	Bus/Tech	Skill Set
Management and Assurance							
Steering Committee	All	All	10/21/2013	7/31/2018	PT	Both	WVCPRB experienced executives that can direct the project
Project Sponsor	All	Att	10/21/2013	7/31/2018	FT	Business	WVCPRB experienced executive that can direct the project
Project Manager	All	All	10/21/2013	7/31/2018	FT	Business	5+ years of Project Management
Testing Lead	All	All	10/21/2013	7/31/2018	FT	Technical	5+ years of industry experience
Solution Team							0.00 \$10.0000000000000000000000000000000
Delivery Team 1							
Team Lead	Phase 4a	Atl	12/16/2013	11/25/2014	FT	Business	3+ years of WVCPRB experience, manager level
Analyst/Tester	Phase 4a	A9	12/16/2013	11/25/2014	FT	Business	3-5 years industry experience, WVCPRB preferred
Delivery Team 2							
Team Lead	Phase 4b & 4c	All	2/17/2014	7/31/2017	FT	Business	3+ years of WVCPR8 experience, manager level
Analyst/Tester	Phase 4b & 4c	All	2/17/2014	7/31/2017	FT	Business	3-5 years industry experience, WVCPRB preferred
Delivery Team 3							
Team Lead	Phase 4b & 4c	All	4/1/2014	7/31/2017	FT	Business	3+ years of WVCPRB experience, manager level
Analyst/Tester	Phase 4b & 4c	All	4/1/2014	7/31/2017	FT	Business	3-5 years industry experience, WVCPRB preferred
Delivery Team 4							
Team Lead	Phase 4c	All	4/27/2015	2/17/2016	FT	Business	3+ years of WVCPRB experience, manager level
Analyst/Tester	Phase 4c	All	4/27/2015	2/17/2016	FT	Business	3-5 years industry experience, WVCPRB preferred
Business Subject Matter Exper	ience						
WVCPRB SME	Phase 4a	ECM	12/16/2013	11/25/2014	PT	Business	Member Maint Employment/Personal Info
WVCPRB SME	Phase 4b	Enrollment, Contributions	2/17/2014	12/31/2016	PT	Business	Enrollment, Contributions, Employer Self Service, and CRM
WVCPRB SME	Phase 4c	Loans, Benefits, Payroll	2/1/2015	6/9/2017	PT	Business	Pension Processing, Member Self Sentice, and Loans
Reports Team							
Reports Lead	All	All	5/12/2014	7/31/2017	FT	Business	3+ years of WVCPRB experience, manager level
Documents Team							
Documents Lead	All	All	5/12/2014	7/31/2017	FT	Business	3+ years of WVCPRB experience, manager level
Interface Team					500	-	or years of first expensive, the agents of
Interface Lead	All	All	4/14/2014	7/31/2017	FT	Technical	5+ years experience with WVCPR8 internal and external interface systems/partners
Interface Developer	All	All	4/14/2014	7/31/2017		Technical	5+ years experience with WVCPRB Systems
Data Conversion Team	-	- 6"	4142014	175112011		recinica	or years expendice that try or no bystems
Data Conversion Team Data Lead	A9	All	11/18/2013	7/31/2017	CT	Technical	5+ years experience with WVCPRB Data
Data Developer	All	All	11/18/2013	7/31/2017 1		Technical	5+ years experience with WVCPRB Data
STATISTICS CONTRACTOR	Au	All	11/10/2013	1/31/2017		rechnicas	5+ years expenence with WVCPRB Data
Training Training Lead	All	All	6/46/0044	7/31/2017		Business	
	At		8/18/2014				3+ years of WVCPRB experience, manager level
Training Analyst	As	All	8/18/2014	7/31/2017	1	Business	3-5 years industry experience
nfrastructure							
Infrastructure Lead	All	All	10/21/2013	7/31/2017		Technical	3+ years of WVCPRB Infrastructure experience, manager level
IT Analyst	All .	All	10/21/2013	7/31/2017	PT	Business	3-5 years industry experience



Personnel Issues and Staffing Changes

Vitech intends to keep key personnel assigned to the WVCPRB project through their proposed roles on the implementation. That said, sometimes there are situations that need to be addressed to ensure that the project is being executed as well as possible.

If a personnel issue/problem arises, the WVCPRB and Vitech project managers should discuss any specific feedback regarding the issue. The Vitech Project Manager will work with the Vitech member in question to address the feedback as offered. We appreciate feedback and will want to work with any given team member to help them to improve their performance. If an issue does not improve in a satisfactory fashion or an issue such that an immediate action must take place, Vitech will make the appropriate resource adjustment, allowing an overlap of resources to facilitate the ramp-up of the new resource. We would typically expect a minimum two-week period of time for such a transition. In these cases, Vitech creates a formal transition plan to facilitate the staff changes and minimize its impact to the project. When a person transitions onto a new project we overlap them by at least two weeks to allow for transfer of knowledge to get the new team member up to speed on the new project. They spend time reviewing the proposal, current project plans, system functionality, specs, and development for the area for which they will be responsible for. The new team member will transition with the person that they are replacing (if this is the situation) or they will simply be brought on board in this way if they are an additional resource added to the project.

Vitech would target to replace a key team member with a team member of equal skill set to that of a team member who is being replaced.

Some personnel situations could arise very quickly and unexpectedly, such as illness or death. In such cases, Vitech will replace the team member as quickly as possible.

Exhibit III-14



Staff Resumes

Confidential and proprietary information not for public disclosure.



NOTICE REGARDING CONFIDENTIALITY

This information is Confidential Property of Vitech Systems Group, Inc., and has been provided pursuant to a request within West Virginia Consolidated Public Retirement Board's BAFO for a Line of Business Solution – RFP CRP12026.

Because release of this information would provide a competitive advantage to certain third parties, it is generally prohibited from release under West Virginia's Freedom of Information Act as well as Federal Freedom of Information laws, and may not to be divulged to any third party without the express written permission of Vitech Systems Group, Inc.

If such request is made of these materials, or a request is made questioning the confidentially of these materials, the request shall be made to:

Mr. James Vitiello, Sr. Vice President Vitech Systems Group, Inc. 401 Park Ave South, 12th Floor New York, NY 10016 Tel: +1-212-868-0900



Exhibit 14 - Staff Resumes

Christopher Lodge – Account Executive	5
Brian McKinney – Project Manager Oversight	9
Ed Caseres – Project Manager	. 13
Shawn Krug – Segment Lead – ECM	. 17
Jared Shaw – Segment Lead – Contributions	. 21
Varia Lvova – Segment Lead – Benefits	. 25
Helene Richards – Segment Lead – Loans	. 29
Chaitayna Paliwal – Solution Architect/Technical Lead	. 33
Tom Cheng – Application Development Lead	. 37
Alice Rischert – Data Lead	41
Paul Kelly – Infrastructure Lead	45
Neil Sullivan – Testing/Quality Assurance Lead	49
James Klasen – Change Management/Training Lead	53



Chris Lodge Account Executive

West Virginia Consolidated Public Retirement Board							
	Pension Administration Solution Project – Staff Experience Summary						
Staff Member Name:							
Chris Lodge							
Proposed Role on W	VCPRB Project:						
Account Executive							
	Number of years of professional experience – Total: 20+ Retirement system: 14 In role proposed for WVCPRB project: 10						
Education (indicate i	nstitutions attended a	nd degrees obtained):					
	Business Administration						
	Professiona	I Reference #1					
Client Name and Add		Project Title:					
	ers' Retirement System	MyTRS – V3 Implementation					
One Charles Park, 2 nd Cambridge, MA 02142		Staff Member's Role on Project: Account Executive					
Contact Name:		Description of Services Provided:					
Susan Morgan		Chris is responsible for the successful delivery					
Contact Title: Director of Strategic P Management	lanning and Project	of V3. This includes oversight of the financial and operational aspects for V3 engagements, contractual obligations of V3 engagements,					
Contact Phone: (617) 679-6834 Contact Email: susan.morgan@trb.sta	ite.ma.us	and overall staffing.					
Start Date:	End Date:						
June 2008	Present						
	Professiona	l Reference #2					
Client Name and Add	ress:	Project Title:					
Iowa Public Employee	s' Retirement System	IPERS – V3 Implementation					
7401 Register Drive Des Moines, IA 50321		Staff Member's Role on Project: Account Executive					
Contact Name:		Description of Services Provided:					
Rick Hindman		Chris is responsible for the successful delivery					
Contact Title: Chief Technology Officer & Co-Chair for Iowa's Technology Coordinating Committee		of V3. This includes oversight of the financial and operational aspects for V3 engagements, contractual obligations of V3 engagements, and overall staffing.					
Contact Phone: (515) 281-0060 Contact Email:							



		olidated Public Retirement Board ution Project – Staff Experience Summary
rick.hindman@ipers	.org	
Start Date: August 2006	End Date: Present	
	Profes	sional Reference #3
Client Name and Address: MetLife		Project Title: V3 Implementation
535 Lovely Street Avon, CT 06001		Staff Member's Role on Project: Account Executive
Contact Name: Riki Motes		Description of Services Provided: Chris is responsible for the successful delivery
Contact Title: Director		of V3. This includes oversight of the financial and operational aspects for V3 engagements, contractual obligations of V3 engagements,
Contact Phone: (860) 673-5364 Contact Email: rmotes@metlife.com		and overall staffing.
Start Date: June 2011	End Date: Present	



Resume of Chris Lodge

Summary of Experience

Christopher Lodge is the Vice President of Operations at Vitech Systems Group who also serves as an Account Executive for many of our largest clients. Chris has more than 14 years of experience assisting clients with their V3 implementations. Chris has experience attending Board meetings, Steering Committee Meetings, and critical project meetings for the largest and most complex V3 implementations.

He is primarily responsible for the successful delivery of V3 active implementations across all Vitech practices. This includes oversight of the financial and operational aspects for V3 engagements, contractual obligations of V3 engagements, and overall staffing. In addition to active implementation responsibilities, during his tenure at Vitech, Chris has been a key contact on proposal-related activities, managed proposal development, provided demonstrations of our V3 solution, negotiated contracts, and transitioned/onboarded new implementation teams. Chris's responsibilities include managing financial and operational activities such as the timely delivery and invoicing of project milestones, resource forecasting, cost forecasting, percent complete analysis, and profit/loss management.

Prior to this role, Chris served as our Director of Development where he managed the day-to-day priorities of our 45 person software development team responsible for software implementations for 27 of our clients. This role included building the team foundation as Vitech grew in clients and staff. It also included managing development managers and developers, on both the UI and database deliverables. Chris worked closely with the Delivery team to ensure projects were meeting their milestones and the development team was prioritized to meet milestones across all clients. As part of this role Chris implemented a Workflow system to add structure, reliability, efficiency, quality and repeatability to the issue development process and the build/deployment process. These processes have been enhanced over time and are still in place today. This development experience, and the relationships build during this time, provides an excellent foundation for Chris to ensure that the Project Management plans for Chris's projects are attainable and deliverable.

Vitech Experience

As Account Executive, Chris is responsible for overall client satisfaction with our solution. He controls all contract and billing issues, manages and resolves any project risks, and ensures our teams have all appropriate development resources available throughout the course of each project. His work makes certain key project milestones are delivered on time and within budget.

Also, as a direct member of our Senior Executive Management Team, Chris develops strategies to best exploit our V3 system features to offer more to our clients with each project. He also acts as the internal escalation resource for our project team.

Client:	MetLife			
Role on Team:	Account Executive			
Dates:	May 2010 – Present			



As Account Executive for this client Chris maintains overall responsibility within Vitech for the delivery of the V3 solution. Chris was a key contributor through the procurement process, negotiating the contract, finalizing the Statement of Work, and now during implementation. Within Vitech he hand-picked the delivery team and hired the other needed roles. Chris works closely with the Vitech Project Manager to understand project milestone and deliverable progress and understanding and resolving project risks. Chris communicates regularly with key client senior stakeholders, is a participant in weekly meetings and the monthly steering committee meeting.

Client:	State Boston Retirement System		
Role on Team:	Account Executive		
Dates:	July 2008 – December 2009		

Chris worked closely with SBRB and the Vitech team to create a project operating model that would work for both organizations. Chris was a key contributor from the beginning, including the procurement process, contract negotiations, and our first V3 conference room pilots. He worked closely with the team at critical project phases to ensure both Vitech and the client understands the methodology and the roles and responsibilities of both the Vitech team and client team to deliver success. Both teams were restructured in order to maximize the available resources and were refocused with a more agile methodology. Chris put in place a day-to-day Project Manager to run the project and currently works in an oversight capacity only to assist with internal prioritization of tasks to ensure the development and delivery needs meet the project schedule.

Client:	Massachusetts Teachers' Retirement System			
Role on Team:	Account Executive			
Dates:	June 2008 – Present			

Chris maintains overall responsibility within Vitech for the delivery of the V3 solution. Chris was a key contributor from the beginning, including the procurement process, contract negotiations, and project initiation activities. Within Vitech Chris hand-picked the delivery team, specifically the Project Manager, as they had been successful in prior engagements. Chris works closely with the Vitech Project Manager to understand project milestone and deliverable progress and understanding and resolving project risks. He assists with ensuring the team is sized accordingly to meet milestones and deliverables, including reallocating staff and hiring as needed. Chris is a participant in the monthly steering committee meetings and quarterly board meetings.

Chris has also served as Account Executive for the Iowa Public Employees' Retirement System.

Prior Experience

Prior to joining Vitech, Chris was a Senior Programmer / Analyst at Donaldson, Lufkin & Jenrette and a Senior Programmer / Analyst at Ark Asset Management Corporation.

Education

Bachelor of Science, Business Administration, University of Vermont



Brian McKinney
Project Manager Oversight

Pension		ed Public Retirement Board Project – Staff Experience Summary
Staff Member Na		rioject – Staff Experience Suffilliary
Brian McKinney		
	n WVCPRB Project:	
Project Manager		
	of professional experienc	Α_
Value of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control	Retirement system: 10	In role proposed for WVCPRB project: 13
Education (indica	ate institutions attended a	nd degrees obtained):
Bachelor of Science	ce, Industrial Engineering, U	niversity of Iowa
	Professiona	I Reference #1
Client Name and	Address:	Project Title:
	achers' Retirement System	MyTRS – V3 System Implementation
One Charles Park,		Staff Member's Role on Project:
Cambridge, MA 02	2142-1206	Project Manager
Contact Name:		Description of Services Provided:
Susan Morgan		Brian is responsible for client satisfaction,
Contact Title: Director of Strateg Management	ic Planning and Project	proper resource allocation, risk mitigation, issue resolution, and project success. In addition he oversees the management of ongoing operations of the project for the client with regard to milestones, project progress, budget and quality; management of Vitech business and technical teams and allocating these team members to the appropriate tasks;
Contact Phone: (617) 679-6834 Contact Email: susan.morgan@trl	o.state.ma.us	
Start Date: July 2008	End Date: Present	status and plan updates for the client and Vitech; and participation in project activities.
		I Reference #2
Client Name and		Project Title:
	achers' Retirement System	MyTRS – V3 System Implementation
One Charles Park,	2 nd Floor	Staff Member's Role on Project:
Cambridge, MA 02	2142-1206	Project Manager
Contact Name:		Description of Services Provided:
Lisa Maloney		Same as above.
Contact Title:		
Director – PMO		
Contact Phone: (617) 679-6811		
Contact Email: lisa.maloney@trb.s	state.ma.us	
Start Date:	End Date:	



West Virginia Consolidated Public Retirement Board Pension Administration Solution Project – Staff Experience Summary			
July 2008	Present		
	Professional Reference #3		
Client Name and Address:		Project Title:	
Iowa Public Employees' Retirement System		IPERS – V3 System Implementation	
7401 Register Drive		Staff Member's Role on Project:	
Des Moines, IA 50321		Project Manager	
Contact Name:		Description of Services Provided: Brian was responsible for client satisfaction, proper resource allocation, risk mitigation, issue resolution, and project success through the High Level Design Phase of the project. In addition he oversaw the management of ongoing operations of the project for the client with regard to milestones, project progress, budget and quality; management of Vitech business and technical teams and allocating	
Donna Mueller			
Contact Title:			
CEO			
Contact Phone:			
(515) 281-0055			
Contact Email:			
donna.mueller@ipers.org			
Start Date:	End Date:	these team members to the appropriate tasks;	
August 2006	January 2007	status and plan updates for the client and Vitech; and participation in project activities.	



Resume of Brian McKinney

Summary of Experience

Brian McKinney is a Project Manager at Vitech Systems Group who has over 15 years of business systems experience, 10 of which have been with Vitech. In his role, Brian is responsible for working with the Account Executive to ensure overall client satisfaction with our solution. He manages and resolves any project risks, and ensures our teams have all appropriate development resources available throughout the course of each project. Brian offers senior project management and product knowledge and has developed a successful management track record through his work.

Vitech Experience

Client:	Massachusetts Teacher's Retirement System (MTRS)	
Role on Team:	Project Manager	
Dates:	July 2008 – Present	
Client:	Iowa Public Employees' Retirement System (IPERS)	
Role on Team:	Project Manager	
Dates:	August 2006 – January 2007	
Client:	California Public Employees' Retirement System (CalPERS)	
Role on Team:	Project Manager	
Dates:	February 2002 – September 2003	

For all of the projects listed above, Brian was responsible for ensuring the V3 application met the requirements, the deliverables were mapped and tracked to the project schedule, and providing constant, clear communication to and from the New York office. As the manager of the Vitech team, Brian ensured the team had all the information required for a successful systems implementation.

Brian was also responsible for client satisfaction, proper resource allocation, risk mitigation, issue resolution, and project success. In addition, he oversaw the management of ongoing operations of the project for the client with regard to milestones, project progress, budget and quality; management of Vitech business and technical teams and allocating these team members to the appropriate tasks; status and plan updates for the client and Vitech; participation in project activities; coordinate the activities of sub-teams; resolution with client Project Manager of problems and issues encountered by team members; and identification of risks and risk mitigation strategies.



Brian also served as the overall account manager for Central Valley Trust Fund (CVT), Hotel Employees and Restaurant Employees (HEREIU), UFCW and New Mexico Education Retirement Benefits (NMERB).

Prior Experience

Prior to joining, Brian served as manager in a Big Five consulting firm with over eight years of business development, large program management, and company operations experience. His responsibilities included managing complex system implementations, creating strategic business alliance relationships, and leading bottom-line focused eCommerce initiatives.

Brian provided program level management expertise serving as the acting Director of eCommerce for a large telecommunications client. His accomplishments included creating a roadmap for company-wide eCommerce initiatives; estimating project resources, costs, and benefits; managing the completion of several eCommerce projects on time and within budget; and defining a standard vendor selection process. His broad based industry experience spans information technology, telecommunications, semiconductors, and consumer products.

From these experiences, Brian became familiar with analyzing client requirements, creating roadmaps for future business processes, identifying any potential project gaps, managing both schedules and budgets, and implementing sustainable client solutions.

Education

Bachelors of Science, Industrial Engineering, University of Iowa



Ed Caseres

Project Manager

West Virginia Consolidated Public Retirement Board Pension Administration Solution Project – Staff Experience Summary

Staff Member Name:

Ed Caseres

Proposed Role on WVCPRB Project:

Project Manager

Number of years of professional experience -

Total: 25

Retirement system: 3.5

In role proposed for WVCPRB project: 10

Education (indicate institutions attended and degrees obtained):

Bachelors in Political Science, Claremont McKenna College

Masters of Business Administration, California State University, Long Beach Certified Project Management Professional, Project Management Institute

Professional Reference #1

Client Name and Address:

USVI – Government Employee Retirement System

3438 Kronprindsens Gade Ste. 1 St. Thomas, Virgin islands 00802

Contact Name:

Jasmin Greaux

Contact Title:

Special Assistant to the Administrator

Contact Phone: (340) 776-7703 Contact Email: jgreaux@usvigers.com

Start Date:

May 2012

End Date:

Current

Project Title:

V3 System Implementation

Staff Member's Role on Project:

Project Manager

Description of Services Provided:

Ed oversees the management of ongoing operations of the project for the client with regard to milestones, project progress, budget and quality; management of Vitech business and technical teams and allocating these team members to the appropriate tasks; status and plan updates for the client and Vitech; participation in project activities; coordinate the activities of sub-teams; resolution with client PM of problems and issues encountered by team members; and identification of risks and risk mitigation strategies.

Professional Reference #2

Client Name and Address:

USVI – Government Employee Retirement

System

3438 Kronprindsens Gade Ste. 1 St. Thomas, Virgin islands 00802

Contact Name:

Austin Nibbs

Contact Title: Adminstrator

Contact Email: anibbscpa@usvigers.com

Contact Phone: (340) 776-7703

Project Title:

V3 System Implementation

Staff Member's Role on Project:

Project Manager

Description of Services Provided:

Same as above.



West Virginia Consolidated Public Retirement Board Pension Administration Solution Project – Staff Experience Summary		
Start Date:	End Date:	
May 2012	Current	
	Professiona	I Reference #3
Client Name and Address: lowa Public Employees' Retirement System 7401 Register Drive P.O. Box 9117 Des Moines, IA 50306-9117		Project Title: V3 System Implementation
		Staff Member's Role on Project: Project Manager
Contact Name:		Description of Services Provided:
Rick Hindman		Ed oversees the management of ongoing
Contact Title: Chief Technology Officer &		operations of the project for the client with regard to milestones, project progress, budget and quality; management of Vitech business and technical teams and allocating these team members to the appropriate tasks; status and plan updates for the client and Vitech; participation in project activities; coordinate the activities of sub-teams; resolution with client
Co-Chair for Iowa's Technology Coordinating Committee		
Contact Phone: 515-281-0060 Contact Email: rick.hindman@ipers.org		
Start Date: Jan 2012	End Date: July 2013	PM of problems and issues encountered by team members; and identification of risks and risk mitigation strategies.



Resume of Ed Caseres

Summary of Experience

Ed Caseres is a Project Manager at Vitech Systems Group who has 20 years of experience in project management and the development of business systems, including the past three and a half years with Vitech. Ed has successfully managed V3 projects both during implementation phases and in production support mode. In recent years Ed's experience and projects have focused within public pension organizations including the Iowa Public Employees Retirement System and the Government of the US Virgin Islands.

Vitech Experience

Client:	U.S. Virgin Islands Government Employees Retirement System (GERS)	
Role on Team:	Project Manager	
Dates:	June 2012 – September 2013	

GERS, a public pension system with approximately 30,000 total lives, went live with the V3 System in February 2012 for all line of business functionality including membership, pension benefits, and loans benefits. GERS went live with Self-Service functionality in March 2013.

As the Project Manager for GERS, Ed has been responsible for managing the final delivery phase of the project, the warranty period, and post-implementation support. During this time Ed managed the day-to-day activities of the Vitech team and the related GERS team members during the implementation of the final phase and the help desk support during warranty and post implementation support.

Client:	Iowa Public Employees Retirement System (IPERS)	
Role on Team:	Project Manager	
Dates:	January 2012 – July 2013	

IPERS, a public pension system with approximately 270,000 total lives, went live with the V3 System in December 2011 for all primary line of business functionality and self-service functionality. During the Warranty Period Vitech delivered additional annual processes including 1099s, member statements, and actuarial reports.

As the Project Manager for IPERS, Ed has been responsible for managing the warranty and post-implementation support phases of the project. During this time Ed managed the day-to-day activities of the Vitech team and the related IPERS team members to: 1) deliver fixes for issues tracked during the Warranty Period; 2) establish a Help Desk; and 3) deliver functionality for annual processes including 1099s, member annual statements, and actuarial reports.



BAFO for a New Line of Business Solution - RFP CPR12026 Prepared for West Virginia Consolidated Public Retirement Board

Client:	Boilermakers National Fund (BNF)	
Role on Team:	Project Manager	
Dates:	September 2009– May 2011	

At BNF, Ed was responsible for overseeing the implementation phase for the V3 implementation including Pension, Contributions, Imaging, CRM, Workflow and Disbursements.

Prior Experience

Prior to joining Vitech, Ed worked for Sapient as both a Project Manager and a Release Manager. In these roles, he was responsible for managing integration testing of Sprint systems with the Amdocs billing system. He also managed a global delivery testing program overseeing teams of 90+ consultants across multiple geographies (U.S. and India) and provided test planning, vendor management, risk and issue management, communication planning, contingency planning, scope management and metric reporting. He was responsible for ongoing client satisfaction including managing peer-level client relationships (expectations, communications, negotiations, escalation, and feedback) and serving as the day-to-day project point of contact for the client.

Previous roles included Consultant on two separate CRM programs for KForce One, Director of Information Systems for Sphere Technology, and as Business Systems Manager, IT Project Lead, IT Manager, and Principal Program Manager for Sprint PCS. Ed also worked as a Manager – Sales Reporting Systems for PacifiCare Health Systems.

Education

Masters of Business Administration, California State University Long Beach Bachelor of Arts, Political Science, Claremont McKenna College Certification: Project Management Professional, Project Management Institute



Shawn Krug Segment Lead - ECM

We	est Virginia Consolida	ted Public Retirement Board
Pension Ad	ministration Solution	Project – Staff Experience Summary
Staff Member Name:		
Shawn Krug		
Proposed Role on W	VCPRB Project:	
Segment Lead - ECM		
Number of years of p	orofessional experien	ce –
Total: 18 Retir	ement system: 7	In role proposed for WVCPRB project: 7
Education (indicate i	nstitutions attended	and degrees obtained):
Extensive coursework	in Mathematics, Fairle	igh Dickinson University
		ocessor Technology, DeVry Technical Institute
	Profession	al Reference #1
Client Name and Add		Project Title:
32BJ Benefit Funds		V3 Implementation
25 West 18th Street		Staff Member's Role on Project:
New York, NY 10011		Segment Lead – Imaging
Contact Name:		Description of Services Provided:
Sarah Padilla		Shawn served as the expert for the V3
Contact Title:		imaging feature and seamlessly implemented
Business Analyst		the external enterprise content management systems now in use at the client.
Contact Phone:		Systems flow in use at the ellern.
(212) 539-2916		
Contact Email:		
spadilla@32bjfunds.co	om	
Start Date:	End Date:	
February 2011	Present	
		al Reference #2
Client Name and Add	lress:	Project Title:
32BJ Benefit Funds		V3 Implementation
25 West 18th Street New York, NY 10011		Staff Member's Role on Project:
		Segment Lead – Imaging
Contact Name:		Description of Services Provided:
Peter Cunningham		Same as above
Contact Title:		
Project Manager (Consultant)		
Contact Phone:		
(212) 539-2927		
Contact Email:		



Pension		ted Public Retirement Board Project – Staff Experience Summary
pcunningham@32	bjfunds.com	
Start Date:	End Date:	
February 2011	Present	
	Profession	al Reference #3
Client Name and Address: State Teachers Retirement System of Ohio 275 East Broad Street Columbus, OH 43215		Project Title: V3 Implementation
		Staff Member's Role on Project: Segment Lead – Imaging
Contact Name: Mary Wiedemer		Description of Services Provided: Shawn served as the expert for the V3 imaging feature and seamlessly implemented the external enterprise content management systems now in use at the client.
Contact Title: Member Benefits, IT Services		
Contact Phone: (614) 228-7233 Contact Email: wiedemem@strsol	h.org	
Start Date: June 2007	End Date: August 2008	



Resume of Shawn Krug

Summary of Experience

Shawn Krug is a Segment Lead with Vitech Systems Group who has 18 years of experience in the IT industry, 7 of which have been working with our V3 benefits administration solution. In this role, Shawn brings expertise with enterprise content management and many of our V3 functions with an emphasis on imaging, ad hoc query, workflow, call center and document generation. On a day-to-day basis, Shawn manages the development of product enhancements, which involves mapping business requirements to functionalities within the V3 system, creating technical specifications and ensuring we're meeting all technical requirements.

Vitech Experience

32BJ Benefit Funds		
Imaging Lead		
February 2011 – Present		
Iowa Public Employees' Retirement System		
Imaging Lead		
September 2008 – August 2009		
Massachusetts Teachers Retirement System		
Imaging Lead		
August 2008 – July 2009		
State Teachers Retirement System of Ohio		
Imaging Lead		
June 2007 – August 2008		
Directors Guild of America Producers Pension & Health Plans		
Imaging Lead		
June 2008 – March 2009		
Writers Guild of America Producers Pension & Health Plans		
Imaging Lead		
August 2006 – February 2007		



BAFO for a New Line of Business Solution - RFP CPR12026 Prepared for West Virginia Consolidated Public Retirement Board

Client:	Carpenters Fund Administrative Office	
Role on Team:	Imaging Lead	
Dates:	May 2006 – March 2007	

For each of the clients listed above, Shawn served as the expert on our V3 imaging feature and seamlessly implemented the external enterprise content management systems now in use at each client. He worked heavily with vendors on back file conversion and developed the client's back file conversion process going forward. He has implemented the client's ad hoc query features. He also created the current quality assurance processes for these conversions, which began with the training of countless client staff.

Prior Experience

Prior to joining Vitech, Shawn worked as a Senior Consultant for Island Computer Products where his largest client was the New York City Board of Education. In this role he implemented a web-based budgeting system to aid the client with meeting fiscal deadlines.

Before that, Shawn was a Senior Technical Associate with AT&T where he led two major projects: design and implementation of a change request tracking system, and design and development of a trouble tracking and reporting system.

Education

Extensive coursework in Mathematics, Fairleigh Dickinson University

Certifications

Certificate in Digital Electronics and Microprocessor Technology, DeVry Technical Institute



Jared Shaw

Segment Lead - Contributions

		ted Public Retirement Board Project – Staff Experience Summary
Staff Member Name:		The state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the s
Jared Shaw		
Proposed Role on W	VCPRB Project:	
Segment Lead - Contr	ributions	
Number of years of p	professional experienc	ce –
Total: 15 Retin	rement system: 8	In role proposed for WVCPRB project: 8
Education (indicate i	nstitutions attended a	and degrees obtained):
Bachelor of Science, E	Business Administration	n, University of Alabama
	Professiona	al Reference #1
Client Name and Add		Project Title:
Hawaii Employee's Ur	nion Trust Fund	V3 Implementation
201 Merchant Street Suite 1520		Staff Member's Role on Project:
Honolulu, HI 96813		Business Systems Lead / Project Manager
Contact Name:		Description of Services Provided:
Nicole Wong		As Business Lead, Jared was responsible for
Contact Title:		ensuring that the delivered V3 system meets all
Member Services Brar	nch	of the requirements; outlining the overall high level design for the project; determining all of
Contact Phone: (808) 587-5538		the detailed specification required to complete
Contact Email:		the project.
nicole.l.wong@hawaii.	gov	As the post implementation PM, ensured the
Start Date: June 2008	End Date: May 2011	project remained on schedule, within budget and within scope.
	Professiona	al Reference #2
Client Name and Add		Project Title:
Hawaii Employee's Un 201 Merchant Street	ion Trust Fund	V3 Implementation
Suite 1520		Staff Member's Role on Project:
Honolulu, HI 96813		Business Systems Lead / Project Manager
Contact Name:		Description of Services Provided:
Larry Nishihara		Same as above
Contact Title:		
Operations Manager (retired)		
Contact Phone: (808) 221-3593		
Contact Email:		
Inishihara@yahoo.com	1	



Pensio		idated Public Retirement Board ion Project – Staff Experience Summary
Start Date: June 2008	End Date: Mary 2011	
	Professi	onal Reference #3
Client Name and Address: Hawaii Employee's Union Trust Fund 201 Merchant Street Suite 1520 Honolulu, HI 96813		Project Title: V3 Implementation
		Staff Member's Role on Project: Business Systems Lead / Project Manager
Contact Name: Donna Tonaki		Description of Services Provided: Same as above
Contact Title: Financial Management Officer		
Contact Phone: (808) 586-1690 Contact Email: donna.a.tonaki@hawaii.gov		
Start Date : June 2008	End Date: May 2011	



Resume of Jared Shaw

Summary of Experience

Jared has over 18 years of systems development and implementation experience including almost 8 years of working at Vitech as a project manager and business analyst. He is experienced at forming and leading business and technology teams, and has excellent V3-specific implementation expertise. In addition, he possesses thorough knowledge and exposure in all SDLC phases and is an expert in 12 V3 modules: World, Enrollment, Contributions, Pension, Member Self Service, Employer Self Service, Workflow, Integration Tools, Query, Security, DataLoading, Compare Utility, Report, Imaging, Documents, and Batch Tools.

Vitech Experience

Client:	MetLife	
Role on Team:	Track Lead	
Dates:	May 2011 – Present	

In this role, Jared manages all sprint segments within the assigned tracks and is responsible for the solution design within the assigned tracks. Based on client requirements, Jared designs the solution and communicates the system updates or new features that are needed to development. He manages track resources to ensure that each task completed meets all of the requirements with a high level of quality, and meets with client track team often to demo the system changes and discuss requirements/issues.

Client:	Hawaii Employer-Union Health Benefits Trust Fund
Role on Team:	Project Manager .
Dates:	August 2010 – May 2011

Jared ensured the project remained on schedule, within budget and within scope. He managed resources to ensure that each task completed met all of the requirements with a high level of quality, and estimated new work through the change order process and scheduled new tasks within the current workload/project plan. Jared routinely met with the client to communicate status and resolve issues and identified potential risks and outlined plans for risk mitigation.

Client:	Hawaii Employer-Union Health Benefits Trust Fund	
Role on Team:	Business Systems Lead	
Dates:	June 2008 – August 2010	

In this role, Jared ensured that the delivered V3 system met all of the requirements with a high level of quality and routinely met with the client to understand the requirements and how they operate their business. He outlined the overall high level design for the project and determined all of the detailed specifications required to complete the project, assigning each specification to an analyst. Jared determined the priority and sequencing of all specifications within the project plan, reviewing and approving all specifications for correctness and completeness before work



was assigned to development. He worked with development to resolve issues and refine the design as feedback was received by the client, and he was involved in all other aspects of the project including test plans/ documentation, training, issue resolution, UAT, and data conversion.

Client:	Hawaii Employees' Retirement System	
Role on Team:	Self-Service and Workflow Lead	
Dates:	June 2007 – May 2008	

Jared implemented V3's Self-Service functionality and configured the Member Self-Service product to allow all members on-line form submission, pension estimates, demographic data, contribution history and on-line access to all correspondence. He also configured the Employee Self-Service product, which allows users the ability to submit/process work history and correct file errors on-line.

Client:	State of Georgia Department of Health	
Role on Team:	Enrollment Lead	
Dates:	December 2004 – May 2007	

Jared was in charge of all plan setup including life event enrollment rules, plan/option setup and option rate structure. He led the client team in gathering functional design requirements for the V3 product application and configured the Line-of-Business product allowing users to maintain benefits eligibility and enrollment information based on plan and event rules. He also configured the Member Self-Service product allowing 120,000 members direct access to benefits enrollment information and processing of life event.

Prior Experience

Prior to working at Vitech, Jared was a Project Manager/ Project Lead at Viewlocity. In this role, he was responsible for the on-time delivery and creation of architecture specifications for the client's land based logistics system. He worked with clients and other application providers to integrate warehouse management, logistics, and Supply Chain Event Management systems. Jared also assisted clients with change management planning and execution, and managed the responsibilities of internal consultants, remote partner consultants and client employees to ensure the delivery of an integrated solution. He led a team that developed solutions to manage spare parts, service parts repair, logistics tracking, order tracking, forecasting, and inventory, and guided integration teams to develop a seamless combined system.

Prior to working at Viewlocity, Jared was Lead Technical Resource at Peoplesoft. In this role, Jared was responsible for modifying PeopleSoft applications and creating extensions to the product; creating new applications to fill gaps between PeopleSoft and client requirements; and creating interfaces to and from PeopleSoft for HR data, GL data, deductions instructions, recruiting data, tax amounts, benefit elections and other data needed by 3rd party applications. He also was tasked with analyzing conversion requirements and creating programs to load and verify client data; and developing and modifying reports based on client needs.

Education

Bachelor of Science, Business Administration, University of Alabama



Varia Lvova

Segment Lead - Benefits

We	est Virginia Consolidat	ed Public Retirement Board
		Project – Staff Experience Summary
Staff Member Name:		reject Start Experience Summary
Varia Lvova		
Proposed Role on W	VCPRB Project:	
Segment Lead - Bene	N. B. J. J. J. M.	
	professional experienc	e –
	rement system: 7	In role proposed for WVCPRB project: 5
Education (indicate i	nstitutions attended a	
		, Pennsylvania State University
Project Management F	Professional, Project Ma	nagement Institute
	Professiona	I Reference #1
Client Name and Add		Project Title:
	ers' Retirement System	MyTRS – V3 System Implementation
One Charles Park, 2 nd		Staff Member's Role on Project:
Cambridge, MA 02142	-1206	Senior Solutions Manager, Business Lead
Contact Name:		Description of Services Provided:
Susan Morgan		Varia manages detailed day to day planning
Contact Title:		and execution of the design phase activities, such as discovery, requirements and detailed
Director of Strategic Pl Management	anning and Project	design sessions, design documents delivery.
-		She leads the team of Vitech analysts for
Contact Phone: (617) 679-6834		multiple areas and develops some of the more complex design specifications; assists with
Contact Email:		data conversion functional mapping and issue
susan.morgan@trb.sta	te.ma.us	resolution. Varia leads the following specific
Start Date:	End Date:	functional areas: Contributions, Employer Accounts, Service Purchases, Refunds and
August 2008	Present	Transfers, Member Accounts, Creditable
		Service, Reinstatements, Tax Reporting,
		Annual Statements, Member and Employer Self-Services, Reports, Imports/Exports,
		Workflow, and Correspondence processing.
		Reference #2
STORY OF THE STORY OF THE STORY OF THE STORY OF THE STORY OF THE STORY OF THE STORY OF THE STORY OF THE STORY OF THE STORY OF THE STORY OF THE STORY OF THE STORY OF THE STORY OF THE STORY OF THE STORY OF THE STORY OF THE STORY OF THE STORY OF THE STORY OF THE STORY OF THE STORY OF THE STORY OF THE STORY OF THE STORY OF THE STORY OF THE STORY OF THE STORY OF THE STORY OF THE STORY OF THE STORY OF THE STORY OF THE STORY OF THE STORY OF THE STORY OF THE STORY OF THE STORY OF THE STORY OF THE STORY OF THE STORY OF THE STORY OF THE STORY OF THE STORY OF THE STORY OF THE STORY OF THE STORY OF THE STORY OF THE STORY OF THE STORY OF THE STORY OF THE STORY OF THE STORY OF THE STORY OF THE STORY OF THE STORY OF THE STORY OF THE STORY OF THE STORY OF THE STORY OF THE STORY OF THE STORY OF THE STORY OF THE STORY OF THE STORY OF THE STORY OF THE STORY OF THE STORY OF THE STORY OF THE STORY OF THE STORY OF THE STORY OF THE STORY OF THE STORY OF THE STORY OF THE STORY OF THE STORY OF THE STORY OF THE STORY OF THE STORY OF THE STORY OF THE STORY OF THE STORY OF THE STORY OF THE STORY OF THE STORY OF THE STORY OF THE STORY OF THE STORY OF THE STORY OF THE STORY OF THE STORY OF THE STORY OF THE STORY OF THE STORY OF THE STORY OF THE STORY OF THE STORY OF THE STORY OF THE STORY OF THE STORY OF THE STORY OF THE STORY OF THE STORY OF THE STORY OF THE STORY OF THE STORY OF THE STORY OF THE STORY OF THE STORY OF THE STORY OF THE STORY OF THE STORY OF THE STORY OF THE STORY OF THE STORY OF THE STORY OF THE STORY OF THE STORY OF THE STORY OF THE STORY OF THE STORY OF THE STORY OF THE STORY OF THE STORY OF THE STORY OF THE STORY OF THE STORY OF THE STORY OF THE STORY OF THE STORY OF THE STORY OF THE STORY OF THE STORY OF THE STORY OF THE STORY OF THE STORY OF THE STORY OF THE STORY OF THE STORY OF THE STORY OF THE STORY OF THE STORY OF THE STORY OF THE STORY OF THE STORY OF THE STORY OF THE STORY OF THE STORY OF THE STORY OF THE STORY OF THE STORY OF THE STORY OF THE STORY OF THE STORY OF THE STORY OF THE STORY OF THE STORY OF THE STORY		Project Title:
	ers' Retirement System	MyTRS – V3 System Implementation
One Charles Park, 2 nd Floor Cambridge, MA 02142-1206		Staff Member's Role on Project:
		Senior Solutions Manager, Business Lead
Contact Name:		Description of Services Provided:
Lisa Maloney	DNO	Same as above.
Contact Title: Directo	r – PMO	



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Contact Phone: (617) 679-6811 Contact Email: lisa.maloney@trb.state	e.ma.us	
Start Date: August 2008	End Date: Present	
	Professi	onal Reference #3
Client Name and Address: Ohio Police and Fire Pension Fund 140 East Town Street Columbus, OH 43215		Project Title: NPAS - V3 System Implementation Staff Member's Role on Project: Solutions Manager
Contact Name: Keith Byrd		Description of Services Provided: Varia led design, implementation, and testing
Contact Title: Deputy Executive Director		of several key functional areas, including: Contributions, Employer Accounts, Benefits Processing (DROP), Transfers and Refunds,
Contact Phone: (614) 628-8413 Contact Email: kbyrd@op-f.org		Service Purchases, Court Orders and other Deductions, Tax Reporting, and Member and Employer Self-Services.
Start Date: May 2004	End Date: August 2008	



Resume of Varia Lvova

Summary of Experience

Varia Lvova is a Business Systems Lead with Vitech Systems Group who has over 12 years of experience in the information technology industry, 7 of which have been with Vitech. In this role, Varia has the responsibility for the overall system business design and delivery, specifically the overseeing and drafting of system design and test documents, and working closely with client SMEs, other Vitech analysts, and Vitech development team to ensure that the installed solution meets the client system requirements. She manages detailed planning of the system design phase and assists clients with change management issues facing all organizations implementing major new systems, such as V3.

Vitech Experience

Client:	Massachusetts State Teachers Retirement System (MTRS)	
Role on Team:	Senior Solutions Manager	
Dates:	August 2008 – present	

As a Solutions Manager and later a Senior Solutions Manger with MTRS, Varia leads the overall design phase of the MTRS 'Contributions' and 'Pension' phases of the project. In this role, she manages detailed day to day planning and execution of the design phase activities, such as discovery, requirements, and detailed design sessions and design documents delivery, and assists with project planning to ensure the design phase is completed on time. She leads the team of Vitech analysts for multiple areas and develops some of the more complex design specifications. Specific areas under her leadership at MTRS included Contributions, Employer Accounts, Service Purchases, Refunds and Transfers, Member Accounts, Creditable Service, Reinstatements, Tax Reporting, Annual Statements, Member and Employer Self-Services, as well as various sub-areas, such as Reports, Imports/Exports, Workflows, and Correspondence processing.

Varia further managers system testing for her areas and ensures that the delivered system configuration meets the requirements from the design documents. She also assists client and Vitech project management in change control process introduced by legislative changes, by conducting gap analysis and developing specifications of the required changes.

Varia has consistently demonstrated her superior analytical, problem solving, management and leadership skills by providing solutions that fully meet the client's needs and adhere to the client system requirements. She quickly learns and understands client business and recommends the most effective solutions that improve current business processes and provide efficiencies for the agency. Varia consistently received high marks for her effective communication, written, and client management skills, as well as for her professionalism.



BAFO for a New Line of Business Solution - RFP CPR12026 Prepared for West Virginia Consolidated Public Retirement Board

Client:	Ohio Police & Fire Pension Fund (OP&F)	
Role on Team:	Solutions Manager	
Dates:	May 2004 – August 2008	

As a Senior Solutions Analyst and later a Solutions Manger with OP&F, Varia was a lead in several areas of the project. Her primary responsibilities included facilitating requirement gathering sessions, translating business requirements into system design, creating functional specification documents, communicating functional requirements to the development team, conducting quality assurance, creating test documents, and facilitating user acceptance testing and issue resolution.

From this project she has developed expertise in Contributions, Benefits Processing, Transfers and Refunds, Service Purchases, Court Orders and other Deductions, Disbursements, Tax Reporting, and Member and Employer Self-Services. She was also involved in client training on Active Workflow and was the primary contact for User Acceptance Testing for the designated functional areas.

Varia has demonstrated the ability to quickly learn client business and deliver effective solutions using V3. She is highly regarded by the OP&F client and peers for her effective analyst, communication and management skills, as well as for her professionalism.

Prior Experience

Varia has over 6 years of experience as a Consultant and Senior Solutions Analyst for several IT system development and implementation projects for various public sector clients.

Prior to joining Vitech, Varia worked for American Management Systems (formerly AMS, currently AMS-CGI) as a Senior Consultant. She assumed a role of Functional Team Lead with a wide range of areas of expertise, including requirements definition, business and system analysis and design, implementation and outreach, quality assurance, user training, documentation, and project management. She was involved in several major procurements, including an Integrated Tax Revenue System for the Wisconsin Department of Revenue, an Unemployment Compensation System for the Pennsylvania Department of Labor and Industry, an Operations Management System for the Kentucky Transportation Council, and an Integrated Client Management system for the Ohio Department of Job and Family Services.

Education

Bachelor of Science, Business Administration, Pennsylvania State University

Certifications

Project Management Professional, Project Management Institute



Helene Richards

Segment Lead - Loans

		idated Public Retirement Board
Pensio	on Administration Soluti	ion Project – Staff Experience Summary
Staff Member Na Helene Richards Proposed Role of Segment Lead —	on WVCPRB Project:	
Number of vears	s of professional experie	ence –
Total: 14	Retirement system: 6	In role proposed for WVCPRB project: 6
Education (indic	ate institutions attende	ed and degrees obtained):
		n Systems, City University of New York vior, Polytechnic University
	Profession	onal Reference #1
Client Name and Address: Government Employees Retirement System		Project Title: M V3 Implementation
of the Virgin Islands 3438 Kronprindsens Gade, 3rd Floor Charlotte Amalie, Virgin Islands 00802		Staff Member's Role on Project: Subject Matter Expert
Contact Name: Carmen Walters		Description of Services Provided: Helene analyzes existing business processes
Contact Title: Director of Loans		and recommended process changes to improve efficiency and performance. She also designs process flows and advises business process owners on proposed design considerations.
Contact Phone: (340) 776-7703 Contact Email: cwalters@usvigers.com		
Start Date : June 2009	End Date: Present	
	Profession	onal Reference #2
Client Name and	Address:	Project Title:
New England Carpenters Benefit Fund 350 Fordham Road Wilmington, MA 01887		V3 Implementation Staff Member's Role on Project: Senior Solutions Analyst
Contact Name: Ingrid Bieren		Description of Services Provided: Helene provides product domain knowledge support for multiple V3 modules, including Contributions, Loans, Pension, Annuity/Participant Cash Accounts, Disbursements, Member and Employer Demographics, and Employer Self-Service. She also has been creating and executing testing, training, cutover and post production support strategy documents and conducting
Contact Title: Pension and Annuity Manager		
Contact Phone: (978) 752-1100 Contact Email: bieren@carpentersfund.org		



Pensior		dated Public Retirement Board on Project – Staff Experience Summary
Start Date: August 2006	End Date: Present	work sessions with users to define business requirements.
	Profession	onal Reference #3
Client Name and Address: New England Carpenters Benefit Fund 350 Fordham Road Wilmington, MA 01887		Project Title: V3 Implementation
		Staff Member's Role on Project: Senior Solutions Analyst
Contact Name: Sue Smith		Description of Services Provided: Same as above
Contact Title: Controller		
Contact Phone: (978) 752-1100		
Contact Email: ssmith@carpentersfund.org		
Start Date : August 2006	End Date: Present	



Helene Richards

Summary of Experience

Helene Richards is a Business Team Lead for Loans with Vitech Systems Group who has over 14 years of business functional experience, 6 of which have been with Vitech. Helene offers broad experience with the V3 solution, including the loans, and employer reporting modules as well as experience with vesting and PSC. She has a demonstrated ability to improve business efficiency by redesigning procedures, automating tasks and boosting associate morale.

Vitech Experience

Client:	New York City Board of Education Retirement System	
Role on Team:	Subject Matter Expert	
Dates:	January 2012 - June 2012	

In this role, Helene analyzed existing business processes and recommended process changes to improve efficiency and performance. She also designed process flows and advised business process owners on proposed design considerations.

Client:	Government Employees' Retirement System of US Virgin Islands (USVI)	
Role on Team:	Subject Matter Expert	
Dates:	June 2009 – Present	

In this role, Helene analyzed existing business processes and recommended process changes to improve efficiency and performance. She also designed process flows and advised business process owners on proposed design considerations.

Client:	New England Carpenters Benefit Funds	
Role on Team:	Senior Solutions Analyst	
Dates:	August 2006 - Present	

In this role, Helene provides product domain knowledge support for multiple V3 modules, including Contributions, Loans, Pension, Annuity/Participant Cash Accounts, Disbursements, Member and Employer Demographics, and Employer Self-Service. She also has been creating and executing testing, training, cutover and post production support strategy documents and conducting work sessions with users to define business requirements. She organizes training in all modules to facilitate knowledge transfer and usage of applications and manages User Acceptance Tests (UAT) with clients, including the testing of integration points between all modules being implemented.

Prior Experience



Prior to joining Vitech, Helene worked at Malcolm Pirnie Inc. as a Senior Benefits Analyst. In this role, Helene analyzed and documented business processes in order to determine the implementation strategy for the development and delivery of key process improvement initiatives and the execution of employee benefits administration policies and procedures. Helene's responsibilities included conducting interest interviews and interfacing with internal customers of varying levels in order to determine customer/stakeholder interests. She also was responsible for translating business requirements to functional specs for various information systems, participating in a PeopleSoft benefits administration process, data analysis, writing queries and generating reports, preparing project plans, and identifying project resources and project risks.

Before joining Malcolm Pirnie, Helene worked at Hewitt Associates as a Business Systems Analyst. Helene participated on a team that worked with clients to develop, implement and manage a Total Benefits Administration (TBA) System, which administered employee health and welfare, pension and 401(k) benefits. Her responsibilities included the analysis of plan requirements and system functionality, developing system specification documents and data flow diagrams, workflow analysis, data cleanup and conversion, interacting with 3rd party vendors, and developing functional specs for offshore processing. Helene participated in all phases of the SDLC, performed user acceptance and regression testing, benefit calculation validation, system functionality training and prepared end user documentation.

Prior to Hewitt, Helene served as a System Implementation Analyst at Royalblue Financial (name recently changed to Fidessa) a supplier of trading systems, market data and connectivity solutions to financial markets participants. She also worked as a Technical Assistant for Pfizer where she acted as a liaison between the technology and business units of the Corporate Environment, Health and Safety Department.

Education

Bachelor of Science, Computer Information Systems, City University of New York Master of Science in Organizational Behavior, Polytechnic University



Chaitanya Paliwal

Solution Architect / Technical Lead

West Virginia Consolidated Public Retirement Board Pension Administration Solution Project – Staff Experience Summary

Staff Member Name:

Chaitanya Paliwal (CP)

Proposed Role on WVCPRB Project:

Solution Architect / Technical Lead

Number of years of professional experience -

Total: 18

Retirement system: 13

In role proposed for WVCPRB project: 8

Education (indicate institutions attended and degrees obtained):

Bachelor of Science, Electronics & Telecommunications Engineering, Devi Ahilya University

Masters of Business Administration, Management Information Systems and Marketing, Institute of Management Studies

Professional Reference #1 Client Name and Address: **Project Title:** Amalgamated Life Insurance Company V3 System Implementation 333 Westchester Ave Staff Member's Role on Project: White Plains, NY 10604 Product Technical Lead **Contact Name:** Description of Services Provided: Robert Finocchio CP was associated with the ALICO project as a Product Technical Lead and helped in design Contact Title: and implementation of enrollment and **Executive Director** contributions systems. During the Contact Phone: (914) 367-5375 implementation he architected a solution to **Contact Email:** support multiple companies in V3. rfinocchio@amalgamatedlife.com Start Date: End Date: January 2009 July 2012

Professional Reference #2 Client Name and Address: **Project Title:** 32BJ Benefit Funds V3 System Implementation 25 West 18th Street Staff Member's Role on Project: New York, NY 10011-4676 Product Technical Lead **Contact Name: Description of Services Provided:** Peter Cunningham CP was responsible for solutions design, product development management and Contact Title: implementation of World and Contributions Professional Services Manager modules. **Contact Phone:** (212) 539-2927 **Contact Email:** pcunningham@winmill.com

End Date:

Start Date:



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January 2009	June 2012	
	Professio	nal Reference #3
Client Name and A	ddress:	Project Title:
Ohio Police and Fire	Pension Fund	NPAS – V3 System Implementation
140 East Town Street Columbus, Ohio 43215		Staff Member's Role on Project: Development Manager
Contact Name:		Description of Services Provided:
Keith Byrd		CP was responsible for the design, development and implementation of V3. He supported the release management and quality assurance for the V3 System, as well as the analysis and conversion of legacy data to the V3 System.
Contact Title:		
Deputy Executive Di	rector	
Contact Phone:		
(614) 628-8413		
Contact Email:		
kbyrd@op-f.org		
Start Date:	End Date:	
March 2003	December 2005	



Resume of Chaitanya Paliwal

Summary of Experience

Chaitanya Paliwal (CP) is a Product Technical Lead at Vitech Systems Group who has 18 years of experience in software design, development, and implementation as well as technical modeling. CP has spent the past 10 years using his analytical skills when implementing our V3 solution.

As Product Technical Lead, CP is responsible for performing tasks on all system implementations and module enhancements. Those tasks include acting as the liaison to the client team during the product release process, conducting post-build testing for all release issues prior to product release, managing the QA regression testing of any release and fixing regression bugs, as well as systems testing and risk management. He also works with business analysts to create new business requirements as well as organize and plan migration of many legacy systems, both for application and database.

He is responsible for release management, development and implementation of critical production issues, and enhancements to existing functionality. He debugs and QA tests client/server applications in Java, Oracle, Sybase, PowerBuilder, and Visual Basic.

Currently, CP works on the Product Team as a Technical Lead for V3's World and Contribution modules. In this capacity, he works with a team of developers for the timely delivery of product functionality enhancements to meet specific project milestones.

Vitech Experience

Client:	Amalgamated Life Insurance Company (ALICO)	
Role on Team:	Product Technical Lead	
Dates:	January 2009 – July 2012	

CP was associated with the ALICO project as a Product Technical Lead and helped in design and implementation of enrollment and contributions systems. During the implementation he architected a solution to support multiple companies in V3.

Client:	Writers Guild of America Pension Plan and Writers' Guild-Industry Health Fund	
Role on Team:	Module Lead	
Dates:	January 2006 – December 2008	

For this client, CP was actively involved in the implementation of our V3 world and contribution modules. In this capacity, he worked with a team of developers to enhance product functionality while meeting specific project milestones.



Client:	Ohio Police and Fire Pension Fund (OP&F)	
Role on Team:	Technical Lead	
Dates:	March 2003 – December 2005	
Client:	Oklahoma State and Education Employees' Group Insurance Board	
Role on Team:	Technical Lead	
note off Team.	l echnical Lead	

For the OP&F and the Oklahoma State and Education Employees' Group Insurance Board, CP served as the Technical Lead for our enrollment and premium billing modules. In this role, he oversaw the architecture, design and development of these modules and managed a team of developers to enhance the functionality for each client.

CP has also worked on projects for the Central States Teamsters Health & Welfare Pension Funds, Electrical Insurance Trustees, 32BJ Benefit Funds and Steamfitters' Industry Funds.

Prior Experience

Prior to joining Vitech, CP was a Lead Developer Consultant at Merck Medco Managed Care for three years. In this role, he designed the PowerBuilder application architecture and utilities for report generation. He also created a user-friendly interface, mapped security objects and controls to business functions, and was responsible for source code management during the application development process.

Prior to joining to Merck, CP served as Systems Analyst at Galaxy, Inc. In this position, he created financial accounting application software that could be further customized to client-specific requirements. Before that, CP had worked as Technical Lead and Developer on for various businesses and their applications and software packages using Informix and FoxPro. He also conducted systems analysis and design for a Human Resource Management software product created in Visual Basic.

Education

Bachelor of Science, Electronics and Telecommunications Engineering, Devi Ahilya University – India

Masters of Business Administration, Management Information Systems and Marketing, Institute of Management Studies



Tom Cheng

Application Development Lead

West Virginia Consolidated Public Retirement Board Pension Administration Solution Project – Staff Experience Summary

Staff Member Name:

Tom Cheng

Proposed Role on WVCPRB Project:

Application Development Lead

Number of years of professional experience -

Total: 16

Retirement system: 6

In role proposed for WVCPRB project: 6

Education (indicate institutions attended and degrees obtained):

Bachelor of Science, Civil Engineering, Syracuse University Master of Science, Computer Science, Polytechnic University Sun Certified Programmer for Java 2 Platform

IBM Certified System Administrator - IBM WebSphere Portal V5.0

	Professiona	I Reference #1
Client Name and Address: Massachusetts Teachers' Retirement System One Charles Park, 2 nd Floor Cambridge, MA 02142-1206		Project Title: MyTRS – V3 System Implementation
		Staff Member's Role on Project: Development Manager
Contact Name:		Description of Services Provided:
Susan Morgan		Tom serves as the primary technical contact or the project. His responsibilities include supervision/hiring/training of Vitech development and maintenance staff, release/environment management, setting up processes and procedures for testing the system, and recommending solutions for implementation of the client's requirements.
Contact Title: Director of Strategic Planning and Project Management		
Contact Phone: (617) 679-6834 Contact Email: susan.morgan@trb.state.ma.us		
Start Date:	End Date:	
September 2008	Present	

Professional Reference #2 Client Name and Address: **Project Title:** Massachusetts Teachers' Retirement System MyTRS - V3 System Implementation One Charles Park, 2nd Floor Staff Member's Role on Project: Cambridge, MA 02142-1206 Development Manager **Description of Services Provided: Contact Name:** Domenic Musto Same as above. Contact Title: Infrastructure Planning Officer Contact Phone: (808) 586-1711 **Contact Email:** domenic.musto@trb.state.ma.us



Pension		dated Public Retirement Board on Project – Staff Experience Summary
Start Date: March 2006	End Date: June 2009	
	Profession	onal Reference #3
Client Name and Address: Hawaii Employees' Retirement System 201 Merchant Street, 14th floor Honolulu, HI 96813		Project Title: V3 System Implementation
		Staff Member's Role on Project: Development Manager
Contact Name: Keith Miyamoto		Description of Services Provided: Tom served as the primary technical contact during the implementation phase of the project His responsibilities included supervision/hiring/training of Vitech development and maintenance staff, release/environment management, setting up processes and procedures for testing the
Contact Title: Branch Chief for IS Department		
Contact Phone: (808) 586-1711 Contact Email: miyamotok@hiers.org		
Start Date: March 2006	End Date: June 2009	system, and recommending solutions for implementation of the client's requirements



Resume of Tom Cheng

Summary of Experience

Tom Cheng is a Senior Technical Manager with Vitech Systems Group who has 14 years of experience in the IT industry, 8 of which have been with Vitech. He has specific experience with web-based, n-tier application development, and working with the J2EE Platform. As Technical Lead, he is involved in the full project life cycle including the analysis, design, programming, and implementation of various business applications. Tom brings a wealth of experience in the development of systems utilizing Java, J2EE (Servlets, JSP, EJB, JMS), XML, Struts, Spring, Hibernate, SQL, IBM WebSphere Portal, JBoss, Oracle, DB2. He also has experience in a large number of programming languages, operating systems, integrated development environments, application and web servers, databases, and other computer programs.

On a day-to-day basis, Tom manages the development of product enhancements, which involves mapping business requirements to functionalities within the V3 system, creating technical specifications and ensuring the technical team is meeting all technical requirements.

Vitech Experience

Client:	Iowa Public Employees Retirement System (IPERS)	
Role on Team:	Senior Technical Manager	
Dates:	July 2011 – Present	

As the Senior Technical Manager for IPERS, Tom leads a team of 12 developers. In this role he regularly organizes code reviews and enforces coding standards and best practices. He also helped with developing technical documentation, Java and Oracle development, quality assurance, and release management. His work continues to promote team collaboration during the development process.

Client:	Massachusetts Teacher's Retirement System (MTRS)	
Role on Team:	Senior Technical Manager	
Dates:	September 2008 – Present	

As the Senior Technical Manager for MTRS, Tom hired and trained the technical team of 11 developers that he is currently leading. His team has successfully implemented V3's imaging, world, contributions, SCP, pension, disbursement, and self-service modules. Additionally, Tom assists with client requirements gathering, developing technical documentation, Java and Oracle development, quality assurance, and release management. He assisted in the infrastructure design and hosting support of the client's application environments. He also provided recommendations on product-level enhancements, which included data auditing, security, the development of accessibility standards and standards for performance testing and test automation.



Client:	Hawaii Employees Retirement System (HIERS)	
Role on Team:	Technical Manager	
Dates:	March 2006 – June 2009	

As the Technical Manager for HIERS, Tom implemented the imaging, world, contributions, SCP, pension, disbursements, and self-service modules. In addition to leading a team of 11 developers, Tom regularly organized code reviews and provided recommendations on product-level enhancements, which included the creation of Interactive PDF Forms, 3D Bar Code integration to documents, and several Doc Shell Editor enhancements.

Client:	Wichita Employees Retirement System (WERS)	
Role on Team:	Technical Manager	
Dates:	October 2006 – April 2007	

For this client, Tom implemented V3's world, contributions, pension, and disbursements modules. He was involved in hiring, training, and serving as the technical lead for a team of four developers. Again, he organized code reviews and also assisted with client requirements gathering, developing technical documentation, Java and Oracle development, quality assurance, and release management.

Prior Experience

Prior to joining Vitech, Tom worked as a Project Manager and Software Architect with E2 Consulting Group. In these roles, Tom was responsible for use cases, UML diagrams, and gathering functional requirements using Rational Requisite Pro. He designed the data and object model using Rational Rose and led and trained a team of three developers in the Rational Unified Process and the implementation using Eclipse 2.1 and Maven. Additionally, he set up presentations for the client to review progress and attain feedback on functionality, and regularly organized code reviews to check progress and quality of work.

Before E2, Tom worked as a Senior Software Developer, Lead Software Developer, and Programmer-Analyst for three separate software development firms, including one mobile developer. Tom also worked as an Internet Technologist for the Polytechnic Research Institute.

Education

Bachelor of Science, Civil Engineering, Syracuse University Master of Science, Computer Science, Polytechnic University

Certifications

Sun Certified Programmer for Java 2 Platform

IBM Certified System Administrator - IBM WebSphere Portal V5.0



Alice Rischert

Data Lead

		ted Public Retirement Board Project – Staff Experience Summary	
Staff Member Name		Troject - Stail Experience Summary	
Alice Rischert			
Proposed Role on \	WVCPRB Project:		
Data Lead			
	professional experience	•	
	tirement system: 7	In role proposed for WVCPRB project: 15	
	institutions attended a Administration, Informati	on Technology, Pforzheim University	
	Professiona	il Reference #1	
Client Name and Ad	ldress:	Project Title:	
1199 SEIU Benefit P		V3 System Implementation	
310 West 43rd Stree New York, NY 10036	-	Staff Member's Role on Project:	
New Tork, NT 10000		Data Lead	
Contact Name: Mr.	Ivan Kolodny	Description of Services Provided:	
Contact Title: Direct	or, IT	Alice led the data conversion for World,	
Contact Phone: (646	3) 473-6610	Contributions, Eligibility, COBRA, Pension, Disbursements, Imaging and Disability Claims	
Contact E-	11006	which involved large data volumes involving	
mail:Ivan.Kolodny@	End Date:	multiple client systems.	
October 2006	September 2011		
October 2000		I Reference #2	
Client Name and Ad		Project Title:	
		V3 System Implementation	
46 State House Station		27 XAU XXXX 1984 1984 19 30 30 30	
Augusta, ME 04333-0046		Staff Member's Role on Project: Data Lead	
Contact Name:		Description of Services Provided:	
Christine Gianopoulo	s	Alice led the data conversion for World,	
Contact Title:		Contributions, Part Acct, SCP, Pension,	
Deputy Executive Dir		Disbursements, and Enrollment. This particular client had complex data requirements	
Contact Phone: (201) 512-3107		due to the large size of the pension fund, which	
Contact E-mail:		Alice was able to from her experience using	
Christine.Gianopoulos@mainepers.org		Vitech's proven testing methodology.	
Start Date: January 2006	End Date: January 2012		
Juliuary 2000		I Potoronoo #2	
Professional Reference #3			
Client Name and Address: Orange County Employees' Retirement		Project Title: V3 System Implementation	
orango county Employees Tremement vo cystem implementation			



		olidated Public Retirement Board ution Project – Staff Experience Summary
System 2223 E. Wellington Ave., Ste. 100 Santa Ana, CA 92701		Staff Member's Role on Project: Data Lead
Contact Name: Jenny Sadoski		Description of Services Provided: Alice is leading the data conversion for the pension system involving World, Contributions Part Account, SCP, Pension, Disbursements, and Imaging. In this role, she is responsible for writing test case scenarios, mapping legacy data to the V3 solution, performing data audits using our Scorecard approach, and ensuring Vitech analysts are properly testing all
Contact Title: IT Operations Supervisor		
Contact Phone: (714) 5694856 Contact E-mail: jsadoski@ocers.org		
Start Date: December 2010	End Date: Present	scenarios.



Resume of Alice Rischert

Summary of Experience

Alice Rischert has over 20 years of experience managing systems integrations and working as a data architect. She has been a vital member of our team over the past 8 years by providing expertise on Oracle databases, structured design methodologies, data warehousing, systems integration and relational database design.

While she is focused on data conversion, testing and mapping of our V3 solution on a day-to-day basis, Alice is dedicated to being a leader within the information technology industry. She previously served as the Program Chair at Columbia University's School of Continuing Education where she oversaw the curriculum for the school's database application and design program. She's also the author of four bestselling Oracle SQL books published by Prentice Hall as well as the author of one of the top five most popular articles on the Oracle Technology Network in 2007.

As a leader within the industry, Alice's wealth of knowledge provides our clients with a greater sense of certainty that our solution will help support their business strategy years down the road.

Vitech Experience

Client:	United Nations Joint Staff Pension Fund	
Role on Team:	Data Lead	
Dates:	June 2012 – Present	

As the Data Lead for this client, Alice is responsible for analyzing data structures and identifying the sources for conversion. She also develops manual and automatic data cleansing strategies to help prevent incorrect data, and develops migration strategies for any issues that may occur.

Client:	Board of Education Retirement System of the City of New York	
Role on Team:	Data Lead	
Dates:	December 2009 – Present	

For this client, Alice is responsible for ensuring technical data requirements meet the business requirements by developing technical specifications and managing data conversion efforts. She maps legacy client data to our V3 system and coordinates with a third party vendor to develop conversion data and system interface test plans, then document the results. She also works closely with business users and internal client staff to determine reconciliation target fields to ultimately ensure all data is correctly converted to our V3 solution.

Client:	MainePERS
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BAFO for a New Line of Business Solution - RFP CPR12026 Prepared for West Virginia Consolidated Public Retirement Board

Role on Team:	Data Lead
Dates: July 2006 - September 2012	

As the Data Conversion Lead for MainePERS, Alice analyzes current data structures and data dictionaries and documents the layout of the legacy system along with the requirements to successfully transition it to our V3 solution. She works closely with the client and our project team and leads the development of data conversion scripts while identifying overlaps, conflicts or missing source information to ensure data is correctly migrated to our solution. She also develops the clients test plans and coordinates the testing of converted data.

Alice also held similar responsibilities to those previously mentioned while working as Data Conversion Lead for the 1199 Service Employees International Union, UNITE HERE, and the Screen Actors Guild Producers Pension and Health Plans.

Prior Experience

Prior to joining Vitech, Alice worked for Ecteon, Inc. in a number of roles for over 9 years including Senior Client Partner, Principal, Lead Data Architect and Database Administrator.

Education

Masters of Business Administration, Information Technology, Pforzheim University



Paul Kelly Infrastructure Lead

West Virginia Consolidated Public Retirement Board Pension Administration Solution Project – Staff Experience Summary				
Staff Member Name:				
Paul Kelly	Paul Kelly			
Proposed Role on W	VCPRB Project:			
Infrastructure Lead				
Number of years of	professional experienc	e –		
Total: 24 Reti	Total: 24 Retirement system: 14 In role proposed for WVCPRB project:			
2003 SC CAD (0000-000 S)	institutions attended a l Computer Science, Long	-		
	Professiona	I Reference #1		
Client Name and Add		Project Title:		
Massachusetts Teach One Charles Park, 2 nd	ers' Retirement System	MyTRS – V3 System Implementation		
Cambridge, MA 02142		Staff Member's Role on Project: Infrastructure Lead		
Contact Name:	*	Description of Services Provided:		
Domenic Musto		Paul was responsible for all infrastructure related to the V3 implementation at MTRS.		
Contact Title: Infrastructure Planning	g Officer	Continued Hosting Services.		
Contact Phone: (808) 586-1711 Contact Email: domenic.musto@trb.state.ma.us				
Start Date:	End Date:			
March 2009	Present			
		Reference #2		
Client Name and Add Amalgamated Life Inst	ATT (476-907) AT (A)	Project Title: V3 Implementation		
333 Westchester Avenue White Plains, NY 10604		Staff Member's Role on Project: Infrastructure Lead		
Contact Name: Mr. R	obert Finocchio	Description of Services Provided:		
Contact Title: Executive Director, IT		Paul was responsible for all infrastructure related to the V3 implementation.		
Contact Phone: (914) 367-5375 Contact E-mail: rfinocchio@amalgamatedlife.com				
Start Date: End Date:				
March 2009	July 2010			
	Professional	Reference #3		



Pensio		dated Public Retirement Board on Project – Staff Experience Summary
Client Name and Address: Steamfitters Industry Fund Office 5 Penn Plaza, 19 th Floor New York, NY 10001		Project Title: V3 System – Hardware Replenishment Staff Member's Role on Project: Infrastructure Lead
Contact Name: Sean Driscoll		Description of Services Provided: Paul worked with SIFO on a complete hardware upgrade of all systems at SIFO Headquarters. In addition he worked on the installation and configuration of Disaster Recovery at SIFO Satellite office.
Contact Title: Director of IT		
Contact Phone: (917) 281-9536 Contact E-mail: seand@steamny.com		
Start Date: August 2010	End Date: April 2011	



Resume of Paul Kelly

Summary of Experience

Paul Kelly is an Infrastructure Lead at Vitech Systems Group who has 13 years of experience working with clients to implement our V3 System. He's our in-house expert on network, server and SAN architecture who has been responsible for our transition into virtual infrastructures, resulting in more end-user support for our clients.

In his current role, Paul is responsible for infrastructure specifications listed in our new business proposals, infrastructure deployment and support for live projects, V3 client hosting, infrastructure benchmarking and research and development.

Vitech Experience

Client:	Orange County Employees' Retirement System (OCERS)	
Role on Team:	Infrastructure Lead	
Dates:	September 2010 – Present	
Client:	New York City Board of Education Retirement System (BERS)	
Roles on Team:	Infrastructure Lead	
Dates:	December 2009 – Present	
Client:	State of Hawaii Employer-Union Health Benefits Trust Fund (HIERS)	
Role on Team:	Infrastructure Lead	
Dates:	July 2008 – July 2009	
Client:	Government Employees' Retirement System of US Virgin Islands	
Role on Team:	Infrastructure Lead	
Dates:	March 2008 – January 2009	

As Infrastructure Lead for OCERS, HIERS and GERS, Paul developed specifications for hardware and software platforms of our V3 solution. He also was responsible for outlining infrastructure needs at each operating hosting facility and developed the implementation plan for those needs while procuring all required system components.

Client:	Massachusetts Teachers' Retirement System (MTRS)	
Role on Team:	Director of Hosting & Infrastructure Services	
Dates:	June 2008 – February 2010	

For this client, Paul was responsible for planning and implementing infrastructure needs at disaster recovery hosting facilities. He also developed the clients' disaster recovery plan, security plan, and operations playbook while working with the IT Division to ensure security policies met state requirements.

Paul also worked in various capacities for our OP&F, PSERS, and CSF clients, where his responsibilities included, technical and strategic infrastructure direction, product development, and interface design strategies. He worked directly with our senior analyst, data conversion, and testing team leads as they created technical configurations of our V3 system, including programming and design. This work ensured that our final installed solution was sustainable and met all client requirements.

Prior Experience

Prior to joining Vitech, Paul worked as a Technical Project Manager and Lead Software Engineer for a large corporation focused on the real estate and travel industries.

Education

Bachelor of Science, Computer Science, Long Island University, NY



Neil Sullivan

Testing/Quality Assurance Lead

	West Virginia Consolic	lated Public Retirement Board
Pensio		on Project – Staff Experience Summary
Staff Member N Neil Sullivan Proposed Role	ame: on WVCPRB Project:	ATT TO JOST CHAIN EXPENDING COmmittee y
Testing / QA Lea	200 av 200 man 20	
	s of professional experie	
Total: 17	Retirement system: 9	In role proposed for WVCPRB project: 4
Bachelor of Scie Master of Busine	ess Administration, Finance	I and degrees obtained): ates Military Academy at West Point and Operations, Indiana University Certified Business Analyst
	Professio	nal Reference #1
Client Name and Address: Massachusetts Teachers' Retirement System One Charles Park, 2 nd Floor Cambridge, MA 02142-1206		Project Title: m MyTRS – V3 System Implementation
		Staff Member's Role on Project: Testing Lead
Contact Name:		Description of Services Provided:
Susan Morgan Contact Title: Director of Strategic Planning and Project Management		Neil led the first two Production Rollouts which include Imaging, Workflow, Contributions, Finance and Employer Self Service. He is currently leading the final Production Rollout of Pension, Disbursements, Healthcare, 1099, Service Credit Purchases and Member Self Service. His role includes working with the client to define requirements, prepare design specifications, develop the testing strategy, ar lead the testing and production deploy efforts.
Contact Phone: (617) 679-6834 Contact Email: susan.morgan@trb.state.ma.us		
Start Date: July 2008	End Date: Present	lead the testing and production deploy enorts.
	Profession	nal Reference #2
Client Name and Address: Massachusetts Teachers' Retirement System One Charles Park, 2 nd Floor Cambridge, MA 02142-1206		Project Title: m MyTRS – V3 System Implementation Staff Member's Role on Project: Testing Lead
Contact Name: Lisa Maloney		Description of Services Provided: Same as above.
Contact Title: Director – PMO Contact Phone: (617) 679-6811		

Contact Email:



	NAME OF TAXABLE PARTY.	lidated Public Retirement Board tion Project – Staff Experience Summary
lisa.maloney@trb.sta	te.ma.us	
Start Date: July 2008	End Date: Present	
	Profess	ional Reference #3
Client Name and Address: Ohio Police and Fire Pension Fund 140 East Town Street Columbus, OH 43215		Project Title: NPAS - V3 System Implementation Staff Member's Role on Project: Project Manager
Contact Name: Keith Byrd		Description of Services Provided: Neil led a broad V3 implementation of several modules, including Contributions, Pension, Disbursements, 1099s, Healthcare, Finance, Service Credit Purchases, Workflow, Imaging and Employer Self Service. His role included Project Management responsibilities along with leading the testing and production deploy efforts.
Contact Title: Deputy Executive Director		
Contact Phone: (614) 628-8413 Contact Email: kbyrd@op-f.org		
Start Date: June 2004	End Date: July 2008	



Resume of Neil Sullivan

Summary of Experience

Neil Sullivan is a Testing / Quality Assurance Lead with Vitech Systems Group who has over 17 years of experience in the information technology industry, 9 of which have been with Vitech. Neil is experienced in the core areas of project management, software package enabled redesign, systems troubleshooting, and streamlining business applications for organizational effectiveness. Neil offers broad experience with the V3 solution with an emphasis on Contributions, Pension, Disbursements, 1099, Service Credit Purchases, Imaging, Active Workflow, Finance, Healthcare, Imports and Exports. He has established himself as a trusted advisor to many of our largest clients.

Relevant Experience

Client:	Massachusetts Teachers' Retirement System	
Role on Team:	Testing Lead	
Dates:	June 2008 – Present	

As the Testing Lead for the Massachusetts Teachers' Retirement System Neil has successfully led the first two Production Rollouts which include Imaging, Workflow, Contributions, Finance and Employer Self Service. He is currently leading the final Production Rollout of Pension, Disbursements, Healthcare, 1099, Service Credit Purchases and Member Self Service. His role includes working with the client to define requirements, prepare design specifications, develop the testing strategy, and lead the testing and production deploy efforts.

Client:	Ohio Police & Fire Pension Fund	
Role on Team:	Project Manager	
Dates:	June 2004 – June, 2008	

As the Project Manager for the Ohio Police & Fire Pension Fund, Neil successfully led a broad V3 implementation of several modules, including Contributions, Pension, Disbursements, 1099s, Healthcare, Finance, Service Credit Purchases, Workflow, Imaging and Employer Self Service. His Role included Project Management responsibilities along with leading the testing and production deployment efforts.

Client:	Central States Funds	
Role on Team:	Project Manager / Solutions Analyst	
Dates:	June 2003 – June , 2004	

For this client, Neil functioned as a Project Manager where he worked directly with the client to identify business process within the V3 application, and coordinated development efforts to insure timely and accurate software releases. In addition, Neil was the Solutions Analyst for the Field Audit Module and Oracle 9i Upgrade. This role included requirements gathering, writing



detailed business and technical specifications, quality insurance testing, and hands on training with the client.

Client:	Hotel & Restaurant International Union Health & Welfare & Pension Plans (HEREIU)	
Role on Team:	Project Manager	
Dates:	June 2003 – June 2004	

For HEREIU, Neil served as a Project Manager. In this role, he identified business process priorities as they relate to the V3 solution and coordinated their Oracle 9i Upgrade efforts.

Client:	Laborers District Council of Chicago	
Role on Team:	Solutions Analyst	
Dates:	March 2004 – May 2004	

As a Solutions Analyst for this client, Neil helped solve ongoing maintenance issues through quality assurance testing for our Import and Export modules.

Prior Experience

Prior to joining Vitech, Neil was Project Manager and Consultant at Siebel Systems, Inc. for over three years. He served as both a Project Manager and Analyst on a variety of Siebel core and specialty products including, Call Center, Service, ERM, PRM, Web Service, and Web Sales. He was responsible for developing project plans and level of effort estimates, facilitating requirements gathering and integration workshops, developing gap analysis for functional requirements, resolving open issues, mitigating project risks, and submitting status reports. He also prepared Technical Design Documents and Test Plans and performed configuration and setup tasks.

Prior to joining Siebel Systems, Inc., Neil worked for Deloitte Consulting Group as a Project Manager for four years. As Project Manager, he was responsible for the global development and rollout of a Sales and Operations Planning Process as part of a SAP software implementation. He also assisted in the implementation of Oracle Manufacturing Applications, including Inventory, MRP, and Purchasing.

Prior to his position with Deloitte, Neil served the United States Army as a Captain. For four years he was responsible for planning and leading the training for a platoon of 34 soldiers, coordinating logistics for field training exercises and graduating from Ranger School in both Airborne and Air Assault.

Education

Bachelor of Science, Economics, United States Military Academy at West Point Master of Business Administration, Finance and Operations, Indiana University

Certifications

Siebel 7 Certified Consultant and a Siebel 7 Certified Business Analyst



James Klasen

Change Management/Training Lead

W IVI I O III I B I I B I I			
West Virginia Consolidated Public Retirement Board Pension Administration Solution Project – Staff Experience Summary			
		Project – Staff Experience Summary	
Staff Member Nam	e:		
James Klasen			
Proposed Role on WVCPRB Project:			
Change Manageme	nt / Training Lead		
Number of years of professional experience –			
Total: 13 Re	tirement system: 13	In role proposed for WVCPRB project: 7	
Education (indicate	institutions attended a	nd degrees obtained):	
Bachelor of Arts, Po	litical Science, Lake Fores	st College	
	Professiona	I Reference #1	
Client Name and A		Project Title:	
Maine Public Employ	yees Retirement System.		
46 State House Stat	· · · · · · · · · · · · · · · · · · ·	St. St. St. St. St. St. St. St. St. St.	
Augusta, ME 04333-	0046	Staff Member's Role on Project:	
		Testing Manager / Training Lead	
Contact Name:		Description of Services Provided:	
Lindy Henninger		James served as the Training Lead for	
Contact Title:		MainePERS, overseeing the creation of client user documentation and training materials as	
Project Manager		well as managing the design, development,	
Contact Phone:		and delivery of several new training modules. He created a series of client-customized,	
(207) 512-3100	W 7 2 4		
	y.Henninger@mainepers.org	hands-on training materials and reference guides to enhance the classroom experience.	
Start Date:	End Date:	He was also the User Acceptance Testing	
May 2008	September 2010	Manager and provided training on the UAT	
		methodology.	
		Reference #2	
Client Name and Ad	ddress:	Project Title:	
State of Hawaii ERS		V3 System Implementation	
201 Merchant Street			
Honolulu, HI 96813-2980		Staff Member's Role on Project:	
Contact News		Testing and Training Manager	
Contact Name:		Description of Services Provided:	
Keith Miyamoto		James served as the Testing and Training Manager for HIERS where he built a 6-month comprehensive training strategy covering all components of the V3 system to date. He was directly responsible for the development of all training materials, user documentation, and additional reference guides per the client	
Contact Title:			
ERS Project Manager Contact Phone:			
(808) 586-1711			
Contact E-mail:			



West Virginia Consolidated Public Retirement Board Pension Administration Solution Project – Staff Experience Summary		
miyamotok@hiers.org		requirements. He was also responsible for designing a testing strategy and ensuring client
Start Date: June 2006	End Date: October 2008	understanding of the testing methodology.
	Professiona	I Reference #3
Client Name and Address: Government Employees' Retirement System of the US Virgin Islands 3438 Kronprindsens Gade, 3rd Floor St. Thomas, V.I. 00802		Project Title: V3 System Implementation
		Staff Member's Role on Project: Training Lead
Contact Name: Evelyn R. Venner-Potter		Description of Services Provided: James was the lead on the project. He successfully delivered an intensive 5 week training program across an audience comprised of various departments and responsibilities. He facilitated the development of thousands of pages of supporting documentation and training guides, and helped manage a difficult organizational change.
Contact Title:		
Contact Phone: (340) 776-7703 x4930 Contact E-mail: evpotter@usvigers.com		
Start Date: April 2010	End Date: Present	



Resume of James Klasen

Summary of Experience

James has over 12 years of experience with complex systems implementations, organizational strategy, and process consulting. In his career, he has held a broad range of roles from analyst to system testing and training manager. Most recently, James has been involved with Vitech's Training Strategy and Change Management services. He currently serves as Vitech's Organizational Development Manager. In that capacity he works closely with Vitech account teams to develop Change Management white papers for implementation projects. He has almost 8 years of experience specifically with V3 projects for retirement funds. He is also a regular presenter at Vitech's V3 Users Conference.

Vitech Experience

Currently, James is a member of the Vitech Educational Services team which continuously develops and updates the company's V3 training implementation methodology and strategy. This encompasses writing the core training curriculum and Users' Guides for the V3 System and delivering application training to internal staff as well as new and existing clients. His Account Team experience brings a well-balanced perspective to Vitech's Training Strategy.

Client:	32BJ				
Role on Team:	Training Strategy and Delivery Lead				
Dates:	June 2012 – Present				

In this role, James has been providing Vitech's Training Implementation Methodology and Strategy for the client training team. He continues to support the development and delivery of comprehensive Learning Guides and other training materials.

Client:	Government Employees' Retirement System of the US Virgin Islands			
Role on Team:	UAT Champion and Training Lead			
Dates:	September 2010 – June 2012			

In this role, James trained the client team on UAT methodology and kicked-off the UAT testing phase. He provided Training Implementation Methodology and Strategy for the Vitech training team, and designed and delivered end-user training for over 80 staff members.

Client:	State Boston Retirement Board			
Role on Team:	Organizational and Process Change Lead			
Dates:	December 2008 – May 2009			

In this role, James restructured the organization to maximize the efficiencies provided by the V3 system and led the effort to reengineer existing procedures and business processes capitalizing on the enhanced functionality. He also wrote Organizational and Process Change Position Papers,



that captured the current-state analysis, future-state design, and key recommendations for the implementation.

Client:	National Electrical Benefit Fund				
Role on Team:	Trainer				
Dates:	November 2008 – October 2010				

In this role, James managed the design, development and delivery of end user, hands-on training materials, and reference guides for the V3 World, Contributions and Pension modules. He also conducted train the trainer and end-user training for over 50 V3 users.

Client:	Maine Public Employees' Retirement System				
Role on Team:	raining Lead				
Dates:	August 2007 - September 2010				

In this role, James engineered and executed a comprehensive training strategy that included the design of materials, reference guides and delivery to more than 40 V3 users.

Client:	Iowa Public Employees' Retirement System					
Role on Team:	Training Strategy Lead					
Dates:	June 2007 – May 2008					

In this role, James provided Training Implementation Methodology and Strategy for the Vitech training team and taught the trainers how to deliver complete line-of-business training to the client's users, as well as hundreds of client employers.

Client:	State Teachers Retirement System of Ohio					
Role on Team:	Training Strategy Lead					
Dates:	July 2008 – December 2008					

In this role, James provided Training Implementation Methodology and Strategy for the client training team and acted as Subject Matter Expert providing oversight and strategic design support on how to design an effective training program for End-Users and Super-Users.

Client:	Carpenter Funds Administrative Office				
Role on Team:	raining Lead				
Dates:	September 2006 – May 2008				

In this role, James successfully implemented and delivered end-user training to CFAO staff for Phase I of the implementation project.

Client:	Hawaii Employees' Retirement System
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Role on Team:	Training Manager
Dates:	September 2005 – September 2006

In this role, James built and implemented a comprehensive 6 month training strategy, including modules supporting pension administration, and managed the onsite and offsite training process from inception to completion.

In addition to the clients mentioned above, James also worked on other V3 delivery teams including New Mexico Educational Retirement Board, UFCW-Employers Benefit Plans of Northern California, and ALICO.

Prior Experience

Prior to joining Vitech, James was a Business Analyst, Benefits Call Center Manager and Benefits Consultant at Hewitt Associates.

Education

Bachelor of Arts Degree, Political Science, Lake Forest College



BAFO for a New Line of Business Solution - RFP CPR12026 Prepared for West Virginia Consolidated Public Retirement Board

Role on Team:	Training Manager
Dates:	September 2005 – September 2006

In this role, James built and implemented a comprehensive 6 month training strategy, including modules supporting pension administration, and managed the onsite and offsite training process from inception to completion.

In addition to the clients mentioned above, James also worked on other V3 delivery teams including New Mexico Educational Retirement Board, UFCW-Employers Benefit Plans of Northern California, and ALICO.

Prior Experience

Prior to joining Vitech, James was a Business Analyst, Benefits Call Center Manager and Benefits Consultant at Hewitt Associates.

Education

Bachelor of Arts Degree, Political Science, Lake Forest College



Subcontractor Letters of Commitment

Note: Vitech is not currently planning to use subcontractors on the WVCPRB project.

Exhibit III-22



Subcontractor Agreements

Note: Vitech is not currently planning to use subcontractors on the WVCPRB project.

Exhibit III-23



Resource Summary by Phase

Contains confidential and proprietary information not for public disclosure.



NOTICE REGARDING CONFIDENTIALITY

This information is Confidential Property of Vitech Systems Group, Inc., and has been provided pursuant to a request within West Virginia Consolidated Public Retirement Board's BAFO for a Line of Business Solution – RFP CPR12026.

Because release of this information would provide a competitive advantage to certain third parties, it is generally prohibited from release under West Virginia's Freedom of Information Act as well as Federal Freedom of Information laws, and may not to be divulged to any third party without the express written permission of Vitech Systems Group, Inc.

If such request is made of these materials, or a request is made questioning the confidentially of these materials, the request shall be made to:

Mr. James Vitiello, Sr. Vice President Vitech Systems Group, Inc. 401 Park Ave South, 12th Floor New York, NY 10016

Tel: +1-212-868-0900



Exhibit 23 - Resource Summary by Phase

The figure below summarizes total projected staff by staff category, by both month and project phase. Part I of the figure displays the project phases, as they fall across the time line. Part II summarizes the hours by Phase, and by either Vitech or WVCPRB within each phase. This section also provides a summary of the total Vitech and WVCPRB hours estimated for the project as well as FTE estimates per month.

<u>Vitech Proposed Staff Loading – By Phase</u>: estimates of manpower loading of project phases broken out by staff category.

Owner	Resource Category	Phases 1,2,&3	Phase 4a	Phase 4b	Phase 4c	Phase 5	Phase 6	TOTAL
Vitech	Project Management	960	1,600	2,240	3,840	8,000		16,640
Vitech	Segment Leads	480	1,720	5,160	9,520	1,360		18,240
Vitech	Business Analysts	1,920	1,720	10,320	19,040	1,920		34,920
Vitech	Data Conversion / Interface Resources	120	430	2,420	2,935			5,905
Vitech	Technical Manager	480	860	3,720	3,948	960		9,968
Vitech	Oracle Resources	160	540	2,420	4,760	1,920		9,800
Vitech	Java Resources	160	540	2,420	4,760	1,920		9,800
Vitech	Testing & Dev Support Resources	480	3,120	12,360	19,280	1,920		37,160
Vitech	Training/Documentation Resources	240	600	840	720			2,400
Vitech	Infrastructure Resources	1,040						1,040
Vitech	Support Resources						3,840	3,840
Vitech To	tal	6,040	11,130	41,900	68,803	18,000	3,840	149,713
WVCPRB	Project Management	960	1,600	2,240	3,840	8,000		16,640
WVCPRB	Business Owners	1,440	860	4,480	9,120	2,720		18,620
WVCPRB	Testers		460	7,680	11,680	2,880		22,700
WVCPRB	Data Conversion Resources		670	3,680	4,080			8,430
WVCPRB	Infrastructure Resources	1,040						1,040
Vitech Total		3,440	3,590	18,080	28,720	13,600	(Hajraz 21 - 02)	67,430
	GRAND TOTAL	9,480	14,720	59,980	97,523	31,600	3,840	217,143



WVCPRB Proposed Staff Loading – By Phase: estimates of manpower loading by staff category by month.

