

Pricing

Alpha will provide an ERP Consultant for assessment and implementation for the software solution with the bill rate of 152.50 per hour.



PROPOSAL RESPONDENT MUST COMPLETE

The undersigned respondent declares that he/she has read the Notice of Request for Proposal, Instructions to Respondents, Affidavits and Scope of Services, Requirements, Evaluation Criteria attached, that he/she has determined the conditions affecting the proposal agrees, if this proposal is accepted, to furnish and deliver **Payroll and Human Resource Information Systems Services for the City of Trenton, Department of Administration for three (3) years with an option to extend two (2) one (1) year options:**

PAYROLL AND HUMAN RESOURCE INFORMATION SYSTEMS SERVICES

TOTAL COST FOR THE SERVICES FOR YEAR ONE (1) \$ 97,750

TOTAL COST FOR THE SERVICES FOR YEAR TWO (2) \$ 1,10,500

TOTAL COST FOR THE SERVICES FOR YEAR THREE (3) \$ 1,23,250

GRAND TOTAL AMOUNT FOR THREE (3) YEARS \$ 1,36,000

OPTION TO EXTEND YEAR FOUR (4)
TOTAL COST FOR THE SERVICES \$ 1,48,750

OPTION TO EXTEND YEAR FIVE (5)
TOTAL COST FOR THE SERVICES \$ 1,61,500

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(SIGNATURE BY AUTHORIZED REPRESENTATIVE)

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RESPONDENT MUST COMPLETE

The undersigned respondent declares that he/she has read the Notice of Request for Proposal, Instructions to Respondents, Affidavits and Scope of Services, Requirements, Evaluation Criteria attached, that he/she has determined the conditions affecting the proposal agrees, if this proposal is accepted, to furnish and deliver **Payroll and Human Resource Information Systems Services for the City of Trenton, Department of Administration for three (3) years with an option to extend two (2) one (1) year options:**

Respondents should attach a description of the expected level of effort required by City of Trenton personnel during the implementation process. If the respondent offers an enhanced solution to reduce the level of effort required by City of Trenton personnel, the respondent is encouraged to include that as an option. Any pricing for such enhanced implementation assistance should be clearly delineated in the pricing proposal.

PAYROLL AND HUMAN RESOURCE INFORMATION SYSTEMS SERVICES

TOTAL COST FOR THE SERVICES FOR YEAR ONE (1) \$110,628.08

TOTAL COST FOR THE SERVICES FOR YEAR TWO (2) \$ 110,628.08

TOTAL COST FOR THE SERVICES FOR YEAR THREE (3) \$ 110,628.08

GRAND TOTAL AMOUNT FOR THREE (3) YEARS \$ 331,872.24

OPTION TO EXTEND YEAR FOUR (4)
TOTAL COST FOR THE SERVICES \$ 116,115.28

OPTION TO EXTEND YEAR FIVE (5)
TOTAL COST FOR THE SERVICES \$ 116,115.28



(SIGNATURE BY AUTHORIZED REPRESENTATIVE)

City of Trenton

One Time Implementation	Billed upon contract signing			
	# Active EEs	Per EE fee		Total Cost
iCON implementation	1328	\$ 50.00		N/A
		One time Cost		
ACA Compliance		\$ 10,000.00		N/A
Data Interface -GL		\$ 3,000.00	100%	\$ -
Total Implementation Fees				\$ -

Annual Recurring	Billed annually in anniversary month			
	# of forms	Per Form		Total Cost
W-2 preparation	2496	\$ 3.50		\$ 8,736.00
Form 1095c filing	1228	\$ 1.50		\$ 1,842.00
		Annual Fee		
ACA Module		\$ 4,000.00		\$ 4,000.00
Estimated Annual Recurring Fees				\$ 14,578.00

Monthly Recurring	Billed monthly			
	# EE's	Per EE / Month	Discount	Total Cost
iCON (includes payroll, HR, benefits administration, Employee Self Service, New Hire Reporting, FMLA, FTE Position Control)	1328	\$ 3.38		\$ 4,488.64
Retirees: No Charge for up to 1,000 Retirees	1000	\$ -		\$ -
Garnishments: \$2 per garishment	26			\$ 52.00
	# EE's	Per Employee Pay		
Payroll Check processing (biweekly)	2636	\$ 1.20		\$ 3,163.20
	# Creators	Cost / Creator		
Creation of Cognos reporting	2	\$ 50.00		\$ 100.00
	# of Entities	Rate / Entitiy		
Federal Tax Services	1	\$ 120.00		\$ 120.00
State Tax Services	3	\$ 20.00		\$ 60.00
Local Tax Services	2	\$ 10.00		\$ 20.00
Total Monthly Recurring Estimate				\$ 8,003.84

Shipping charges are billed as incurred
 NSF fees - \$55 per insufficient funds transaction
 Employee file storage will be billed as follows:

Up to 1 GB	no charge
1-25 GB	\$25 per month
25 GB +	\$25 per month plus \$2.50 per additional GB

Additional Modules

Although the City of Trenton did not implement either our Workforce Management (time and attendance) Module or our Recruiting Module (Applicant Tracking System) during the 2017-2020 period, we will honor the pricing we originally proposed, as follows:

Additional Modules			
One Time Implementation	Billed upon contract signing		
	# Active EEs	Per EE fee	Total Cost
Recruiting Module Implementation	1328		\$ 3,000.00
Workforce Management Module Implementation	1328	\$ 25.00	\$ 33,200.00
		One time Cost	\$ 36,200.00
Monthly Recurring	Billed monthly		
	# EE's	Rate	Total Cost
Recruiting Module	1328	\$ 1,300.00	\$ 1,300.00
Workforce Management Module	1328 } Per Employee Per Month		\$ 5,484.64
Total			\$ 6,784.64

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**PROPOSAL
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PAYROLL AND HUMAN RESOURCE INFORMATION SYSTEMS SERVICES

TOTAL COST FOR THE SERVICES FOR YEAR ONE (1) \$ 362,815

TOTAL COST FOR THE SERVICES FOR YEAR TWO (2) \$ 199,665

TOTAL COST FOR THE SERVICES FOR YEAR THREE (3) \$ 199,665

GRAND TOTAL AMOUNT FOR THREE (3) YEARS \$ 762,145

OPTION TO EXTEND YEAR FOUR (4)
TOTAL COST FOR THE SERVICES \$ 199,665

OPTION TO EXTEND YEAR FIVE (5)
TOTAL COST FOR THE SERVICES \$ 199,665

*Ceridian uses Consumer Price Index for all additional increases.
**Years 1-5 include 1000 retirees as an exception clause. The current pricing reflects what we understood from both the RFP and Questions answered in Addendum 1.
***Our standard Dayforce Touch Clocks are \$1,850 with an annual maintenance fee of \$225. We offer many clocking solutions that we would be happy to discuss with you further.
****Attached is the itemized breakdown of the proposal:

- Included in the Dayforce subscription Fee for the core employee population:
Software Services:
- Dayforce Core (Includes Core Elements and HR & Self-Service)
 - Dayforce Payroll
 - Dayforce Benefits Comprehensive

Pricing Estimate: Prepared for City of Trenton



1/22/2021

Estimated One Time Charges:

Description

Ceridian Dayforce HR/Payroll Implementation/WFM/ Benefits/Succession/Performance/ Compensation/ ACA Management
 Ceridian Tax Filing Implementation
 Payment Solutions (Direct Deposits, Checks, & Pay Cards)
 General Ledger Interface Setup to City of Trenton G/L system
 Single Sign-On to Cadence Education Internal Network
 3 Import and 10 Export Interfaces Included
 Instructor-Led Exclusive Training - (Per Day)
 PR/HR Data Conversion (Current, 7 years Historical Data and 3 yrs. Check Detail)

Rate	Quantity	Charge
\$152,950.00	1	\$152,950.00
Incl.	1	\$0.00
Incl.	1	\$0.00
Incl.	1	\$0.00
Incl.	1	\$0.00
Incl.	13	\$0.00
\$3,400	3	\$10,200.00
Incl.	1	\$0.00
Estimated Implementation:		\$163,150.00

Monthly PEPM Includes: Dayforce HR, Payroll/Tax, WFM, Document Management & Performance

Ceridian Dayforce HR/Payroll/WFM/ Benefits/Succession/Performance/ Compensation/ACA Management

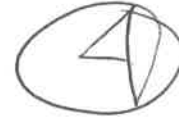
	Rate	Quantity	Monthly PEPM	Annual PEPM
			\$ -	
Subscription Fee for Employee Population	\$11.33	1,250	\$ 14,162.50	\$169,950
Dayforce Exception Group (Librarians)	\$4.75	35	\$ 166.25	\$1,995
Dayforce Exception Group -Retiree- Not Paid & Not Using WFM**	\$2.16	1,000	\$ 2,160.00	\$25,920
Dayforce Annual Live Membership	\$900.00			\$900
Sandbox Testing Environment	Included			
Unlimited Payments (Bi-Weekly, SPIFs, Bonus, Year-end) - Unlimited Employees Paid	Included			
Wage Attachments Calculation and Disbursement - Unlimited Quantity	Included			
New Hire Reporting Fee - Unlimited Quantity	Included			
Employment/Salary Verification Services Including Social Services	Included			
Employee-Manager-HR-Payroll Self-Service	Included			
Premium Service 24 x 7 Support including Functional/Technical Support	Included			
Single Sign-on	Included			
Federal Tax Filing - 1 ID#	Included			
State Tax Filing - 1 SIT#	Included			
Local Tax Filing - 1 SIT#	Included			
Employment/Salary Verification Services	Included			
Additional Federal Tax Filing Ids (Quantity Shown Includes One Free)	55.00	1	\$55.00	\$660.00
Additional State Tax Filing Ids (Quantity Shown Includes One Free Per FEIN)	10.00	1	\$10.00	\$120.00
Additional Local Tax Filing Ids (Quantity Shown Includes One Free Per FEIN)	10.00	1	\$10.00	\$120.00
Total Monthly Fees				
Total Annual Fees			\$0.00	\$199,665.00

*Based on what we know for the RFP and the answers to the questions; Ceridian has provided a cost estimate for the Retiree population

**Noted on the order form - Library & Retiree are noted as an exception group

***Our standard Dayforce Touch Clocks are \$1,850 with an annual maintenance fee of \$225. We offer many clocking solutions that we would be happy to discuss with you further.

D. Primepoint Signed Pricing Page - RFP Page 31 - Completed by Respondent



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PAYROLL AND HUMAN RESOURCE INFORMATION SYSTEMS SERVICES

TOTAL COST FOR THE SERVICES FOR YEAR ONE (1)	\$294,526
TOTAL COST FOR THE SERVICES FOR YEAR TWO (2)	\$234,026
TOTAL COST FOR THE SERVICES FOR YEAR THREE (3)	\$234,026
GRAND TOTAL AMOUNT FOR THREE (3) YEARS	\$762,578
<u>OPTION TO EXTEND YEAR FOUR (4)</u>	
TOTAL COST FOR THE SERVICES	\$234,026
<u>OPTION TO EXTEND YEAR FIVE (5)</u>	
TOTAL COST FOR THE SERVICES	\$234,026

Jerry Hampton

(SIGNATURE BY AUTHORIZED REPRESENTATIVE)

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PAYROLL AND HUMAN RESOURCE INFORMATION SYSTEMS SERVICES

TOTAL COST FOR THE SERVICES FOR YEAR ONE (1) \$ 281,019.24*

TOTAL COST FOR THE SERVICES FOR YEAR TWO (2) \$ 251,363.95*

TOTAL COST FOR THE SERVICES FOR YEAR THREE (3) \$ 263,932.15*

GRAND TOTAL AMOUNT FOR THREE (3) YEARS \$ 796,315.34*

OPTION TO EXTEND YEAR FOUR (4)
TOTAL COST FOR THE SERVICES \$ 277,128.76*

OPTION TO EXTEND YEAR FIVE (5)
TOTAL COST FOR THE SERVICES \$ 290,985.20*

*Final Pricing will vary based on scheduling and time clock needs.



(SIGNATURE BY AUTHORIZED REPRESENTATIVE)

NEOGOV Pricing

Year 1 Subscription Fees

Line	Description	Annual Recurring Cost
1	Insight Enterprise Edition (IN) Included	
	» IN License	\$18,730.80
	» Candidate Text Messaging (CTM)	\$936.54
2	GovernmentJobs.com Job Posting Subscription (GJC) Included	\$3,854.70
	» GJC License	
3	Onboard (ON) Included	16,389.00
	» ON License	
4	eForms (eF) Included	\$23,413.50
	» eF License	
5	Perform (PE) Included	\$28,096.20
	» PE License	
6	Learn (LE) Included	\$35,588.70
	» LE License	
7	Human Resources (Core) Included	\$28,096.20
	» Core License	
8	Benefits (BE)	\$9,365.40
	» BE License	
9	Payroll Included	\$37,461.60
	» Payroll License	
	» Payroll Services	
10	Time & Attendance	
	» T&A License Included	\$37,461.60
	» Scheduling Not Included	TBD
11	NEOGOV Integrations Not Included	TBD
	» Integration Maintenance	
SUB-TOTAL*		\$239,394.24

Year 1 Setup/Training Fees

Line	Description	Non-Recurring Fees
12	INSIGHT (IN)	\$41,625.00
	» Setup & Implementation	Included
	» Training	Included
	PERFORM (PE)	
	» Setup & Implementation	Included
	» Training	Included
	ONBOARD (ON)	
	» Setup & Implementation	Included
	» Training	Included
	» Onboard form building as Professional Service ²	
	LEARN (LE)	
	» Setup & Implementation	Included
	» Training	Included
	HRIS	
	» Setup & Implementation	Included
	» Training	Included
	TIMECLOCKS	TBD
	» Setup & Configuration	Not Included
	NEOGOV INTEGRATIONS	TBD
	» Setup & Configuration	Not Included
SUB-TOTAL*		\$41,625.00
YR 1 ORDER TOTAL*		\$281,019.24

***Pricing Totals do not include items denoted TBD. Further scoping is required to determine full needs of the City.**

¹ More detailed descriptions of the services are contained in the order detail for each service, which are incorporated herein and made a part hereof by this reference.

Note: Items designated as Not Applicable (N/A, NA) on the Order Summary are not included. Customers may request a quote for these services at their discretion through the term of this contract.

² NEOGOV ON includes I9 and W4 standard forms that are regularly updated by NEOGOV. Additional form building or form update services are available from NEOGOV Professional Services at the following costs:

- » Background Forms | \$295 per form
- » Dynamic Forms | \$195 per form .
- » Updates to Existing Forms | \$200 an hour

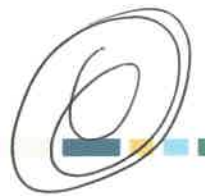
Additionally, during the term of any subscription license, the Customer will receive:

- » Customer Support | Provided to the Customer through online resources available 24 hours a day and through live personal services available by telephone Monday - Friday 6 AM to 6 PM Pacific Time (excluding NEOGOV holidays).
- » Product Upgrades to Licensed Software | Customer shall receive all product upgrades to purchased packages. Product upgrades are automatic and available upon the next login following a product upgrade rollout.

Pricing: Years 1 - 5

Year 1	Year 2	Year 3	Year 4	Year 5
\$281,019.24	\$251,363.95	\$263,932.15	\$277,128.76	\$290,985.20

The City may also choose to bake in the 5% YOY increase if the same subscription total is preferred each year.



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PAYROLL AND HUMAN RESOURCE INFORMATION SYSTEMS SERVICES

TOTAL COST FOR THE SERVICES FOR YEAR ONE (1) \$ 344,523.27

TOTAL COST FOR THE SERVICES FOR YEAR TWO (2) \$ 310,014.14

TOTAL COST FOR THE SERVICES FOR YEAR THREE (3) \$ 310,014.14

GRAND TOTAL AMOUNT FOR THREE (3) YEARS \$ 964,551.55

OPTION TO EXTEND YEAR FOUR (4) TOTAL COST FOR THE SERVICES \$ 319,314.56

OPTION TO EXTEND YEAR FIVE (5) TOTAL COST FOR THE SERVICES \$ 325,700.85

(SIGNATURE BY AUTHORIZED REPRESENTATIVE)



**PROPOSAL
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PAYROLL AND HUMAN RESOURCE INFORMATION SYSTEMS SERVICES

TOTAL COST FOR THE SERVICES FOR YEAR ONE (1) \$ 906,777.93

TOTAL COST FOR THE SERVICES FOR YEAR TWO (2) \$ 195,581.45

TOTAL COST FOR THE SERVICES FOR YEAR THREE (3) \$ 195,581.45

GRAND TOTAL AMOUNT FOR THREE (3) YEARS \$ 1,297,940.83

OPTION TO EXTEND YEAR FOUR (4)
TOTAL COST FOR THE SERVICES \$ 195,581.45

OPTION TO EXTEND YEAR FIVE (5)
TOTAL COST FOR THE SERVICES \$ 195,581.45

(SIGNATURE BY AUTHORIZED REPRESENTATIVE)

**PROPOSAL
RESPONDENT MUST COMPLETE**

⑧

The undersigned respondent declares that he/she has read the Notice of Request for Proposal, Instructions to Respondents, Affidavits and Scope of Services, Requirements, Evaluation Criteria attached, that he/she has determined the conditions affecting the proposal agrees, if this proposal is accepted, to furnish and deliver **Payroll and Human Resource Information Systems Services for the City of Trenton, Department of Administration for three (3) years with an option to extend two (2) one (1) year options:**

PAYROLL AND HUMAN RESOURCE INFORMATION SYSTEMS SERVICES

(Implementation Costs: \$1,165,200
Software Costs Year 1: \$123,943.68)

TOTAL COST FOR THE SERVICES FOR YEAR ONE (1)	\$ <u>Year 1 Total: \$1,289,143.68</u>
TOTAL COST FOR THE SERVICES FOR YEAR TWO (2)	\$ <u>\$123,943.68</u>
TOTAL COST FOR THE SERVICES FOR YEAR THREE (3)	\$ <u>\$123,943.68</u>
GRAND TOTAL AMOUNT FOR THREE (3) YEARS	\$ <u>\$1,537,031.04</u>
 <u>OPTION TO EXTEND YEAR FOUR (4)</u> TOTAL COST FOR THE SERVICES	 \$ <u>\$131,491.85</u>
 <u>OPTION TO EXTEND YEAR FIVE (5)</u> TOTAL COST FOR THE SERVICES	 \$ <u>\$131,491.85</u>



(SIGNATURE BY AUTHORIZED REPRESENTATIVE)

CC2021-03 Payroll and Human Resource Information Systems Services

Oracle Cloud Subscription Costs:

Module	License Type	Qty:	Year 1:	Year 2:	Year 3:	Year 4:	Year 5:
Oracle Fusion Human Capital Management	Hosted Employee	1285	\$ 44,409.60	\$ 44,409.60	\$ 44,409.60	\$ 45,741.89	\$ 47,114.14
Oracle Fusion Human Resource Help Desk	Hosted Employee	1285	\$ 11,842.56	\$ 11,842.56	\$ 11,842.56	\$ 12,197.84	\$ 12,563.77
Oracle Fusion Recruiting	Hosted Employee	1285	\$ 23,685.12	\$ 23,685.12	\$ 23,685.12	\$ 24,395.67	\$ 25,127.54
Oracle Fusion Payroll Cloud Service for US	Hosted Employee	1285	\$ 20,724.48	\$ 20,724.48	\$ 20,724.48	\$ 21,346.21	\$ 21,986.60
Oracle Fusion Time and Labor Cloud	Named User	1285	\$ 8,881.92	\$ 8,881.92	\$ 8,881.92	\$ 9,148.38	\$ 9,422.83
Additional Test Environment	Each	1	\$ 14,400.00	\$ 14,400.00	\$ 14,400.00	\$ 14,832.00	\$ 15,276.96
Totals:			\$123,943.68	\$123,943.68	\$123,943.68	\$127,661.99	\$131,491.85

Pricing Proposal

Implementation Costs

We have proposed fixed fee deliverable-based pricing for implementation. This pricing includes all recommended services and detailed in our Technical Proposal (i.e. project management, testing, training, change management). Fees will be billed upon on the completion of milestone-based deliverables.

This pricing is valid for 180 days from the proposal due date, January 22, 2021.

Implementation Costs Total:	\$ 1,165,200
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Our implementation costs do not include travel and expenses. Should the project be done on-site, we estimate the travel costs for this project to be an additional \$200,000. Travel expenses will be billed as they are incurred.

Travel and Expenses Total:	\$ 200,000
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Software Subscription Costs

We are proposing the following Oracle Cloud modules for the City of Trenton to meet the requirements outlined in the RFP:

- Oracle Fusion Human Capital Management
- Oracle Fusion Human Resource Help Desk
- Oracle Fusion Recruiting
- Oracle Fusion Payroll
- Oracle Fusion Time and Labor
- 1 Additional Test Environment

There is no uplift in subscription fees for years 1-3. If the City should choose to extend for the optional years 1 and 2, there will be a 3% uplift.

Please see the table below for the costs broken down by module, along with the license type and number of proposed user licenses.



Company Information

City Of Trenton
 319 E State St
 Trenton, NJ 08608
 United States

Executive Contact

Isabel Garcia
 Purchasing
igarcia@trentonni.org
 (732) 736-0092

Recurring Fees and Considerations

Number of Employees: 1250 on City Of Trenton



Per Processing

	Count	Min	Base	Rate	Bi-Weekly	Annual
Workforce Now Payroll Solutions	1250	-	-	\$1.50	\$1,875.00	\$48,750.00
• Enhanced Payroll						
Employment and Income Verification						
• Employment Verification						



Monthly Processing

	Count	Min	Base	Rate	Monthly	Annual
Workforce Now HCM Solutions	1285	-	-	\$5.58	\$7,170.30	\$86,043.60
• Enhanced HR						
• HCM Analytics						
• Enhanced Benefits						
• Document Cloud						
Health Compliance	1285	-	-	\$1.40	\$1,799.00	\$21,588.00
ADP DataCloud	1285	-	-	\$1.20	\$1,542.00	\$18,504.00
• DataCloud Enhanced Insights						
ADP Succession Management	1285	-	-	\$1.20	\$1,542.00	\$18,504.00
Workforce Manager Time and Attendance						
Hourly Employees	900	-	-	\$5.40	\$4,860.00	\$58,320.00
Salaried Employees	385	-	-	\$3.60	\$1,386.00	\$16,632.00
• Compliance on Demand						
Accruals	1285	-	-	\$0.42	\$539.70	\$6,476.40
Accruals and Leave	1285	-	-	\$0.66	\$848.10	\$10,177.20
Absence Management	1285	-	-	\$0.96	\$1,233.60	\$14,803.20
Advanced Scheduling	1285	-	-	\$1.05	\$1,349.25	\$16,191.00
Analytics	1285	-	-	\$0.72	\$925.20	\$11,102.40
Work (Activities)	1285	-	-	\$0.90	\$1,156.50	\$13,878.00
InTouch Timeclock Proximity Reader	1	-	-	\$220.00	\$220.00	\$2,640.00
InTouch Quick Punch	1	-	-	\$20.00	\$20.00	\$240.00
Wage Garnishment Disbursement Fee	50	-	-	\$1.35	\$67.50	\$810.00
• Full Service Garnishments						
Wage Garnishment Lien Processing	50	\$375.00	-	\$21.00	\$1,050.00	\$12,600.00
Wage Garnishment Notice Letter for Non-Active Employee	10	-	-	\$6.00	\$60.00	\$720.00
Talent Management and Activation	1285	-	-	\$2.28	\$2,929.80	\$35,157.60
• Performance and Goal Management						
• Recruiting Embedded Intelligence						
• Recruitment and Talent Acquisition						
• Compensation Management						
Additional Jurisdiction (if applicable)		2+			\$8.95/month	
Wage Garnishment Manual Checks (if applicable)					\$16/check	
International Employees Rate (if applicable)					\$3.00/month	
Shipping Fees for 3rd party courier delivery will be billed at prevailing rate.						



Company Information

City Of Trenton
 319 E State St
 Trenton, NJ 08608
 United States

Executive Contact

Isabel Garcia
 Purchasing
igarcia@trentonnj.org
 (732) 736-0092

Recurring Fees and Considerations

Number of Employees: 35 on City of Trenton-Library

Per Processing	Count	Min	Base	Rate	Bi-Weekly	Annual
Workforce Now Payroll Solutions • Enhanced Payroll	35	-	-	\$1.50	\$52.50	\$1,365.00

Monthly Processing	Count	Min	Base	Rate	Monthly	Annual
Wage Garnishment Disbursement Fee	50	-	-	\$1.35	\$67.50	\$810.00
Wage Garnishment Notice Letter for Non-Active Employee	10	-	-	\$6.00	\$60.00	\$720.00
Additional Jurisdiction (if applicable)		2+		\$8.95/month		
Wage Garnishment Manual Checks (if applicable)				\$16/check		
Shipping Fees for 3rd party courier delivery will be billed at prevailing rate.						

Annual Processing	Count	Min	Base	Rate	Annual
Year End Forms, W2s or 1099s	35	-	-	\$3.83	\$134.05

Total Annual Investment	Total Annual
Workforce Now Services	<u><u>\$3,029.05</u></u>

Other Considerations	Count	Rate	Setup
Hardware and Other Fees			
Implementation			
• Implementation of Wage Garnishment			\$600.00



Important Project and Billing Information

Billing for Payroll Processing Services, HCM and any module bundled into the single per employee per processing fee for payroll, is billed immediately following the client's first payroll processing. The billing count is based on the number of pays submitted during each processing period, therefore total billing may fluctuate.

Billing for all modules bundled under HCM Solutions will begin on the date the ADP Product or Service is available for use by the CLIENT in a production environment. The billing count is based on all unique lives in the database paid in the previous calendar month. Any non-terminated employees based outside the United States will be billed separately as International Employees.

Billing for all modules bundled under Talent Activation Suite will begin on the date the ADP Product or Service is available for use by the CLIENT in a production environment. The billing count is based on all unique lives in the Workforce Now database paid in the previous calendar month.

Billing for Recruitment, Performance, Compensation, Succession and/or Learning will begin on the date the ADP Product or Service is available for use by the CLIENT in a production environment. The billing count is based on all lives in the that module, regardless of status.

Billing for Workforce Manager will begin on the date Workforce Manager is available for use by the CLIENT in a production environment. The billing count is based on all non-terminated lives in the Time Module, including managers/supervisors that need to approve time cards. Billing for add-on modules will include counts based on those lives specifically added and maintained by the practitioner.

Workforce Manager can only be used for tracking time for US associates only. clients are prohibited for leveraging this solution to track time for anyone located outside the US.

CLIENT will transmit wage garnishment information, deductions and liabilities to ADP one business day prior to the associated payroll check date via reverse wire.

For all reverse wire clients, funds must be available by 6:00 AM PST.

History Conversion: The services noted on this sales order are performed by ADP Professional Services and are for companies with more than 1000 active employees with data coming from a single data base source. Conversion of history from multiple databases must be quoted via a customized statement of work.

The costs detailed on this sales order include the first five practitioners at no cost. Each additional practitioner after the first five will be billed at \$260 per practitioner per month.

Other

Payment for ADP's Fees for Service will be due within thirty (30) days of invoice date.

Expiration Date: 2/11/2021

Summary			
Estimated Annual Net Investment:	\$400,953.95	Total Net Implementation:	\$177,900.00

The ADP Services Listed on this Sales Order are provided at the prices set forth herein and in accordance with the ADP Master Services Agreement (or other similar agreement governing ADP's services), which shall include any appendix, exhibit, addendum, schedule or other similar document attached thereto or accompanying this Sales Order. By signing below you are acknowledging and agreeing to such terms and conditions and to the listed prices.