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Introductions
## Attain Team

| Reshma Patel-Jackson |  
|----------------------|--
| 12 years serving the Higher Education and Academic Medical Center community  
| Expertise in organizational redesign, business process improvement and change management  
| She has provided internal audit, compliance, process re-engineering and change management services for a variety of not-for-profit, higher education, government contracting, and commercial clients  

| Jason Stringfellow |  
|-------------------|--
| Senior level program leader with over 20+ years’ experience serving academic medical, energy, retail and manufacturing domains  
| Expert and certified in several toolsets and methodologies to include Six Sigma (LSSBB), Agile/SCRUM (CSM), SAP, SDLC, PMI (PMP), BPO, PPM, Ultimate, Service Now, BMC and HRIS  
| Has held consulting and director staff positions with array of enterprise clients to include Walmart, Disney, Conoco Phillips, Fidelity, Tate & Lyle, UMass Memorial and Accenture |
Project Objective
Project Objective

- Assess current processes to understand the pain points and refine processes during the “Architect” phase of the Workday Lifecycle Deployment Program (“LDP”) implementation.

- Provide input to the discovery sessions that Collaborative Solutions will conduct during their planning phase of the implementation.

- Work with Collaborative Solutions during the “Architect” phase to create documented current and future state processes that will be incorporated into the Training Plan.
Key HCM Processes

- Recruitment
- Hire
- Terminate
- Compensation Administration
- Personal Information
- Benefits Administration
- Position Budget
- Absence Management Process
- Time Reporting Process
- Payroll
- Organization Creation
Attain Approach
Attain will utilize the following approach to conduct the business process reviews:

**Phase 1: Current State Review**
- Review existing documentation
- Conduct interviews with process owners through user group sessions
- Evaluate process gaps, overlaps and/or redundancies

**Phase 2: Gap Analysis**
- Identify gaps in existing processes
- Formulate preliminary observations and recommendations

**Phase 3: Reporting**
- Communicate results via PowerPoint presentation
- Provide operational recommendations for the transition and future states of the implementation project
- Document current processes within flowcharts

**Phase 4: Process-Re Design Support**
- Participate in Discovery and Design sessions held by Collaborative Solutions
- Develop future state documentation to incorporate into Training Plan
Next Steps

- Select process area(s) for preliminary business process review

- Identify individuals to participate for selected process area for interview

- Determine length of interviews based on process complexity

- Schedule meetings