

BAU Developer	Existing High	Existing Medium	Existing Total	Proposed High	Proposed Medium	Proposed Total
Desheng	39	0	39	3	9	12
Gene	1	21	22	3	9	12
Jenny	6	0	6	3	10	13
Steve	49	2	51	3	9	12
Yong	6	36	42	3	9	12

Contractor	Existing High	Existing Medium	Proposed High	Proposed Medium	Proposed Total
Contractor 1 (Mar)	0	0	29	5	34
Contractor 2 (Mar)	0	0	29	5	34
Contractor 3 (Current)	2	0	30	5	35
TOTAL	2	0	88	15	103

From BAU Developer	Highs Given Up	Given To Contractor(s)
Steve	46	Contractor 1, Contractor 2, Contractor 3
Desheng	36	Contractor 1, Contractor 2
Yong	3	Contractor 2
Jenny	3	Contractor 1 & 2 (2 already completed by Contractor 3)
TOTAL	88	—

From BAU Developer	Mediums Given Up	Given To Contractor(s)
Yong	10	Contractor 1 & Contractor 2
Gene	5	Contractor 3
TOTAL	15	—

BAU Developer	Keeps (High)	Keeps (Medium)	Notes
Desheng	3	9	Mediums reassigned from Yong
Gene	3	9	2 High reassigned from Steve
Jenny	3	10	2 High already completed by Contractor 3
Steve	3	9	Majority of Highs offloaded
Yong	3	9	Largest medium donor

From BAU Developer	Highs Given Up	→ Contractor 1	→ Contractor 2	→ Contractor 3	Remarks
Steve	46	15	16	15	Majority offloaded to all 3 contractors
Desheng	36	12	12	12	Evenly split to balance load
Yong	3	0	3	0	Small high spillover
Jenny	3	2	1	2*	*2 already completed by Contractor 3
TOTAL	88	29	32	29	Matches contractor targets

From BAU Developer	Mediums Given	→ Contractor 1	→ Contractor 2	→ Contractor 3	Remarks
Yong	10	5	5	0	Largest medium donor
Gene	5	0	0	5	Clean handoff
TOTAL	15	5	5	5	Perfect balance

Contractor	High Received	Medium Received	Total Programs
Contractor 1	29	5	34
Contractor 2	32	5	37
Contractor 3	29 (incl. 2 done)	5	34

BAU Dev	Workload	Phase 1: Medium #1 (5w)	Phase 2: Medium #2-#3 (3w+3w)	Phase 3: Remaining Mediums	Phase 4: 3 Highs (4w each)	Finish
Desheng	9M + 3H	12 Jan → 16 Feb	16 Feb → 30 Mar	30 Mar → 22 Jun (6 m)	22 Jun → 14 Sep	14-Sep-26
Gene	9M + 3H	12 Jan → 16 Feb	16 Feb → 30 Mar	30 Mar → 22 Jun (6 m)	22 Jun → 14 Sep	14-Sep-26
Steve	9M + 3H	12 Jan → 16 Feb	16 Feb → 30 Mar	30 Mar → 22 Jun (6 m)	22 Jun → 14 Sep	14-Sep-26
Yong	9M + 3H	12 Jan → 16 Feb	16 Feb → 30 Mar	30 Mar → 22 Jun (6 m)	22 Jun → 14 Sep	14-Sep-26
Jenny	10M + 3H	12 Jan → 16 Feb	16 Feb → 30 Mar	30 Mar → 06 Jul (7 m)	06 Jul → 28 Sep	28-Sep-26

Contractor	Start	Allocation	Ramp window	Steady execution window	Finish (planned)
Contractor 1	02-Mar-26	29 High + 5 Medium	02 Mar → 30 Mar (first highs slower)	30 Mar → 06 Nov	06-Nov-26
Contractor 2	02-Mar-26	32 High + 5 Medium	02 Mar → 30 Mar (first highs slower)	30 Mar → 27 Nov	27-Nov-26
Contractor 3	12-Jan-26	29 High + 5 Medium (incl 2 highs already done)	12 Jan → 09 Feb (ramp)	09 Feb → 18 Sep	18-Sep-26

Stream	Latest finish
BAU conversions	28-Sep-26
Contractor conversions	27-Nov-26
Buffer for UAT/validation	Dec-26
Portfolio target	Dec 2026 met

Contractor 1: 15 (Steve) + 12 (Desheng) + 2 (Jenny) = 29
Contractor 2: 16 (Steve) + 12 (Desheng) + 3 (Yong) + 1 (Jenny) = 32
Contractor 3: 15 (Steve) + 12 (Desheng) + 2 completed (Jenny) = 29