### Pricing for Licensing

Please refer to Workday's product responses to kpmg\_test\_dev\_here\_001's Appendix B1 – Pricing for Licensing for software subscription licensing costs.

### Pricing for Implementation Services

We have taken into consideration KPMG's expertise in HR technology implementations as an industry leading Workday Implementation Partner and ability to work in partnership with kpmg\_test\_dev\_here\_001 when scoping and estimating our offer. Details on services included in our proposed scope of work are outlined in Section 2.3 Implementation Approach and Section 2.5 Implementation Deliverables.

Implementation Services Proposed

KPMG’s detailed pricing to partner with kpmg\_test\_dev\_here\_001 for your HRIS project is outlined below in Table 30 based on scope of services proposed and assumptions in response to the RFP. This is further reconciled to kpmg\_test\_dev\_here\_001's Pricing Schedule Items in

Table 31: Pricing for Implementation Services.

| KPMG Implementation Services | Effort (days) | | Fixed Price AUD excl. GST |
| --- | --- | --- | --- |
| Project Management | 251 | | $672,414 |
| Change Management and Training | 369.5 | | $664,545 |
| Workday Solution Implementation: Process Harmonisation | 422 | | $517,266 |
| Integration | 255 | | $354,898 |
| Workday Solution Implementation | 565 | | $594,781 |
| Data Migration  (Strategy and Data Load and Reconciliation) | 190 | | $297,271 |
| Total Fee Excluding KPMG Investment and Discount | | 2052.5 | $3,101,175 |
| KPMG Investment | | | ($100,000) |
| KPMG Commercial Discount, based on:   * [CLIENT\_NAME] will act as a reference and interact with our prospective clients to share your experience and discuss your journey throughout the duration of the project and post-Go-Live. * [CLIENT\_NAME] will attend marketing events as agreed with KPMG after completion of the project, including: * Joint Public Relations “Why [CLIENT\_NAME] chose KPMG”, on commencement of the project. This will be for public consumption and KPMG Global channel communications. This will be both in print and video. We would like to offer exclusive to one news outlet. * Video on how Workday and KPMG helps [CLIENT\_NAME] post-Go-Live. * Speaking slot at Workday Elevate Conference. | | | ($100,000) |
| Total Fees Including KPMG Investment and Discount | | | $2,901,175 |

Implementation Services Proposed: Additional Offerings

Based on the requested services by kpmg\_test\_dev\_here\_001, we have priced additional offerings for kpmg\_test\_dev\_here\_001 whereby the services could be performed by KPMG or kpmg\_test\_dev\_here\_001 depending on kpmg\_test\_dev\_here\_001's capability and appetite to perform these services. We welcome the opportunity to discuss these additional offerings with kpmg\_test\_dev\_here\_001 to arrive a suitable split of roles and responsibilities desired by kpmg\_test\_dev\_here\_001. If kpmg\_test\_dev\_here\_001 choose to perform these services, KPMG in partnership with kpmg\_test\_dev\_here\_001, would still support with input, knowledge, expertise, and lessons learned with relation to these areas to with the objective of leading to successful outcome for kpmg\_test\_dev\_here\_001.

Table 32: Pricing for Implementation Services: Additional Offerings.

| KPMG Implementation Services | Effort (days) | AUD excl. GST |
| --- | --- | --- |
| End User Training | 173 | $162,410 Fixed Price |
| Data Migration (Full ETL Service) | 980 estimated | $1M to $1.2M Order of Magnitude |
| Benefits Management Approach | 60 estimated | $100K to $120K Order of Magnitude |

The below table reconciles KPMG's pricing to the items listed in kpmg\_test\_dev\_here\_001's pricing schedule for reference.

Pricing for Implementation Services: Reconciliation to kpmg\_test\_dev\_here\_001's Pricing Schedule Items.

| # | KPMG Implementation Services | Item | Effort (days) | Fixed Price AUD excl. GST |
| --- | --- | --- | --- | --- |
| 1 | Project Management | Project Management and Support | 251 | $672,414 |
| 2 | Change Management and Training | Change Management and Training | 369.5 | $664,545 |
| 3 | Workday Solution Implementation: Process Harmonisation | Process Harmonisation and Requirements Gathering | 422 | $517,266 |
| 4 | Integration  (Strategy and Integration for Workday Components – Design, Build, Unit Test, SIT Support and Defect Resolution and Parallel Payroll Run/s Support and Defect Resolution) | Integration with HR applications and corporate systems | 255 | $354,898 |
| 5 | Workday Solution Implementation (Prototype Tenant Builds, Configuration, and Unit test, testing support, and defect resolution for Prototype Test, E2E Test, SIT, Payroll Test, UAT, and PVT and post go-live support) | Build and Configuration | 565 | $594,781 |
| 6 | Data Migration (Strategy and Data Load and Reconciliation) | Data Migration (ETL) | 190 | $297,271 |
| 7 | Integration | Parallel Payroll Run/s | Support and Defect Resolution Included in Integration Services | |
| 8 | Integration | SIT (System Integration Testing) | Support and Defect Resolution Included in Integration Services | |
| 9 | Workday Solution Implementation and Integration | UAT | Support and Defect Resolution Included in Integration Services Support and Defect Resolution Included in Workday Implementation and Integration Services | |
| 10 | Data Migration (Dress Rehearsal Support) | Dress Rehearsal, Cutover, and Go-Live | Dress Rehearsal Support included in Data Migration Full Service Additional Offering | |
| 11 | Project Management, Workday Solution Implementation, and Integration | Warranty Support | Post Go-Live Support included in Project Management, Workday Solution Implementation, and Integration Services | |
| 12 | Workday Solution Implementation[[1]](#footnote-1) | Infrastructure/ Environment (if recommended) | Workday Implementation Tenant Management included in Workday Solution Implementation Services | |
| 13 | Approximate Travel costs | Approximate Travel costs (if recommended) | N/A | $235,042[[2]](#footnote-2) |
| 14 | Not applicable[[3]](#footnote-3) | Additional Customisation/s or proposed solutions (if recommended) | N/A | N/A |

Implementation Services by Role Effort

Respondents should also provide completed pricing schedule including a breakdown by each recommended role.

Table 33: Pricing Per Role in the Project for Variations.

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| # | Role in the Project | Level in the Organisation | Blended Daily Rate | Effort (days) | Indicative Pricing |
| 1 | Co-Engagement Partner | Partner | $2,678.94 | 30.5 | $672,414 |
| 2 | Project Director | Director | 60 |
| 3 | Delivery Lead | Associate Director | 142.5 |
| 4 | PMO Support | Offshore Consultant | 18 |
| 5 | Solution Architect | Associate Director | $1,126.69 | 90 | $1,112,047 |
| 6 | HR Transformation SME | Associate Director | 24 |
| 7 | HCM Consultant | Manager | 148 |
| 8 | HCM Consultant | Senior Consultant | 154 |
| 9 | HCM Consultant | Consultant | 34 |
| 10 | Offshore HCM Consultant | Offshore Consultant | 537 |
| 14 | Senior Integration Architect | Associate Director | $1,391.76 | 35 | $354,898 |
| 16 | Workday Integration Lead | Manager | 101 |
| 17 | Workday Integration Specialist | Offshore Consultant | 119 |
| 19 | Delivery Lead (Data) | Manager | $1,564.58 | 56 | $297,271 |
| 20 | Tech Lead - ETL / Rec | Senior Consultant | 82 |
| 21 | Data Migration - Mapping & Transformation & Load | Consultant |  | 52 |  |
| 22 | Change Director | Director | $1,798.50 | 56.5 | $664,545 |
| 23 | Change & Training Manager | Manager | 142 |
| 24 | Change & Training Support | Senior Consultant | 106 |
| 25 | TTT Delivery Support | Offshore Consultant | 32 |
| 26 | TTT Material Development | Offshore Consultant | 33 |

Application Maintenance Services

Table 34: Pricing for Application Maintenance Services.

| # | Item | Indicative Pricing AUD excl. GST |
| --- | --- | --- |
| 1 | Support Services (Base, Enhancement and Governance Services) | $10,000 fixed fee, once off |
| 2 | * On-shore customer success manager * Quarterly service review to maintain fit for purpose * Base, Enhancement and Governance Services governed by SLAs * 20 hours a month (15% roll over with 3 months expiry) * 40 hours per update for update support (80 hours p/a) * Additional hours at $195 per hour * Minimum 2-year term | $7,971 per month |
|  |  | Total (per year) $95,652  Excluding once off fee |

1. As the Implementation Partner, KPMG will manage the Workday Implementation Tenants (Environments) until Technical Go-Live. [↑](#footnote-ref-1)
2. Approximate travel cost estimates are based on current resource modelling, several trips assumption and SJGHC's request to have remote teams in Perth for all iteration playbacks, dress rehearsal and cutover period, plus we have estimated additional on-site presence in Perth for Process Harmonisation / Architect Workshops. Any estimation of expenses can be remodelled and agreed with SJGHC prior to any contract signing, in addition to proposing prior SJGHC approval for all travel bookings. [↑](#footnote-ref-2)
3. Workday Platform allows for configuration only and does not permit development customisations. Refer to Assumptions for the allowable scope of functional inventory included in our proposed scope and pricing. [↑](#footnote-ref-3)