

## **EXHIBIT A**

### **Description of Desired Product Categories for Proposed Pricing**

Respondents should furnish a proposal that specifies pricing for the products and services they propose.

Responses are encouraged from vendors who can only provide a handful of products and services.

Respondents are not expected to be able to provide the entirety of the desired services, though are welcome to if they are able!

**Product Category #1:** Provide *ERP Consultancy Services to maintain/repair/modify existing TXShare Entity's or NCTCOG's ERP infrastructure* through a contract on the TXShare Cooperative Purchasing Program.

**Product Category #2:** Provide *ERP Consultancy Services to assist NCTCOG or TXShare Entity's research and preparation for ERP implementation* through a contract on the TXShare Cooperative Purchasing Program.

**Product Category #3:** Provide *ERP Consultancy Services to implement or replace an ERP system for NCTCOG or TXShare Entities* through a contract on the TXShare Cooperative Purchasing Program.

**Product Category #4:** Provide *Standalone Review and Documentation Services for NCTCOG or TXShare Entity's current business processes, process flows, process integration, and identification of pain points prior to their ERP implementation* through a contract on the TXShare Cooperative Purchasing Program.

**Product Category #5:** Provide *ERP system upgrades and/or migrations from on-premises to cloud solutions, and vice versa* for the NCTCOG or TXShare Entities through a contract on the TXShare Cooperative Purchasing Program.

**Product Category #6:** Provide *ERP Consultancy Services otherwise not anticipated in this RFP.*

#### **Challenge Objectives**

The following list of project deliverables are anticipated by TXShare Entities leveraging a contract resultant of this RFP.

In addition to the narratives desired regarding your firm's capability to provide Product Categories 1-6, and the Primary Components/Other Features of an ERP, Respondents are invited to propose solutions that address the following operational challenges, including but not limited to:

- How can your firm assist in the maintenance and efficiency improvements of or the total replacement of a public-sector entity's legacy Budget, Financial Management, Financial Reporting, Procurement, and other logistical systems?
- How can your firm reduce the sizable technology risk exposure resulting from software obsolescence, hardware/technical infrastructure obsolescence, and the increasing scarcity of technical resources?

- How can your firm resolve much of the fragmentation of existing administrative systems environment, which hinders process efficiency due to dual data entry, system reconciliations, data-synchronization adjustments, reporting from fragmented data sources, etc.?
- How would your firm incorporate functionality that meets or exceeds Federal security standards (e.g., NIST, FedRAMP Moderate), and provide security functions such as role-based segregation of duties and configurable approval rules that significantly strengthen financial controls?
- What recommend improvements for a system that would be fully integrated with the financial management, asset management, and inventory functions, thereby improving process efficiency and control would your firm suggest?
- What services can your firm provide for better tracking and management of the projects and assets?
- How can your firm achieve process standardization based on best practices through the implementation of a unified technology platform?
- What methods would you provide for the reduction of paper-based processes by leveraging electronic workflow, approval, document management, and retention capabilities where appropriate;
- What methods could your firm provide for the capturing and production of consistent, expandable set of data;
- How can your firm enable a more flexible solution to meet evolving business requirements (e.g., compliance with Governmental Accounting Standards Board [GASB] guidance) that is configurable by business users and does not require software developers to adjust/maintain system rules; and
- How would you provide for enhanced compliance with Section 508 of the Americans with Disabilities Act regarding accessibility.
- How would your firm conduct Business Process Reviews for Finance, Human Resources, Academic/Student Affairs, Procurement functionalities?
- How can your firm provide efficiency enhancements to existing Time and Expense modules as desired?
- How does your firm review and make recommendations for transitioning to or from cloud-based systems to on-premises based systems?

Please refer to our "Technical Proposal" section for our response to Exhibit A.

**EXHIBIT B**  
**Service Questionnaire**

Indicate the services you are able to provide:

SERVICE	YES	NO
Product Category #1	Yes	
Product Category #2	Yes	
Product Category #3	Yes	
Product Category #4	Yes	
Product Category #5	Yes	
Product Category #6	Yes	

Respondents should address the following items in Tab D: Technical Proposal if they are applicable for the service(s) being proposed.

- Respondents are asked to identify services that they are able to provide.
- Respondents are not required to be able to respond to all services in order to provide a proposal to this RFP.
- Those Respondents that are capable of providing more than a single service, indicate which in the table above, and provide an individual narrative relating to the needs of each Bid Item as described in Exhibit A.
- Responses should consist of detailed descriptions of what a Respondent's firm is capable of providing to the TXSHARE Public Purchasing Cooperative. The narrative for each Product Category must be addressed, but Respondents are encouraged to provide additional detail about their operation and capabilities.

## Exhibit B Cont'd

### Pricing Proposal (Firm/Organization)

Respondents are to provide a rate chart for the labor categories/ skill sets outlined below. All rates should be presented as fully loaded hourly rates. Include any other cost categories that should be considered within the “other” category. Attach extra sheets, as necessary. Respondents are encouraged to offer additional Public Sector Procurement Consulting functions and services as options for retainer under this solicitation.

<b>Pricing Format Request Example Procurement No.:</b>		NCT 2025-017		
<b>Respondent Name:</b>	<b>RESOURCE INTEGRATORS, LLC</b>			
<b>Notes</b>	1. This pricing sheet is an EXAMPLE of how pricing should be submitted for RFP 2025-017 2. Please provide hourly rates for all staff that would be involved in ERP Consultancy related projects. 3. Use as many lines as needed. 4. Detail any additional information necessary. 5. Proposers are encouraged to offer additional ERP Consulting functions or services to be offered as a catalog option. Please provide any additional options with 'list less' or 'cost plus percentages for pricing. A copy of any catalog services your firm can provide should be included with this response. If no such catalog exists, state “rates as submitted.”			
<b>Enterprise Resource Planning Consultancy - SHARE Cooperative Purchasing Program</b>				
Item	Description	Offered Price		
		Level 1	Level 2	Level 3
1.	Program Manager	-	\$110.87	\$125.55
2.	Project Manager	-	\$102.20	\$120.24
3.	Project Lead	\$100.00	\$125.96	\$169.09
4.	Project Coordinator	\$75.00	\$88.50	\$112.50
5.	Agile Scrum Master	\$65.00	\$109.68	\$154.39
6.	Agile Coach	\$76.26	\$121.88	\$167.65
7.	Change Management Manager/Organizational Change Management (OCM)	\$90.00	\$100.00	\$144.08
8.	Technical Writer	\$46.72	\$73.94	\$93.79
9.	ERP Developer	\$85.00	\$114.79	\$130.84
10.	Quality Assurance (QA) / Test Manager	\$74.03	\$116.31	\$130.95
11.	QA Associate/Analyst	\$64.55	\$71.73	\$75.48
12.	Cloud Architect (AWS, MS Azure, GCP, OCI)	\$95.00	\$129.36	\$140.43

13.	Cloud Admin (AWS, MS Azure, GCP, OCI)	\$88.42	\$107.34	\$125.00
<b>Oracle PeopleSoft ERP Specific Rates</b>				
14.	Peoplesoft Technical Architect	\$86.34	\$128.68	\$149.51
15.	PeopleSoft Functional Lead	\$105.39	\$129.25	\$159.02
16.	Peoplesoft Technical Lead	\$100.20	\$108.50	\$124.80
17.	PeopleSoft Functional Consultant	\$95.20	\$98.89	\$124.80
18.	PeopleSoft Technical Consultant	\$80.50	\$89.20	\$108.50
19.	PeopleSoft System Analyst	\$85.21	\$119.20	\$144.24
20.	PeopleSoft Administrator	\$85.78	\$98.21	\$119.20
21.	PeopleSoft Business Analyst	\$85.78	\$98.21	\$127.59
<b>Oracle Cloud (Fusion) ERP Specific Roles</b>				
22.	Oracle Cloud ERP Solution Architect	\$105.34	\$128.68	\$149.51
23.	Oracle Cloud ERP Technical Lead	\$100.20	\$108.50	\$124.80
24.	Oracle Cloud ERP Technical Consultant	\$85.50	\$89.60	\$112.50
25.	Oracle Cloud ERP Integration Developer	\$80.50	\$114.79	\$155.84
26.	Oracle Cloud ERP Functional Lead	\$97.50	\$128.25	\$159.00
27.	Oracle Cloud ERP Functional Consultant	\$94.20	\$100.45	\$132.80
28.	Oracle Cloud ERP Administrator	\$90.20	\$118.60	\$134.80
29.	Oracle CC&B Utilities Consultant	\$100.78	\$133.45	\$149.51
30.	Oracle NetSuite Consultant	\$88.60	\$108.50	\$124.80
31.	Oracle PL/SQL Consultant	\$85.20	\$95.78	\$106.75
32.	Oracle Cloud ERP Business Analyst	\$85.78	\$98.21	\$127.59
<b>Oracle E-Business Suite (EBS) Specific Roles</b>				
33.	Oracle EBS Functional Lead	\$105.39	\$129.25	\$159.02
34.	Oracle EBS Technical Lead	\$100.20	\$108.50	\$124.80
35.	Oracle EBS Functional Consultant	\$97.20	\$98.89	\$120.80
36.	Oracle EBS Technical Consultant	\$90.50	\$89.20	\$108.50
37.	Oracle EBS Administrator (Apps DBA)	\$85.78	\$98.21	\$118.20
38.	Oracle EBS Business Analyst	\$85.78	\$98.21	\$127.59
<b>Ellucian Banner ERP Specific Roles</b>				
39.	Banner ERP Functional Lead	\$105.39	\$129.25	\$159.00
40.	Banner ERP Technical Lead	\$100.20	\$108.50	\$129.80
41.	Banner Functional Consultant	\$96.20	\$119.89	\$138.80
42.	Banner Technical Consultant	\$90.50	\$106.20	\$124.69

43.	Banner Database Administrator (DBA)	\$85.50	\$106.80	\$125.65
44.	Banner Business Analyst	\$85.78	\$99.20	\$118.79
<b>SAP ERP Specific Roles</b>				
45.	SAP Functional Lead	\$89.89	\$129.25	\$149.02
46.	SAP Technical Lead	\$89.20	\$109.50	\$124.80
47.	SAP Functional Consultant	\$88.40	\$106.89	\$125.45
48.	SAP Technical Consultant	\$79.50	\$91.20	\$114.50
49.	SAP Fiori Consultant	\$88.90	\$118.35	\$138.45
50.	SAP Administrator	\$79.78	\$98.21	\$114.60
51.	SAP SuccessFactors Consultant	\$88.90	\$118.35	\$138.45
52.	SAP Hybris Consultant	\$88.90	\$118.35	\$138.45
53.	SAP HANA Consultant	\$88.90	\$118.35	\$138.45
54.	SAP Business Analyst	\$78.40	\$95.61	\$119.59
<b>Workday ERP Specific Roles</b>				
55.	Workday Engagement Manager	\$110.00	\$125.00	\$140.00
56.	Workday Functional Consultant (HCM, Security, Payroll, Absence Management, Time Tracking, Benefits, Compensation, Advanced Compensation, Talent & Performance, Learning)	\$115.00	\$120.60	\$135.69
57.	Workday Functional Consultant (Core Financials, Supply Chain Mgt., Adaptive Planning, Procurement, Inventory, Expenses, Projects, Admissions, Curriculum Mgt., Student Records, Advising, Registration)	\$115.00	\$120.60	\$135.69
58.	Workday Functional Consultant (Grants Mgt., Revenue Mgt., Banking and Settlement, Accounting Center, Financial Performance Management, Financial Aid, Student Finance)	\$115.00	\$120.60	\$135.69
59.	Workday Integrations (Studio/EIB)	\$99.45	\$99.41	\$120.25
60.	Workday Reporting	\$95.45	\$98.82	\$109.79
61.	Workday PRISM	\$100.45	\$110.50	\$120.25
<b>UKG ERP Specific Roles</b>				
62.	UKG Functional Lead	\$88.29	\$122.45	\$138.00
63.	UKG Technical Lead	\$84.45	\$111.80	\$125.65
64.	UKG Functional Consultant	\$84.20	\$112.40	\$124.80
65.	UKG Technical Consultant	\$78.20	\$98.78	\$112.00
66.	UKG Business Analyst	\$70.45	\$91.62	\$105.59
<b>Salesforce CRM Specific Roles</b>				

67.	Salesforce Solution Architect	\$88.89	\$118.62	\$142.95
68.	Salesforce Technical Architect	\$88.65	\$115.25	\$141.52
69.	Salesforce Technical Lead	\$89.20	\$108.50	\$124.80
70.	Salesforce Developer	\$73.14	\$102.79	\$112.59
71.	Salesforce Administrator	\$82.20	\$106.40	\$112.59
72.	Salesforce Functional Consultant /SME	\$88.40	\$108.89	\$125.45
73.	Salesforce Marketing Cloud Developer	\$80.51	\$106.40	\$120.50
74.	Salesforce CPQ Developer	\$86.25	\$121.34	\$137.65
75.	Sales Industry Vertical Specialist (Health Cloud, Manufacturing Cloud etc.)	\$89.25	\$122.50	\$135.21
76.	Salesforce Niche Cloud Specialist (Pardot, Marketing Cloud, Einstein)	\$88.42	\$124.65	\$140.00
77.	Salesforce Data Specialist	\$87.30	\$112.00	\$129.24
78.	Salesforce Integration Specialist	\$86.89	\$112.20	\$131.21
<b>Standalone Data Engineering Services</b>				
79.	Database Manager	\$92.65	\$111.89	\$125.49
80.	Database Developer	\$75.00	\$95.00	\$106.00
81.	Database Administrator	\$98.21	\$119.20	\$134.24
82.	Data Analyst / Report Writer (Database Analyst)	\$60.87	\$90.63	\$137.25
83.	Data Architect / Scientist	\$87.30	\$112.00	\$142.24
84.	Data Modeler	\$70.01	\$110.71	\$150.32
85.	Data Warehouse Manager	\$88.40	\$122.25	\$138.60
86.	Data Warehouse Analyst	\$76.30	\$94.15	\$108.50
87.	Business Intelligence Analyst	\$69.11	\$85.32	\$121.86
88.	Portal Administrator	\$78.21	\$99.60	\$115.00
89.	Data Conversion Specialist	\$80.00	\$100.00	\$120.00
90.	ETL Developer	\$82.35	\$117.50	\$134.45
<b>Ancillary/Value-Add Products (As Authorized Reseller)</b>				
<b>Product Details</b>		<b>Indicative Pricing</b>		
91.	emSigner SaaS Cloud Solution  <i>Note: Envelopes purchased would have 1 year validity. There are no overage fees.</i>  <i>In addition to the digital signature applied on the document on completion of the signing process, the document will be featuring an</i>	\$3.00 per envelope \$75,000 Implementation cost (subject to change)		

	<i>additional Time Stamp certificate and will be enabled with Long Term Validity.</i>	
92.	Test Automation Suite	TBD (Based on the scope of the application to be tested)

**Notes:**

1. Level 1: **2-5 years** of experience in the field or in a related area.
2. Level 2: **5-8 years** of experience in the field or in a related area.
3. Level 3: **8 or more** years of experience.
4. In certain scenarios, the hourly rate for a specific role with specific years of experience may differ from one module to another of the same ERP software application.
5. The above hourly rates are valid for the initial contract term of two (2) years.
6. All billing rates are exclusive of any out-of-pocket reimbursable expenses related to travel.



## EXHIBIT C

<b>RFP 2025-017</b>	<b>Texas Service Area Designation or Identification</b>		
<b>Proposer Name:</b>	Resource Integrators, LLC		
<b>Notes:</b>	<b>Indicate in the appropriate box whether you are proposing to service the entire State of Texas</b>		
	Will service the entire State of Texas	Will not service the entire State of Texas	
	Yes, we will service the entire State of TX.	Not applicable.	
	<b>If you are not proposing to service the entire State of Texas, designate on the form below the regions that you are proposing to provide goods and/or services to. By designating a region or regions, you are certifying that you are willing and able to provide the proposed goods and services.</b>		
<b>Item</b>	<b>Region</b>	<b>Metropolitan Statistical Areas</b>	<b>Designated Service Area</b>
1.	North Central Texas	16 counties in the Dallas-Fort Worth Metropolitan area	
2.	High Plains	Amarillo Lubbock	
3.	Northwest	Abilene Wichita Falls	
4.	Upper East	Longview Texarkana, TX-AR Metro Area Tyler	
5.	Southeast	Beaumont-Port Arthur	
6.	Gulf Coast	Houston-The Woodlands-Sugar Land	
7.	Central Texas	College Station-Bryan Killeen-Temple Waco	
8.	Capital Texas	Austin-Round Rock	
9.	Alamo	San Antonio-New Braunfels Victoria	
10.	South Texas	Brownsville-Harlingen Corpus Christi Laredo McAllen-Edinburg-Mission	
11.	West Texas	Midland Odessa San Angelo	
12.	Upper Rio Grande	El Paso	

<b>RFP 2025-017</b>	<b>Nationwide Service Area Designation or Identification Form</b>		
<b>Proposer Name:</b>	Resource Integrators, LLC		
<b>Notes:</b>	<b>Indicate in the appropriate box whether you are proposing to provide service to all Fifty (50) States.</b>		
	Will service all Fifty (50) States	Will not service Fifty (50) States	
	Yes, we will service all fifty (50) states.	Not applicable.	
	<b>If you are not proposing to service to all Fifty (50) States, then designate on the form below the States that you will provide service to. By designating a State or States, you are certifying that you are willing and able to provide the proposed goods and services in those States.</b>  <b>If you are only proposing to service a specific region, metropolitan statistical area (MSA), or city in a State, then indicate as such in the appropriate column box.</b>		
<b>Item</b>	<b>State</b>	<b>Region/MSA/City</b>	<b>Designated as a Service Area</b>
1.	Alabama		
2.	Alaska		
3.	Arizona		
4.	Arkansas		
5.	California		
6.	Colorado		
7.	Connecticut		
8.	Delaware		
9.	Florida		
10.	Georgia		
11.	Hawaii		
12.	Idaho		
13.	Illinois		
14.	Indiana		
15.	Iowa		
16.	Kansas		
17.	Kentucky		
18.	Louisiana		
19.	Maine		
20.	Maryland		
21.	Massachusetts		

22.	Michigan		
23.	Minnesota		
24.	Mississippi		
25.	Missouri		
26.	Montana		
27.	Nebraska		
28.	Nevada		
29.	New Hampshire		
30.	New Jersey		
31.	New Mexico		
32.	New York		
33.	North Carolina		
34.	North Dakota		
35.	Ohio		
36.	Oregon		
37.	Oklahoma		
38.	Pennsylvania		
39.	Rhode Island		
40.	South Carolina		
41.	South Dakota		
42.	Tennessee		
43.	Texas		
44.	Utah		
45.	Vermont		
46.	Virginia		
47.	Washington		
48.	West Virginia		
49.	Wisconsin		
50.	Wyoming		