

# TXShare

## Your Public Sector Solutions Center

### MASTER SERVICES AGREEMENT # 2025-048 Enterprise Resource Planning (ERP) Software Solutions

**THIS MASTER SERVICES AGREEMENT (“Agreement”)**, effective the last date of signed approval (“**Effective Date**”), is entered into by and between the **North Central Texas Council of Governments (“NCTCOG”)**, a Texas political subdivision and non-profit corporation, with offices located at 616 Six Flags Drive, Arlington, TX 76011, and

**AVAAP U.S.A. LLC (“Contractor”)**  
with offices located at  
**1400 Goodale Blvd Ste. 100**  
**Columbus, OH 43212**

#### ARTICLE I RETENTION OF THE CONTRACTOR

1.1 This Agreement defines the terms and conditions upon which the Contractor agrees to provide **Enterprise Resource Planning (ERP) Software Solutions** (hereinafter, “Services”) to governmental entities participating in the TXShare program (hereinafter “Participating Entities”). The Contractor is being retained to provide services described below to Participating Entities based on the Contractor’s demonstrated competence and requisite qualifications to perform the scope of the services described herein and in the Request for Proposals #2025-048 (hereinafter, “RFP”). The Contractor demonstrated they have the resources, experience, and qualifications to perform the services described, which is of interest to Participating Entities and was procured via the RFP. NCTCOG agrees to and hereby does retain the Contractor, as an independent contractor, and the Contractor agrees to provide services to Participating Entities, in accordance with the terms and conditions provided in this Agreement and consistent with Contractor’s response to the RFP.

#### ARTICLE II SCOPE OF SERVICES

- 2.1 The Contractor will provide Services described in a written Purchase Order issued by NCTCOG or a TXShare Participating Entity. Any such Purchase Order is hereby incorporated by reference and made a part of this Agreement and shall be subject to the terms and conditions in this Agreement. In the event of a conflict between any term or provision in this Agreement and any term or provision in a Purchase Order, the term or provision in this Agreement shall control unless the conflicting term or provision in this Agreement is referenced, and expressly stated not to apply, in such Purchase Order.
- 2.2 All Services rendered under this Agreement will be performed by the Contractor: i) with due care; ii) in accordance with generally prevailing industry standards; iii) in accordance with Participating Entities’ standard operating procedures and applicable policies, as may be amended from time to time; and iv) in compliance with all applicable laws, government regulatory requirements, and any other written instructions, specifications, guidelines, or requirements provided by NCTCOG and/or Participating Entities.
- 2.3 Any agreed-upon changes to a Purchase Order shall be set forth in a subsequent Purchase Order amendment. Contractor will not implement any changes or any new Services until a Purchase Order has been duly executed by Participating Entity. For the avoidance of doubt, the Contractor acknowledges that Participating Entity is under no obligation to execute a Purchase Order. Participating Entity shall not be liable for any amounts not included in a Purchase Order in the absence of a fully executed amendment of Purchase Order.

- 2.4 The Contractor may expand its designated service area(s) beyond those identified in Appendix A.2 at any time during the term of this Agreement. Such expansion shall not require a formal amendment or change order to this Agreement, provided that the Contractor notifies NCTCOG in writing of the updated service area(s). NCTCOG reserves the right to publish or update service area information for public awareness and contract administration purposes.
- 2.5 The pricing set forth in Appendix A.1 establishes the contractually approved pricing structures and rates applicable to the services offered by the Contractor under this Agreement. Services may be priced on a fixed-fee basis or a percentage discount, as expressly identified in Appendix A.1.

The Contractor and a Participating Entity may establish pricing more favorable to the Participating Entity than that set forth in Appendix A.1, including but not limited to a greater percentage discount and/or a lower fixed rate for any item or service covered under this Agreement.

**2.6 NCTCOG Obligations**

- 2.6.1 NCTCOG shall make available a contract page on its TXShare.org website which will include contact information for the Contractor(s).

**2.7 Participating Entity Obligations.**

- 2.7.1 In order to utilize the Services, Participating Entities must have executed a Master Interlocal Agreement for TXShare with NCTCOG. This agreement with the Participating Entity will define the legal relationship between NCTCOG and the Participating Entity.
- 2.7.2 In order to utilize the Services, Participating Entities must execute a Purchase Order with the Contractor. This agreement with the Participating Entity will define the Services and costs that the Participating Entity desires to have implemented by the Contractor.

**2.8 Contractor Obligations.**

- 2.8.1 Contractor must be able to deliver, perform, install, and implement services with the requirements and intent of RFP #2025-048.
- 2.8.2 If applicable, Contractor shall provide all necessary material, labor and management required to perform this work. The scope of services shall include, but not be limited to, items listed in Appendix A.
- 2.8.3 Contractor agrees to market and promote the use of the TXSHARE awarded contract whenever possible among its current and solicited customer base. Contractor shall agree to follow reporting requirements in report sales made under this Master Services Agreement in accordance with Section 4.2.

**ARTICLE III  
TERM**

- 3.1 This Agreement will commence on the Effective Date and remain in effect for an initial term ending on **February 28, 2028** (the "**Term**"), unless earlier terminated as provided herein. This Agreement may be automatically renewed, at NCTCOG's sole discretion, for up to three (3) additional years through **February 28, 2031**.
- 3.2 **Termination.** NCTCOG and/or Participating Entities may terminate this Agreement and/or any Purchase Order to which it is a signatory at any time, with or without cause, upon thirty (30) days' prior written notice to Contractor. Upon its receipt of notice of termination of this Agreement or Purchase Order, Contractor shall follow any instructions of NCTCOG respecting work stoppage. Contractor shall cooperate with NCTCOG and/or Participating Entities to provide for an orderly conclusion of the Services. Contractor shall use its best efforts to minimize the amount of any non-cancelable obligations and shall assign any contracts related thereto to NCTCOG or Participating Entity at its request. If NCTCOG or Participating Entity elects to continue any activities underlying a terminated Purchase Order after termination, Contractor shall cooperate with

NCTCOG or Participating Entity to provide for an orderly transfer of Contractor's responsibilities with respect to such Purchase Order to NCTCOG or Participating Entity. Upon the effective date of any such termination, the Contractor shall submit a final invoice for payment in accordance with Article IV, and NCTCOG or Participating Entity shall pay such amounts as are due to Contractor through the effective date of termination. NCTCOG or Participating Entity shall only be liable for payment of services rendered before the effective date of termination. If Agreement is terminated, certain reporting requirements identified in this Agreement shall survive termination of this Agreement.

- 3.2.1 Termination for Convenience: Either party may terminate the agreement for its convenience in whole or in part at any time without cause, upon 30 days written notice. Upon termination for convenience, the contractor will be entitled to payment for goods or services satisfactorily performed or delivered.
- 3.2.2 Termination for Cause: Either party may immediately terminate this Agreement if the other party breaches its obligations specified within this Agreement, and, where capable of remedy, such breach has not been materially cured within thirty (30) days of the breaching party's receipt of written notice describing the breach in reasonable detail.
- 3.2.3 Termination for Breach: Upon any material breach of this Agreement by either party, the non-breaching party may terminate this Agreement upon twenty (20) days written notice to the breaching party. The notice shall become effective at the end of the twenty (20) day period unless the breaching party cures such breach within such period.

#### **ARTICLE IV COMPENSATION**

- 4.1 **Invoices.** Contractor shall submit an invoice to the ordering Participating Entity upon receipt of an executed Purchase Order and after completion of the work, with Net 30 payment terms. Costs incurred prior to execution of this Agreement are not eligible for reimbursement. There shall be no obligation whatsoever to pay for performance of this Agreement from the monies of the NCTCOG or Participating Entities, other than from the monies designated for this Agreement and/or executed Purchase Order. Contractor expressly agrees that NCTCOG shall not be liable, financial or otherwise, for Services provided to Participating Entities.
- 4.2 **Reporting.** NCTCOG intends to make this Agreement available to other governmental entities through its TXShare cooperative purchasing program. Contractor shall submit to NCTCOG on a calendar quarterly basis a report that identifies Participating Entities, the date and order number, and the total contracted value of services that each Participating Entity has purchased and paid in full under this Master Service Agreement. Reporting and invoices should be submitted to:

Civic Marketplace, Inc.  
6502 Glen Abbey  
Abilene, TX 79606  
Email: [support@civicmarketplace.com](mailto:support@civicmarketplace.com)

#### **ARTICLE V SERVICE FEE**

- 5.1 **Explanation.** NCTCOG will make this Master Service Agreement available to other governmental entities, Participating Entities, and non-profit agencies in Texas and the rest of the United States through its TXShare cooperative purchasing program. The Contractor is able to market the Services under this Agreement to any Participating Entity with emphasis that competitive solicitation is not required when the Participating Entity purchases off of a cooperative purchasing program such as TXShare. However, each Participating Entity will make the decision that it feels is in compliance with its own purchasing requirements. The Contractor realizes substantial efficiencies through their ability to offer pricing through the TXShare Cooperative and that will increase the sales opportunities as well as reduce the need to repeatedly respond to Participating Entities' Requests for Proposals. From these efficiencies, Contractor will pay an administrative fee to TXSHARE calculated as a percentage of sales processed through the TXSHARE Master Services Agreement. This

administrative fee is not an added cost to TXSHARE participants. This administrative fee covers the costs of solicitation of the contract, marketing and facilitation, as well as offsets expenses incurred by TXSHARE.

- 5.2 **Administrative Fee.** NCTCOG will utilize an administrative fee, in the form of a percent of cost that will apply to all contracts between awarded contractor and NCTCOG or participants resulting from this solicitation. The administrative fee will be remitted by the contractor to NCTCOG on a quarterly basis, along with required quarterly reporting. The remuneration fee for this program will be 2.5% on sales.
- 5.3 **Setup and Implementation.** NCTCOG will provide instruction and guidance as needed to the Contractor to assist in maximizing mutual benefits from marketing these Services through the TXSHARE purchasing program.

## **ARTICLE VI RELATIONSHIP BETWEEN THE PARTIES**

- 6.1 **Contractual Relationship.** It is understood and agreed that the relationship described in this Agreement between the Parties is contractual in nature and is not to be construed to create a partnership or joint venture or agency relationship between the parties. Neither party shall have the right to act on behalf of the other except as expressly set forth in this Agreement. Contractor will be solely responsible for and will pay all taxes related to the receipt of payments hereunder and shall give reasonable proof and supporting documents, if reasonably requested, to verify the payment of such taxes. No Contractor personnel shall obtain the status of or otherwise be considered an employee of NCTCOG or Participating Entity by virtue of their activities under this Agreement.

## **ARTICLE VII REPRESENTATION AND WARRANTIES**

- 7.1 **Representations and Warranties.** Contractor represents and warrants that:
- 7.1.1 As of the Effective Date of this Agreement, it is not a party to any oral or written contract or understanding with any third party that is inconsistent with this Agreement and/or would affect the Contractor's performance under this Agreement; or that will in any way limit or conflict with its ability to fulfill the terms of this Agreement. The Contractor further represents that it will not enter into any such agreement during the Term of this Agreement;
- 7.1.2 NCTCOG is prohibited from making any award or permitting any award at any tier to any party which is debarred or suspended or otherwise excluded from, or ineligible for, participation in federal assistance programs under Executive Order 12549, Debarment and Suspension. Contractor and its subcontractors shall include a statement of compliance with Federal and State Debarment and suspension regulations in all Third-party contracts.
- 7.1.3 Contractor shall notify NCTCOG if Contractor or any of the Contractor's sub-contractors becomes debarred or suspended during the performance of this Agreement. Debarment or suspension of the Contractor or any of Contractor's sub-contractors may result in immediate termination of this Agreement.
- 7.1.4 Contractor and its employees and sub-contractors have all necessary qualifications, licenses, permits, and/or registrations to perform the Services in accordance with the terms and conditions of this Agreement, and at all times during the Term, all such qualifications, licenses, permits, and/or registrations shall be current and in good standing.
- 7.1.5 Contractor shall, and shall cause its representatives to, comply with all municipal, state, and federal laws, rules, and regulations applicable to the performance of the Contractor's obligations under this Agreement.

## **ARTICLE VIII CONFIDENTIAL INFORMATION AND OWNERSHIP**

8.1 **Confidential Information.** Contractor acknowledges that any information it or its employees, agents, or subcontractors obtain regarding the operation of NCTCOG or Participating Entities, its products, services, policies, customer, personnel, and other aspect of its operation (“Confidential Information”) is proprietary and confidential, and shall not be revealed, sold, exchanged, traded, or disclosed to any person, company, or other entity during the period of the Contractor’s retention hereunder or at any time thereafter without the express written permission of NCTCOG or Participating Entity.

Notwithstanding anything in this Agreement to the contrary, Contractor shall have no obligation of confidentiality with respect to information that (i) is or becomes part of the public domain through no act or omission of Contractor; (ii) was in Contractor’s lawful possession prior to the disclosure and had not been obtained by Contractor either directly or indirectly from the NCTCOG or Participating Entity; (iii) is lawfully disclosed to Contractor by a third party without restriction on disclosure; (iv) is independently developed by Contractor without use of or reference to the NCTCOG’s Participating Entity's Confidential Information; or (v) is required to be disclosed by law or judicial, arbitral or governmental order or process, provided Contractor gives the NCTCOG or Participating Entity prompt written notice of such requirement to permit the NCTCOG or Participating Entity to seek a protective order or other appropriate relief. Contractor acknowledges that NCTCOG and Participating Entities must strictly comply with applicable public information laws, in responding to any request for public information. This obligation supersedes any conflicting provisions of this Agreement.

8.2 **Ownership.** No title or ownership rights to any applicable software are transferred to the NCTCOG by this agreement. The Contractor and its suppliers retain all right, title and interest, including all copyright and intellectual property rights, in and to, the software (as an independent work and as an underlying work serving as a basis for any improvements, modifications, derivative works, and applications NCTCOG may develop), and all copies thereof. All final documents, data, reports, information, or materials are and shall at all times be and remain, upon payment of Contractor’s invoices therefore, the property of NCTCOG or Participating Entity and shall not be subject to any restriction or limitation on their future use by, or on behalf of, NCTCOG or Participating Entity, except otherwise provided herein. Subject to the foregoing exception, if at any time demand be made by NCTCOG or Participating Entity for any documentation related to this Agreement and/or applicable Purchase Orders for the NCTCOG and/or any Participating Entity, whether after termination of this Agreement or otherwise, the same shall be turned over to NCTCOG without delay, and in no event later than thirty (30) days after such demand is made. Contractor shall have the right to retain copies of documentation, and other items for its archives. If for any reason the foregoing Agreement regarding the ownership of documentation is determined to be unenforceable, either in whole or in part, the Contractor hereby assigns and agrees to assign to NCTCOG all rights, title, and interest that the Contractor may have or at any time acquire in said documentation and other materials, provided that the Contractor has been paid the aforesaid.

**ARTICLE IX  
GENERAL PROVISIONS**

9.1 **Notices.** All notices from one Party to another Party regarding this Agreement shall be in writing and delivered to the addresses shown below:

If to NCTCOG:	North Central Texas Council of Governments P.O. Box 5888 Arlington, TX 76005-5888 Attn: Elisa Littrell, Purchasing Agent Phone Number: 817-704-5674 <a href="mailto:elittrell@nctcog.org">elittrell@nctcog.org</a>
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If to Contractor: **AVAAP U.S.A. LLC**  
**Attn: Rich Walega**  
**1400 Goodale Blvd Ste. 100**  
**Columbus, OH 43212**  
**410-419-4629**  
[richard.walega@avaap.com](mailto:richard.walega@avaap.com)

9.1.1 If your sales point of contact is different than the above, please provide the following information:

Contact Name: \_\_\_\_\_  
Phone: \_\_\_\_\_  
Email: \_\_\_\_\_

The above contact information may be modified without requiring an amendment to the Agreement.

9.2 **Tax.** NCTCOG and several participating entities are exempt from Texas limited sales, federal excise and use tax, and does not pay tax on purchase, rental, or lease of tangible personal property for the organization’s use. A tax exemption certificate will be issued upon request.

9.3 **Indemnification.** Contractor shall defend, indemnify, and hold harmless NCTCOG and Participating Entities, NCTCOG’s affiliates, and any of their respective directors, officers, employees, agents, subcontractors, successors, and assigns from any and all suits, actions, claims, demands, judgments, liabilities, losses, damages, costs, and expenses (including reasonable attorneys’ fees and court costs) (collectively, “Losses”) arising out of or relating to: (i) Services performed and carried out pursuant to this Agreement; (ii) breach of any obligation, warranty, or representation in this Agreement, (iii) the negligence or willful misconduct of Contractor and/or its employees or subcontractors; or (iv) any infringement, misappropriation, or violation by Contractor and/or its employees or subcontractors of any right of a third party; provided, however, that Contractor shall have no obligation to defend, indemnify, or hold harmless to the extent any Losses are the result of NCTCOG’s or Participating Entities’ gross negligence or willful misconduct.

9.4 **Limitation of Liability.** In no event shall either party be liable for special, consequential, incidental, indirect or punitive loss, damages or expenses arising out of or relating to this Agreement, whether arising from a breach of contract or warranty, or arising in tort, strict liability, by statute or otherwise, even if it has been advised of their possible existence or if such loss, damages or expenses were reasonably foreseeable.

Notwithstanding any provision hereof to the contrary, neither party’s liability shall be limited by this Article with respect to claims arising from breach of any confidentiality obligation, arising from such party’s infringement of the other party’s intellectual property rights, covered by any express indemnity obligation of such party hereunder, arising from or with respect to injuries to persons or damages to tangible property, or arising out of the gross negligence or willful misconduct of the party or its employees.

9.5 **Insurance.** At all times during the term of this Agreement, Contractor shall procure, pay for, and maintain, with approved insurance carriers, the minimum insurance requirements set forth below, unless otherwise agreed in a Purchase Order between Contractor and Participating Entities. Further, Contractor shall require all contractors and sub-contractors performing work for which the same liabilities may apply under this Agreement to do likewise. All subcontractors performing work for which the same liabilities may apply under this contract shall be required to do likewise. Contractor may cause the insurance to be effected in whole or in part by the contractors or sub-contractors under their contracts. NCTCOG reserves the right to waive or modify insurance requirements at its sole discretion.

9.5.1 **Workers’ Compensation:** Statutory limits and employer’s liability of \$100,000 for each accident or disease.

9.5.2 Commercial General Liability:

9.5.2.1 Required Limits:

Minimum \$1,000,000 per occurrence;  
\$3,000,000 General Aggregate

9.5.2.2 Commercial General Liability policy shall include:

9.5.2.2.1 Coverage A: Bodily injury and property damage;

9.5.2.2.2 Coverage B: Personal and Advertising Injury liability;

9.5.2.2.3 Coverage C: Medical Payments;

9.5.2.2.4 Products: Completed Operations;

9.5.2.2.5 Fire Legal Liability;

9.5.2.3 Policy coverage must be on an “occurrence” basis using CGL forms as approved by the Texas State Board of Insurance.

9.5.2.4 Attachment of Endorsement CG 20 10- additional insured e. All other endorsements shall require prior approval by the NCTCOG.

9.5.3 Comprehensive Automobile/Truck Liability: Coverage shall be provided for all owned hired, and non-owned vehicles.

9.5.3.1 Required Limit:

\$1,000,000 combined single limit each accident.

9.5.4 Professional Errors and Omissions liability:

9.5.4.1 Required Limits:

\$1,000,000 Each Claim

\$1,000,000 Policy Aggregate

9.6 **Conflict of Interest.** During the term of this Agreement, and all extensions hereto and for a period of one (1) year thereafter, neither party, shall, without the prior written consent of the other, directly or indirectly, whether for its own account or with any other persons or entity whatsoever, employ, solicit to employ or endeavor to entice away any person who is employed by the other party.

9.7 **Force Majeure.** It is expressly understood and agreed by both parties to this Agreement that, if the performance of any provision of this Agreement is delayed by force majeure, defined as reason of war, civil commotion, act of God, governmental restriction, regulation or interference, fire, explosion, hurricane, flood, failure of transportation, court injunction, or any circumstances which are reasonably beyond the control of the party obligated or permitted under the terms of this Agreement to do or perform the same, regardless of whether any such circumstance is similar to any of those enumerated herein, the party so obligated or permitted shall be excused from doing or performing the same during such period of delay, so that the period of time applicable to such requirement shall be extended for a period of time equal to the period of time such party was delayed. Each party must inform the other in writing within a reasonable time of the existence of such force majeure.

9.8 **Ability to Perform.** Contractor agrees promptly to inform NCTCOG of any event or change in circumstances which may reasonably be expected to negatively affect the Contractor’s ability to perform its obligations under this Agreement in the manner contemplated by the parties.

9.9 **Availability of Funding.** This Agreement and all claims, suits, or obligations arising under or related to this Agreement are subject to and limited by the receipt and availability of funds which are received from the Participating Entities by NCTCOG dedicated for the purposes of this Agreement.

9.10 **Governing Law.** This Agreement will be governed by and construed in accordance with the laws of the State of Texas, United States of America. The mandatory and exclusive venue for the adjudication or resolution of any dispute arising out of this Agreement shall be in Tarrant County, Texas.

- 9.11 **Waiver.** Failure by either party to insist on strict adherence to any one or more of the terms or conditions of this Agreement, or on one or more occasions, will not be construed as a waiver, nor deprive that party of the right to require strict compliance with the same thereafter.
- 9.12 **Entire Agreement.** This Agreement and any appendices/amendments, as provided herein, constitutes the entire agreement of the parties and supersedes all other agreements, discussions, representations or understandings between the parties with respect to the subject matter hereof. No amendments hereto, or waivers or releases of obligations hereunder, shall be effective unless agreed to in writing by the parties hereto.
- 9.13 **Assignment.** This Agreement may not be assigned by either Party without the prior written consent of the other Party.
- 9.14 **Severability.** In the event any one or more of the provisions contained in this Agreement shall for any reason be held to be invalid, illegal, or unenforceable in any respect, such invalidity, illegality, or unenforceability shall not affect any other provision(s) hereof, and this Agreement shall be revised so as to cure such invalid, illegal, or unenforceable provision(s) to carry out as near as possible the original intents of the Parties.
- 9.15 **Amendments.** This Agreement may be amended only by a written amendment executed by both Parties, except that any alterations, additions, or deletions to the terms of this Agreement, which are required by changes in Federal and State law or regulations or required by the funding source, are automatically incorporated into this Agreement without written amendment hereto and shall become effective on the date designated by such law or regulation.
- 9.16 **Dispute Resolution.** The parties to this Agreement agree to the extent possible and not in contravention of any applicable State or Federal law or procedure established for dispute resolution, to attempt to resolve any dispute between them regarding this Agreement informally through voluntary mediation, arbitration or any other local dispute mediation process, including but not limited to dispute resolution policies of NCTCOG, before resorting to litigation.
- 9.17 **Publicity.** Contractor shall not issue any press release or make any statement to the media with respect to this Agreement or the services provided hereunder without the prior written consent of NCTCOG.
- 9.18 **Survival.** Rights and obligations under this Agreement which by their nature should survive will remain in effect after termination or expiration hereof.

## ARTICLE X

### ADDITIONAL REQUIREMENTS

- 10.1 **Equal Employment Opportunity.** Contractor shall not discriminate against any employee or applicant for employment because of race, religion, color, sex, sexual orientation, gender identity, or national origin. Contractor shall take affirmative actions to ensure that applicants are employed, and that employees are treated, during their employment, without regard to their race, religion, color, sex, sexual orientation, gender identity, or national origin. Such actions shall include, but not be limited to, the following: employment, upgrading, demotion, or transfer; recruitment or recruitment advertising; layoff or termination; rates of pay or other forms of compensation; and selection for training, including apprenticeship.
- 10.2 **Davis-Bacon Act.** Contractor agrees to comply with all applicable provisions of 40 USC § 3141 – 3148.
- 10.3 **Contract Work Hours and Selection Standards.** Contractor agrees to comply with all applicable provisions of 40 USC § 3701 – 3708 to the extent this Agreement indicates any employment of mechanics or laborers.
- 10.4 **Rights to Invention Made Under Contract or Agreement.** Contractor agrees to comply with all applicable provisions of 37 CFR Part 401.
- 10.5 **Clean Air Act, Federal Water Pollution Control Act, and Energy Policy Conservation Act.** Contractor agrees to comply with all applicable provisions of the Clean Air Act under 42 USC § 7401 – 7671, the Energy

Federal Water Pollution Control Act 33 USC § 1251 – 1387, and the Energy Policy Conservation Act under 42 USC § 6201.

- 10.6 **Debarment/Suspension.** Contractor is prohibited from making any award or permitting any award at any tier to any party which is debarred or suspended or otherwise excluded from or ineligible for participation in federal assistance programs under Executive Order 12549, Debarment and Suspension. Contractor and its subcontractors shall comply with the Certification Requirements for Recipients of Grants and Cooperative Agreements Regarding Debarments and Suspensions.
- 10.7 **Restrictions on Lobbying.** CONTRACTOR agrees to comply with all applicable provisions of 2 CFR §200.450. CONTRACTOR shall include a statement of compliance with the Lobbying Certification and Disclosure of Lobbying Activities in procurement solicitations exceeding \$100,000. Lobbying Certification and Disclosure of Lobbying Activities shall be completed by subcontractors and included in subcontractor contracts, as applicable. Each tier certifies to the tier above that it will not and has not used Federal appropriated funds to pay any person or organization for influencing or attempting to influence an officer or employee of any agency, a member of Congress, officer or employee of Congress, or an employee of a member of Congress in connection with obtaining any Federal contract, grant or any other award. Each tier must also disclose any lobbying with non-Federal funds that takes place in connection with obtaining any Federal award.
- 10.8 **Procurement of Recovered Materials.** Contractor agrees to comply with all applicable provisions of 2 CFR §200.322.
- 10.9 **Drug-Free Workplace.** Contractor shall provide a drug free workplace in compliance with the Drug Free Work Place Act of 1988.
- 10.10 **Texas Corporate Franchise Tax Certification.** Pursuant to Article 2.45, Texas Business Corporation Act, state agencies may not contract with for profit corporations that are delinquent in making state franchise tax payments.
- 10.11 **Civil Rights Compliance.**  
Compliance with Regulations: Contractor will comply with the Acts and the Regulations relative to Nondiscrimination in Federally-assisted programs of the U.S. Department of Transportation (USDOT), the Federal Highway Administration (FHWA), as they may be amended from time to time, which are herein incorporated by reference and made part of this agreement.

Nondiscrimination: Contractor, with regard to the work performed by it during the contract, will not discriminate on the grounds of race, color, sex, or national origin in the selection and retention of subcontractors, including procurement of materials and leases of equipment. Contractor will not participate directly or indirectly in the discrimination prohibited by the Acts and the Regulations, including employment practices when the contract covers any activity, project, or program set forth in Appendix B of 45 CFR Part 21.

Solicitations for Subcontracts, Including Procurement of Materials and Equipment: In all solicitations either by competitive bidding or negotiation made by Contractor for work to be performed under a subcontract, including procurement of materials or leases of equipment, each potential subcontractor or supplier will be notified by Contractor of obligations under this contract and the Acts and Regulations relative to Nondiscrimination on the grounds of race, color, sex, or national origin.

Information and Reports: Contractor will provide all information and reports required by the Acts, the Regulations, and directives issued pursuant thereto, and will permit access to its books, records, accounts, other sources of information, and facilities as may be determined by the State or the FHWA to be pertinent to ascertain compliance with such Acts, Regulations or directives. Where any information required of Contractor is in the exclusive possession of another who fails or refuses to furnish this information, Contractor

will so certify to NCTCOG, the Texas Department of Transportation (“the State”) or the Federal Highway Administration, as appropriate, and will set forth what efforts it has made to obtain the information.

Sanctions for Noncompliance: In the event of Contractor’s noncompliance with the Nondiscrimination provisions of this Agreement, NCTCOG will impose such sanctions as it or the State or the FHWA may determine to be appropriate, including, but not limited to: withholding of payments to the Contractor under this Agreement until the Contractor compiles and/or cancelling, terminating or suspension of this Agreement, in whole or in part.

Incorporation of Provisions: Contractor will include the provisions of the paragraphs listed above, in this section 10.11, in every subcontract, including procurement of materials and leases of equipment, unless exempt by the Acts, the Regulations and directives issued pursuant thereto. Contractor will take such action with respect to any subcontract or procurement as NCTCOG, the State, or the FHWA may direct as a means of enforcing such provisions including sanctions for noncompliance. Provided, that if Contractor becomes involved in, or is threatened with, litigation with a subcontractor or supplier because of such direction, Contractor may request the State to enter into such litigation to protect the interests of the State. In addition, Contractor may request the United States to enter into such litigation to protect the interests of the United States.

- 10.12 **Disadvantaged Business Enterprise Program Requirements.** Contractor shall not discriminate on the basis of race, color, national origin, or sex in the award and performance of any U.S. Department of Transportation (DOT)-assisted contract or in the administration of its DBE program or the requirements of 49 CFR Part 26. Contractor shall take all necessary and reasonable steps under 49 CFR Part 26 to ensure non-discrimination in award and administration of DOT-assisted contracts. Each sub-award or sub-contract must include the following assurance: *The Contractor, sub-recipient, or sub-contractor shall not discriminate on the basis of race, color, national origin, or sex in the performance of this Agreement. The Contractor shall carry out applicable requirements of 49 CFR Part 26 in the award and administration of DOT-assisted contracts. Failure by the Contractor to carry out these requirements is a material breach of this agreement, which may result in the termination of this agreement or such other remedy as the recipient deems appropriate.*
- 10.13 **Pertinent Non-Discrimination Authorities.** During the performance of this Agreement, Contractor, for itself, its assignees, and successors in interest agree to comply with the following nondiscrimination statutes and authorities; including but not limited to:
- 10.13.1 Title VI of the Civil Rights Act of 1964 (42 U.S.C. § 2000d et seq., 78 stat. 252), (prohibits discrimination on the basis of race, color, national origin); and 49 CFR Part 21.
  - 10.13.2 The Uniform Relocation Assistance and Real Property Acquisition Policies Act of 1970, (42 U.S.C. § 4601), (prohibits unfair treatment of persons displaced or whose property has been acquired because of Federal or Federal-aid programs and projects).
  - 10.13.3 Federal-Aid Highway Act of 1973, (23 U.S.C. § 324 et seq.), as amended, (prohibits discrimination on the basis of sex).
  - 10.13.4 Section 504 of the Rehabilitation Act of 1973, (29 U.S.C. § 794 et seq.) as amended, (prohibits discrimination on the basis of disability); and 49 CFR Part 27.
  - 10.13.5 The Age Discrimination Act of 1975, as amended, (49 U.S.C. § 6101 et seq.), (prohibits discrimination on the basis of age).
  - 10.13.6 Airport and Airway Improvement Act of 1982, (49 U.S.C. Chapter 471, Section 47123), as amended, (prohibits discrimination based on race, creed, color, national origin, or sex).
  - 10.13.7 The Civil Rights Restoration Act of 1987, (PL 100-209), (Broadened the scope, coverage and applicability of Title VI of the Civil Rights Act of 1964, The Age Discrimination Act of 1975 and Section 504 of the Rehabilitation Act of 1973, by expanding the definition of the terms “programs

or activities” to include all of the programs or activities of the Federal-aid recipients, subrecipients and contractors, whether such programs or activities are Federally funded or not).

10.13.8 Titles II and III of the Americans with Disabilities Act, which prohibits discrimination on the basis of disability in the operation of public entities, public and private transportation systems, places of public accommodation, and certain testing entities (42 U.S.C. §§ 12131-12189) as implemented by Department of Transportation regulations at 49 C.F.R. parts 37 and 38.

10.13.9 The Federal Aviation Administration’s Nondiscrimination statute (49 U.S.C. § 47123) (prohibits discrimination on the basis of race, color, national origin, and sex).

10.13.10 Executive Order 12898, Federal Actions to Address Environmental Justice in Minority Populations and Low-Income Populations, which ensures nondiscrimination against minority populations by discouraging programs, policies, and activities with disproportionately high and adverse human health or environmental effects on minority and low-income populations.

10.13.11 Executive Order 13166, Improving Access to Services for Persons with Limited English Proficiency, and resulting agency guidance, national origin discrimination includes discrimination because of limited English proficiency (LEP). To ensure compliance with Title VI, the parties must take reasonable steps to ensure that LEP persons have meaningful access to the programs (70 Fed. Reg. at 74087 to 74100).

10.13.12 Title IX of the Education Amendments of 1972, as amended, which prohibits the parties from discriminating because of sex in education programs or activities (20 U.S.C. 1681 et seq.).

**10.14 Ineligibility to Receive State Grants or Loans, or Receive Payment on State Contracts.**

In accordance with Section 231.006 of the Texas Family Code, a child support obligor who is more than thirty (30) days delinquent in paying child support and a business entity in which the obligor is a sole proprietor, partner, shareholder, or owner with an ownership interest of at least twenty-five (25) percent is not eligible to:

10.14.1 Receive payments from state funds under a contract to provide property, materials or services; or

10.14.2 Receive a state-funded grant or loan.

By signing this Agreement, the Contractor certifies compliance with this provision.

10.15 **House Bill 89 Certification.** If contractor is required to make a certification pursuant to Section 2270.002 of the Texas Government Code, contractor certifies that contractor does not boycott Israel and will not boycott Israel during the term of the contract resulting from this solicitation. If contractor does not make that certification, contractor state in the space below why the certification is not required.

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10.16 **Certification Regarding Disclosure of Conflict of Interest.** The undersigned certifies that, to the best of his or her knowledge or belief, that:

“No employee of the contractor, no member of the contractor’s governing board or body, and no person who exercises any functions or responsibilities in the review or approval of the undertaking or carrying out of this contract shall participate in any decision relating to this contract which affects his/her personal pecuniary interest.

Executives and employees of contractor shall be particularly aware of the varying degrees of influence that can be exerted by personal friends and associates and, in administering the contract, shall exercise due diligence to avoid situations which give rise to an assertion that favorable treatment is being granted to friends and associates. When it is in the public interest for the contractor to conduct business with a friend or associate of an executive or employee of the contractor, an elected official in the area or a member of the North Central Texas Council of Governments, a permanent record of the transaction shall be retained.

Any executive or employee of the contractor, an elected official in the area or a member of the NCTCOG, shall not solicit or accept money or any other consideration from a third person, for the performance of an act reimbursed in whole or part by contractor or Department. Supplies, tools, materials, equipment or services purchased with contract funds shall be used solely for purposes allowed under this contract. No member of the NCTCOG shall cast a vote on the provision of services by that member (or any organization which that member represents) or vote on any matter which would provide a direct or indirect financial benefit to the member or any business or organization which the member directly represents”.

No officer, employee or paid consultant of the contractor is a member of the NCTCOG.

No officer, manager or paid consultant of the contractor is married to a member of the NCTCOG.

No member of NCTCOG directly owns, controls or has interest in the contractor.

The contractor has disclosed any interest, fact, or circumstance that does or may present a potential conflict of interest.

No member of the NCTCOG receives compensation from the contractor for lobbying activities as defined in Chapter 305 of the Texas Government Code.

Should the contractor fail to abide by the foregoing covenants and affirmations regarding conflict of interest, the contractor shall not be entitled to the recovery of any costs or expenses incurred in relation to the contract and shall immediately refund to the North Central Texas Council of Governments any fees or expenses that may have been paid under this contract and shall further be liable for any other costs incurred or damages sustained by the NCTCOG as it relates to this contract.

- 10.17 **Certification of Fair Business Practices.** That the submitter affirms that the submitter has not been found guilty of unfair business practices in a judicial or state agency administrative proceeding during the preceding year. The submitter further affirms that no officer of the submitter has served as an officer of any company found guilty of unfair business practices in a judicial or state agency administrative during the preceding year.
- 10.18 **Certification of Good Standing Texas Corporate Franchise Tax Certification.** Pursuant to Article 2.45, Texas Business Corporation Act, state agencies may not contract with for profit corporations that are delinquent in making state franchise tax payments. The undersigned authorized representative of the corporation making the offer herein certified that the following indicated Proposal is true and correct and that the undersigned understands that making a false Proposal is a material breach of contract and is grounds for contract cancellation.
- 10.19 **Prohibition on Certain Telecommunications and Video Surveillance Services or Equipment.** Pursuant to Public Law 115-232, Section 889, and 2 Code of Federal Regulations (CFR) Part 200, including §200.216 and §200.471, NCTCOG is prohibited from using federal funds to procure, contract with entities who use, or extend contracts with entities who use certain telecommunications and video surveillance equipment or services provided by certain Chinese controlled entities. Contractor has certified its compliance with the requirements of Section 889 of the National Defense Authorization Act (NDAA) through execution of the “Prohibited Telecommunications and Video Surveillance Services or Equipment Certification” included in its RFP submission (Attachment X of the NCTCOG attestations). This certification is incorporated herein by reference. The Contractor shall pass these requirements down to any of its subcontractors funded under this Agreement. The Contractor shall notify NCTCOG if the Contractor cannot comply with the prohibition during the performance of this Contract.

- 10.20 **Discrimination Against Firearms Entities or Firearms Trade Associations.** Pursuant to Texas Local Government Code Chapter 2274, Subtitle F, Title 10, prohibiting contracts with companies who discriminate against firearm and ammunition industries. NCTCOG is prohibited from contracting with entities, or extend contracts with entities who have practice, guidance, or directive that discriminates against a firearm entity or firearm trade association. Contractor has certified its compliance through execution of the “Discrimination Against Firearms Entities or Firearms Trade Associations Certification,” included in its RFP submission (Attachment VIII of the NCTCOG attestations). The Contractor shall pass these requirements down to any of its subcontractors funded under this Agreement. The Contractor shall notify NCTCOG if the Contractor cannot comply with the prohibition during the performance of this Contract.
- 10.21 **Boycotting of Certain Energy Companies.** Pursuant to Texas Local Government Code Chapter 2274, Subtitle F, Title 10, prohibiting contracts with companies who boycott certain energy companies. NCTCOG is prohibited from contracting with entities or extend contracts with entities that boycott energy companies. Contractor has certified its compliance through execution of the “Boycotting of Certain Energy Companies Certification,” included in its RFP submission (Attachment VIII of the NCTCOG attestations). The Contractor shall pass these requirements down to any of its subcontractors funded under this Agreement. The Contractor shall notify NCTCOG if the Contractor cannot comply with the prohibition during the performance of this Contract.
- 10.22 **Domestic Preference for Procurements.** As appropriate and to the extent consistent with law, the CONTRACTOR should, to the greatest extent practicable, provide a preference for the purchase, acquisition, or use of goods, products, or materials produced in the United States (including but not limited to iron, aluminum, steel, cement, and other manufactured products). Consistent with §200.322, the following items shall be defined as: “Produced in the United States” means, for iron and steel products, that all manufacturing processes, from the initial melting stage through the application of coatings, occurred in the United States. “Manufactured products” means items and construction materials composed in whole or in part of non-ferrous metals such as aluminum; plastics and polymer-based products such as polyvinyl chloride pipe; aggregates such as concrete; glass, including optical fiber; and lumber.
- 10.23 **Trafficking in Persons.** Contractor agrees to comply with all applicable provisions of 2 CFR §175.15. NCTCOG, the Contractor, and its subcontractors are prohibited from (i) engaging in severe forms of trafficking in persons during the period of time that the award is in effect; (ii) procure a commercial sex act during the period of time that the award is in effect; (iii) use forced labor in the performance of the award or subawards under the award. The Federal award agency may unilaterally terminate the award, without penalty, if the Contractor (i) is determined to have violated an applicable prohibition; (ii) has an employee who is determined by the agency officially authorized to terminate the award to have violated an applicable prohibition of this award term. NCTCOG must notify the Federal award agency immediately if any information received from the Contractor indicates a violation of the applicable prohibitions.
- 10.24 **Whistleblower Protection.** PROVIDER agrees to comply with whistleblower rights and protections under 41 USC 4712 and 2 CFR 200.217. NCTCOG, the PROVIDER, and its subcontractors shall not discharge, demote, or otherwise discriminate against an employee as a reprisal for disclosing to a person or body described in paragraph (a)(2) of 41 U.S.C. 4712 information that the employee reasonably believes is evidence of gross mismanagement of a Federal contract or grant, a gross waste of Federal funds, an abuse of authority relating to a Federal contract or grant, a substantial and specific danger to public health or safety, or a violation of law, rule, or regulation related to a Federal contract (including the competition for or negotiation of a contract) or grant. NCTCOG and the PROVIDER must inform their employees in writing of employee whistleblower rights and protections under 41 U.S.C. 4712.
- 10.25 **Internal Controls.** The PROVIDER agrees to comply with all applicable provisions of 2 CFR 200.303 to establish, document, and maintain effective internal control over the federal award in compliance with federal statutes, regulations, and the terms and conditions of the federal award, including reasonable cybersecurity and other measures to safeguard information.

**IN WITNESS WHEREOF**, the parties have executed this Agreement as of the Effective Date.

**AVAAP U.S.A. LLC**

Signed by:  
Steve Csuka 6/17/2026  
F98AF9D22C6D46D...  
Signature Date

Steve Csuka  
Printed Name

CEO  
Title

**North Central Texas Council of Governments**

Signed by:  
Todd Little 6/17/2026  
349D83294E7946E...  
Signature Date

Todd Little  
Executive Director

## **APPENDIX A Statement of Work**

### **Enterprise Resource Planning (ERP) Software Solutions**

#### **1. Purpose**

This Statement of Work (SOW) establishes the scope of services available under the TXShare cooperative purchasing program for Enterprise Resource Planning (ERP) Software Solutions and related services. This SOW applies to Contractors offering ERP software solutions, implementation services, and other ancillary goods or services in accordance with the TXShare Request for Proposal (RFP).

#### **2. Incorporated Documents**

This SOW incorporates the following documents by reference, which are made part of the Agreement as if fully set forth herein:

- Request for Proposals (RFP) No. 2025-048 - Enterprise Resource Planning (ERP) Software Solutions; and
- Contractor's Response to RFP 2025-048, specifically the awarded Technical Proposal, including the identified Service Category(ies), and excluding any pricing, exceptions, or terms that conflict with the Agreement.

#### **3. Scope of Services**

Contractor shall provide ERP software solutions, implementation services, and/or other ancillary goods or services in accordance with the awarded Service Category(ies) and as described in the Contractor's Technical Proposal.

Services under this SOW may be performed for the North Central Texas Council of Governments (NCTCOG) and any eligible TXShare member entity.

##### **3.1 Service Categories**

Services performed under this SOW shall align with one or both of the following RFP-defined service categories, as awarded:

- Service Category #1: Enterprise Resource Planning (ERP) Software Solutions
- Service Category #2: Other Ancillary Goods or Services

##### **3.2 Categories of Work Included in This SOW**

The categories of work included in this SOW shall be limited to and governed by the Contractor's response to RFP No. 2025-048, which is incorporated herein by reference.

Such work may include, but is not limited to, ERP software, implementation services integrations, data migration, training, support, and other ancillary goods or services specifically proposed and awarded under the applicable Service Category(ies).

No services outside the scope of the awarded Contractor response may be provided under this SOW unless authorized through a member-specific agreement or purchase order.

#### **4. ERP Solution and Service Objectives**

Contractor shall support TXShare member entities in modernizing and optimizing enterprise operations by:

- Delivering configurable and scalable ERP solutions suitable for public sector organizations of varying size and complexity;
- Supporting integration across core administrative and operational systems;
- Reducing reliance on legacy systems and manual processes;

- Improving data quality, transparency, reporting, and decision-making; and
- Supporting long-term sustainability, compliance, and future readiness.

## **5. ERP-Related Activities**

Contractor's responsibilities may include, but are not limited to, the following activities, as applicable based on the Contractor's awarded service category and member-specific engagement:

### **5.1 ERP Software and Configuration**

- Provision of ERP modules supporting financial, human resources, procurement, payroll, budgeting, and operational functions;
- System configuration aligned to public sector workflows.

### **5.2 Implementation and Integration Services**

- Project management and phased implementation support;
- Integration with existing government systems, including financial, operational, and citizen-facing platforms.

### **5.3 Data Migration and Reporting Support**

- Data extraction, cleansing, validation, and migration services;
- Configuration of reports, dashboards, and analytics aligned with public sector standards.

### **5.4 Training and Change Management**

- User training and onboarding;
- Change management planning and adoption support.

### **5.5 Support and Maintenance**

- Post-implementation support;
- Ongoing system optimization, updates, and enhancements.

## **6. Performance Standards**

Contractor shall perform all services:

- In a professional and independent manner;
- In accordance with generally accepted ERP, information technology, and public sector practices;
- In compliance with applicable federal, state, and local laws and regulations; and
- Consistent with the representations and commitments made in the Contractor's Technical Proposal.

## **7. Agency-Specific Statements of Work**

Participating TXShare members may enter into or issue supplemental or agency-specific Statements of Work or purchase orders to further define:

- Applicable service category and categories of work;
- Scope limitations or expansions;
- Delivery methods, timelines, and milestones;
- Reporting or documentation requirements; and
- Agency-specific operational priorities.

Such documents shall not materially alter the terms of the Agreement or this SOW without mutual written consent.

Contractor Service Categories included in this SOW:

**EXHIBIT 1: CATEGORIES OFFERED AND PRICING PROPOSAL**

Select the categories you are offering in your proposal:

**Service Category #1: Enterprise Resource Planning (ERP) Software Solutions**

**Service Category #2: Other Ancillary Goods or Services (List Below)**

ERP Assessment and Selection Services

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ERP Client-Side Implementation Services

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Avaap Change Maturity Assessment

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Avaap Change Academy

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Process Analysis Assessment

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Project Portfolio Assessment (PPA)

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**APPENDIX A.1  
Pricing for TXShare Cooperative Purchase Program Participants**

<b>Service Category #1: Enterprise Resource Planning (ERP) Software</b>		
<b>Avaap Client Side Role Rates</b>	<b>Title Description</b>	<b>Rate/hr.</b>
Avaap - Program Director/Exec Sponsor	Each project is assigned an Avaap Executive Sponsor and/or Program Director. This individual will serve in an advisory role and will provide oversight for the entire project. This individual provides an escalation point for any issues related to the delivery of services or issues that have the potential of adversely affecting the timeline or budget of the project. This individual maintains executive level relationships with the Client and participates in Steering Committee meetings to facilitate effective project governance. The Executive Sponsor will handle any negotiation related to scope or resource changes as required to successfully execute the project and any associated Change Orders.	\$375.00
Avaap Engagement Manager	Avaap will designate an Engagement Manager to be responsible for working with the Client Project Manager to ensure the overall and timely success of the initial deployment of each work stream. The Engagement Manager will help guide the deployment by providing Avaap best practices as they relate to project management techniques, the use of Avaap tools and templates, and leveraging Avaap’s implementation methodology. The Engagement Manager will staff the project with Avaap or partner resources and guide their activities based on a mutually agreed upon project plan. The Engagement Manager will provide overall project status to key members of Client and Avaap’s management team and participate in internal review meetings to help ensure the project is meeting	\$325.00
Avaap Lead / Architect	Responsible for providing cross-functional oversight to the Functional Consultants to help manage configuration and design challenges. The Solution Architect will drive consistency, efficiency and focus on the Client’s objectives. Each Solution Architect maintains an overarching view of the functional aspects of the Client’s Workday deployment and provides senior guidance in the details of Workday. As well, each Solution Architect leverages lessons learned from other projects to facilitate the most effective and efficient approaches and techniques related to design, configuration, integration development, testing, data conversion, reporting, and complete alignment with Workday.	\$275.00
Avaap Sr. Consultant	Responsible for working with Client to design business processes, gather functional and reporting requirements. The Consultant configures Workday according to Client requirements and documents any areas where requirements are not met. They provide best practices to ensure the Client is taking full advantage of the features/functions of the Workday solution. They support testing, data conversion, knowledge transfer, change management and integration development efforts. They escalate issues that may impact the go-live date to the Avaap Engagement Manager.	\$235.00
Avaap Consultant	Avaap will provide data conversion support services where we will conduct all data transformation tasks required for the Workday conversion. Responsible for working with the Avaap Business Consultant and Client Business Analysts to gather and document integration requirements. The Integration Consultant supports the configuration and testing of Avaap packaged integrations and the development of Client integrations as defined by the Statement of Work along with knowledge transfer.	\$200.00
Avaap Analyst	Responsible for working with Client to design business processes, gather functional and reporting requirements. The Consultant configures Workday according to Client requirements and documents any areas where requirements are not met. They provide best practices to ensure the Client is taking full advantage of the features/functions of the Workday solution. They support testing, data conversion, knowledge transfer, change management and integration development efforts. They escalate issues that may impact the go-live date to the Avaap Engagement Manager.	\$175.00
Avaap Technical Analyst		\$125.00
Avaap - SME/Product Expert	Identified as needed during this implementation. Example roles could be Financial Planning SME, Security SME, or future Workday product experts.	\$425.00

**Service Category #1: Enterprise Resource Planning (ERP) Software**

SKU Code	SKU Descriptions	Commercial Annual List Price	Country of Origin	Transaction Type
CHCM	Core Human Capital Management. This SKU is available for customers with 3,501 or greater FSEs. (per FSE, per year)	\$146.28	USA	Subscriptions
LDPHCM	Core Human Capital Management - LDP. This SKU is available for customers with 3,500 or less FSEs. (per FSE, per year)	\$168.43	USA	Subscriptions
LDPBEN	Benefits - LDP. This SKU is available for customers with 3,500 or less FSEs. (per FSE, per year)	\$15.37	USA	Subscriptions
LDPAM	Absence Management - LDP. This SKU is available for customers with 3,500 or less FSEs. (per FSE, per year)	\$15.37	USA	Subscriptions
LDPACM	Advanced Compensation Management - LDP. This SKU is available for customers with 3,500 or less FSEs. (per FSE, per year)	\$15.37	USA	Subscriptions
WW	Workday Wellness. Please contact Sales@workday.com for product availability information. This SKU is available for customers with 3,501 or greater FSEs. (per FSE, per year)	\$69.00	USA	Subscriptions
LDPWW	Workday Wellness - LDP. Please contact Sales@workday.com for product availability information. This SKU is available for customers with 3,500 or less FSEs. (per FSE, per year)	\$44.56	USA	Subscriptions
CCB	Cloud Connect for Benefits. This SKU is available for customers with 3,501 or greater FSEs. (per FSE, per year)	\$46.92	USA	Subscriptions
LDPCCB	Cloud Connect for Benefits - LDP. This SKU is available for customers with 3,500 or less FSEs. (per FSE, per year)	\$17.38	USA	Subscriptions
TT	Time Tracking. This SKU is available for customers with 3,501 or greater FSEs. (per FSE, per year)	\$62.56	USA	Subscriptions
LDPTT	Time Tracking - LDP. This SKU is available for customers with 3,500 or less FSEs. (per FSE, per year)	\$69.51	USA	Subscriptions
NTC	Smart Time Clock by NoahFace. This SKU is available for customers with 3,501 or greater FSEs. (per FSE, per year)	\$62.56	USA	Subscriptions
LDPNTC	Smart Time Clock by NoahFace - LDP . This SKU is available for customers with 3,500 or less FSEs. (per FSE, per year)	\$69.51	USA	Subscriptions
SC	Scheduling. This SKU is available for customers with 3,501 or greater FSEs. (per FSE, per year)	\$46.92	USA	Subscriptions
LDPSC	Scheduling - LDP. This SKU is available for customers with 3,500 or less FSEs. (per FSE, per year)	\$52.13	USA	Subscriptions
SCLO	Labor Optimization. This SKU is available for customers with 3,501 or greater FSEs. (per FSE, per year)	\$15.64	USA	Subscriptions
LDPSCLO	Labor Optimization - LDP. This SKU is available for customers with 3,500 or less FSEs. (per FSE, per year)	\$17.38	USA	Subscriptions
TLO	Talent Optimization. This SKU is available for customers with 3,501 or greater FSEs. (per FSE, per year)	\$42.93	USA	Subscriptions
LDPTLO	Talent Optimization - LDP. This SKU is available for customers with 3,500 or less FSEs. (per FSE, per year)	\$55.70	USA	Subscriptions
LRN	Learning. This SKU is available for customers with 3,501 or greater FSEs. (per FSE, per year)	\$46.92	USA	Subscriptions
LDPLRN	Learning - LDP. This SKU is available for customers with 3,500 or less FSEs. (per FSE, per year)	\$66.84	USA	Subscriptions

CCLRN	Cloud Connect for Learning. This SKU is available for customers with 3,501 or greater FSEs. (per FSE, per year)	\$18.86	USA	Subscriptions
LDPCCLRN	Cloud Connect for Learning - LDP. This SKU is available for customers with 3,500 or less FSEs. (per FSE, per year)	\$20.94	USA	Subscriptions
MCNF	Media Cloud - No Fee (per FSE, per year)	\$0.00	USA	Subscriptions
REC	Recruiting. This SKU is available for customers with 3,501 or greater FSEs. (per FSE, per year)	\$62.56	USA	Subscriptions
LDPREC	Recruiting - LDP. This SKU is available for customers with 3,500 or less FSEs. (per FSE, per year)	\$69.51	USA	Subscriptions
USP	Payroll for United States. This SKU is available for customers with 3,501 or greater FSEs. (per FSE, per year)	\$117.30	USA	Subscriptions
LDPUSP	Payroll for United States - LDP. This SKU is available for customers with 3,500 or less FSEs. (per FSE, per year)	\$104.27	USA	Subscriptions
STP	Payroll provided by Strada. This SKU is available for customers with 3,501 or greater FSEs. (per FSE, per year)	\$117.30	USA	Subscriptions
LDPSTP	Payroll provided by Strada - LDP. This SKU is available for customers with 3,500 or less FSEs. (per FSE, per year)	\$104.27	USA	Subscriptions
GPC	Global Payroll Connect. This SKU is available for customers with 3,501 or greater FSEs. (per FSE, per year)	\$46.92	USA	Subscriptions
LDPGPC	Global Payroll Connect - LDP. This SKU is available for customers with 3,500 or less FSEs. (per FSE, per year)	\$52.13	USA	Subscriptions
PPLA	People Analytics. This SKU is available for customers with 3,501 or greater FSEs. (per FSE, per year)	\$40.63	USA	Subscriptions
LDPPPLA	People Analytics - LDP. This SKU is available for customers with 3,500 or less FSEs. (per FSE, per year)	\$51.24	USA	Subscriptions
HLP	Help. This SKU is available for customers with 3,501 or greater FSEs. (per FSE, per year)	\$46.92	USA	Subscriptions
LDPHLP	Help - LDP. This SKU is available for customers with 3,500 or less FSEs. (per FSE, per year)	\$52.13	USA	Subscriptions
JRNY	Journeys. This SKU is available for customers with 3,501 or greater FSEs. (per FSE, per year)	\$23.46	USA	Subscriptions
LDPJRNY	Journeys - LDP. This SKU is available for customers with 3,500 or less FSEs. (per FSE, per year)	\$26.07	USA	Subscriptions
EMPVCE	Peakon Employee Voice. This SKU is available for customers with 3,501 or greater FSEs. (per FSE, per year)	\$46.92	USA	Subscriptions
LDPEMPVCE	Peakon Employee Voice - LDP. This SKU is available for customers with 3,500 or less FSEs. (per FSE, per year)	\$52.13	USA	Subscriptions
FIN	Core Financials. This SKU is available for customers with 3,501 or greater FSEs. (per FSE, per year)	\$156.40	USA	Subscriptions
LDPFIN	Core Financials - LDP. This SKU is available for customers with 3,500 or less FSEs. (per FSE, per year)	\$206.75	USA	Subscriptions
PLNF	Financial Planning. This SKU is available for customers with 3,501 or greater FSEs. (per FSE, per year)	\$70.38	USA	Subscriptions
LDPPLNF	Financial Planning - LDP. This SKU is available for customers with 3,500 or less FSEs. (per FSE, per year)	\$89.12	USA	Subscriptions
PLNFC	Financial Planning and Consolidation. This SKU is available for customers with 3,501 or greater FSEs. (per FSE, per year)	\$102.12	USA	Subscriptions
LDPPLNFC	Financial Planning and Consolidation - LDP. This SKU is available for customers with 3,500 or less FSEs. (per FSE, per year)	\$129.22	USA	Subscriptions

PLNX	Operational Planning. This SKU is available for customers with 3,501 or greater FSEs. (per FSE, per year)	\$70.38	USA	Subscriptions
LDPPLNX	Operational Planning - LDP. This SKU is available for customers with 3,500 or less FSEs. (per FSE, per year)	\$89.12	USA	Subscriptions
PLNW	Workforce Planning. This SKU is available for customers with 3,501 or greater FSEs. (per FSE, per year)	\$70.38	USA	Subscriptions
LDPPLNW	Workforce Planning - LDP. This SKU is available for customers with 3,500 or less FSEs. (per FSE, per year)	\$89.12	USA	Subscriptions
PRJT	Projects. This SKU is available for customers with 3,501 or greater FSEs. (per FSE, per year)	\$54.74	USA	Subscriptions
LDPPRJT	Projects - LDP. This SKU is available for customers with 3,500 or less FSEs. (per FSE, per year)	\$66.84	USA	Subscriptions
INV	Inventory. This SKU is available for customers with 3,501 or greater FSEs. (per FSE, per year)	\$46.92	USA	Subscriptions
LDPINV	Inventory - LDP. This SKU is available for customers with 3,500 or less FSEs. (per FSE, per year)	\$52.13	USA	Subscriptions
EXP	Expenses. This SKU is available for customers with 3,501 or greater FSEs. (per FSE, per year)	\$46.92	USA	Subscriptions
LDPEXP	Expenses - LDP. This SKU is available for customers with 3,500 or less FSEs. (per FSE, per year)	\$52.13	USA	Subscriptions
PRO	Procurement. This SKU is available for customers with 3,501 or greater FSEs. (per FSE, per year)	\$93.84	USA	Subscriptions
LDPPRO	Procurement - LDP. This SKU is available for customers with 3,500 or less FSEs. (per FSE, per year)	\$104.27	USA	Subscriptions
PB	Project Billing. This SKU is available for customers with 3,501 or greater FSEs. (per FSE, per year)	\$156.40	USA	Subscriptions
LDPPB	Project Billing - LDP. This SKU is available for customers with 3,500 or less FSEs. (per FSE, per year)	\$189.37	USA	Subscriptions
GM	Grants Management. This SKU is available for customers with 3,501 or greater FSEs. (per FSE, per year)	\$78.20	USA	Subscriptions
LDPGM	Grants Management - LDP. This SKU is available for customers with 3,500 or less FSEs. (per FSE, per year)	\$89.12	USA	Subscriptions
PRA	Prism Analytics Enterprise. This SKU is available for customers with 3,501 or greater FSEs. (per FSE, per year)	\$62.56	USA	Subscriptions
LDPPRA	Prism Analytics Enterprise - LDP. This SKU is available for customers with 3,500 or less FSEs. (per FSE, per year)	\$75.75	USA	Subscriptions
CE	Candidate Engagement. This SKU is available for customers with 3,501 or greater FSEs. (per FSE, per year)	\$24.99	USA	Subscriptions
LDPCE	Candidate Engagement - LDP. This SKU is available for customers with 3,500 or less FSEs. (per FSE, per year)	\$27.85	USA	Subscriptions
BYOK	Bring Your Own Key. This SKU is available for customers with 3,501 or greater FSEs. (per FSE, per year)	\$23.46	USA	Subscriptions
LDPBK	Bring Your Own Key - LDP. This SKU is available for customers with 3,500 or less FSEs. (per FSE, per year)	\$25.62	USA	Subscriptions
SRC	Strategic Sourcing Enterprise. This SKU is available for customers with 3,501 or greater FSEs. (per FSE, per year)	\$70.38	USA	Subscriptions
LDPSRC	Strategic Sourcing Enterprise - LDP. This SKU is available for customers with 3,500 or less FSEs. (per FSE, per year)	\$78.20	USA	Subscriptions
SVSCPQ	Services CPQ. This SKU is available for customers with 3,501 or greater FSEs. (per FSE, per year)	\$125.12	USA	Subscriptions

LDPSVSCPQ	Services CPQ - LDP. This SKU is available for customers with 3,500 or less FSEs. (per FSE, per year)	\$151.50	USA	Subscriptions
AIRC	HiredScore AI for Recruiting. Please contact Sales@workday.com for product availability information. This SKU is available for customers with 3,501 or greater FSEs. (per FSE, per year)	\$46.92	USA	Subscriptions
LDPAIRC	HiredScore AI for Recruiting - LDP. Please contact Sales@workday.com for product availability information. This SKU is available for customers with 3,500 or less FSEs. (per FSE, per year)	\$52.13	USA	Subscriptions
AITM	HiredScore AI for Talent Mobility. Please contact Sales@workday.com for product availability information. This SKU is available for customers with 3,501 or greater FSEs. (per FSE, per year)	\$19.63	USA	Subscriptions
LDPAITM	HiredScore AI for Talent Mobility - LDP. Please contact Sales@workday.com for product availability information. This SKU is available for customers with 3,500 or less FSEs. (per FSE, per year)	\$22.28	USA	Subscriptions
WSS	Workday Student Service (per FTE, per year)	\$166.38	USA	Subscriptions
JRNY-STU	Journeys for Student. This SKU is available for customers with 3,501 or greater FSEs. (per FTE, per year)	\$25.57	USA	Subscriptions
LDPJRNY-STU	Journeys for Student - LDP. This SKU is available for customers with 3,500 or less FSEs. (per FTE, per year)	\$19.95	USA	Subscriptions
CI	Contract Intelligence. This SKU is available for customers with 3,501 or greater FSEs. (1,000 Documents, up to 5 Custom AI Models, per year)	\$70,000.00	USA	Subscriptions
LDPCI	Contract Intelligence - LDP. This SKU is available for customers with 3,500 or less FSEs. (1,000 Documents, up to 5 Custom AI Models, per year)	\$40,000.00	USA	Subscriptions
CLM	Contract Lifecycle Management. This SKU is available for customers with 3,501 or greater FSEs. (1,000 Documents, up to 5 Custom AI Models, per year)	\$105,000.00	USA	Subscriptions
LDPCLM	Contract Lifecycle Management - LDP. This SKU is available for customers with 3,500 or less FSEs. (1,000 Documents, up to 5 Custom AI Models, per year)	\$60,000.00	USA	Subscriptions
CIAIM-T1	Contract Intelligence Custom AI Models. Customer may purchase additional Custom AI Models in increments of 10 respectively under the CIAIM SKU. Pricing is based on the document tier for the CI SKU. Customers of CI must purchase CIAIM for additional increments of 10 Custom AI Models and cannot be combined with other CIAIM SKUs. This SKU is available for customers with 3,501 or greater FSEs. (10 Custom AI Models, up to 1,000 Documents, per year)	\$14,500.00	USA	Subscriptions
CIAIM-T2	Contract Intelligence Custom AI Models. Customer may purchase additional Custom AI Models in increments of 10 respectively under the CIAIM SKU. Pricing is based on the document tier for the CI SKU. Customers of CI must purchase CIAIM for additional increments of 10 Custom AI Models and cannot be combined with other CIAIM SKUs. This SKU is available for customers with 3,501 or greater FSEs. (10 Custom AI Models, up to 2,000 Documents, per year)	\$23,314.00	USA	Subscriptions
CIAIM-T3	Contract Intelligence Custom AI Models. Customer may purchase additional Custom AI Models in increments of 10 respectively under the CIAIM SKU. Pricing is based on the document tier for the CI SKU. Customers of CI must purchase CIAIM for additional increments of 10 Custom AI Models and cannot be combined with other CIAIM SKUs. This SKU is available for customers with 3,501 or greater FSEs. (10 Custom AI Models, up to 3,000 Documents, per year)	\$27,978.00	USA	Subscriptions

CIAIM-T4	Contract Intelligence Custom AI Models. Customer may purchase additional Custom AI Models in increments of 10 respectively under the CIAIM SKU. Pricing is based on the document tier for the CI SKU. Customers of CI must purchase CIAIM for additional increments of 10 Custom AI Models and cannot be combined with other CIAIM SKUs. This SKU is available for customers with 3,501 or greater FSEs. (10 Custom AI Models, up to 5,000 Documents, per year)	\$37,302.00	USA	Subscriptions
CIAIM-T5	Contract Intelligence Custom AI Models. Customer may purchase additional Custom AI Models in increments of 10 respectively under the CIAIM SKU. Pricing is based on the document tier for the CI SKU. Customers of CI must purchase CIAIM for additional increments of 10 Custom AI Models and cannot be combined with other CIAIM SKUs. This SKU is available for customers with 3,501 or greater FSEs. (10 Custom AI Models, up to 10,000 Documents, per year)	\$67,146.00	USA	Subscriptions
CIAIM-T6	Contract Intelligence Custom AI Models. Customer may purchase additional Custom AI Models in increments of 10 respectively under the CIAIM SKU. Pricing is based on the document tier for the CI SKU. Customers of CI must purchase CIAIM for additional increments of 10 Custom AI Models and cannot be combined with other CIAIM SKUs. This SKU is available for customers with 3,501 or greater FSEs. (10 Custom AI Models, up to 25,000 Documents, per year)	\$134,290.00	USA	Subscriptions
CIAIM-T7	Contract Intelligence Custom AI Models. Customer may purchase additional Custom AI Models in increments of 10 respectively under the CIAIM SKU. Pricing is based on the document tier for the CI SKU. Customers of CI must purchase CIAIM for additional increments of 10 Custom AI Models and cannot be combined with other CIAIM SKUs. This SKU is available for customers with 3,501 or greater FSEs. (10 Custom AI Models, up to 50,000 Documents, per year)	\$214,864.00	USA	Subscriptions
CIAIM-T8	Contract Intelligence Custom AI Models. Customer may purchase additional Custom AI Models in increments of 10 respectively under the CIAIM SKU. Pricing is based on the document tier for the CI SKU. Customers of CI must purchase CIAIM for additional increments of 10 Custom AI Models and cannot be combined with other CIAIM SKUs. This SKU is available for customers with 3,501 or greater FSEs. (10 Custom AI Models, up to 100,000 Documents, per year)	\$300,810.00	USA	Subscriptions
CIAIM-T9	Contract Intelligence Custom AI Models. Customer may purchase additional Custom AI Models in increments of 10 respectively under the CIAIM SKU. Pricing is based on the document tier for the CI SKU. Customers of CI must purchase CIAIM for additional increments of 10 Custom AI Models and cannot be combined with other CIAIM SKUs. This SKU is available for customers with 3,501 or greater FSEs. (10 Custom AI Models, up to 250,000 Documents, per year)	\$526,418.00	USA	Subscriptions
CIAIM-T10	Contract Intelligence Custom AI Models. Customer may purchase additional Custom AI Models in increments of 10 respectively under the CIAIM SKU. Pricing is based on the document tier for the CI SKU. Customers of CI must purchase CIAIM for additional increments of 10 Custom AI Models and cannot be combined with other CIAIM SKUs. This SKU is available for customers with 3,501 or greater FSEs. (10 Custom AI Models, up to 500,000 Documents, per year)	\$774,144.00	USA	Subscriptions

CIAIM-T11	Contract Intelligence Custom AI Models. Customer may purchase additional Custom AI Models in increments of 10 respectively under the CIAIM SKU. Pricing is based on the document tier for the CI SKU. Customers of CI must purchase CIAIM for additional increments of 10 Custom AI Models and cannot be combined with other CIAIM SKUs. This SKU is available for customers with 3,501 or greater FSEs. (10 Custom AI Models, up to 1,000,000 Documents, per year)	\$1,238,630.00	USA	Subscriptions
CIAIM-T12	Contract Intelligence Custom AI Models. Customer may purchase additional Custom AI Models in increments of 10 respectively under the CIAIM SKU. Pricing is based on the document tier for the CI SKU. Customers of CI must purchase CIAIM for additional increments of 10 Custom AI Models and cannot be combined with other CIAIM SKUs. This SKU is available for customers with 3,501 or greater FSEs. (10 Custom AI Models, up to 2,000,000 Documents, per year)	\$1,981,809.00	USA	Subscriptions
LDPCIAIM-T1	Contract Intelligence Custom AI Models - LDP. Customer may purchase additional Custom AI Models in increments of 10 respectively under the LDPCIAIM SKU. Pricing is based on the document tier for the LDPCI SKU. Customers of LDPCI must purchase LDPCIAIM for additional increments of 10 Custom AI Models and cannot be combined with other LDPCIAIM SKUs. This SKU is available for customers with 3,500 or less FSEs. (10 Custom AI Models, up to 1,000 Documents, per year)	\$8,333.00	USA	Subscriptions
LDPCIAIM-T2	Contract Intelligence Custom AI Models - LDP. Customer may purchase additional Custom AI Models in increments of 10 respectively under the LDPCIAIM SKU. Pricing is based on the document tier for the LDPCI SKU. Customers of LDPCI must purchase LDPCIAIM for additional increments of 10 Custom AI Models and cannot be combined with other LDPCIAIM SKUs. This SKU is available for customers with 3,500 or less FSEs. (10 Custom AI Models, up to 2,000 Documents, per year)	\$13,333.00	USA	Subscriptions
LDPCIAIM-T3	Contract Intelligence Custom AI Models - LDP. Customer may purchase additional Custom AI Models in increments of 10 respectively under the LDPCIAIM SKU. Pricing is based on the document tier for the LDPCI SKU. Customers of LDPCI must purchase LDPCIAIM for additional increments of 10 Custom AI Models and cannot be combined with other LDPCIAIM SKUs. This SKU is available for customers with 3,500 or less FSEs. (10 Custom AI Models, up to 3,000 Documents, per year)	\$16,000.00	USA	Subscriptions
LDPCIAIM-T4	Contract Intelligence Custom AI Models - LDP. Customer may purchase additional Custom AI Models in increments of 10 respectively under the LDPCIAIM SKU. Pricing is based on the document tier for the LDPCI SKU. Customers of LDPCI must purchase LDPCIAIM for additional increments of 10 Custom AI Models and cannot be combined with other LDPCIAIM SKUs. This SKU is available for customers with 3,500 or less FSEs. (10 Custom AI Models, up to 5,000 Documents, per year)	\$21,333.00	USA	Subscriptions
LDPCIAIM-T5	Contract Intelligence Custom AI Models - LDP. Customer may purchase additional Custom AI Models in increments of 10 respectively under the LDPCIAIM SKU. Pricing is based on the document tier for the LDPCI SKU. Customers of LDPCI must purchase LDPCIAIM for additional increments of 10 Custom AI Models and cannot be combined with other LDPCIAIM SKUs. This SKU is available for customers with 3,500 or less FSEs. (10 Custom AI Models, up to 10,000 Documents, per year)	\$38,400.00	USA	Subscriptions

LDPCIAIM-T6	Contract Intelligence Custom AI Models - LDP. Customer may purchase additional Custom AI Models in increments of 10 respectively under the LDPCIAIM SKU. Pricing is based on the document tier for the LDPCI SKU. Customers of LDPCI must purchase LDPCIAIM for additional increments of 10 Custom AI Models and cannot be combined with other LDPCIAIM SKUs. This SKU is available for customers with 3,500 or less FSEs. (10 Custom AI Models, up to 25,000 Documents, per year)	\$76,800.00	USA	Subscriptions
LDPCIAIM-T7	Contract Intelligence Custom AI Models - LDP. Customer may purchase additional Custom AI Models in increments of 10 respectively under the LDPCIAIM SKU. Pricing is based on the document tier for the LDPCI SKU. Customers of LDPCI must purchase LDPCIAIM for additional increments of 10 Custom AI Models and cannot be combined with other LDPCIAIM SKUs. This SKU is available for customers with 3,500 or less FSEs. (10 Custom AI Models, up to 50,000 Documents, per year)	\$122,880.00	USA	Subscriptions
LDPCIAIM-T8	Contract Intelligence Custom AI Models - LDP. Customer may purchase additional Custom AI Models in increments of 10 respectively under the LDPCIAIM SKU. Pricing is based on the document tier for the LDPCI SKU. Customers of LDPCI must purchase LDPCIAIM for additional increments of 10 Custom AI Models and cannot be combined with other LDPCIAIM SKUs. This SKU is available for customers with 3,500 or less FSEs. (10 Custom AI Models, up to 100,000 Documents, per year)	\$172,032.00	USA	Subscriptions
LDPCIAIM-T9	Contract Intelligence Custom AI Models - LDP. Customer may purchase additional Custom AI Models in increments of 10 respectively under the LDPCIAIM SKU. Pricing is based on the document tier for the LDPCI SKU. Customers of LDPCI must purchase LDPCIAIM for additional increments of 10 Custom AI Models and cannot be combined with other LDPCIAIM SKUs. This SKU is available for customers with 3,500 or less FSEs. (10 Custom AI Models, up to 250,000 Documents, per year)	\$301,056.00	USA	Subscriptions
LDPCIAIM-T10	Contract Intelligence Custom AI Models - LDP. Customer may purchase additional Custom AI Models in increments of 10 respectively under the LDPCIAIM SKU. Pricing is based on the document tier for the LDPCI SKU. Customers of LDPCI must purchase LDPCIAIM for additional increments of 10 Custom AI Models and cannot be combined with other LDPCIAIM SKUs. This SKU is available for customers with 3,500 or less FSEs. (10 Custom AI Models, up to 500,000 Documents, per year)	\$451,584.00	USA	Subscriptions
LDPCIAIM-T11	Contract Intelligence Custom AI Models - LDP. Customer may purchase additional Custom AI Models in increments of 10 respectively under the LDPCIAIM SKU. Pricing is based on the document tier for the LDPCI SKU. Customers of LDPCI must purchase LDPCIAIM for additional increments of 10 Custom AI Models and cannot be combined with other LDPCIAIM SKUs. This SKU is available for customers with 3,500 or less FSEs. (10 Custom AI Models, up to 1,000,000 Documents, per year)	\$722,534.00	USA	Subscriptions
LDPCIAIM-T12	Contract Intelligence Custom AI Models - LDP. Customer may purchase additional Custom AI Models in increments of 10 respectively under the LDPCIAIM SKU. Pricing is based on the document tier for the LDPCI SKU. Customers of LDPCI must purchase LDPCIAIM for additional increments of 10 Custom AI Models and cannot be combined with other LDPCIAIM SKUs. This SKU is available for customers with 3,500 or less FSEs. (10 Custom AI Models, up to 2,000,000 Documents, per year)	\$1,156,055.00	USA	Subscriptions

CLMAIM-T1	Contract Lifecycle Management Custom AI Models. Customer may purchase additional Custom AI Models in increments of 10 respectively under the CLMAIM SKU. Pricing is based on the document tier for the CLM SKU. Customers of CLM must purchase CLMAIM for additional increments of 10 Custom AI Models and cannot be combined with other CLMAIM SKUs. This SKU is available for customers with 3,501 or greater FSEs. (10 Custom AI Models, up to 1,000 Documents, per year)	\$14,500.00	USA	Subscriptions
CLMAIM-T2	Contract Lifecycle Management Custom AI Models. Customer may purchase additional Custom AI Models in increments of 10 respectively under the CLMAIM SKU. Pricing is based on the document tier for the CLM SKU. Customers of CLM must purchase CLMAIM for additional increments of 10 Custom AI Models and cannot be combined with other CLMAIM SKUs. This SKU is available for customers with 3,501 or greater FSEs. (10 Custom AI Models, up to 2,000 Documents, per year)	\$23,314.00	USA	Subscriptions
CLMAIM-T3	Contract Lifecycle Management Custom AI Models. Customer may purchase additional Custom AI Models in increments of 10 respectively under the CLMAIM SKU. Pricing is based on the document tier for the CLM SKU. Customers of CLM must purchase CLMAIM for additional increments of 10 Custom AI Models and cannot be combined with other CLMAIM SKUs. This SKU is available for customers with 3,501 or greater FSEs. (10 Custom AI Models, up to 3,000 Documents, per year)	\$27,978.00	USA	Subscriptions
CLMAIM-T4	Contract Lifecycle Management Custom AI Models. Customer may purchase additional Custom AI Models in increments of 10 respectively under the CLMAIM SKU. Pricing is based on the document tier for the CLM SKU. Customers of CLM must purchase CLMAIM for additional increments of 10 Custom AI Models and cannot be combined with other CLMAIM SKUs. This SKU is available for customers with 3,501 or greater FSEs. (10 Custom AI Models, up to 5,000 Documents, per year)	\$37,302.00	USA	Subscriptions
CLMAIM-T5	Contract Lifecycle Management Custom AI Models. Customer may purchase additional Custom AI Models in increments of 10 respectively under the CLMAIM SKU. Pricing is based on the document tier for the CLM SKU. Customers of CLM must purchase CLMAIM for additional increments of 10 Custom AI Models and cannot be combined with other CLMAIM SKUs. This SKU is available for customers with 3,501 or greater FSEs. (10 Custom AI Models, up to 10,000 Documents, per year)	\$67,146.00	USA	Subscriptions
CLMAIM-T6	Contract Lifecycle Management Custom AI Models. Customer may purchase additional Custom AI Models in increments of 10 respectively under the CLMAIM SKU. Pricing is based on the document tier for the CLM SKU. Customers of CLM must purchase CLMAIM for additional increments of 10 Custom AI Models and cannot be combined with other CLMAIM SKUs. This SKU is available for customers with 3,501 or greater FSEs. (10 Custom AI Models, up to 25,000 Documents, per year)	\$134,290.00	USA	Subscriptions
CLMAIM-T7	Contract Lifecycle Management Custom AI Models. Customer may purchase additional Custom AI Models in increments of 10 respectively under the CLMAIM SKU. Pricing is based on the document tier for the CLM SKU. Customers of CLM must purchase CLMAIM for additional increments of 10 Custom AI Models and cannot be combined with other CLMAIM SKUs. This SKU is available for customers with 3,501 or greater FSEs. (10 Custom AI Models, up to 50,000 Documents, per year)	\$214,864.00	USA	Subscriptions

CLMAIM-T8	Contract Lifecycle Management Custom AI Models. Customer may purchase additional Custom AI Models in increments of 10 respectively under the CLMAIM SKU. Pricing is based on the document tier for the CLM SKU. Customers of CLM must purchase CLMAIM for additional increments of 10 Custom AI Models and cannot be combined with other CLMAIM SKUs. This SKU is available for customers with 3,501 or greater FSEs. (10 Custom AI Models, up to 100,000 Documents, per year)	\$300,810.00	USA	Subscriptions
CLMAIM-T9	Contract Lifecycle Management Custom AI Models. Customer may purchase additional Custom AI Models in increments of 10 respectively under the CLMAIM SKU. Pricing is based on the document tier for the CLM SKU. Customers of CLM must purchase CLMAIM for additional increments of 10 Custom AI Models and cannot be combined with other CLMAIM SKUs. This SKU is available for customers with 3,501 or greater FSEs. (10 Custom AI Models, up to 250,000 Documents, per year)	\$526,418.00	USA	Subscriptions
CLMAIM-T10	Contract Lifecycle Management Custom AI Models. Customer may purchase additional Custom AI Models in increments of 10 respectively under the CLMAIM SKU. Pricing is based on the document tier for the CLM SKU. Customers of CLM must purchase CLMAIM for additional increments of 10 Custom AI Models and cannot be combined with other CLMAIM SKUs. This SKU is available for customers with 3,501 or greater FSEs. (10 Custom AI Models, up to 500,000 Documents, per year)	\$774,144.00	USA	Subscriptions
CLMAIM-T11	Contract Lifecycle Management Custom AI Models. Customer may purchase additional Custom AI Models in increments of 10 respectively under the CLMAIM SKU. Pricing is based on the document tier for the CLM SKU. Customers of CLM must purchase CLMAIM for additional increments of 10 Custom AI Models and cannot be combined with other CLMAIM SKUs. This SKU is available for customers with 3,501 or greater FSEs. (10 Custom AI Models, up to 1,000,000 Documents, per year)	\$1,238,630.00	USA	Subscriptions
CLMAIM-T12	Contract Lifecycle Management Custom AI Models. Customer may purchase additional Custom AI Models in increments of 10 respectively under the CLMAIM SKU. Pricing is based on the document tier for the CLM SKU. Customers of CLM must purchase CLMAIM for additional increments of 10 Custom AI Models and cannot be combined with other CLMAIM SKUs. This SKU is available for customers with 3,501 or greater FSEs. (10 Custom AI Models, up to 2,000,000 Documents, per year)	\$1,981,809.00	USA	Subscriptions
LDPCLMAIM-T1	Contract Lifecycle Management Custom AI Models - LDP. Customer may purchase additional Custom AI Models in increments of 10 respectively under the LDPCLMAIM SKU. Pricing is based on the document tier for the LDPCLM SKU. Customers of LDPCLM must purchase LDPCLMAIM for additional increments of 10 Custom AI Models and cannot be combined with other LDPCLMAIM SKUs.. This SKU is available for customers with 3,500 or less FSEs. (10 Custom AI Models, up to 1,000 Documents, per year)	\$8,333.00	USA	Subscriptions
LDPCLMAIM-T2	Contract Lifecycle Management Custom AI Models - LDP. Customer may purchase additional Custom AI Models in increments of 10 respectively under the LDPCLMAIM SKU. Pricing is based on the document tier for the LDPCLM SKU. Customers of LDPCLM must purchase LDPCLMAIM for additional increments of 10 Custom AI Models and cannot be combined with other LDPCLMAIM SKUs. This SKU is available for customers with 3,500 or less FSEs. (10 Custom AI Models, up to 2,000 Documents, per year)	\$13,333.00	USA	Subscriptions

LDPCLMAIM-T3	Contract Lifecycle Management Custom AI Models - LDP. Customer may purchase additional Custom AI Models in increments of 10 respectively under the LDPCLMAIM SKU. Pricing is based on the document tier for the LDPCLM SKU. Customers of LDPCLM must purchase LDPCLMAIM for additional increments of 10 Custom AI Models and cannot be combined with other LDPCLMAIM SKUs. This SKU is available for customers with 3,500 or less FSEs. (10 Custom AI Models, up to 3,000 Documents, per year)	\$16,000.00	USA	Subscriptions
LDPCLMAIM-T4	Contract Lifecycle Management Custom AI Models - LDP. Customer may purchase additional Custom AI Models in increments of 10 respectively under the LDPCLMAIM SKU. Pricing is based on the document tier for the LDPCLM SKU. Customers of LDPCLM must purchase LDPCLMAIM for additional increments of 10 Custom AI Models and cannot be combined with other LDPCLMAIM SKUs. This SKU is available for customers with 3,500 or less FSEs. (10 Custom AI Models, up to 5,000 Documents, per year)	\$21,333.00	USA	Subscriptions
LDPCLMAIM-T5	Contract Lifecycle Management Custom AI Models - LDP. Customer may purchase additional Custom AI Models in increments of 10 respectively under the LDPCLMAIM SKU. Pricing is based on the document tier for the LDPCLM SKU. Customers of LDPCLM must purchase LDPCLMAIM for additional increments of 10 Custom AI Models and cannot be combined with other LDPCLMAIM SKUs. This SKU is available for customers with 3,500 or less FSEs. (10 Custom AI Models, up to 10,000 Documents, per year)	\$38,400.00	USA	Subscriptions
LDPCLMAIM-T6	Contract Lifecycle Management Custom AI Models - LDP. Customer may purchase additional Custom AI Models in increments of 10 respectively under the LDPCLMAIM SKU. Pricing is based on the document tier for the LDPCLM SKU. Customers of LDPCLM must purchase LDPCLMAIM for additional increments of 10 Custom AI Models and cannot be combined with other LDPCLMAIM SKUs. This SKU is available for customers with 3,500 or less FSEs. (10 Custom AI Models, up to 25,000 Documents, per year)	\$76,800.00	USA	Subscriptions
LDPCLMAIM-T7	Contract Lifecycle Management Custom AI Models - LDP. Customer may purchase additional Custom AI Models in increments of 10 respectively under the LDPCLMAIM SKU. Pricing is based on the document tier for the LDPCLM SKU. Customers of LDPCLM must purchase LDPCLMAIM for additional increments of 10 Custom AI Models and cannot be combined with other LDPCLMAIM SKUs. This SKU is available for customers with 3,500 or less FSEs. (10 Custom AI Models, up to 50,000 Documents, per year)	\$122,880.00	USA	Subscriptions
LDPCLMAIM-T8	Contract Lifecycle Management Custom AI Models - LDP. Customer may purchase additional Custom AI Models in increments of 10 respectively under the LDPCLMAIM SKU. Pricing is based on the document tier for the LDPCLM SKU. Customers of LDPCLM must purchase LDPCLMAIM for additional increments of 10 Custom AI Models and cannot be combined with other LDPCLMAIM SKUs. This SKU is available for customers with 3,500 or less FSEs. (10 Custom AI Models, up to 100,000 Documents, per year)	\$172,032.00	USA	Subscriptions
LDPCLMAIM-T9	Contract Lifecycle Management Custom AI Models - LDP. Customer may purchase additional Custom AI Models in increments of 10 respectively under the LDPCLMAIM SKU. Pricing is based on the document tier for the LDPCLM SKU. Customers of LDPCLM must purchase LDPCLMAIM for additional increments of 10 Custom AI Models and cannot be combined with other LDPCLMAIM SKUs. This SKU is available for customers with 3,500 or less FSEs. (10 Custom AI Models, up to 250,000 Documents, per year)	\$301,056.00	USA	Subscriptions

LDPCLMAIM-T10	Contract Lifecycle Management Custom AI Models - LDP. Customer may purchase additional Custom AI Models in increments of 10 respectively under the LDPCLMAIM SKU. Pricing is based on the document tier for the LDPCLM SKU. Customers of LDPCLM must purchase LDPCLMAIM for additional increments of 10 Custom AI Models and cannot be combined with other LDPCLMAIM SKUs. This SKU is available for customers with 3,500 or less FSEs. (10 Custom AI Models, up to 500,000 Documents, per year)	\$451,584.00	USA	Subscriptions
LDPCLMAIM-T11	Contract Lifecycle Management Custom AI Models - LDP. Customer may purchase additional Custom AI Models in increments of 10 respectively under the LDPCLMAIM SKU. Pricing is based on the document tier for the LDPCLM SKU. Customers of LDPCLM must purchase LDPCLMAIM for additional increments of 10 Custom AI Models and cannot be combined with other LDPCLMAIM SKUs. This SKU is available for customers with 3,500 or less FSEs. (10 Custom AI Models, up to 1,000,000 Documents, per year)	\$722,534.00	USA	Subscriptions
LDPCLMAIM-T12	Contract Lifecycle Management Custom AI Models - LDP. Customer may purchase additional Custom AI Models in increments of 10 respectively under the LDPCLMAIM SKU. Pricing is based on the document tier for the LDPCLM SKU. Customers of LDPCLM must purchase LDPCLMAIM for additional increments of 10 Custom AI Models and cannot be combined with other LDPCLMAIM SKUs. This SKU is available for customers with 3,500 or less FSEs. (10 Custom AI Models, up to 2,000,000 Documents, per year)	\$1,156,055.00	USA	Subscriptions
BANK	Workday Bank Connectivity. This SKU is available for customers with 3,501 or greater FSEs. (3 Bank Logos, up to 1 million Payment Transactions, per year)	\$74,000.00	USA	Subscriptions
LDPBANK	Workday Bank Connectivity - LDP. This SKU is available for customers with 3,500 or less FSEs. (3 Bank Logos, up to 1 million Payment Transactions, per year)	\$52,800.00	USA	Subscriptions
BANKT	Workday Bank Connectivity Payment Entitlement. Customers of BANK must purchase BANKT for additional increments of 500,000 Payment Transactions. This SKU is available for customers with 3,501 or greater FSEs. (500,000 Payment Transactions, per year)	\$4,600.00	USA	Subscriptions
LDPBANKT	Workday Bank Connectivity Payment Entitlement - LDP. Customers of LDPBANK must purchase LDPBANKT for additional increments of 500,000 Payment Transactions. This SKU is available for customers with 3,500 or less FSEs. (500,000 Payment Transactions, per year)	\$2,500.00	USA	Subscriptions
AISB	Auditoria.AI SmartBots for Workday. This SKU is available for customers with 3,501 or greater FSEs. (1,000 Suppliers, per year)	\$74,000.00	USA	Subscriptions
LDPAISB	Auditoria.AI SmartBots for Workday - LDP. This SKU is available for customers with 3,500 or less FSEs. (1,000 Suppliers, per year)	\$52,800.00	USA	Subscriptions
EWM	Extended Workforce Management. This SKU is available for customers with 3,501 or greater FSEs. (0.92% of Annual Committed Spend through Service, per \$100)	\$0.92	USA	Subscriptions
LDPEWM	Extended Workforce Management - LDP. This SKU is available for customers with 3,500 or less FSEs. (0.75% of Annual Committed Spend through Service, per \$100)	\$0.75	USA	Subscriptions
STOW	Statement of Work. This SKU is available for customers with 3,501 or greater FSEs. (0.46% of Annual Committed Spend through Service, per \$100)	\$0.46	USA	Subscriptions
LDPSTOW	Statement of Work - LDP. This SKU is available for customers with 3,500 or less FSEs. (0.375% of Annual Committed Spend through Service, per \$100)	\$0.38	USA	Subscriptions
WPM	Worker Profile Management. This SKU is available for customers with 3,501 or greater FSEs. (per Worker Record, per year)	\$38.64	USA	Subscriptions
LDPWPM	Worker Profile Management - LDP. This SKU is available for customers with 3,500 or less FSEs. (per Worker Record, per year)	\$31.44	USA	Subscriptions

EWM-PAYG	Extended Workforce Management on the Pay As You Go model. This SKU is available for customers with 3,501 or greater FSEs. (1.15% of Annual Committed Spend through Service, per \$100)	\$1.15	USA	Subscriptions
LDPEWM-PAYG	Extended Workforce Management on the Pay As You Go model - LDP. This SKU is available for customers with 3,500 or less FSEs. (0.938% of Annual Committed Spend through Service, per \$100)	\$0.94	USA	Subscriptions
STOW-PAYG	Statement of Work on the Pay As You Go model. This SKU is available for customers with 3,501 or greater FSEs. (0.58% of Annual Committed Spend through Service, per \$100)	\$0.58	USA	Subscriptions
LDPSTOW-PAYG	Statement of Work on the Pay As You Go model - LDP. This SKU is available for customers with 3,500 or less FSEs. (0.469% of Annual Committed Spend through Service, per \$100)	\$0.47	USA	Subscriptions
WPM-PAYG	Worker Profile Management on the Pay As You Go model. Annual rate, billed 1/12 monthly. This SKU is available for customers with 3,501 or greater FSEs. (per Worker Record).	\$48.36	USA	Subscriptions
LDPWPM-PAYG	Worker Profile Management on the Pay As You Go model - LDP. Annual rate, billed 1/12 monthly. This SKU is available for customers with 3,500 or less FSEs. (per Worker Record).	\$39.36	USA	Subscriptions
ACC	Accounting Center. This SKU is available for customers with 3,501 or greater FSEs. (25 million Accounting Source Input Rows, per year)	\$215,000.00	USA	Subscriptions
LDPACC	Accounting Center - LDP. This SKU is available for customers with 3,500 or less FSEs. (25 million Accounting Source Input Rows, per year)	\$147,500.00	USA	Subscriptions
LRNXE	Workday Learning for Extended Enterprise (1,000 Seats, per year)	\$20,600.00	USA	Subscriptions
MSG	Messaging. This SKU is available for customers with 3,501 or greater FSEs. (100,000 Messages, per year)	\$20,500.00	USA	Subscriptions
LDPMSG	Messaging - LDP. This SKU is available for customers with 3,500 or less FSEs. (100,000 Messages, per year)	\$18,000.00	USA	Subscriptions
PLNFI	Financial Planning Instance (Additional). Customers of PLNFI must purchase PLNFI for additional Financial Planning Instance. This SKU is available for customers with 3,501 or greater FSEs. (Per Planning Instance, per year)	\$76,500.00	USA	Subscriptions
LDPPLNFI	Financial Planning Instance - LDP (Additional). Customers of LDPPLNFI must purchase LDPPLNFI for additional Financial Planning Instance. This SKU is available for customers with 3,500 or less FSEs. (Per Planning Instance, per year)	\$50,000.00	USA	Subscriptions
PLNXI	Operational Planning Instance (Additional). Customers of PLNX must purchase PLNXI for additional Operational Planning Instance. This SKU is available for customers with 3,501 or greater FSEs. (Per Planning Instance, per year)	\$76,500.00	USA	Subscriptions
LDPPLNXI	Workforce Planning Instance - LDP (Additional). Customers of LDPPLNW must purchase LDPPLNXI for additional Workforce Planning Instance. This SKU is available for customers with 3,500 or less FSEs. (Per Planning Instance, per year)	\$50,000.00	USA	Subscriptions
PLNWI	Workforce Planning Instance (Additional). Customers of PLNW must purchase PLNWI for additional Workforce Planning Instance. This SKU is available for customers with 3,501 or greater FSEs. (Per Planning Instance, per year)	\$76,500.00	USA	Subscriptions
LDPPLNWI	Operational Planning Instance - LDP (Additional). Customers of LDPPLNX must purchase LDPPLNWI for additional Operational Planning Instance. This SKU is available for customers with 3,500 or less FSEs. (Per Planning Instance, per year)	\$50,000.00	USA	Subscriptions
APLNNPI	Adaptive Planning Non Production Instance (Additional). Customers of PLNW, PLNFI, PLNFC, PLNX, APLN, APLNP, or APLNC must purchase APLNNPI for additional Adaptive Planning Non Production Instance. (Per Planning Instance, per year)	\$4,000.00	USA	Subscriptions
APLNP	Adaptive Planning Base Plus (30 users included, per year)	\$408,000.00	USA	Subscriptions

APLNPU	Adaptive Planning Base Plus User (Additional). Customers of APLNP must purchase APLNPU for additional Adaptive Planning Base Plus User. (Per year)	\$4,080.00	USA	Subscriptions
APLN	Adaptive Planning Base (10 users included, per year)	\$90,000.00	USA	Subscriptions
APLNU	Adaptive Planning Base User (Additional). Customers of APLN must purchase APLNU for additional Adaptive Planning Base User. (Per year)	\$2,750.00	USA	Subscriptions
APLNC	Adaptive Planning and Consolidation Base (10 users included, per year)	\$110,000.00	USA	Subscriptions
APLNCU	Adaptive Planning and Consolidation Base User (Additional). Customers of APLNC must purchase APLNCU for additional Adaptive Planning and Consolidation Base User. (Per year)	\$4,000.00	USA	Subscriptions
PRACU	Prism Analytics Capacity Unit. Customers of PRA must purchase PRACU for additional increments of 10 million Published Data Rows. This SKU is available for customers with 3,501 or greater FSEs. (10 million Published Data Rows, per year)	\$20,400.00	USA	Subscriptions
LDPPRACU	Prism Analytics Capacity Unit - LDP. Customers of LDPPRA must purchase LDPPRACU for additional increments of 10 million Published Data Rows. This SKU is available for customers with 3,500 or less FSEs. (10 million Published Data Rows, per year)	\$20,400.00	USA	Subscriptions
PRA-USAGE	Prism Analytics Essentials. This SKU is available for customers with 3,501 or greater FSEs. (10 million Published Data Rows, per year)	\$108,000.00	USA	Subscriptions
LDPPRA-USAGE	Prism Analytics Essentials - LDP. This SKU is available for customers with 3,500 or less FSEs. (10 million Published Data Rows, per year)	\$92,000.00	USA	Subscriptions
SRCESS	Strategic Sourcing Essentials. This SKU is available for customers with 3,501 or greater FSEs. (10 users included, per year)	\$152,000.00	USA	Subscriptions
LDPSRCESS	Strategic Sourcing Essentials - LDP. This SKU is available for customers with 3,500 or less FSEs. (10 users included, per year)	\$99,000.00	USA	Subscriptions
SRCEXP	Strategic Sourcing Expert. This SKU is available for customers with 3,501 or greater FSEs. (20 users included, per year)	\$353,000.00	USA	Subscriptions
LDPSRCEXP	Strategic Sourcing Expert - LDP. This SKU is available for customers with 3,500 or less FSEs. (20 users included, per year)	\$229,000.00	USA	Subscriptions
SRCINT	Strategic Sourcing Intake. This SKU is available for customers with 3,501 or greater FSEs. (Unlimited intake events, per year)	\$40,800.00	USA	Subscriptions
LDPSRCINT	Strategic Sourcing Intake - LDP. This SKU is available for customers with 3,500 or less FSEs. (Unlimited intake events, per year)	\$27,000.00	USA	Subscriptions
SRCSM	Strategic Sourcing Supplier Management. This SKU is available for customers with 3,501 or greater FSEs. (Unlimited supplier events, per year)	\$81,600.00	USA	Subscriptions
LDPSRCSM	Strategic Sourcing Supplier Management - LDP. This SKU is available for customers with 3,500 or less FSEs. (Unlimited supplier events, per year)	\$54,000.00	USA	Subscriptions
SRCUSR	Strategic Sourcing User (Additional). Customers of SRCESS or SRCEXP must purchase SRCUSR for additional Strategic Sourcing User. This SKU is available for customers with 3,501 or greater FSEs. (Per year)	\$5,100.00	USA	Subscriptions
LDPSRCUSR	Strategic Sourcing User - LDP (Additional). Customers of LDPSRCESS or LDPSRCEXP must purchase LDPSRCUSR for additional Strategic Sourcing User. (Per year). This SKU is available for customers with 3,500 or less FSEs. (Per year)	\$3,375.00	USA	Subscriptions
INNSRNF	Innovation Services - No Fee	\$0.00	USA	Subscriptions

WGC	Workday Government Cloud eligible for CHCM, TLO, CCB, USP, TT, REC, PRJT, PRA, PRA-USAGE, PRACU, EXP, FIN, PRO, INV, GM, PB, GPC, XTND, JRNY, JRNY-STU, WSS, MCNF, LRN, CCLRN, LRNXE, BYOK, HLP, ACC, SC, SCLO, PPLA. WGC eligible SKUs are published on the FedRAMP marketplace ( <a href="https://marketplace.fedramp.gov/products/FR2103344623">https://marketplace.fedramp.gov/products/FR2103344623</a> ). WGC is not to be combined with WGC-F. (30% of Annual Subscription Fee, excluding Workday Success Plan, per \$100 for purchases exceeding \$93,000)	\$30.00	USA	Subscriptions
WGC-F	Workday Government Cloud minimum purchase price and eligible for CHCM, TLO, CCB, USP, TT, REC, PRJT, PRA, PRA-USAGE, PRACU, EXP, FIN, PRO, INV, GM, PB, GPC, XTND, JRNY, JRNY-STU, WSS, MCNF, LRN, CCLRN, LRNXE, BYOK, HLP, ACC, SC, SCLO, PPLA. WGC eligible SKUs are published on the FedRAMP marketplace ( <a href="https://marketplace.fedramp.gov/products/FR2103344623">https://marketplace.fedramp.gov/products/FR2103344623</a> ). WGC-F is not to be combined with WGC. (applies when 30% of the Annual Subscription Fee, excluding Workday Success Plan, is less than \$93,000).	\$93,000.00	USA	Subscriptions
WSP-AccelerateEssentials-1	Workday Success Plan Accelerate Essentials for customers who purchase one of either Core HCM or Core Financials. WSP-AccelerateEssentials-1 is not to be combined with other WSP SKU codes. (10% of Annual Subscriptions Fee, excluding Workday Government Cloud, per \$100 for purchases exceeding \$30,000)	\$10.00	USA	Subscriptions
WSP-AccelerateEssentials-2	Workday Success Plan Accelerate Essentials for customers who purchase both Core HCM and Core Financials. WSP-AccelerateEssentials-2 is not to be combined with other WSP SKU codes. (10% of Annual Subscriptions Fee, excluding Workday Government Cloud, per \$100 for purchases exceeding \$35,000)	\$10.00	USA	Subscriptions
WSP-Accelerate-1	Workday Success Plan Accelerate for customers who purchase one of either Core HCM or Core Financials. WSP-Accelerate-1 is not to be combined with other WSP SKU codes. (20% of Annual Subscriptions Fee, excluding Workday Government Cloud, per \$100 for purchases exceeding \$80,000)	\$20.00	USA	Subscriptions
WSP-Accelerate-2	Workday Success Plan Accelerate for customers who purchase both Core HCM and Core Financials. WSP-Accelerate-2 is not to be combined with other WSP SKU codes. (20% of Annual Subscriptions Fee, excluding Workday Government Cloud, per \$100 for purchases exceeding \$95,000)	\$20.00	USA	Subscriptions
WSP-AcceleratePlus-1	Workday Success Plan Accelerate Plus for customers who purchase one of either Core HCM or Core Financials. WSP-AcceleratePlus-1 is not to be combined with other WSP SKU codes. (30% of Annual Subscriptions Fee, excluding Workday Government Cloud, per \$100 for purchases exceeding \$300,000)	\$30.00	USA	Subscriptions
WSP-AcceleratePlus-2	Workday Success Plan Accelerate Plus for customers who purchase both Core HCM and Core Financials. WSP-AcceleratePlus-2 is not to be combined with other WSP SKU codes. (30% of Annual Subscriptions Fee, excluding Workday Government Cloud, per \$100 for purchases exceeding \$350,000)	\$30.00	USA	Subscriptions
WSP-AccelerateEssentials-F1	Workday Success Plan Accelerate Essentials minimum purchase price for customers who purchase one of either Core HCM or Core Financials. WSP-AccelerateEssentials-F1 is not to be combined with other WSP SKU codes. (applies when 10% of the Annual Subscription Fee, excluding Workday Government Cloud, is less than \$30,000)	\$30,000.00	USA	Subscriptions
WSP-AccelerateEssentials-F2	Workday Success Plan Accelerate Essentials minimum purchase price for customers who purchase both Core HCM and Core Financials. WSP-AccelerateEssentials-F2 is not to be combined with other WSP SKU codes. (applies when 10% of the Annual Subscription Fee, excluding Workday Government Cloud, is less than \$35,000)	\$35,000.00	USA	Subscriptions

WSP-Accelerate-F1	Workday Success Plan Accelerate minimum purchase price for customers who purchase one of either Core HCM or Core Financials. WSP-Accelerate-F1 is not to be combined with other WSP SKU codes. (applies when 20% of the Annual Subscription Fee, excluding Workday Government Cloud, is less than \$80,000)	\$80,000.00	USA	Subscriptions
WSP-Accelerate-F2	Workday Success Plan Accelerate minimum purchase price for customers who purchase both Core HCM and Core Financials. WSP-Accelerate-F2 is not to be combined with other WSP SKU codes. (applies when 20% of the Annual Subscription Fee, excluding Workday Government Cloud, is less than \$95,000)	\$95,000.00	USA	Subscriptions
WSP-AcceleratePlus-F1	Workday Success Plan Accelerate Plus minimum purchase price for customers who purchase one of either Core HCM or Core Financials. WSP-AcceleratePlus-F1 is not to be combined with other WSP SKU codes. (applies when 30% of the Annual Subscription Fee, excluding Workday Government Cloud, is less than \$300,000)	\$300,000.00	USA	Subscriptions
WSP-AcceleratePlus-F2	Workday Success Plan Accelerate Plus minimum purchase price for customers who purchase both Core HCM and Core Financials. WSP-AcceleratePlus-F2 is not to be combined with other WSP SKU codes. (applies when 30% of the Annual Subscription Fee, excluding Workday Government Cloud, is less than \$350,000)	\$350,000.00	USA	Subscriptions
WSP-TAM-T1	Workday Success Plan Technical Account Management. WSP-TAM-T1 is not to be combined with other WSP SKU codes. This SKU is available for customers with 29,999 or less FSEs. (Per year)	\$350,000.00	USA	Subscriptions
WSP-TAM-T2	Workday Success Plan Technical Account Management. WSP-TAM-T2 is not to be combined with other WSP SKU codes. This SKU is available for customers with 30,000 or greater FSEs. (Per year)	\$600,000.00	USA	Subscriptions
XTND-T1	Extend (15GB per year entitlement, up to 4,500 FSE) The pricing metric for Extend is GB. The minimum GB requirement for each customer is based on FSE count. GB capacity and subscription price is per year for each year of the subscription term. XTND is eligible for Workday Government Cloud and not to be combined with other XTND SKU codes.	\$103,500.00	USA	Subscriptions
XTND-T2	Extend (20GB per year entitlement, up to 6,000 FSE) The pricing metric for Extend is GB. The minimum GB requirement for each customer is based on FSE count. GB capacity and subscription price is per year for each year of the subscription term. XTND is eligible for Workday Government Cloud and not to be combined with other XTND SKU codes.	\$116,054.00	USA	Subscriptions
XTND-T3	Extend (25GB per year entitlement, up to 7,000 FSE) The pricing metric for Extend is GB. The minimum GB requirement for each customer is based on FSE count. GB capacity and subscription price is per year for each year of the subscription term. XTND is eligible for Workday Government Cloud and not to be combined with other XTND SKU codes.	\$126,830.00	USA	Subscriptions
XTND-T4	Extend (30GB per year entitlement, up to 9,000 FSE) The pricing metric for Extend is GB. The minimum GB requirement for each customer is based on FSE count. GB capacity and subscription price is per year for each year of the subscription term. XTND is eligible for Workday Government Cloud and not to be combined with other XTND SKU codes.	\$136,374.00	USA	Subscriptions
XTND-T5	Extend (35GB per year entitlement, up to 10,000 FSE) The pricing metric for Extend is GB. The minimum GB requirement for each customer is based on FSE count. GB capacity and subscription price is per year for each year of the subscription term. XTND is eligible for Workday Government Cloud and not to be combined with other XTND SKU codes.	\$145,002.00	USA	Subscriptions
XTND-T6	Extend (40GB per year entitlement, up to 12,500 FSE) The pricing metric for Extend is GB. The minimum GB requirement for each customer is based on FSE count. GB capacity and subscription price is per year for each year of the subscription term. XTND is eligible for Workday Government Cloud and not to be combined with other XTND SKU codes.	\$152,915.00	USA	Subscriptions

XTND-T7	Extend (50GB per year entitlement, up to 15,000 FSE) The pricing metric for Extend is GB. The minimum GB requirement for each customer is based on FSE count. GB capacity and subscription price is per year for each year of the subscription term. XTND is eligible for Workday Government Cloud and not to be combined with other XTND SKU codes.	\$167,115.00	USA	Subscriptions
XTND-T8	Extend (60GB per year entitlement, up to 17,500 FSE) The pricing metric for Extend is GB. The minimum GB requirement for each customer is based on FSE count. GB capacity and subscription price is per year for each year of the subscription term. XTND is eligible for Workday Government Cloud and not to be combined with other XTND SKU codes.	\$179,690.00	USA	Subscriptions
XTND-T9	Extend (70GB per year entitlement, up to 20,000 FSE) The pricing metric for Extend is GB. The minimum GB requirement for each customer is based on FSE count. GB capacity and subscription price is per year for each year of the subscription term. XTND is eligible for Workday Government Cloud and not to be combined with other XTND SKU codes.	\$191,058.00	USA	Subscriptions
XTND-T10	Extend (75GB per year entitlement, up to 22,500 FSE) The pricing metric for Extend is GB. The minimum GB requirement for each customer is based on FSE count. GB capacity and subscription price is per year for each year of the subscription term. XTND is eligible for Workday Government Cloud and not to be combined with other XTND SKU codes.	\$196,376.00	USA	Subscriptions
XTND-T11	Extend (85GB per year entitlement, up to 25,000 FSE) The pricing metric for Extend is GB. The minimum GB requirement for each customer is based on FSE count. GB capacity and subscription price is per year for each year of the subscription term. XTND is eligible for Workday Government Cloud and not to be combined with other XTND SKU codes.	\$209,321.00	USA	Subscriptions
XTND-T12	Extend (95GB per year entitlement, up to 27,500 FSE) The pricing metric for Extend is GB. The minimum GB requirement for each customer is based on FSE count. GB capacity and subscription price is per year for each year of the subscription term. XTND is eligible for Workday Government Cloud and not to be combined with other XTND SKU codes.	\$219,413.00	USA	Subscriptions
XTND-T13	Extend (105GB per year entitlement, up to 30,000 FSE) The pricing metric for Extend is GB. The minimum GB requirement for each customer is based on FSE count. GB capacity and subscription price is per year for each year of the subscription term. XTND is eligible for Workday Government Cloud and not to be combined with other XTND SKU codes.	\$233,949.00	USA	Subscriptions
XTND-T14	Extend (115GB per year entitlement, up to 35,000 FSE) The pricing metric for Extend is GB. The minimum GB requirement for each customer is based on FSE count. GB capacity and subscription price is per year for each year of the subscription term. XTND is eligible for Workday Government Cloud and not to be combined with other XTND SKU codes.	\$248,788.00	USA	Subscriptions
XTND-T15	Extend (135GB per year entitlement, up to 40,000 FSE) The pricing metric for Extend is GB. The minimum GB requirement for each customer is based on FSE count. GB capacity and subscription price is per year for each year of the subscription term. XTND is eligible for Workday Government Cloud and not to be combined with other XTND SKU codes.	\$272,947.00	USA	Subscriptions
XTND-T16	Extend (155GB per year entitlement, up to 45,000 FSE) The pricing metric for Extend is GB. The minimum GB requirement for each customer is based on FSE count. GB capacity and subscription price is per year for each year of the subscription term. XTND is eligible for Workday Government Cloud and not to be combined with other XTND SKU codes.	\$297,152.00	USA	Subscriptions
XTND-T17	Extend (170GB per year entitlement, up to 50,000 FSE) The pricing metric for Extend is GB. The minimum GB requirement for each customer is based on FSE count. GB capacity and subscription price is per year for each year of the subscription term. XTND is eligible for Workday Government Cloud and not to be combined with other XTND SKU codes.	\$317,676.00	USA	Subscriptions

XTND-T18	Extend (200GB per year entitlement, up to 60,000 FSE) The pricing metric for Extend is GB. The minimum GB requirement for each customer is based on FSE count. GB capacity and subscription price is per year for each year of the subscription term. XTND is eligible for Workday Government Cloud and not to be combined with other XTND SKU codes.	\$350,954.00	USA	Subscriptions
XTND-T19	Extend (235GB per year entitlement, up to 70,000 FSE) The pricing metric for Extend is GB. The minimum GB requirement for each customer is based on FSE count. GB capacity and subscription price is per year for each year of the subscription term. XTND is eligible for Workday Government Cloud and not to be combined with other XTND SKU codes.	\$400,229.00	USA	Subscriptions
XTND-T20	Extend (270GB per year entitlement, up to 80,000 FSE) The pricing metric for Extend is GB. The minimum GB requirement for each customer is based on FSE count. GB capacity and subscription price is per year for each year of the subscription term. XTND is eligible for Workday Government Cloud and not to be combined with other XTND SKU codes.	\$453,796.00	USA	Subscriptions
XTND-T21	Extend (310GB per year entitlement, up to 90,000 FSE) The pricing metric for Extend is GB. The minimum GB requirement for each customer is based on FSE count. GB capacity and subscription price is per year for each year of the subscription term. XTND is eligible for Workday Government Cloud and not to be combined with other XTND SKU codes.	\$516,468.00	USA	Subscriptions
XTND-T22	Extend (365GB per year entitlement, up to 100,000 FSE) The pricing metric for Extend is GB. The minimum GB requirement for each customer is based on FSE count. GB capacity and subscription price is per year for each year of the subscription term. XTND is eligible for Workday Government Cloud and not to be combined with other XTND SKU codes.	\$598,220.00	USA	Subscriptions
XTND-T23	Extend (410GB per year entitlement, up to 125,000 FSE) The pricing metric for Extend is GB. The minimum GB requirement for each customer is based on FSE count. GB capacity and subscription price is per year for each year of the subscription term. XTND is eligible for Workday Government Cloud and not to be combined with other XTND SKU codes.	\$678,065.00	USA	Subscriptions
XTND-T24	Extend (500GB per year entitlement, up to 150,000 FSE) The pricing metric for Extend is GB. The minimum GB requirement for each customer is based on FSE count. GB capacity and subscription price is per year for each year of the subscription term. XTND is eligible for Workday Government Cloud and not to be combined with other XTND SKU codes.	\$759,002.00	USA	Subscriptions
XTND-T25	Extend (595GB per year entitlement, up to 175,000 FSE) The pricing metric for Extend is GB. The minimum GB requirement for each customer is based on FSE count. GB capacity and subscription price is per year for each year of the subscription term. XTND is eligible for Workday Government Cloud and not to be combined with other XTND SKU codes.	\$837,854.00	USA	Subscriptions
XTND-T26	Extend (685GB per year entitlement, up to 200,000 FSE) The pricing metric for Extend is GB. The minimum GB requirement for each customer is based on FSE count. GB capacity and subscription price is per year for each year of the subscription term. XTND is eligible for Workday Government Cloud and not to be combined with other XTND SKU codes.	\$907,669.00	USA	Subscriptions
XTND-T27	Extend (825GB per year entitlement, up to 250,000 FSE) The pricing metric for Extend is GB. The minimum GB requirement for each customer is based on FSE count. GB capacity and subscription price is per year for each year of the subscription term. XTND is eligible for Workday Government Cloud and not to be combined with other XTND SKU codes.	\$1,008,829.00	USA	Subscriptions
XTND-T28	Extend (1,015GB per year entitlement, up to 300,000 FSE) The pricing metric for Extend is GB. The minimum GB requirement for each customer is based on FSE count. GB capacity and subscription price is per year for each year of the subscription term. XTND is eligible for Workday Government Cloud and not to be combined with other XTND SKU codes.	\$1,134,913.00	USA	Subscriptions

XTND-T29	Extend (1,295GB per year entitlement, up to 400,000 FSE) The pricing metric for Extend is GB. The minimum GB requirement for each customer is based on FSE count. GB capacity and subscription price is per year for each year of the subscription term. XTND is eligible for Workday Government Cloud and not to be combined with other XTND SKU codes.	\$1,303,408.00	USA	Subscriptions
XTND-T30	Extend (1,675GB per year entitlement, up to 500,000 FSE) The pricing metric for Extend is GB. The minimum GB requirement for each customer is based on FSE count. GB capacity and subscription price is per year for each year of the subscription term. XTND is eligible for Workday Government Cloud and not to be combined with other XTND SKU codes.	\$1,508,600.00	USA	Subscriptions
XTND-ESS-T1	Extend Essentials. XTND-ESS-T1 is not to be combined with XTND, XTND-PRO SKUs, or other XTND-ESS SKUs (3 Apps, up to 3,500 FSE, per year)	\$100,000.00	USA	Subscriptions
XTND-ESS-T2	Extend Essentials. XTND-ESS-T2 is not to be combined with XTND, XTND-PRO SKUs, or other XTND-ESS SKUs (3 Apps, up to 10,000 FSE, per year)	\$153,000.00	USA	Subscriptions
XTND-ESS-T3	Extend Essentials. XTND-ESS-T3 is not to be combined with XTND, XTND-PRO SKUs, or other XTND-ESS SKUs (3 Apps, up to 30,000 FSE, per year)	\$306,000.00	USA	Subscriptions
XTND-ESS-T4	Extend Essentials. XTND-ESS-T4 is not to be combined with XTND, XTND-PRO SKUs, or other XTND-ESS SKUs (3 Apps, up to 100,000 FSE, per year)	\$459,000.00	USA	Subscriptions
XTND-ESS-T5	Extend Essentials. XTND-ESS-T5 is not to be combined with XTND, XTND-PRO SKUs, or other XTND-ESS SKUs (3 Apps, for 100,001 or more FSE, per year)	\$918,000.00	USA	Subscriptions
XTND-PRO-T1	Extend Professional. XTND-PRO-T1 is not to be combined with XTND, XTND-ESS SKUs, or other XTND-PRO SKUs (10 Apps, up to 3,500 FSE, per year)	\$240,000.00	USA	Subscriptions
XTND-PRO-T2	Extend Professional. XTND-PRO-T2 is not to be combined with XTND, XTND-ESS SKUs, or other XTND-PRO SKUs (10 Apps, up to 10,000 FSE, per year)	\$357,000.00	USA	Subscriptions
XTND-PRO-T3	Extend Professional. XTND-PRO-T3 is not to be combined with XTND, XTND-ESS SKUs, or other XTND-PRO SKUs (10 Apps, up to 30,000 FSE, per year)	\$714,000.00	USA	Subscriptions
XTND-PRO-T4	Extend Professional. XTND-PRO-T4 is not to be combined with XTND, XTND-ESS SKUs, or other XTND-PRO SKUs (10 Apps, up to 100,000 FSE, per year)	\$1,071,000.00	USA	Subscriptions
XTND-PRO-T5	Extend Professional. XTND-PRO-T5 is not to be combined with XTND, XTND-ESS SKUs, or other XTND-PRO SKUs (3 Apps, for 100,001 or more FSE, per year)	\$2,040,000.00	USA	Subscriptions
XTND-APP-3PK-T1	Extend Additional Apps. Customer may purchase additional Apps in increments of 3 respectively under the XTND-APP-3PK SKU. Pricing is based on the FSE tier for the corresponding XTND-ESS or XTND-PRO SKU. Customers of XTND-ESS or XTND-PRO must purchase XTND-APP-3PK for additional increments of 3 Apps and cannot be combined with other XTND-APP-3PK SKUs or with XTND. (Additional 3 Apps, up to 3,500 FSE, per year)	\$70,000.00	USA	Subscriptions
XTND-APP-3PK-T2	Extend Additional Apps. Customer may purchase additional Apps in increments of 3 respectively under the XTND-APP-3PK SKU. Pricing is based on the FSE tier for the corresponding XTND-ESS or XTND-PRO SKU. Customers of XTND-ESS or XTND-PRO must purchase XTND-APP-3PK for additional increments of 3 Apps and cannot be combined with other XTND-APP-3PK SKUs or with XTND. (Additional 3 Apps, up to 10,000 FSE, per year)	\$102,000.00	USA	Subscriptions
XTND-APP-3PK-T3	Extend Additional Apps. Customer may purchase additional Apps in increments of 3 respectively under the XTND-APP-3PK SKU. Pricing is based on the FSE tier for the corresponding XTND-ESS or XTND-PRO SKU. Customers of XTND-ESS or XTND-PRO must purchase XTND-APP-3PK for additional increments of 3 Apps and cannot be combined with other XTND-APP-3PK SKUs or with XTND. (Additional 3 Apps, up to 30,000 FSE, per year)	\$204,000.00	USA	Subscriptions

XTND-APP-3PK-T4	Extend Additional Apps. Customer may purchase additional Apps in increments of 3 respectively under the XTND-APP-3PK SKU. Pricing is based on the FSE tier for the corresponding XTND-ESS or XTND-PRO SKU. Customers of XTND-ESS or XTND-PRO must purchase XTND-APP-3PK for additional increments of 3 Apps and cannot be combined with other XTND-APP-3PK SKUs or with XTND. (Additional 3 Apps, up to 100,000 FSE, per year)	\$306,000.00	USA	Subscriptions
XTND-APP-3PK-T5	Extend Additional Apps. Customer may purchase additional Apps in increments of 3 respectively under the XTND-APP-3PK SKU. Pricing is based on the FSE tier for the corresponding XTND-ESS or XTND-PRO SKU. Customers of XTND-ESS or XTND-PRO must purchase XTND-APP-3PK for additional increments of 3 Apps and cannot be combined with other XTND-APP-3PK SKUs or with XTND. (Additional 3 Apps, for 100,001 or more FSE, per year)	\$561,000.00	USA	Subscriptions
DT-Tenant-Cus-Imp-1	Deployment / Implementation (non-production environment) Tenant - Customer Implementation Tenant (up to 3,500 worker count, Non Extended Configuration Tenant). The worker count references total workers (active employees and contingent workers). The worker count references total workers (active employees and contingent workers). This SKU is not to be combined with other DT-Tenant-Cus-Imp SKUs. Customers may select the purchase of an Implementation Tenant (for production data) in Tenant increments of 1 (per Tenant, per year)	\$28,800.00	USA	Subscriptions
DT-Tenant-Cus-Imp-2	Deployment / Implementation (non-production environment) Tenant - Customer Implementation Tenant (up to 3,500 worker count, Extended Configuration Tenant). The worker count references total workers (active employees and contingent workers). This SKU is not to be combined with other DT-Tenant-Cus-Imp SKUs. Customers may select the purchase of an Implementation Tenant (for production data) in Tenant increments of 1 (per Tenant, per year)	\$163,200.00	USA	Subscriptions
DT-Tenant-Cus-Imp-3	Deployment / Implementation (non-production environment) Tenant - Customer Implementation Tenant (up to 10,000 worker count, Non Extended Configuration Tenant). The worker count references total workers (active employees and contingent workers). The worker count references total workers (active employees and contingent workers). This SKU is not to be combined with other DT-Tenant-Cus-Imp SKUs. Customers may select the purchase of an Implementation Tenant (for production data) in Tenant increments of 1 (per Tenant, per year)	\$43,200.00	USA	Subscriptions
DT-Tenant-Cus-Imp-4	Deployment / Implementation (non-production environment) Tenant - Customer Implementation Tenant (up to 10,000 worker count, Extended Configuration Tenant). The worker count references total workers (active employees and contingent workers). This SKU is not to be combined with other DT-Tenant-Cus-Imp SKUs. Customers may select the purchase of an Implementation Tenant (for production data) in Tenant increments of 1 (per Tenant, per year)	\$163,200.00	USA	Subscriptions
DT-Tenant-Cus-Imp-5	Deployment / Implementation (non-production environment) Tenant - Customer Implementation Tenant for customers who purchase either (1) HCM and FIN, (2) HCM and PAY, (3) FIN and PAY, or (4) HCM, FIN, and PAY (up to 30,000 worker count, Non Extended Configuration Tenant). The worker count references total workers (active employees and contingent workers). The worker count references total workers (active employees and contingent workers). This SKU is not to be combined with other DT-Tenant-Cus-Imp SKUs. Customers may select the purchase of an Implementation Tenant (for production data) in Tenant increments of 1 (per Tenant, per year)	\$114,000.00	USA	Subscriptions

DT-Tenant-Cus-Imp-6	Deployment / Implementation (non-production environment) Tenant - Customer Implementation Tenant for customers who purchase either (1) HCM and FIN, (2) HCM and PAY, (3) FIN and PAY, or (4) HCM, FIN, and PAY (up to 30,000 worker count, Extended Configuration Tenant). The worker count references total workers (active employees and contingent workers). This SKU is not to be combined with other DT-Tenant-Cus-Imp SKUs. Customers may select the purchase of an Implementation Tenant (for production data) in Tenant increments of 1 (per Tenant, per year)	\$171,600.00	USA	Subscriptions
DT-Tenant-Cus-Imp-7	Deployment / Implementation (non-production environment) Tenant - Customer Implementation Tenant for customers who purchase either (1) HCM-only or (2) FIN-only (up to 30,000 worker count, Non Extended Configuration Tenant). The worker count references total workers (active employees and contingent workers). The worker count references total workers (active employees and contingent workers). This SKU is not to be combined with other DT-Tenant-Cus-Imp SKUs. Customers may select the purchase of an Implementation Tenant (for production data) in Tenant increments of 1 (per Tenant, per year)	\$57,000.00	USA	Subscriptions
DT-Tenant-Cus-Imp-8	Deployment / Implementation (non-production environment) Tenant - Customer Implementation Tenant for customers who purchase either (1) HCM-only or (2) FIN-only (up to 30,000 worker count, Extended Configuration Tenant). The worker count references total workers (active employees and contingent workers). This SKU is not to be combined with other DT-Tenant-Cus-Imp SKUs. Customers may select the purchase of an Implementation Tenant (for production data) in Tenant increments of 1 (per Tenant, per year)	\$163,200.00	USA	Subscriptions
DT-Tenant-Cus-Imp-9	Deployment / Implementation (non-production environment) Tenant - Customer Implementation Tenant for customers who purchase either (1) HCM and FIN, (2) HCM and PAY, (3) FIN and PAY, or (4) HCM, FIN, and PAY (up to 80,000 worker count, Non Extended Configuration Tenant). The worker count references total workers (active employees and contingent workers). The worker count references total workers (active employees and contingent workers). This SKU is not to be combined with other DT-Tenant-Cus-Imp SKUs. Customers may select the purchase of an Implementation Tenant (for production data) in Tenant increments of 1 (per Tenant, per year)	\$235,200.00	USA	Subscriptions
DT-Tenant-Cus-Imp-10	Deployment / Implementation (non-production environment) Tenant - Customer Implementation Tenant for customers who purchase either (1) HCM and FIN, (2) HCM and PAY, (3) FIN and PAY, or (4) HCM, FIN, and PAY (up to 80,000 worker count, Extended Configuration Tenant). The worker count references total workers (active employees and contingent workers). This SKU is not to be combined with other DT-Tenant-Cus-Imp SKUs. Customers may select the purchase of an Implementation Tenant (for production data) in Tenant increments of 1 (per Tenant, per year)	\$343,200.00	USA	Subscriptions
DT-Tenant-Cus-Imp-11	Deployment / Implementation (non-production environment) Tenant - Customer Implementation Tenant for customers who purchase either (1) HCM-only or (2) FIN-only (up to 80,000 worker count, Non Extended Configuration Tenant). The worker count references total workers (active employees and contingent workers). The worker count references total workers (active employees and contingent workers). This SKU is not to be combined with other DT-Tenant-Cus-Imp SKUs. Customers may select the purchase of an Implementation Tenant (for production data) in Tenant increments of 1 (per Tenant, per year)	\$195,600.00	USA	Subscriptions

DT-Tenant-Cus-Imp-12	Deployment / Implementation (non-production environment) Tenant - Customer Implementation Tenant for customers who purchase either (1) HCM-only or (2) FIN-only (up to 80,000 worker count, Extended Configuration Tenant). The worker count references total workers (active employees and contingent workers). This SKU is not to be combined with other DT-Tenant-Cus-Imp SKUs. Customers may select the purchase of an Implementation Tenant (for production data) in Tenant increments of 1 (per Tenant, per year)	\$326,400.00	USA	Subscriptions
DT-Tenant-Cus-Imp-13	Deployment / Implementation (non-production environment) Tenant - Customer Implementation Tenant for customers who purchase either (1) HCM and FIN, (2) HCM and PAY, (3) FIN and PAY, or (4) HCM, FIN, and PAY (up to 150,000 worker count, Non Extended Configuration Tenant). The worker count references total workers (active employees and contingent workers). The worker count references total workers (active employees and contingent workers). This SKU is not to be combined with other DT-Tenant-Cus-Imp SKUs. Customers may select the purchase of an Implementation Tenant (for production data) in Tenant increments of 1 (per Tenant, per year)	\$244,800.00	USA	Subscriptions
DT-Tenant-Cus-Imp-14	Deployment / Implementation (non-production environment) Tenant - Customer Implementation Tenant for customers who purchase either (1) HCM and FIN, (2) HCM and PAY, (3) FIN and PAY, or (4) HCM, FIN, and PAY (up to 150,000 worker count, Extended Configuration Tenant). The worker count references total workers (active employees and contingent workers). This SKU is not to be combined with other DT-Tenant-Cus-Imp SKUs. Customers may select the purchase of an Implementation Tenant (for production data) in Tenant increments of 1 (per Tenant, per year)	\$354,000.00	USA	Subscriptions
DT-Tenant-Cus-Imp-15	Deployment / Implementation (non-production environment) Tenant - Customer Implementation Tenant for customers who purchase either (1) HCM-only or (2) FIN-only (up to 150,000 worker count, Non Extended Configuration Tenant). The worker count references total workers (active employees and contingent workers). The worker count references total workers (active employees and contingent workers). This SKU is not to be combined with other DT-Tenant-Cus-Imp SKUs. Customers may select the purchase of an Implementation Tenant (for production data) in Tenant increments of 1 (per Tenant, per year)	\$240,000.00	USA	Subscriptions
DT-Tenant-Cus-Imp-16	Deployment / Implementation (non-production environment) Tenant - Customer Implementation Tenant for customers who purchase either (1) HCM-only or (2) FIN-only (up to 150,000 worker count, Extended Configuration Tenant). The worker count references total workers (active employees and contingent workers). This SKU is not to be combined with other DT-Tenant-Cus-Imp SKUs. Customers may select the purchase of an Implementation Tenant (for production data) in Tenant increments of 1 (per Tenant, per year)	\$326,400.00	USA	Subscriptions
DT-Tenant-Cus-Imp-17	Deployment / Implementation (non-production environment) Tenant - Customer Implementation Tenant for customers who purchase either (1) HCM and FIN, (2) HCM and PAY, (3) FIN and PAY, or (4) HCM, FIN, and PAY (up to 400,000 worker count, Non Extended Configuration Tenant). The worker count references total workers (active employees and contingent workers). The worker count references total workers (active employees and contingent workers). This SKU is not to be combined with other DT-Tenant-Cus-Imp SKUs. Customers may select the purchase of an Implementation Tenant (for production data) in Tenant increments of 1 (per Tenant, per year)	\$368,400.00	USA	Subscriptions

DT-Tenant-Cus-Imp-18	Deployment / Implementation (non-production environment) Tenant - Customer Implementation Tenant for customers who purchase either (1) HCM and FIN, (2) HCM and PAY, (3) FIN and PAY, or (4) HCM, FIN, and PAY (up to 400,000 worker count, Extended Configuration Tenant). The worker count references total workers (active employees and contingent workers). This SKU is not to be combined with other DT-Tenant-Cus-Imp SKUs. Customers may select the purchase of an Implementation Tenant (for production data) in Tenant increments of 1 (per Tenant, per year)	\$368,400.00	USA	Subscriptions
DT-Tenant-Cus-Imp-19	Deployment / Implementation (non-production environment) Tenant - Customer Implementation Tenant for customers who purchase either (1) HCM-only or (2) FIN-only (up to 400,000 worker count, Non Extended Configuration Tenant). The worker count references total workers (active employees and contingent workers). The worker count references total workers (active employees and contingent workers). This SKU is not to be combined with other DT-Tenant-Cus-Imp SKUs. Customers may select the purchase of an Implementation Tenant (for production data) in Tenant increments of 1 (per Tenant, per year)	\$240,000.00	USA	Subscriptions
DT-Tenant-Cus-Imp-20	Deployment / Implementation (non-production environment) Tenant - Customer Implementation Tenant for customers who purchase either (1) HCM-only or (2) FIN-only (up to 400,000 worker count, Extended Configuration Tenant). The worker count references total workers (active employees and contingent workers). This SKU is not to be combined with other DT-Tenant-Cus-Imp SKUs. Customers may select the purchase of an Implementation Tenant (for production data) in Tenant increments of 1 (per Tenant, per year)	\$326,400.00	USA	Subscriptions
DT-Tenant-Cus-Imp-21	Deployment / Implementation (non-production environment) Tenant - Customer Implementation Tenant for customers who purchase either (1) HCM and FIN, (2) HCM and PAY, (3) FIN and PAY, or (4) HCM, FIN, and PAY (up to 650,000 worker count, Non Extended Configuration Tenant). The worker count references total workers (active employees and contingent workers). The worker count references total workers (active employees and contingent workers). This SKU is not to be combined with other DT-Tenant-Cus-Imp SKUs. Customers may select the purchase of an Implementation Tenant (for production data) in Tenant increments of 1 (per Tenant, per year)	\$435,600.00	USA	Subscriptions
DT-Tenant-Cus-Imp-22	Deployment / Implementation (non-production environment) Tenant - Customer Implementation Tenant for customers who purchase either (1) HCM and FIN, (2) HCM and PAY, (3) FIN and PAY, or (4) HCM, FIN, and PAY (up to 650,000 worker count, Extended Configuration Tenant). The worker count references total workers (active employees and contingent workers). This SKU is not to be combined with other DT-Tenant-Cus-Imp SKUs. Customers may select the purchase of an Implementation Tenant (for production data) in Tenant increments of 1 (per Tenant, per year)	\$435,600.00	USA	Subscriptions
DT-Tenant-Cus-Imp-23	Deployment / Implementation (non-production environment) Tenant - Customer Implementation Tenant for customers who purchase either (1) HCM-only or (2) FIN-only (up to 650,000 worker count, Non Extended Configuration Tenant). The worker count references total workers (active employees and contingent workers). The worker count references total workers (active employees and contingent workers). This SKU is not to be combined with other DT-Tenant-Cus-Imp SKUs. Customers may select the purchase of an Implementation Tenant (for production data) in Tenant increments of 1 (per Tenant, per year)	\$240,000.00	USA	Subscriptions

DT-Tenant-Cus-Imp-24	Deployment / Implementation (non-production environment) Tenant - Customer Implementation Tenant for customers who purchase either (1) HCM-only or (2) FIN-only (up to 650,000 worker count, Extended Configuration Tenant). The worker count references total workers (active employees and contingent workers). This SKU is not to be combined with other DT-Tenant-Cus-Imp SKUs. Customers may select the purchase of an Implementation Tenant (for production data) in Tenant increments of 1 (per Tenant, per year)	\$326,400.00	USA	Subscriptions
DT-Tenant-Cus-Imp-25	Deployment / Implementation (non-production environment) Tenant - Customer Implementation Tenant for customers who purchase either (1) HCM and FIN, (2) HCM and PAY, (3) FIN and PAY, or (4) HCM, FIN, and PAY (for 650,001 or greater worker count, Non Extended Configuration Tenant). The worker count references total workers (active employees and contingent workers). The worker count references total workers (active employees and contingent workers). This SKU is not to be combined with other DT-Tenant-Cus-Imp SKUs. Customers may select the purchase of an Implementation Tenant (for production data) in Tenant increments of 1 (per Tenant, per year)	\$435,600.00	USA	Subscriptions
DT-Tenant-Cus-Imp-26	Deployment / Implementation (non-production environment) Tenant - Customer Implementation Tenant for customers who purchase either (1) HCM and FIN, (2) HCM and PAY, (3) FIN and PAY, or (4) HCM, FIN, and PAY (for 650,001 or greater worker count, Extended Configuration Tenant). The worker count references total workers (active employees and contingent workers). This SKU is not to be combined with other DT-Tenant-Cus-Imp SKUs. Customers may select the purchase of an Implementation Tenant (for production data) in Tenant increments of 1 (per Tenant, per year)	\$435,600.00	USA	Subscriptions
DT-Tenant-Cus-Imp-27	Deployment / Implementation (non-production environment) Tenant - Customer Implementation Tenant for customers who purchase either (1) HCM-only or (2) FIN-only (for 650,001 or greater worker count, Non Extended Configuration Tenant). The worker count references total workers (active employees and contingent workers). The worker count references total workers (active employees and contingent workers). This SKU is not to be combined with other DT-Tenant-Cus-Imp SKUs. Customers may select the purchase of an Implementation Tenant (for production data) in Tenant increments of 1 (per Tenant, per year)	\$326,400.00	USA	Subscriptions
DT-Tenant-Cus-Imp-28	Deployment / Implementation (non-production environment) Tenant - Customer Implementation Tenant for customers who purchase either (1) HCM-only or (2) FIN-only (for 650,001 or greater worker count, Extended Configuration Tenant). The worker count references total workers (active employees and contingent workers). This SKU is not to be combined with other DT-Tenant-Cus-Imp SKUs. Customers may select the purchase of an Implementation Tenant (for production data) in Tenant increments of 1 (per Tenant, per year)	\$435,600.00	USA	Subscriptions
DT-Tenant-Cus-Demo	Customer Demonstration (non-production environment) Tenant. Customers may select the purchase of an Demonstration Tenant (synthetic data) in Tenant increments of 1 (per Tenant, per year)	\$6,900.00	USA	Subscriptions
DT-Tenant-Par-Imp	Deployment / Implementation (non-production environment) Tenant - Partner Implementation Tenant. Partners may select the purchase of an Implementation Tenant (for production data) in Tenant increments of 1 (per Tenant, per year)	\$27,600.00	USA	Subscriptions
DT-Tenant-Par-Demo	Partner Demonstration (non-production environment) Tenant. Partners may select the purchase of an Demonstration Tenant (for synthetic data) in Tenant increments of 1 (per Tenant, per year)	\$27,600.00	USA	Subscriptions

PSEM	Engagement Manager Primary point of contact for the customer; manage project implementation; guides Workday's deployment methodology, tools/templates, and interaction with the Workday's operations and product teams to ensure project completion. Responsible for resolving project-related issues and reporting overall project status. Requires 3+ years of relevant experience.	\$420.00	USA	Professional Services
PSSREM	Senior Engagement Manager reporting overall project status. Requires 6+ years of relevant experience.	\$450.00	USA	Professional Services
PSPD	Project Director Reviews project plan to determine time schedule, resource allocation, project procedures, staffing requirements. Confers with project staff to outline work plan, assigns duties, responsibilities, and scope of authority. Directs and coordinates project personnel to ensure project meets objectives within fiscal controls. Reviews status reports prepared by project personnel. Modifies schedules or plans as required. Analyzes data to determine solutions, alternate methods, and procedures and advises customer. Prepares project reports for management, customers, and others. Requires at least 10+ years of relevant experience.	\$550.00	USA	Professional Services
PSCON	Consultant Completes functional and technical project activities to provide implementation guidance to customer. Leads workshops to improve customer understanding of the features and functions of Workday services. Works directly with the customer to design business processes, gather functional, integration and reporting requirements, and map customer's current data to Workday inputs. Configures Workday SaaS offering to customer requirements, builds in-scope custom integrations, and provides support for the configuration and testing of Configured Integrations. Provide guidance during testing and data conversion project activities. Requires at least 3+ years of relevant experience.	\$300.00	USA	Professional Services
PSSRCON	Senior Consultant Responsible for providing functional and technical expertise for product implementation projects. Architects solutions to customer's requirements and designs cross-application solutions. Manages escalations of deployment and product issues. Participates in design sessions, advises on test strategies and deployment activities. Responsible for configuring, developing, and guiding Customer's solution for a work stream. Requires at least 5+ years of relevant experience.	\$390.00	USA	Professional Services
PSPRINCON	Principal Consultant Provides consulting and support services specifically tailored to meet the needs of individual clients. Responsible for providing functional and technical expertise for product implementation projects. Architects solutions to customer's requirements and designs cross-application solutions. Manages escalations of deployment and product issues. Participates in design sessions, advises on test strategies and deployment activities. Responsible for configuring, developing, and guiding Customer's solution for a work stream. Requires at least 5+ years of relevant experience.	\$435.00	USA	Professional Services
TC	Training Credits Acquired (0-10)	\$800.00	USA	Training
LODHCM10	Learn On-Demand – HCM Library 10 Initial Users	\$3,000.00	USA	Training
LODPAY10	Learn On-Demand – Payroll Library 10 Initial Users	\$3,000.00	USA	Training
LODFIN10	Learn On-Demand – Financials Library 10 Initial Users	\$3,000.00	USA	Training
LODEG10	Learn On-Demand – Education & Government Library 10 Initial Users	\$3,000.00	USA	Training
LODTECH10	Learn On-Demand – Cross-Application Technology Library 10 Initial Users	\$3,000.00	USA	Training

LODHCM5	Learn On-Demand – HCM Library 5 Additional Users	\$1,000.00	USA	Training
LODPAY5	Learn On-Demand – Payroll Library 5 Additional User	\$1,000.00	USA	Training
LODFIN5	Learn On-Demand – Financials Library 5 Additional Users	\$1,000.00	USA	Training
LODEG5	Learn On-Demand – Education & Government Library 5 Additional Users	\$1,000.00	USA	Training
LODTECH5	Learn On-Demand – Cross-Application Technology Library 5 Additional Users	\$1,000.00	USA	Training
AK	Adoption Kit (\$3,000 plus an additional \$0.50 per FSE)	\$3,000.00	USA	Training
PLNTRN10	Adaptive Planning - Administrator Training Kit 10 Initial Users	\$7,500.00	USA	Training
PLNTRN5	Adaptive Planning - Administrator Training Kit 5 Initial Users	\$4,500.00	USA	Training
PLNTRN1	Adaptive Planning - Administrator Training Kit 1 Additional User	\$650.00	USA	Training
VNDLYTRN10	VNDLY - Administrator Training Kit - 10 Initial Users	\$7,500.00	USA	Training
VNDLYTRN5	VNDLY - Administrator Training Kit - 5 Initial Users	\$4,500.00	USA	Training
VNDLYTRN1	VNDLY - Administrator Training Kit - 1 Additional User	\$650.00	USA	Training

**Service Category #2: Other Ancillary Goods or Services**

Avaap Client Side Role Rates	Title Description	Rate/hr.
Analyst/Sr.	Analysts and Senior Analysts have a conceptual understanding of best practices and related tools. They focus on the deliverables and provide support as directed. They work with a leader and strive to continue learning best practices.	\$ 145.00
Consultant	Consultants possess a foundational understanding of best practices and tools. They follow a structured approach using established deliverables. They generally work as part of a team supporting the project lead but can work independently with proper support.	\$ 180.00
Senior Consultant	Senior Consultants possess a thorough understanding of best practices and tools. They are responsible for developing and delivering strategy and related plans for clients with moderate size, scope, and complexity. They typically play a lead role and look to the client sponsor and project team for support and final approval.	\$ 190.00
Principal Consultant	Principal Consultants have experience determining the application of a variety of principles and tools based on the client's needs. They are responsible for developing and delivering strategies and plans for client projects which are significant in size, scope, and complexity. They often lead multiple projects and teams.	\$ 200.00
Director	Directors possess expert-level experience determining the application of best practices and tools for projects/programs that are strategically significant in size, scope, and complexity. They serve as a strategic partner to the client, ensuring consistent on-time, on-budget completion of deliverables. They direct resources, as needed, and maintain client satisfaction through ongoing quality assurance.	\$ 265.00
Assessment Services	Description	Fixed Fee
Business Analysis Quick Assessment	- Timing 3-4 Weeks - An analysis and documentation of up to 8 current business processes which outlines complexities and identifies current issues, redundancies, and bottlenecks within each process within a function e.g., Hiring, Recruiting, Item Procurement. - Provides recommended initiatives to streamline processes, leading to better efficiencies within the selected function.	\$ 60,000.00
Project Portfolio Assessment	- Timing 6-8 weeks - A project portfolio assessment reviews an organization's entire project portfolio to evaluate the overall performance of the portfolio and ensure consistency between, projects/programs, strategic alignment, prioritization, risk and opportunity identification. - Allows leadership to make informed decisions around prioritizing, resourcing, and managing their project portfolio. - Ensures they are aligning the portfolio with the organization's strategic objectives in mind. - Identifies gaps and risks to evaluate their impact on the organization and determine appropriate mitigation tactics.	\$ 50,000.00
Change Maturity Assessment	-Timing 4-6 Weeks - Change Maturity Model: A framework that describes the levels of change maturity, identifying how well an organization performs and integrates change management best practices into organizational projects. - Change Maturity Assessment: Measures your organization's current state change capabilities and provides a recommendation roadmap to guide decisions regarding what actions and activities you can take to improve your change maturity. - Provides Organizations an understanding of your current level of change maturity and what that means for your current change efforts. - Creates an overview areas of strength and opportunity to guide planning for improving and advancing your maturity level. - Outputs includes customized recommendation roadmap that will help you reach your desired level of change maturity.	\$ 40,000.00

<b>Service Category #2: Other Ancillary Goods or Services</b>		
<b>Change Academy Classes</b>	<ul style="list-style-type: none"> <li>- Full Class minimum 8</li> <li>- Can be delivered remote or onsite. If onsite, travel would be additional</li> <li>- Additional Discount available depending on class size Available on request</li> </ul>	<b>Cost/Person</b>
Exploring Change Management (QEPTM)	<ul style="list-style-type: none"> <li>- Focuses on understanding the importance of change management and exploring change essentials to build individual change capability.</li> <li>- Learning Objectives                             <ul style="list-style-type: none"> <li>Define change management and how it impacts organizational change success</li> <li>Understand the value of change management for every organization</li> <li>Leverage the Avaap Change Approach to connect, scale, and thrive in any change environment</li> <li>Explore and apply the key Avaap Change Essentials to reach change goals</li> <li>Develop a customized roadmap to grow personal change capability</li> </ul> </li> <li>- 6 Educational Hours</li> </ul>	\$599/person
Change In Practice (QEPTM)	<ul style="list-style-type: none"> <li>- Teaches new change leaders how to use the Avaap Change Approach to apply change deliverables to any change initiative or strategy.</li> <li>- Learning Objectives                             <ul style="list-style-type: none"> <li>Discover the four focus areas of the Avaap Change Approach</li> <li>Understand the importance of using the approach to create successful change outcomes</li> <li>Learn how to apply 10+ change deliverable tools throughout your change</li> <li>Build a change strategy and change plan for your specific project or initiative</li> </ul> </li> <li>- 16 Educational Hours</li> </ul>	\$1,999/person
Exploring Change Analytics	<ul style="list-style-type: none"> <li>- Shares the value of change analytics and how to identify data and visualization opportunities to measure, inform, and manage change successfully.</li> <li>- Learning Objectives                             <ul style="list-style-type: none"> <li>Articulate what change analytics is and the value it provides for your organization</li> <li>Identify and understand sources of data that can be used for change analytics</li> <li>Interpret and analyze visualizations to better inform change activities</li> </ul> </li> <li>- 3 Educational Hours</li> </ul>	\$349/person
Change Analytics In Practice	<ul style="list-style-type: none"> <li>- Experiential workshop designed to build the best change analytics approach to track change and inform your organization of change progress.</li> <li>- Learning Objectives                             <ul style="list-style-type: none"> <li>Identify and understand types of metrics and data that can be used in change analytics</li> <li>Learn various methods to use available data and create visuals</li> <li>Take insights and actions from the data and use it to inform change activities</li> </ul> </li> <li>- 7 Educational Hours</li> </ul>	\$799/person
Becoming a Trusted Change Sponsor	<ul style="list-style-type: none"> <li>- Explore how to be most effective in the sponsor role and learn how providing visible leadership is required for change to be successful.</li> <li>- Learning Objectives                             <ul style="list-style-type: none"> <li>Review the value of change management</li> <li>Explore how change impacts you and others</li> <li>Understand your role as a change sponsor</li> <li>Develop a customized change sponsor roadmap</li> </ul> </li> <li>- 3 Educational Hours</li> </ul>	\$399/person
Becoming an Elective Leader of Change	<ul style="list-style-type: none"> <li>- Learn how effective change leadership influences employee experience and leads to quicker adoption and realized benefits.</li> <li>- Learning Objectives                             <ul style="list-style-type: none"> <li>Review the value of change management</li> <li>Explore how change impacts you and others</li> <li>Understand how to lead through change</li> <li>Develop a leading through change roadmap</li> </ul> </li> <li>- 4 Educational Hours</li> </ul>	\$449/person
Change Management for Project Managers	<ul style="list-style-type: none"> <li>- Learning Objectives                             <ul style="list-style-type: none"> <li>Review the value of change management</li> <li>Explore how change impacts you and others</li> <li>Understand the collaborative relationship between project management and change management</li> <li>Develop a customized project manager change roadmap</li> <li>Learn five key change tools</li> </ul> </li> <li>- 5.5 Educational Hours</li> </ul>	\$699/person

**APPENDIX A.2  
Service Area Designation Forms**

<b>Texas Service Area Designation or Identification</b>	
<b>Proposing Firm Name:</b>	Avaap, U.S.A., 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
<p>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.</p>	

<b>Nationwide Service Area Designation or Identification Form</b>	
<b>Proposing Firm Name:</b>	Avaap, U.S.A., 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
<p>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.</p>	
<p>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.</p>	