

Project Change Order/Request

This Project Change Order amends the Statement of Work (SOW) referenced below and incorporates the terms of the Agreement (defined below). In the event of a conflict in terms between this Change Order and the Agreement, the terms of this Change Order shall prevail.

Effective Date:	Last signature date below.
Client:	City of Lee's Summit
Agreement Title, Date:	Professional Services Agreement, 3/13/24
SOW #, Project Name:	SOW #002; Workday Enterprise Resource Planning System Implementation
Project Change Order #, Name:	CO #002: Position Budget Control
Prepared By:	Lisa Liedtke

Internal Business Drivers and Reason for Change

The City of Lee's Summit implementation is in the Architect & Configure stage where requirements and timeline are discussed in greater detail. During Architect & Configure, Lees Summit identified interest in using Workday's Position Budget Control functionality. The Avaap team conducted a demonstration of Position Budget Control using the City of Lees Summit GOV tenant on 1/31/25. After the demonstration, the Lees Summit team requested a Change Order to implement the functionality in Phase 2 of the deployment. This Change Order item was not identified as "in scope" in the original Statement of Work (SOW).

Scope of Change

This Change Order includes the following scope changes:

1. Position Budget Control

- a. Cost: \$110,775
- b. Current SOW: The SOW does not include Position Budget Control
- c. Change Description: Position Budget Control is in scope for a Phase 2 deployment

Timeline for Change

Position Budget Control will be implemented for the Phase 2 go-live in late December 2025; the exact go-live date will be determined in the Phase 2 Plan Stage. To prepare for the deployment and reduce re-work, the Lees Summit team will provide default compensation for all filled and active Positions and the default compensation will be loaded in the Phase 1 deployment.

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Change Analysis

- If the functionality identified is not implemented, the Client would not be able to budget for worker Positions at the Position level; they would be able to budget for all Positions as a lump sum amount.
- Job Management Positions cannot be budgeted at the Position level. The budget for Job Management Positions will be managed at a higher level in Budgeting.

Assumptions

- Client will implement Workday Adaptive Planning at the same time as Position Budget Control
- Client may need to modify some configuration from the initial deployment
- Client will provide appropriate access to non-production Workday tenants and other project-related resources that may be required to fulfill this SOW, i.e. Teams and SharePoint sites, etc.
- Client will ensure the timely availability of its resources who may be required to provide input, review, and approve the deliverables specified in this SOW.
- Client will provide Position default compensation to load during Phase 1; if this does not occur, the default Compensation will load in Phase 2 and the Client will need to update open Job Requisitions

Items Out of Scope

The following items shall be considered outside the scope of this statement of work. Avaap can provide these services, pending execution of a project change request.

- Organizational Change Management
- Delivery of new or updated training materials

Estimated Change Order Implementation Fees

All services provided hereunder are provided on a time and materials basis. Estimated time and costs listed in this Project Change Order represent an estimate only. Actual Project time and cost may vary from the estimates provided. A minimum of full day (8 hours) will be charged for all work performed at Client's facilities. Remote services provided via email, phone, web conference, or remote access to Client's site will be charged at the standard hourly rate at a minimum of one-half hour (:30 minute) increment. From time to time, weekend and holiday work may be necessary to meet the project schedule.

Avaap is pleased to provide Client with the estimate below. All amounts are in US Dollars unless otherwise specified. The totals below are exclusive of any relevant sales, excise or other taxes.

Role	Start Date	End Date	Hours	Bill Rate	Total
Principal Consultant	3/17/25	7/15/25	25	\$250.00	\$6,250.00
Architect	7/28/25	12/31/25	311	\$275.00	\$85,525.00
Consultant	7/28/25	12/31/25	95	\$200.00	\$19,000.00
Functional Total			431		\$110,775.00
Reduction in <i>Additional Scope Item Budget</i> from SOW					(\$62,325.00)
		CO Total	431		\$48,450.00

Avaap shall perform and complete all of the Services described in this SOW for an aggregate fee, exclusive of applicable tax and out-of-pocket expenses, equal to USD \$ 48,450.00 (the "Fees"). Avaap will bill and invoice the Client for the Fees in the Phase 2 invoices. The remaining invoices including the five associated with this Change Order are as follows:

Estimated/Actual Invoice Date	Invoice Amount	Invoice Description or Milestone
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Est. 2/5/25	\$380,000.00	Phase 1: A&C Stage – Part 3 Complete
3/1/25	\$24,600.00	CO#001 – Pymt 1
Est 3/31/25	\$261,250.00	Phase 1: End to End Testing Complete
4/1/25	\$24,600.00	CO#001 – Pymt 2
5/1/25	\$24,600.00	CO#001 – Pymt 3
Est 5/15/25	\$128,250.00	Phase 1: Payroll Parallel Testing Complete
6/1/25	\$24,600.00	CO#001 – Pymt 4
Est 6/9/25	\$47,500.00	Phase 1: Move to Production
7/1/25	\$24,600.00	CO#001 – Pymt 5
Est 7/31/25	\$153,315.00	Phase 1: End of Production Support Month 1 and Phase 1 Retention released
Est 7/29/25	\$95,000.00	Phase 2: Invoiced on Start Date
Est 7/29/25	\$18,266.00	CO #002 – Pymt 1
Est 8/30/25	\$66,500.00	Phase 2: End of Plan Phase
Est 8/30/25	\$12,791.00	CO #002 – Pymt 2
Est 9/30/25	\$47,500.00	Phase 2: End of A&C
Est 9/30/25	\$9,109.00	CO #002 – Pymt 3
Est 10/31/25	\$23,750.00	Phase 2: End of Test
Est 10/31/25	\$4,554.00	CO #002 – Pymt 4
Est 11/30/25	\$14,250.00	Phase 2: Move to Production
Est 11/30/25	\$2,742.00	CO #002 – Pymt 5
Est 12/31/25	\$18,000.00	Phase 2: End of PPS + Release of Phase 2 Retention
Est 12/31/25	\$988.00	CO #002 – Pymt 6

Assumptions

- The Project Change Order estimate is valid for 30 calendar days from submission to Client for approval, unless otherwise agreed to by both parties.
- The Additional Items for Scope SOW line item will utilize the remaining \$62,325 of available funds from the original \$90,000.

Approval to Proceed

IN WITNESS WHEREOF, Avaap and Client have caused this Project Change Order to be executed and delivered by their respective duly authorized representatives as of the date set forth below.

Client:

By:

Name

Title:

Date

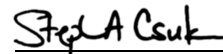
Avaap U.S.A. LLC:

By:

Name:

Title:

Date



Steve Csuka

CEO

7/7/2025