



Project Status Report

Status as of January 20, 2017

Prepared by; Christopher Mercer, iNtegrate 2 Project Director; Leslie Obourn, SCI Engagement Manager

Summary

Item	Current Status	Prior Status	Status Notes
Overall Status	Yellow	Yellow	The overall status for the project remains Yellow due to Time Tracking and Integrations (NSHE and Campus). Please refer to the detailed status below.
❖ Overall Status – Functional Lanes	Green	Green	HCM
	Green	Green	Payroll
	Yellow	Yellow	Time Tracking: Accu-Time has been selected as the time clock vendor. The purchase order for clocks at UNLV had been completed and four test clocks are expected the week of January 30 th . The kick-off meeting with the vendor is scheduled for the week of January 23 rd . We expect the status to move to Green once we are able to conduct our kick-off meeting with the team and assess the requirements.
	Green	Green	Financials: Status is Green. On-site System testing for P2 continued this final week with the team achieving a 99% completion rate. Final adjustments are being made early next week. The focus for the following week is on P2 testing P3 preparation activities including conversion, remaining functional configuration, security gathering, and P3 testing preparation. The team is also preparing to unit test the Budget area.
	Green	Green	Audit
❖ Overall Status –	Yellow	Yellow	Integrations (NSHE): 2 NSHE integrations are behind schedule and we have taken steps to fast track the development to meet our P3 test cycle.

Item	Current Status	Prior Status	Status Notes
Technical Team	Yellow	Yellow	Integrations (Campus): The PMO continues to reach out to the campuses for a detailed status update regarding these integrations and will work with them to mitigate any issues. The campuses have now been given requirements for updating the project’s JIRA system to allow for more timely updates and easier assistance with developing mitigation strategies.
	Green	Green	Conversion (Financials): Data Extract programs were updated with new crosswalks and all extracts were run by EOD on 1/11. The extracts are out with the campus validation teams. They campus teams will be validating from 1/12 - 1/19.
	Green	Green	Reporting. We have defined a standard reports list and development is underway on HCM and Financial reports.
	Green	Green	Security
❖ Overall Status – Training & Outreach	Green	Green	Training: Overall status of Training is Green. Current Development Plan by process and roles in progress. NSHE team began Campus Demos this week with a successful kick off in Elko.
	Green	Green	Change Management/Communication
	Green	Green	Testing: Overall status of Testing is green. System Testing has ended. The close-out of System Testing will begin next week. End to End test planning has begun.
Schedule	Yellow	Yellow	The status for Schedule remains at Yellow due to Time Tracking. Please refer to the detailed status below.
❖ Schedule	Green	Green	HCM
	Yellow	Yellow	Time Tracking: Accu-Time has been selected as the time clock vendor. The purchase order for clocks at UNLV had been completed and four test clocks are expected the week of January 30 th . The kick-off meeting with the vendor is scheduled for the week of January 23 rd . We expect the status to move to Green once we are able to conduct our kick-off meeting with the team and assess the requirements.
	Green	Green	Payroll
	Green	Green	Financials
	Green	Green	Technical Team: Tasks have been completed on time so far, and we are on track.
	Green	Green	Change Management/Outreach
	Green	Green	Audit

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Budget	Green	Green	As of 12/31: SCI Hours % Complete: 67% of budget Project Plan % Complete: 73% complete
Personnel	Green	Green	The status of Personnel is Green. Please refer to the detailed status below.
❖ Personnel	Green	Green	HCM
	Green	Green	Payroll
	Green	Green	Time Tracking
	Green	Green	Financials: Status is green. Welcome to the following: 1) David Tobler - Financial Accounting 2) Michelle Gilbertson - Banking 3) Jane Kober - Grants/Effort
	Green	Green	Technical Team: We are in the process of scheduling interviews for our open Reporting position. A new job description is being drafted for the original position slated as a Security Administrator.
	Green	Green	Change Management/Outreach
Project Risk	Yellow	Yellow	The status of Project Risk remains at Yellow due to the Time Tracking and Technical areas. Please refer to the detailed status below.
❖ Project Risk	Green	Green	HCM
	Green	Green	Payroll
	Yellow	Yellow	Time Tracking: Accu-Time has been selected as the time clock vendor. The purchase order for clocks at UNLV had been completed and four test clocks are expected the week of January 30 th . The kick-off meeting with the vendor is scheduled for the week of January 23 rd . We expect the status to move to Green once we are able to conduct our kick-off meeting with the team and assess the requirements.
	Green	Green	Financials. We continue to monitor several specific risks & issues: 1) SREG Development 2) JV Load Approach
	Yellow	Yellow	Technical Team: We have some key risks with several NSHE and campus owned integrations that have impact on this pillar. These risks are being monitored closely to prevent any impact on the timeline. All risks are documented in JIRA.

Item	Current Status	Prior Status	Status Notes
	Green	Green	Change Management/Outreach: Continuing to assess Campus engagement and team preparedness.

Color Key	
Red	Project timeline is experiencing significant delay (4+ weeks) to schedule or project deliverables for critical tasks.
Yellow	Project timeline is experiencing a 2-4 week delay to the schedule or project deliverables for critical tasks.
Green	Project plans and activities are on schedule and issues and risks are being managed. Delays are less than 2 weeks for any critical tasks.

Key Accomplishments

Area	Accomplishment /Activity
All Teams	1. Supported System Testing.
HCM	<p>2. Core HCM</p> <ul style="list-style-type: none"> a. Configuration: Addressed the following testing tickets: Updated SOC Job Classification Table with Mapping the Codes to IPEDS Codes (HCM-87). b. Configuration: NSHE Job Catalog_v12: Worked on 19 Job Profile Adds, 11 Job Profile Changes, and 2 Job Profile Removes. c. Configuration: Working on HCM, Compensation, and Talent Review Templates. d. Conversion: Supported the open issues Supervisory Organization setup. e. Conversion: Conducted and Participated in bi-weekly P2 conversion calls. f. Conversion: NSHE working through the Programmatic issues and Error Report Issues. Released the Costing Allocation files for review and finished the coding changes for Position files. g. Conversion: Working Conversion JIRA tickets reported by the SME Validation team. <p>3. Benefits</p> <ul style="list-style-type: none"> a. Configuration: Addressed the following testing tickets: Migrated 8 MetLife Benefit Plans to NSHE2 (HCM-120). The details can be found in JIRA. b. Conversion: Working Conversion JIRA tickets reported by the SME Validation team. <p>4. Recruiting:</p> <ul style="list-style-type: none"> a. Configuration: Working on Offer Letter solution. Met with Katrina to review the offer letter solution she is configuring in NSHE3. b. Testing: Monitored the HCM Testing Blue Jeans link Tuesday and Thursday and assisted testers at SCS and UNLV. <p>5. Absence Management:</p> <ul style="list-style-type: none"> a. Configuration: Continued to make configuration updates based on testing, and address any system testing tickets. b. Configuration: Met with Payroll team to discuss payments of Leaves of Absences. This should be working correctly for hourly employees. You will see payment for salaried

Area	Accomplishment /Activity
	<p>employees, however the payroll team is still working on the monthly proration for the salaried employees.</p> <ul style="list-style-type: none"> c. Reporting: Met with Absence SMEs to review updated leave liability reporting requirements. d. Configuration: Conducted and/or Participated in Cross Functional Meetings, Project Checkpoint, Leave of Absence Processing Working Session, Absence Weekly Meeting with SMEs. e. Testing: Assess Absence Balances - continued testing of awarding of 240 hours during job change, removed special DRI requirements that are no longer needed. Continue to work to determine if proration requested is possible to automate or if an adjustment will be needed. These tickets have now been placed on hold as it was discovered during our Absence weekly meeting that differing institutions process differently. Pat to discuss with HRAC before continuing any configuration changes.
Time Tracking	<ul style="list-style-type: none"> 1. Testing: Continued P2 system testing and addressed issues as needed. 2. Testing: Worked with Audra to trouble shoot Time Tracking Tickets. 3. Meetings: Conducted and/or Participated in Conversion Meetings, and Project Checkpoint. 4. Configuration: Continued work on rules surrounding employees who terminate mid period.
Payroll	<ul style="list-style-type: none"> 1. Payroll Parallel Test Plan drafted by SCI. 2. Determined the PERS status codes should be an integration, and not a report. However, the Reporting team is finalizing the logic that can also be used in the integration. 3. Resolving System Test tickets.
Financials	<ul style="list-style-type: none"> 1. Banking & Settlement <ul style="list-style-type: none"> a. Managed testing JIRA's as failures occurred and as cancelled JIRA's were needed. b. The first 5 days of bank statement loads from BofA have been successfully loaded for 1/3/17 through 1/9/17 activity for all institutions! c. Another ACH test file was run and adjustments were made. d. Daly communicated the first notice item request to the banking SME's and they are responding. First notice rules are being configured as we have enough information to build it. e. New Ad Hoc Payments extract available 1/11/2017. Campus will validate between 1/12/17 to 1/19/17. Banking SMEs continue to clean up their old outstanding checks. 2. FDM <ul style="list-style-type: none"> a. Completed compiling fund to fund, budget level ledger & ledger account documents into a single source and created crosswalks. b. Provided WAX download to John Tully for conversion files. 3. Financial Accounting <ul style="list-style-type: none"> a. Continue to review and provide support to testers. Begin scenarios/epics for P3. Contacted remaining testers. b. Review and configure generic ISP Prototype. c. New Funds added to WAX and mapping spreadsheet to accommodate year-end adjustments. These funds and adjustment method will be compared against an alternative WD method in early January.

Area	Accomplishment /Activity
	<ul style="list-style-type: none"> d. Capital asset flow and intercompany discussion took place on 1/9. FU memo will be provided to Assets Designee. e. GASB reporting by book instead of fund was presented to controllers. Controllers elected to keep YE ADJ fund. f. Testing of allocation were delayed due to proxy issues. g. All beginning balance conversion files were created and distributed to campus validation teams. <p>4. Budgets</p> <ul style="list-style-type: none"> a. Updated NSHE2 and NSHE6 with Institution's fringe rates for encumbrances. b. Added ledger accounts for payroll earning posting and updated the Payroll Earnings posting rule in NSHE6. c. Ran test Payroll in NSHE6. <p>5. Business Assets</p> <ul style="list-style-type: none"> a. Testing Support continues. Assets has no unstarted tests. Two in process for wrap up b. Asset Data Validation for P3 in process at all schools. c. Tested option to use alternative book code for GASB asset adjustments. Will be reviewing this option versus the current option being tested. d. Alternative book code documentation preparation. <p>6. Expenses</p> <ul style="list-style-type: none"> a. Supported P2 System testing for Expenses. b. Worked on outstanding Jira Tickets. c. Submitted Print Layout for Expense Report. d. Decision made on Payment Election Process for Conversion. e. Reviewed and updated change request Jira tickets, Completed one ticket. <p>7. Projects</p> <ul style="list-style-type: none"> a. Managed testing JIRA's as failures occurred and as cancelled JIRA's were needed. b. Testing Support in Progress - cancelled scenarios that would not be completed. c. Meeting with Margaret regarding UNLV Project Concerns/Questions. <p>8. Grants</p> <ul style="list-style-type: none"> a. Finalizing review of award and award extract files for P3 build. b. New sponsors added to tenant. <p>9. Procurement</p> <ul style="list-style-type: none"> a. PO BIRT layout expected to be completed today. b. P2 Testing completed. c. Debra and Sharon completed WD Procure to Pay training this week. <p>10. Suppliers</p> <ul style="list-style-type: none"> a. SREG Worksheet complete. b. Supplier Accounts P2 test 100% complete as of 1/18/17.
CM/Outreach	<p>1. Training</p> <ul style="list-style-type: none"> a. Campus Demos successfully completed at WNC, TMCC and UNR. Response continues to be excited and positive. b. Campus Demo survey complete and available to demo attendees. Responses are coming in nicely.

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	<ul style="list-style-type: none"> c. DRI Effort Certification Demo prepared - brief meeting planned for 1/23 with Grant Designees and DRI to confirm process. d. Curriculum plan development progress is continuing - during TLG meeting this week a new working plan by process was rolled out and efforts on curriculum plan by role shared. <p>2. Testing</p> <ul style="list-style-type: none"> a. Produced nightly testing reports. Participated in functional team testing touchpoint. b. Team Support: Provided analytical reports and dashboards to the teams on scenario coverage. c. Continued detailed planning of E2E testing and playbacks. d. Test data monitoring and quality assurance: Monitored cancellations and postpones to ensure appropriate documentation of cancellation/postpone reason. Monitored On Hold items and updated status to support progression of testing. Monitored comments for passed items to ensure they get reviewed. Updated scenarios placed in failure status at some point during testing with failure reason. <p>3. CM/Communication</p> <ul style="list-style-type: none"> a. Training Communication #3 sent and posted 1/17. b. Demo survey completed, posted on iNtegrate2 website, and promoted via campus demonstrations and CPOC emails. c. Workday Security Roles communication drafted for review. d. P2 Post-testing survey created, posted, and promoted via Mary S.'s daily tester recap email 1/19.
Technical	<ul style="list-style-type: none"> 1. FIN Conversion: Loaded Budget extract files into NSHE6 for Budget Unit testing. 2. Reports complete and ready to review (since last status update): <ul style="list-style-type: none"> a. R090 Invoice Log. b. R108 Employees with no Retirement.

Upcoming Activities

Area	Dates	Upcoming Activities
All Areas	11/14- 1/27	Resolve any remaining test failures and change request tickets.
Core HCM	1/23- 1/27	Complete 5 Feedback / Design Enhancements Changes.
Benefits		Complete 2 Feedback / Design Enhancements Changes.
Recruiting		Complete 5 Feedback / Design Enhancements Changes.
Absence Management	1/26	Review cat leave processing with Absence SMEs during next Absence meeting.
	1/27	Complete DA review document and post to Workday.
	Ongoing	Test proposed solution for Worker's Comp buyback with Payroll.
Payroll	1/9-1/27	Academic Pay Fit/Gap document. This will also be shared with Workday to confirm the approach.

Area	Dates	Upcoming Activities
	1/16-2/3	Produce Payroll Training Agenda and materials for Payroll training in Vegas the week of 2/13/17.
	1/31	Integration design for T2 Parking Integration - payroll input of Time transaction coming from T & M and payee input from the parking integration.
	2/15	Configure Work Study. The campus representatives are completing a survey to inform standardized requirements. Federal Work Study configuration is in progress, State Work Study requirements are needed.
Time Tracking	Ongoing	Stage NSHE1 for demo of work schedules.
	1/27	Complete DA Document and post to Workday.
	3/10	Collaborate with Workday on implementing Worktag brainstorm re: Worktags for those with multiple account lines.
	TBD	John to check on OT requirements for those getting paid less than 1 1/2 times the minimum wage - needs to meet with Legal (HCM-40).
Banking & Settlement	1/11/17	PayModeX integration assistance: Creating invoices for suppliers with a PayMode settlement type for each institution for further testing of the PayMode integration.
	1/31/2017	Positive Pay, ACH integration testing to be expanded across all institutions.
	Ongoing	Gathering transaction information to start configuring first notice rules specific to each institution.
	1/27/2017	PS Check detail will be brought into WD so auto reconciliation will incorporate the PS student checks. (JIRA TCH-1911)
FDM	30-Jan	Schedule follow up meeting with controllers and others impacted re: the addition of any other funds, ledger accounts, etc..
	30-Jan	Develop schedule for continued mapping in WAX
Financial Accounting	Ongoing	Ongoing support of change requests for NSHE shared financial Worktags through P3 mapping target date.
	30-Jan	Testing F&A Lab UNLV use allocations utilizing location codes.
	30-Jan	Validation of data is ongoing.
	30-Jan	Continue to develop use cases and test ISP functionality.
	30-Jan	Review and developing month end and year end checklist and processes.
	13-Jan	Thomas and Mack (UNLVAFS) will not be a separate company.
Budgets	20-Jan	Develop Budget Designee tests.
	20-Jan	Load Summer School budgets through EIB in NSHE6.
	TBD	All designees test their functions with budget controls.
Business Assets	6-Feb	Test Multi Book Setup in Different Tenant.
	21-Jan	Testing.
	23-Dec	Need to configure P2 for asset disposal item to alert OSP when gain on sale of Grant asset exists.
	21-Jan	Asset conversion EVL (extract, validate, loop) scheduled for January 5. Asset processing freeze 1 - 5 Jan.

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Customer Accounts	23-Dec	Identify reports and screens to be customized for segment security and to separate grant/sponsors from customers.
Expenses	Ongoing	JIRA tasks during P2 testing.
	TBD	Testing Financial Admin Assistant Role.
	1/31/2017	WD 27 - Spend Authorization Configuration- and possible expense report changes due to new functionality.
	1/31/2017	Mass Close of Spend Authorizations - Not relieving encumbrances.
	1/31/2017	Payment Election - After go live - Audra Kane created a Jira ticket on HCM side for On-boarding.
	1/23-3/10	Begin Prep for P3 Playback.
	1/23-3/10	Begin Prep for P3 Testing.
Projects	Ongoing	Discussed the idea of expanding Project Groups to help with the funding on projects. IE: Capital Improvement-State Appropriation.
	13-Jan	Further discussion required for Project roles having adequate access to invoice detail. ie: Project Manager will need to see the invoice detail to be able to review the project in the level of detail necessary for a thorough review. This will be an issue for other functional areas also.
		Validate project budget conversion for current FY and MY (part of the Fin Budget).
Grants	31-Jan	Test Location Worktags - F & A Allocation. Tested general concept with Cynthia. Correct amounts calculated. Will do more in depth testing with Margaret. For the initial test for payroll, location Worktags for the 2 buildings did not appear on payroll transactions. Matt changed configuration to allow location Worktags to carry through on transaction. Payroll will run payroll for 3 employees and will see if location Worktags appear on transaction.
	1/23-3/10	P3 Testing Preparation.
	27-Jan	Validate Award and Award Schedule extract.
Procurement	ongoing	Continue working on open JIRA tasks.
	1/27/2017	Review RFQ configuration in WD as a result of exception approval of lonwave.
	1/18/2017	Development of PO Layout.
	1/26/2017	Discuss PCard configuration.
	1/27/2017	Develop epics for playbacks.
	3/1/2017	Development of standardized T&Cs for the Business Centers thru NSHE Legal.
	3/1/2017	Procurement and Supplier Accts continue work with SReg team.
Suppliers	On-going	Working with UNLV SME on cleaning up the outstanding checks in advantage.
	2/1/2017	Began preparation of test for P3.
	3/13	SREG Development Meetings FIN-1895 file SREG-Workday required & optional fields for suppliers.

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Area	Dates	Upcoming Activities
	30-Mar	Problem with control total on supplier invoice when calculating 1042S withholding tax- Shaun and Matt are logging it with Workday.
Training	11/28 - 02/15	Continue job aid assignment and review in preparation for E2E testing.
	11/28 - 01/31	Continue curriculum plan - development: next step plan mode of training, analyze campus role profiles.
	1/24 - 2/8	Campus demos at CSN, NSC, and UNLV next week 1/24 -1/27 Remaining campuses to follow.
	2/9	ESC Presentation on CM/Training.
Testing	1/23-1/27	Complete documentation to support Unit Testing sign-off.
	1/23-1/27	Close-out System Testing. Create final report from JIRA. Provide support to the teams as they close-out their areas.
	1/23-5/31	Participate in functional team touch point and integration meetings.
	1/23-3/3	Continue planning for P3/End to End Testing and Payroll Parallel Testing.
CM/ Communication	11/21 - 1/20	Daily testing recaps to Project.
	11/28 - 1/25	Toolkit #3 in production.
	thru October 2017	Weekly Project Update.
	1/12- 2/8	Campus Demonstrations.
FIN Conversion	1/12 - 1/19	Campus teams will validate P3 data extract files - In Progress.
	1/20 - 1/24	Correct extracts (if necessary) and re-run files - In Progress.
	1/25 - 1/29	2nd round of validation (if necessary).
	1/30 - 1/31	Campuses sign off on P3 Extracts.
	1-Feb	Provide FINAL P3 Extract files to SCI.
Integrations	Dec/Jan	Support integration testing in System Test.
	January	Finalize I-9/e-Verify process and integration requirements.
	January	Continue Development on the integration to load Parking deductions from the T2 system for UNLV.
	January	Continue Development on the integration to load Time Entry data for Thomas and Mack into Payroll Input.
	January	Finalize the Student Employment process and integration requirements.
	January	Design and Coding of the PeopleSoft Student Financials integrations.
	January	Begin working with MetLife on the Enrollment and Payroll deduction integrations.
	January	Continue Development on integration to PayMode (Supplier Payments).
	January	Continue discussions on the PCard and Travel Card processes/integrations.
	Jan/Feb	End to End Testing Scenario preparation.
Reporting	Jan/Feb	(In Progress) 44% of HCM and FIN NSHE standard reports are in progress or complete and ready for review (10% in progress, 34% in review).
	25-Jan	Reporting lane meeting with campuses (bi-weekly).
	30-Jan	Data Governance Meeting (bi-weekly).

Planned Time Away

Dates	Team Member	Planned Time Away
January 14-29	Kanchana Marimuthu	PTO, Family Emergency
February 1-3	Shawn Cantlon	PTO
February 6	Michelle Briggs	PTO
February 13 - 24	Lauren DeVera	PTO
February 17, 2017	Roberta Roth	PTO
February 20 - 27	Sharon Thygesen	PTO
February 20-24	Mark Sonntag	PTO
May 1- 14	Elora Paik	PTO
May 15 – 26	Mike Johnson	PTO
June 15-21	Matt Garland	PTO

Key Issues <A systematic and comprehensive plan has been developed and will be put in place to address the issues, as well as the timeline that we are now be driving to>

#	Key Issue	Criticality	Owner	Resolution Target Date	Resolution Plan
HCM-109	Communicate Security information to Security Partners and Campus Points of Contact	Highest	Chris Mercer	03-Feb-17	The project team needs to provide information to campuses on the Workday Security configuration and procedures. A meeting was held with the SCS team this week to develop plans for presenting the campuses with the necessary information regarding the governance of Workday security.
FIN-1721	JV Load Integration is behind schedule	High	Steve Creswell	27-Jan-17	The campuses will provide completed templates by 1/20 and the project team will provide EIBs and Instructions by 1/27.
FIN-1974	WAX Support & Hosting	Highest	Chris Mercer	3-Feb-17	A meeting was held with SCS to discuss the WAX solution. An additional meeting will be set up with UNR and the WAS development team to discuss long-term support.
TCH-1928	Campus Integration:	High	Jackie Hess	16-Feb-17	The UNLV team has identified questions and is working on

#	Key Issue	Criticality	Owner	Resolution Target Date	Resolution Plan
	Archibus (Location to employee)				resolution. Progress expected by 1/26.
TCH-1919	PeopleSoft Student Financials To Workday integration is behind schedule	Highest	Leslie Obourn	17-Feb-17	Detailed design meetings have begun and are scheduled for 2x/week until the specifications are finalized and an implementation plan is confirmed.
TCH-1929	Student Employment/Work Study	High	Matt Garland	17-Feb-17	The Campuses have provided design input and are identifying a project team contact. Detailed design meetings will be scheduled for 1x/week until the specifications are finalized and an implementation plan is confirmed.
TCH-1931	Campus Integration: Assets for UNLV	High	Steve Creswell	17-Feb-17	UNLV is identifying a developer contractor and will commence design activities.
TCH-1932	Time Clock Integrations	High	John Doetch	17-Feb-17	The Time Clock vendor was selected and a kick-off meeting occurred.
TCH-1930	Grant in Aid Solution	High	Chris Mercer	24-Feb-17	The Grant in Aid solution is not yet designed. Following are the next steps: 1) Confirm requirements with HRAC 2) Identify options and requirements for a go-live solution. 3) Identify requirements for Workday Integration INTH-S049.
TCH-1912	Academic Pay calculations for mid-contract start/end dates	High	Marianne Bealles	28-Feb-17	Discussed Fit/Gap issues surrounding Academic Pay. SCI is researching options to calculate academic days by semester for campus to calculate proration. Next steps are to write up the proposed Academic Pay solution (by 1/13) and share with Workday for confirmation.
FIN-1732	Payroll Accrual	Highest	Leslie Obourn	10-Mar-17	Detailed design sessions are being conducted with Workday.

#	Key Issue	Criticality	Owner	Resolution Target Date	Resolution Plan
HCM-8	Worktag Brainstorm: inability to limit number of Worktags available for override entry via Time Tracking	Highest	John Doetch	10-Mar-17	Detailed design sessions to be scheduled with Workday.

Milestones

Milestone	Status (RYG)	Baseline Due Date	% Complete	Date Complete
P2 Playbacks	Green	November 11, 2016	100%	11/11/2016
P2 System Testing (HCM, Payroll, FIN, Integrations)	Green	November 14, 2016 – January 27, 2017	97%	
Payroll Parallel (P2) Begins	Green	January 27, 2017		
Run P3 Data Extracts & Validate	Green	January 31, 2017	25%	
Build P3	Green	February 6, 2017		
P3 Playbacks	Green	March 13, 2017		
E2E Testing (P3) Begins	Green	March 13, 2017		
Payroll Parallel (P3) Round 1 Begins	Green	March 13, 2017		
Payroll Parallel (P3) Round 2 Begins	Green	April 3, 2017		
Build P4	Green	May 19, 2017 (Tentative)		
User Acceptance Testing (P4) Begins	Green	June 5, 2017 (Tentative)		
End-User Training Begins	Green	August 7, 2017 (Tentative)		
Build Production Tenant	Green	September 4, 2017 (Tentative)		
Move to Production (Go Live)	Green	October 2, 2017 (Tentative)		