



COLLABORATION. KNOWLEDGE. INNOVATION.



City of Stamford, CT

Consulting Services for Oracle ERP

RFP no. 2026.0038

September 11, 2025



CITY OF STAMFORD
PURCHASING DEPARTMENT

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1. Letter of Interest/Executive Summary

Proposer Name: Graviton Consulting Services Inc.

Address: 8801 Folsom Boulevard, Suite 120, Sacramento, CA 95826

Primary Contact: Vineet Srivastava, President

Phone: (916) 337-6551

Email: vineet@gravitonconsulting.com

Date: September 11, 2025

Cynthia Lucero,
ERP Coordinator,
City of Stamford, CT.

Dear Cynthia Lucero,

Graviton Consulting Services Inc. is pleased to submit this proposal in response to RFP No. 2026.0038 for Consulting Services for Oracle ERP. As a specialized Oracle partner with a successful record of serving state and local government agencies, we are enthusiastic about the opportunity to support the City of Stamford in maximizing the value of its Oracle Fusion Cloud ERP environment.

Graviton brings over 15 years of exclusive public sector expertise, delivering end-to-end Oracle ERP, HCM, and EPM solutions that drive operational efficiency, strengthen compliance, and support complex financial and administrative functions. With a team of more than highly experienced Oracle Fusion consultants, we offer deep functional and technical proficiency across all Oracle Fusion modules listed in the RFP, including General Ledger, Procurement, Fixed Assets, Grants Management, Budgetary Control, and Project Portfolio Management.

Our consultants also bring the integration and support expertise required to provide managed services, quarterly update validation, and new module implementations. Graviton affirms its readiness and commitment to fully meet and exceed the City of Stamford's requirements, ensuring both immediate stability and long-term value from its Oracle Fusion investment.

We are committed to meeting the City's needs in the following key areas:

- **Ongoing Support & Optimization Services:** Providing timely troubleshooting, enhancements, and user support across ERP modules.
- **Quarterly Update Testing & Validation:** Ensuring seamless operation during Oracle's quarterly updates through comprehensive regression testing and impact analysis.

- **New Module Implementations:** Expert configuration and deployment of the Cash Management and Lease Accounting modules, including integrations, user training, and post-go-live support.

Our recent implementations and managed services include

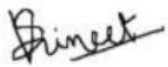
- Mariposa County, California
- Yamhill County, Oregon
- City of Redding, California
- City of Springfield, Ohio
- County of Tulare, California
- County of Weber, Utah

Graviton Consulting Services, Inc. is pleased to submit this Expression of Interest in response to the City of Stamford's RFP for Oracle ERP Managed Services.

I certify that Graviton meets all the primary qualifications outlines in the City's RFP.

We appreciate the opportunity to collaborate with the City of Stamford and contribute to the continued enhancement of its Oracle ERP operations. Should you have any questions, please do not hesitate to contact us directly.

Sincerely,



Vineet Srivastava

President, Graviton Consulting Services Inc.

vineet@gravitonconsulting.com

(916) 337-6551

2. Organizational Background, Committed Staff, and Experience

2.1. Company Overview

Established in 2010 and headquartered in Sacramento, California, Graviton Consulting is a privately held firm founded by public sector technology leaders with a singular mission: to deliver world-class, innovative Oracle solutions tailored to the needs of state and local government. Our team of veteran Oracle Fusion consultants brings unmatched technical and functional expertise across all ERP modules, spanning business process transformation, architecture design, complex integrations, and knowledge transfer. We have a proven record of success delivering full lifecycle implementations, post-go-live optimization, quarterly update validation, and long-term managed services for cities, counties, and special districts nationwide.

In addition to implementation services, we work closely with Oracle's Public Sector product teams—contributing client-driven requirements and best practices—and have developed widely used financial reports and application extensions that add tangible value to Oracle Fusion Cloud. Our deep public sector specialization ensures that clients maximize their Oracle investment, achieve measurable operational improvements, and maintain compliance while preparing for future growth.

Key attributes that distinguish Graviton in the Oracle ERP services market include:

- **Public Sector Specialization:** Graviton focuses exclusively on the public sector, understanding the unique requirements of our clients' ERP, HCM, and Enterprise Performance Management (EPM) applications. Our best practice-based approach ensures that we address the specific challenges and business processes of governmental entities.
- **Comprehensive Services:** We provide managed services and end-to-end services for the implementation of Oracle Cloud ERP, HCM, and EPM, including project management, configuration, change management, and training. Our methodology ensures early and frequent exposure to the new system, enhancing decision-making speed and accuracy while ensuring better adoption.
- **Proven Track Record:** Our proven track record in successfully implementing complex Oracle Cloud applications (ERP and HCM) and providing both regular and ad-hoc support for various counties and cities showcases our ability to manage projects of similar scope and complexity effectively.
- **Experienced Project Teams:** Our proposed staff for the City of Stamford engagement includes Oracle-certified professionals with direct experience supporting city and county

governments. This includes key resources with successful delivery in municipalities such as the City of Redding (CA), City of Springfield (OH), and County of Mariposa (CA).

- **Blended Delivery Model:** In addition to our strong onshore presence, we maintain a highly skilled offshore delivery team that operates as a seamless extension of our U.S.-based staff. This model enables us to offer cost-effective support, around-the-clock availability, and faster turnaround times on tasks. Our blended delivery approach ensures the City receives high-value service while maximizing budget efficiency — all without compromising on quality or responsiveness.
- **Security and Compliance:** We adhere strictly to federal and state-mandated data protection protocols. All Oracle Cloud support and testing services are conducted in alignment with the City of Stamford’s cybersecurity and data privacy standards.

Graviton Consulting is fully prepared to ensure the continued smooth operation of Stamford’s Oracle ERP environment. Our team brings deep expertise in stabilizing high-impact modules such as Expenses, General Ledger, and PPM, while also addressing critical payroll and financial integrations with Dayforce/Ceridian and banking partners. We will deliver expert troubleshooting, optimize configurations and reporting, and define KPIs to measure system effectiveness—all while providing strategic guidance to help the City maximize performance and long-term value from its Oracle investment.

With more than a decade of exclusive focus on the public sector, Graviton has successfully supported cities, counties, and special districts across the country in implementing and maintaining Oracle ERP. We understand the unique regulatory, financial, and operational requirements of local governments and apply this experience to ensure practical solutions, risk reduction, and measurable outcomes. Our approach emphasizes not only resolving today’s challenges but also preparing Stamford for future growth through continuous improvement and innovation in Oracle Cloud.

Graviton Consulting acknowledges and will fully comply with the City of Stamford’s requirement that “*data must stay in continental U.S.*” For this engagement, all support services will be delivered through a secure model that ensures full U.S. data residency. While some of our consultants are based offshore, they will only access Stamford’s Oracle environment through dedicated machines physically located in the United States. Oracle Fusion’s **Location Based Access Control (LBAC)** will be configured so that logins from outside of the U.S. are strictly prohibited.

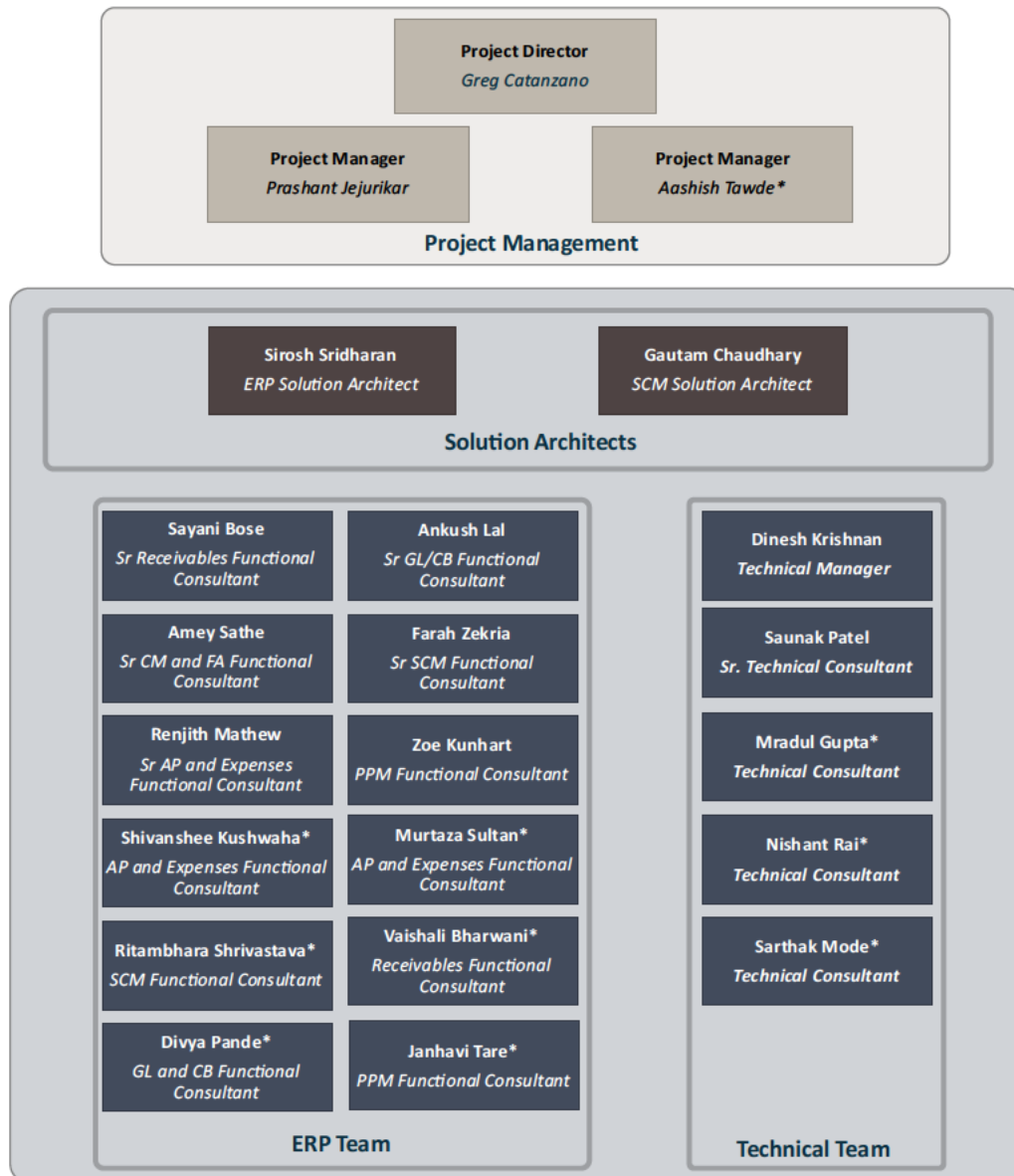
In addition, all offshore consultant workstations are protected with **industry-standard Sophos security software**, ensuring advanced endpoint protection and compliance with best practices. This approach allows Stamford to benefit from our global expertise while guaranteeing that all data access, storage, and processing remain compliant with the City’s requirements and Connecticut data privacy laws.

2.2. Organizational Chart and Committed Staff

2.2.1. Organizational Chart

The diagram below illustrates the structure of the project organization chart:

Project Organization Chart



Note: In the Project organization Chart above, members marked with an asterisk (*) represent offshore team members.

2.2.2. Qualifications

Graviton is a trusted leader in Oracle SaaS application, with a team of highly experienced consultants who bring industry-leading expertise across all aspects of ERP and HCM implementations. Our extensive experience spans business process transformation, implementation, managed services, system report development, and the development of complex integrations. We have a deep understanding of the challenges faced by public sector organizations and have successfully guided numerous city and county governments through their Oracle Cloud journeys.

What sets Graviton apart is our consulting team's depth and breadth of experience in the public sector, enabling us to provide tailored, high-impact solutions. This expertise is reflected in the project team we have proposed for this engagement, ensuring that the City of Stamford receives best-in-class support for its ERP needs. Our team is well-versed in delivering consulting services, addressing evolving business requirements, optimizing system performance, and ensuring seamless integration across enterprise applications.

Our recent implementations and managed services include

- Mariposa County, California
- Yamhill County, Oregon
- City of Redding, California
- City of Springfield, Ohio
- County of Tulare, California
- County of Weber, Utah

Through these engagements, we demonstrate our ability to provide ongoing system enhancements, troubleshooting, reporting solutions, and strategic guidance to maximize the value of Oracle Cloud applications.

Graviton is committed to delivering exceptional service and ensuring that the City of Stamford's Oracle ERP systems operate at peak efficiency. Whether addressing system configurations, improving current business processes, implementing new features, resolving technical challenges, or providing user training and support, our team is dedicated to enabling long-term success. We look forward to the opportunity to partner with the City and contribute to the continued optimization of its Oracle Cloud environment.

2.2.3. Committed Staff / Key Personnel

Graviton is pleased to provide the following resumes along with their roles on the Project. Our blended onshore-offshore delivery model has consistently delivered success for numerous government clients, providing the perfect balance of local accountability and global efficiency. Senior leadership, solution architects, and key functional consultants are positioned onshore to work hand-in-hand with stakeholders, ensuring strong governance and rapid decision-making. At the same time, our skilled offshore team—including an experienced offshore Project Manager—executes configuration, development, and testing, enabling round-the-clock productivity. This proven dual-leadership model ensures seamless integration, accelerates timelines, and gives clients the confidence of both strategic direction and flawless execution.

This approach is not only operationally effective but also highly cost efficient. By leveraging offshore consultants for delivery-intensive activities, we optimize resources, scale flexibly during peak project phases, and reduce costs without compromising quality. Our successful track record with multiple government entities demonstrates that this model works in highly regulated environments, supported by strict compliance with data security, role-based access, and transparent oversight from both onshore and offshore leadership. The result is a secure, proven, and value-driven delivery framework that brings measurable benefits to the client.

Name	Project Role	Onshore/ Offshore
Prashant Jejurikar	Project Manager	Onshore
Aashish Tawde	Project Manager	Offshore
Sirosh Sridharan	ERP Solution Architect	Onshore
Gautam Chaudhary	PPM Solution Architect	Onshore
Ankush Lal	GL, SLA and Control Budget Functional Consultant	Onshore
Amey Sathe	Cash Management and Fixed Assets Functional Consultant	Onshore
Farah Zekria	Procurement Functional Consultant	Onshore
Renjith Mathew	Payables and Expenses Functional Consultant	Onshore
Sayani Bose	Receivables Functional Consultant	Onshore
Zoe Kunhart	PPM Functional Consultant	Onshore
Dinesh Krishnan	Technical Consultant	Onshore
Saunak Patel	Technical Consultant	Onshore
Murtaza Sultan	Payables and Expenses Functional Consultant	Offshore
Vaishali Bharwani	Receivables Functional Consultant	Offshore
Janhavi Tare	PPM Functional Consultant	Offshore
Shivanshee Kushwaha	AP and Expenses Functional Consultant	Offshore
Ritambhara Shrivastava	Procurement Functional Consultant	Offshore
Divya Pande	GL and CB Functional Consultant	Offshore

Nishant Rai	Technical Consultant	Offshore
Sarthak Mode	Technical Consultant	Offshore
Mradul Gupta	Technical Consultant	Offshore

2.2.4. Resumes

The Graviton project team possesses extensive experience in executing rigorous, end-to-end testing protocols for Oracle Cloud ERP, HCM, and EPM environments to ensure uninterrupted business operations. For every quarterly update and during all implementation phases, each team member is responsible for testing their respective modules, encompassing unit testing, system integration testing, regression testing, and user acceptance support. Our team employs structured test scripts, and repeatable testing methodologies to identify and resolve defects before deployment. This disciplined approach is currently being applied for a government entity, the City of Stamford, where our team conducts thorough impact analysis on quarterly updates, validates CEMLI changes, and executes multi-environment regression testing to confirm system stability. We have successfully conducted comprehensive impact analyses for clients such as Tulare County, Monterey County, City of Westlake, and Mariposa County. By combining deep technical expertise with meticulous attention to detail, we consistently deliver stable, fully validated environments—meeting and exceeding the RFP’s requirement for demonstrated testing excellence to safeguard continuous operations without disruption.

Below are the resumes of consultants proposed for this RFP.

PRASHANT JEJURIKAR –PROJECT MANAGER

SIMILAR PROJECT EXPERIENCE

Support & Maintenance Projects Expertise:

Prashant Jejuriakar has consistently delivered complex Oracle Cloud ERP, HCM, and EPM initiatives on time and within budget for multiple local government clients under Graviton engagements. His proven ability to manage and execute update and upgrade projects—such as the County of Tulare—demonstrates mastery in scope management, risk mitigation, and change control. Leveraging Graviton’s standard project governance framework, Prashant ensures that update initiatives adhere strictly to contractual requirements and quality standards while minimizing operational disruption. His disciplined approach to status reporting, risk tracking, and cross-module impact analysis guarantees compliance with project baselines and accelerates stakeholder decision-making, enabling clients to maintain Oracle supportability and adopt new functionality seamlessly.

Implementation Projects Expertise:

As Graviton’s most senior Project Manager, Prashant has successfully led multiple full lifecycle Oracle Cloud ERP, HCM, and EPM implementations for jurisdictions including Monterey County (2023–Present), City of Redding (2022–Present), County of Yamhill (2021–Present), and County of Mariposa (2020–2021). He has directed every phase from initiation through post-go-live stabilization, applying rigorous project controls to manage scope, schedule, budget, and quality. Prashant’s leadership ensures coordinated delivery across finance, human capital, and planning modules, with particular expertise in managing multi-interface integrations and phased rollouts. By applying Graviton’s Oracle Cloud methodology and establishing governance protocols, he not only drives successful deployments but also builds client capability through structured knowledge transfer, end-user training, and process optimization—consistently meeting or exceeding contractual deliverables and performance measures.

EXPERIENCE SUMMARY

Prashant is a Senior Project Manager with over 24 years of IT industry experience, including over 17 years as a practicing PMP. Prashant has a successful track record of managing & governing large scale, cross-platform, parallel-stream projects. He has led multiple full-lifecycle implementation projects, helping our public sector clients replace their legacy systems with Oracle Cloud ERP, HCM, and EPM.

He has hands-on experience in setting up PMO/governance frameworks and in forecasting and managing project financial plans. He is experienced in creating dashboards and reports that are consumable by senior management. He is also experienced in creating, organizing, and maintaining project documentation libraries on SharePoint.

PROJECT EXPERIENCE

Prashant is Graviton’s most senior project management resource with a great depth and breadth of experiences in the implementation of Oracle Cloud ERP, HCM, and EPM across Graviton’s local government customers. Prashant has taken the lead role in the development and implementation of the Graviton Oracle Cloud methodology, ensuring all project teams adhere to the standard implementation processes and meet our quality standards. As a Senior Project Manager, Prashant not only addressed the major project

deliverables but mentored the other project managers to accomplish the City and the County business goals.

Monterey County, CA

Senior Project Manager | Oracle Cloud Implementation – HCM, EPM and ERP

June 2023 – Present

As a Senior Project Manager, Prashant is responsible for leading the project management tasks to help clients through the transition from their legacy system. Prashant manages the end-to-end implementation of Oracle Cloud HCM, ERP EPM. The project Phase 3 EPM went live in November 2024 as planned and has progressed to the next phases, HCM and ERP which are scheduled to be live in 2025 and 2026. The project scope includes multiple interfaces with third-party systems which required project management tasks to be handled with utmost attention and diligence. The key tasks where Prashant leads the efforts include the following:

- Develop and manage the overall project management plan, including project schedules for all implementation stages of the now live EPM applications.
- Handle the scope management, schedule management, quality assurance, risk and issues management, resource management, and project communications. Lead project team members in maintenance of the risks, issues, decisions, and change logs.
- Handles risk management proactively and work on issues mitigation for the overall project, including cross-module impact.
- Plan, manage, and execute end user training and help resolve issues.
- Lead the Statement of Work (SOW) and applied knowledge of Graviton's contractual obligations to overseeing the implementation effort. Work on the contractual documents like change amendments, PO's and SOW's business deliverables in a timely manner.
- Utilize Graviton standard project management tools in support of change management and help clients smoothly transition to the application.
- Present status updates to both the client and Graviton leadership as required.
- Support in the proposal content development, sales presentations, and mentoring Graviton team members on various internal tasks.

Tulare County, CA

Senior Project Manager | Oracle Cloud Implementation – HCM

June 2023 – September 2024

Led the County through the transition from their legacy system. Managed the end-to-end implementation of Oracle Cloud HCM. The project scope included multiple interfaces with third-party systems.

- Developed the overall project management plan, including project schedules for the HCM implementation stages.
- Developed the plan to pull the HCM workforce structures implementation ahead to align with the HCM phase go-live, to better support the HR, Benefits, TA and other modules.

- Risk and issue mitigation for the overall project, including cross-module impact.
- Communication management for the changes being introduced by the project.
- Planned, managed and executed the end user training with the County users and helped resolved the issues.
- Handled the Contracts Management, worked on Contracts documents, PO's and SOW's business deliverables timely manner.

City of Redding, CA

Project Manager | Oracle Cloud Implementation – ERP, HCM

August 2022 – Present

Led the City through the transition from their legacy system (AS400). Managed the end-to-end implementation of Oracle Cloud ERP and HCM. The project scope included multiple interfaces with third-party systems.

- Developed the overall project management plan, including project schedules for the ERP and HCM phases.
- Developed the plan to pull the HCM workforce structures implementation ahead to align with the ERP phase go-live, to better support the Expenses and Project Costing modules.
- Risk and issue mitigation for the overall project, including cross-module impact.
- Communication management for the changes being introduced by the project.
- Planned, managed and executed the end user training and helped resolved the issues.
- Handled the Contracts Management, worked on Contracts documents, PO's and SOW's business deliverables timely manner.

County of Yamhill, OR

Project Manager | Oracle Cloud Implementation – ERP, HCM, EPM

September 2021 – Present

Led the County through the transition from their legacy system (Munis). Managing the end-to-end implementation of Oracle Cloud ERP, HCM, and EPM. The project scope includes multiple interfaces with third-party systems.

- Developed the overall project management plan, including project schedules for the ERP, HCM, and EPM phases.
- Developed the plan to run the legacy system temporarily in parallel, corresponding to the staggered implementation of the ERP and HCM phases.
- Risk and issue mitigation for the overall project, including cross-module impact.

State of California, Dept of Transportation

Project Manager | Oracle PeopleSoft 9.2 Upgrade – HCM

July 2021 – April 2023

Helped Caltrans upgrade their existing Oracle PeopleSoft HCM implementation to the most recent version, so that they stay current with Oracle support and can use the new functionalities and delivered best practices.

- Developed the overall project management plan and project schedule.
- Worked with Caltrans to identify the organization-wide change impacts, and implemented the plan to address the changes and drive up system adoption.
- Redesigned Caltrans's time & labor rules to use delivered best practices while staying aligned with the business process.
- Risk and issues mitigation for the overall project.

Desert Diamond Casinos, AZ

Project Manager | Oracle PeopleSoft 9.2 Upgrade – FSCM, HCM

March 2021 – April 2022

Upgraded DDC's Oracle PeopleSoft Financials and HCM applications to the current version, to help them stay current with Oracle support. SSL implementation was added to the scope mid-project and delivered successfully.

- Developed the project management plan and the project schedule.
- Risk and issues mitigation.
- Helped DDC transition away from legacy technologies such as Crystal Reports and helped them understand and implement the new PUM process for application updates.

County of Mariposa, CA

Project Manager | Oracle Cloud Implementation – ERP, HCM, EPM

June 2020 – September 2021

Helped the County transition from a set of legacy systems that include spreadsheets and AS/400 applications. Managed the end-to-end implementation of Oracle Cloud ERP, HCM, and EPM modules. Supplier Sourcing was added into the project scope after kick-off, and accommodated without schedule impacts. The project scope included multiple interfaces with third-party systems.

- Developed the integrated and interconnected project schedule for the ERP, HCM, and EPM phases.
- Risk and issues mitigation for the overall project.
- Used a "Project tools portfolio" approach for overarching project management, with MS Project, SharePoint, Jira, and pre-built templates.

County of San Joaquin, Stockton, CA

Project Manager | Electronic Timesheets Implementation (Oracle PeopleSoft HCM 9.2)

August 2019 – June 2022

Managed the roll-out of the Oracle PeopleSoft 9.2 Time and Labor and Absence Management modules to the various County Departments. Managed the production support and ongoing system maintenance/enhancement development for the existing Oracle PeopleSoft HCM 9.2 Implementation for the County.

- Integrated the plans for the Project Costing and Absence Management implementations into a single consolidated plan.
- Planned and executed the implementation rollout for the 18 participating departments.
- Risk and issues mitigation for the overall project.

Contra Costa County, CA

Project Manager | Oracle PeopleTools 8.58 Upgrade

July 2020 – April 2021

Managed the multi-vendor project for upgrading the County from PT8.54 to PT8.58, including an Oracle db upgrade to 19C and platform shift from Windows to Linux. Advised the County for best practices around payroll parallel testing, and for the scope of training to be provided considering the UI impacts.

- Developed the overarching plan for the PT Upgrade.
- Overall project risk and issue mitigation.
- Advised the County about the strategy for incorporating retrofits related to development items deployed to Production during the project.

City of Seattle, Seattle, WA

Project Manager – Deployment and Data Management | Oracle PeopleSoft FSCM 9.2 Re-Implementation

June 2017 – January 2018

The City of Seattle re-implemented Oracle PeopleSoft FSCM 9.2. The scope of work included helping 43 Departments transition the integration of their own third party systems to Oracle PeopleSoft.

- Developed the Data Conversion Strategy for the data originating from Legacy Oracle PeopleSoft 8.8 and the various third party systems used by 43 Departments. The Data Conversion was executed as a multi-step/ waterfall exercise.
- Worked with PMs of impacted Departments to integrate their respective cutover plans with the overall PeopleSoft re-Implementation cutover plan.

County of Sonoma, Santa Rosa, CA

Project Manager | Oracle PeopleSoft 9.2 Upgrade – FSCM

July 2016 – April 2017

Technical Upgrade of the County's Oracle PeopleSoft FSCM implementation. The project was executed on time, within budget. Documentation was managed on SharePoint.

- Developed the project management plan and project schedule.
- Implemented new delivered functionality (Supplier Portal).

Sacramento Metropolitan Air Quality Management District, Sacramento, CA

Project Manager | SharePoint Implementation and NovusAgenda Implementation

December 2015 – March 2017

The District had a plethora of legacy systems, including a pure HTML based website, various business process being fulfilled by disconnected MS Access databases, and documents scattered over shared network drives. They did not have any experience with IT Projects in the past.

- Helped the District implement the SharePoint platform, and completely overhaul the public facing website (<https://airquality.gov>). Intranet and collaboration sites were setup for internal documents.
- NovusAgenda was implemented for board agenda management.
- Helped the District setup an Executive Governance Committee, and setup a framework to track and manage the System Integrator's performance vis-à-vis the Contract.

City of Sacramento, Sacramento, CA

Project Manager | Oracle PeopleSoft HCM and FSCM Upgrade to 9.2

December 2015 – June 2016

Technical upgrade of the City's Oracle PeopleSoft FSCM and HCM systems. The scope also included implementation of the Travel and Expense and Absence Management functionalities.

- Benefits Administration and ACA Compliance functionalities were added to scope mid-project, and were delivered without any impact to the planned schedule.

Warner Bros. Entertainment Group of Companies, Burbank, CA

PMO | Workday HCM and Payroll Implementation

March 2014 – November 2015

The project scope included implementing Workday HCM and Payroll.

- Helped the PMO Director to rebalance the financials (actuals vs. forecast) on a monthly, ongoing basis. Developed the framework for tracking System Integrator's performance over cost, schedule and deliverable commitments.
- Developed the SharePoint document library structure, and instituted the process to track deliverable sign-offs via SharePoint workflows.

DCP Midstream, Denver, CO

Service Delivery Manager | Multiple ERP & non-ERP Projects & Application Support

August 2012 – March 2014

- Provided delivery governance over multiple projects and application support.
- Worked with the client Operations manager to prioritize enhancements from the backlog.
- Managed geographically dispersed technology teams (PeopleSoft FSCM 9.0, Hyperion, DW, Maximo, .NET & Others)

EDUCATION & PROFESSIONAL DEVELOPMENT

Education:

- Project Management Professional (PMP), Certification #458284
- Project Management Institute, in good standing since March 2007
- Visvesvaraya National Institute of Technology, India
- Bachelor of Mechanical Engineering

AASHISH TAWDE – OFFSHORE PROJECT MANAGER

SIMILAR PROJECT EXPERIENCE

Support & Maintenance Projects Expertise:

Aashish has extensive experience leading and delivering end-to-end Oracle implementation projects, where he has successfully managed system configuration, requirements gathering, testing, training, and deployment across diverse industries and geographies. As Delivery Manager, he has overseen Oracle implementation lifecycles with a strong focus on aligning business objectives to technical solutions, ensuring seamless integration with existing IT and business environments. His background includes collaborating with global stakeholders in South Africa, Dubai, Kuwait, and the UK, where he executed gap analysis, solution design, and ERP rollouts. By leveraging Agile methodologies and strong stakeholder communication, he consistently drives projects to completion within scope, budget, and timelines.

Implementation Projects Expertise:

In addition to implementation, Aashish has a proven track record in managing ongoing support and managed services for ERP and Oracle environments. His responsibilities have included client onboarding, system optimization, post-launch monitoring, and continuous iteration to ensure high system performance and user satisfaction. He has led cross-functional support teams to resolve issues, perform system maintenance, and deliver seamless client experiences across SaaS and integration projects involving payments, SSO, and third-party platforms. Through proactive risk management, quality assurance, and change management practices, Aashish ensures robust post-implementation support that enhances long-term client value and system stability.

EXPERIENCE SUMMARY

As a Project Manager with over 12 Year of experience, Aashish excel in planning and allocating resources, preparing and managing budgets, and monitoring project progress. He ensures stakeholders are informed throughout the project lifecycle. His expertise includes analyzing systems and collaborating directly with clients and management to define system requirements. He designs and proposes solutions while working with key documentation processes such as Proof of Concept (POC), User Acceptance Testing (UAT), Functional Requirements Document (FRD), Business Requirements Document (BRD), and High-Level Technical Guide (HTG).

Additionally, He have experience in implementing Agile methodologies to enhance project efficiency and adaptability. By leveraging Agile practices, He facilitate iterative development, prioritize tasks effectively, and foster continuous collaboration among cross-functional teams. This approach ensures the timely delivery of high-quality solutions that meet evolving client needs and drive successful project outcomes.

PROJECT EXPERIENCE

May 2025 to Present

Delivery Manager at Graviton India Offices Pvt. Ltd., MP

End to end delivery of Oracle implementation and managed services.

Project Manager at Serosoft Solutions Pvt Ltd, M.P.

AUG 2018 - May 2025

- Lead and manage end-to-end ERP implementation projects, ensuring timely delivery within budget and meeting quality standards.
- Collaborate with stakeholders to define project objectives, scope, and deliverables, and establish project timelines and resource allocation.
- Develop and maintain project plans, including work breakdown structures, critical path analysis, and risk assessments.
- Oversee project activities, including requirements gathering, system configuration, testing, training, and deployment.
- Coordinate with cross-functional teams, such as IT, finance, operations, and other business units, to ensure seamless integration and alignment of the ERP system.
- Monitor project progress, identify potential risks or issues, and implement corrective actions as needed.
- Communicate project updates, milestones, and status reports to stakeholders, ensuring transparency and effective stakeholder management.
- Perform process requirements and analysis sessions with clients to define business, process, functional requirements, and data element requirements Gap analysis, Solutioning, Manage BA work for the projects.
- Team Handling and monitoring their activities. Managing MIS, data works for the client.

CEG - Manager at Next Education India Pvt Ltd Hyderabad

APR 2016 - AUG 2018

- Responsible for optimizing the system for easy use, and training employees in its functions.
- Responsible for meeting directly with clients to find out their ERP - related needs and solutions.
- responsible for performing day-to-day maintenance on the ERP system, as well as issue testing for bugs. System configuration and data migration are part of the job responsibilities as well.
- Implemented 11 clients onsite at different locations of MP India.

ERP Manager at Ben's Public School Khandwa, M.P.

Apr 2014 - Apr 2016

- Worked with Director, key managers in all departments to achieve the effective use of the ERP system.
- Manage all Super User administration including access / permission controls.
- Generate statistical reports based on system usage and ensure the solution is implemented and accepted well.
- Overall ERP Management.

Jr. Software engineer At East Innovation Technology Pvt Ltd Indore

Feb 2013 - Oct 2013

- Developed mobile games using J2ME (Java 2 Micro Edition) for feature phones.
- Collaborated with senior developers to design and implement game features.
- Code Development and Optimization.
- Responsible for Mobile App development, Testing and publishing the App's and Games, over various app stores.

EDUCATION & PROFESSIONAL DEVELOPMENT

- Aug 2008 - Jun 2011 – RGPV University, India
Bachelor's in engineering – Information Technology

SIROSH SRIDHARAN – ERP SOLUTION ARCHITECT

SIMILAR PROJECT EXPERIENCE

Support & Maintenance Expertise:

Over the past decade, Sirosh has led numerous large-scale ERP system upgrades and enhancements, consistently ensuring that organizations leverage the latest application capabilities while minimizing operational disruption. Notably, between 2014 and the present, he has served as Functional Lead for multiple FSCM 9.0 to 9.2 upgrades, including for the County of Hennepin (2014), University of Pittsburgh Medical Center (2015–present), and County of San Joaquin (2016–present). These engagements required deep expertise in configuring newly released functionalities such as Leased Asset functionality, Approval Framework, Pivot Grids, WorkCenters, and Dashboards. Sirosh’s meticulous approach ensured smooth transitions, robust testing (system integration and user acceptance), and seamless adoption of new features—resulting in improved efficiency, compliance, and reporting accuracy across finance, project costing, asset management, and commitment control processes.

Implementation Expertise:

Sirosh has successfully delivered full lifecycle implementations of Oracle ERP Cloud and PeopleSoft ERP modules for both public and private sector clients, demonstrating excellence in solution architecture, process optimization, and seamless integration. In recent years (2016–2024), he has spearheaded comprehensive ERP implementations for the City of Redding, City of Springfield, County of Monterey, and City of Westlake—covering ERP, HCM, SCM, PPM, EPM, and EDM modules. These projects involved strategic Chart of Accounts redesigns, banking and third-party integrations, GASB-compliant ledger configurations, and automation of critical processes like payroll, budget cycles, and financial reporting. By aligning system design with industry best practices and client objectives, Sirosh consistently delivered measurable operational improvements, such as reduced period close cycles, enhanced financial transparency, and stronger governance controls. His ability to integrate advanced capabilities—like Oracle Integration Cloud for workflow gaps and cross-module data automation—has positioned clients to maximize the value of their ERP investments.

EXPERIENCE SUMMARY

Sirosh is an accomplished ERP subject matter expert (SME) with over 25 years of experience delivering efficiencies and value across Finance and HCM operations. Sirosh has a proven track record of successfully implementing Oracle’s PeopleSoft and Fusion ERP Cloud application suite across various Public and Private sectors and industry verticals. Sirosh also has expertise in Business Analysis, Business Process Re-engineering, Project Execution, Process Optimization, seamless integration across best-of-breed applications, Regulatory compliance, Technology initiatives and Financial Analysis, and more.

Sirosh has successfully executed multiple full-lifecycle implementations and complex integrations across large private sector organizations to smaller public sector organizations, including Charles Schwab, Owens Corning, Circuit City, NBC Universal, Discount Tires Company, Sony Music, Maimonides Medical Center, Children’s Hospital of Pittsburgh, University of Pittsburgh Medical center (UPMC) and Kaiser Permanente. In the past seven years, Sirosh has been delivering operational improvements for various local governments

through the deployment of Oracle's ERP Cloud application suite. Notable clients include the City of Redding, City of Springfield, Yamhill County, Mariposa County, San Joaquin County, the City of Kansas City (MO), and Hennepin County.

Sirosh has a proven track record helping organizations improve their operational efficiency and productivity by adopting industry best practices, technology solutions (like AI), Machine learning, automation, Business Intelligence, data analytics and integration solutions.

Sirosh's leadership and interpersonal skills enable him to foster robust stakeholder engagement, deftly mediating and resolving conflicts and project challenges, and driving cross-team collaboration and synergy.

PROJECT EXPERIENCE

City of Westlake, OH | Oracle ERP and EPM Cloud Implementation

Solutions Architect

Aug 2023 – Current

- Oversee and manage the entire end-to-end Oracle application suite, spanning EPM, ERP, HCM, SCM, and PPM, ensuring seamless integration and operational efficiency.
- Facilitate and oversee solutions to ensure they leverage Oracle's product capabilities with the industry's best practices, ensuring they align with stakeholder expectations and organizational goals. Champion for process improvements to enhance the performance, scalability, and effectiveness of the Oracle suite while maximizing value for the city.
- Resolve complex process issues, oversee proof-of-concept testing, validate proposed solutions before presenting them to the City teams, and manage troubleshooting efforts to resolve system performance bottlenecks.
- A key initiative, lead the Chart of Accounts (CoA) redesign, work alongside the City's Finance team to ensure the new Chart of Account is compliant with industry standards while fully leveraging the Oracle suite's capabilities. Drawing from past implementations, provide best-practice insights to streamline financial structures and reporting, resulting in improved financial transparency and efficiency.
- Spearhead the extraction, migration and conversion of legacy system data into Oracle ERP Cloud, ensuring a smooth and accurate transition.
- To meet the City's Cash Basis accounting requirements, design a Utility Billing solution, built largely using Oracle's AR module and Oracle's Integration Cloud for added features, and overall propose optimized integration solutions with their 3rd party applications that work seamlessly with Oracle's Cloud based solution.

County of Monterey, CA | Oracle EDM, ERP and EPM Cloud Implementation

Solutions Architect

Aug 2023 – Current

- Solutions Architect for the Implementation of Oracle EDM, ERP, EPM, SCM, PPM and HCM Cloud applications.
- Led the Chart of Account Redesign initiative to streamline the county's Chart of Accounts, successfully consolidating a complex 30-segment structure into an efficient 7-segment model. This involved

conducting multiple meetings with various departments to gain a comprehensive understanding of their current usage and the specific purposes of each segment to transition them into the new, streamlined COA design. This ensured that the new COA met departmental needs while aligning with organizational goals. The new COA structure not only simplified account management but also aligned with industry and Oracle best practices, enabling more agile financial decision-making and improved compliance with regulatory requirements.

- Engineered a custom cross-module solution that seamlessly integrates General Ledger (GL) journals with the Project Portfolio Management (PPM) module. This design enables GL journals to capture granular project-level details, which is automatically interfaced as Project Costs into PPM. This streamlined approach eliminates manual data entry, reduces errors, enhances project cost visibility, and significantly improves financial reporting accuracy across both GL and PPM modules.
- Orchestrated a comprehensive gap analysis process with the County team, meticulously documenting and tracking discrepancies between current processes and Oracle Cloud capabilities. Led structured discussions to evaluate multiple solution options, weighing factors such as timeline, cost, and maintenance overhead, and recommending the most optimal solutions, ensuring alignment with City requirements while maximizing the value of the Oracle Cloud investment.
- Oversaw the integration with Banking institutions, Corporate Card Issuers, and third-party applications like CalSAWS, Meditech, Sympro, WinCAMS etc.
- Oversaw the Implementation of Oracle's Enterprise Data Management (EDM) Cloud application to centralize the Chart of Account (COA) maintenance.
- Addressed a critical gap in Oracle ERP Cloud, which lacks a native approval workflow for cash receipts. Engineered a custom solution using Oracle Integration Cloud (OIC) to add a Receipt Request functionality. This provides a robust approval workflow capability with notifications. By seamlessly integrating with Oracle ERP Cloud, the solution enables approved Receipt requests to automatically create a Receipt in Oracle.

City of Springfield, OH | Oracle ERP and EPM Cloud Implementation

Solutions Architect

Jan 2023 – May 2024

- Solutions Architect for the Implementation of Oracle ERP, EPM, SCM, PPM and HCM Cloud applications.
- Played a pivotal role in configuring Oracle Cloud solution to meet Ohio's complex accounting framework, engineering a ledger design that simultaneously supports cash basis reporting, while integrating automated accounting logic for GASB-compliant modified accrual reporting.
- Designed automated integration with Banking institutions, Corporate Card Issuers, Teller's Cashiering and third-party applications like CityWorks, Neighborly, Civica, Neighborly, etc.
- Leveraged my prior experience as an AS/400 programmer to help the extraction of data from the AS/400 based HTE application for conversion into the Oracle Cloud applications.
- Managed the Production Support effort to stabilize and optimize the Oracle application, including critical maintenance tasks like new CO values and the associated setup, and providing in-depth support for mission-critical operations such as Month-end and Year-End Close, Payroll Processing, Budget maintenance, financial reporting, 1099 and W-2 filing, etc.

City of Redding, CA | Oracle ERP and EPM Cloud Implementation

Solutions Architect

August 2022 – Oct 2024

- Managed and oversaw the implementation of the Oracle application suite from EPM to ERP, HCM, SCM and PPM and ensured that the solution worked seamlessly and efficiently from end-to-end.
- Assisted the City Finance team with the Chart of Account redesign to create a scalable, intuitive, and modular Chart of Account structure that addresses existing deficiencies and gaps while significantly enhancing financial transparency and reporting capabilities. This transformation ensured compliance with regulatory standards and industry's best practices.
- Helped transform and streamline their operations using Oracle Cloud Applications and adoption of Industry and Oracle best practices. Key accomplishments include significantly reducing their period close cycles, automating business processes, and enhancing decision-making capabilities through real-time insights, greater financial transparency and standardized business practices across departments.
- Designed automated integration with Banking institutions, Corporate Card Issuers, third party applications like CivicRec, Paradigm, EnerGov, Vertexone, Mainsaver, Dossier, OpenGov, etc. and seamless integration with Can/Am Technologies Teller cashiering solutions.
- Drove continuous value by playing a crucial role in stabilizing the system, continuously optimized business processes, and provided robust support for mission-critical operations such as Payroll Processing, annual Budget cycle, Month-end and Year-End Close processes, preparation of ACFR, Single Audit filings, 1099 and W-2 filing, etc.

County of San Joaquin | FSCM 9.2 Upgrade/FSCM Business Process Analysis

Functional Lead

October 2016 – Present

- Functional Lead for Upgrade of FSCM modules to v9.2
- Conducted system integration testing and facilitated user acceptance testing.
- Implementation of project costing module.
- Implementation of 9.2 features and functionality.

University of Pittsburgh Medical Center | FSCM 9.2 Upgrade

Functional Lead

June 2015 – Present

- Functional Lead for Upgrade of FSCM modules General Ledger (including Consolidation and Equitization), Project Costing and Asset Management from 9.0 to 9.2.
- Implemented new functionality such as Leased Asset functionality, ChartField Request, Approval Framework, Search Framework, Project Interest Calculation and Accounting, Combination Editing by Source, Pivot Grids, WorkCenters, and Dashboards.

State of Vermont | Project Costing

Project Management and Grants Consultant

January 2015 – June 2015

- Conducted Interview sessions across key agencies of the state government to document their current business processes around Project Management, Resource Management, Project Costing, Grants and Project Asset Capitalization.

Central Washington University | Implementation of FSCM 9.2

Commitment Control Functional Consultant

December 2014 – January 2015

- Evaluated the University's implementation of FSCM 9.2 Commitment Control module.
- Recommended, designed and made necessary configuration changes to address issues and to optimize the module for improved flexibility, accountability, and transparency.

County of Hennepin | FSCM Upgrade 9.0 to 9.2

Functional Lead

February 2014 – December 2014

Functional Lead for Upgrade of FSCM modules General Ledger, Commitment Control, Project Costing, Expenses, Grants and Contracts from 9.0 to 9.2

EDUCATION & PROFESSIONAL DEVELOPMENT

Education:

University of Mumbai, India

Bachelor of Science, Computer Science

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Certifications:

- Oracle Financials Cloud Certified Implementation Specialist
- PeopleSoft Certified Financials Consultant
- PeopleSoft Certified PeopleTools Consultant
- PeopleSoft Certified HCM Consultant
- Sun Certified Java Programmer

GAUTAM CHAUDHARY – PPM SOLUTION ARCHITECT**SIMILAR PROJECT EXPERIENCE****Support & Maintenance Expertise:**

Over the past several years, Gautam Chaudhary has provided exceptional post-implementation support and system updates for multiple public sector Oracle ERP Cloud environments, ensuring stability, compliance, and continuous process improvement. Notably, during his tenure with the County of Monterey, CA (July 2023 – Present) and City of Springfield, OH (March 2023 – December 2023), Gautam led configuration refinements, functional enhancements, and critical integration updates between Oracle HCM and PPM to optimize payroll cost allocation and reporting accuracy. His expertise extended to developing custom OTBI reports, refining BPM workflows, and implementing tailored SLA rules to meet unique departmental requirements—all delivered ahead of schedule with zero disruption to ongoing operations. Gautam's proactive engagement with stakeholders, deep technical-functional insight, and meticulous attention to detail have consistently ensured that updates not only met but exceeded client expectations.

Implementation Expertise:

Gautam has an extensive track record of leading full lifecycle Oracle ERP Cloud implementations, consistently delivering high-quality results within complex, multi-module environments. As PPM Solution Architect for the City of Redding, CA (August 2022 – June 2023) and Functional Lead for the County of Yamhill, OR (September 2021 – July 2022), he successfully implemented Project Costing, Grants, Contracts, Payables, and Expenses modules, along with seamless integrations to Procurement, Fixed Assets, General Ledger, and Accounts Receivable. His work included conducting comprehensive fit/gap analyses, configuring core and advanced features, migrating legacy project data into Oracle Cloud, and designing complex HCM-to-PPM integrations. Gautam's implementations are distinguished by their precision, scalability, and user adoption success—achieved through clear documentation, targeted training programs, and collaborative engagement with diverse departmental teams.

EXPERIENCE SUMMARY

Gautam Chaudhary is a seasoned Oracle Cloud ERP Consultant with over 25 years of experience leading large-scale financial transformations across public sector organizations. He specializes in Oracle Cloud Project Portfolio Management (PPM), Grants, Contracts, and Procurement, including modules such as Purchasing, Sourcing, and Enterprise Contracts.

Gautam has served as a Solution Architect and Functional Lead on numerous end-to-end implementations, driving planning, scheduling, fit/gap analysis, and design for Oracle Cloud Financials. He has also successfully led implementations of Payables and Expenses, and has supported technical teams by designing complex solutions using Oracle SaaS-delivered tools and frameworks.

PROJECT EXPERIENCE

County of Monterey, CA

PPM Solution Architect | Oracle Cloud Implementation

July 2023 – Present

Serving as the Solution Architect for the implementation of the PPM module. Responsible for designing PPM solution of all departments of Monterey County for PPM implementation. Key implementation tasks included the following:

- Serving as Full Lifecycle PPM Solution Architect Lead for Oracle ERP Cloud implementation.
- Conducting and facilitating business process design activities, including Conference Room Pilot sessions and discovery sessions for assigned modules.
- Gathering requirements, reviewing system configuration and test scripts
- Collaborating with every department of the County to understand their projects and awards and converting them into Oracle.
- Creating functional designs for highly complex Oracle HCM to PPM integrations and testing them end-to-end to ensure they meet customer requirements

City of Redding, CA

PPM Functional Lead | Oracle Cloud Implementation

August 2022 – June 2023

Served as the functional lead for the implementation of Project Portfolio Management modules; Project Costing, Grants, Contracts and integration with modules like Procurement, Expenses, Fixed Assets, General Ledger, Accounts Payable, Inventory, Accounts Receivable and Oracle HCM. Responsible for performing all Graviton-assigned business processes, application configuration, documentation, testing, and training content support tasks. Key implementation tasks included the following:

- Led business process familiarization, business process discovery, conference room pilot work sessions.
- Developed and maintained business process design work products including business process maps and use cases.
- Provided business process knowledge toward the completion of training content and conducted end-user training for the PPM modules.
- Ensured maximum participation from the client during the presentations and ensuring the deliverables were delivered before time without compromising on the quality.
- Configured and implemented BPM Workflow in Award related contracts and Non-Sponsored Project Budgets.
- Configured custom SLA for supplier cost adjustments in Projects.
- Configured the system to generate bills in Projects and transferred them to Accounts Receivables with Revenue accounts depending upon the type of Grant such as Federal, State and Local.
- Design and developed various custom reports in OTBI such as SEFA, Project Accounting, Project Budget vs Actuals.

- Created functional design of highly complex Oracle HCM to PPM integration to bring actual payroll cost by wages, fringe and overtime. Fully tested the integration end to end.
- Extracted project costing data from the client's legacy system and converted into Oracle.
- Documented and maintained required application configuration documentation.

City of Springfield, OH

PPM Solution Architect | Oracle Cloud Implementation

March 2023 – December 2023

Served as the Solution Architect for the implementation of the PPM module. Responsible for performing all assigned business processes, application configuration, documentation, testing, and training content support tasks. Key implementation tasks included the following:

- Full Lifecycle PPM Functional Lead for Oracle ERP Cloud implementation.
- Conducted and facilitated business process design activities included Conference Room Pilot sessions and discovery sessions for assigned modules.
- Gathered requirements, configured system, performed end to end testing and provided end user training.
- Worked with every department of the city to understand their projects and awards and converted them in Oracle.
- Extracted project costing data from the client's legacy system and converted into Oracle. Worked with client and technical team to map legacy data to Oracle FBDI data, worked with technical team member to design the data conversion interface and tested interface end to end to ensure validity of data.
- Created functional design of highly complex Oracle HCM to PPM integration. Tested end to end to ensure that it met customer's requirement.
- Guided functional lead in successful implementation of the module.

County of Yamhill, OR

Functional Lead | Oracle Cloud Implementation – Payables and Expenses Modules

September 2021 – July 2022

- Functional Lead for Implementation of Oracle Payables and Expenses modules.
- Designed and developed complex workflows, reports and integrations
- Conducted requirement gathering and fit/gap sessions to understand client's business processes. Created functional and technical design document.
- Conducted UAT and training sessions with over 25 departments. Supported post-production issues.

County of Mariposa, CA

Functional Lead | Oracle Cloud Implementation – Payables, Projects, Grants, and Contract

March 2020 – December 2021

- Functional Lead for Implementation of Oracle Payables and PPM modules.
- Implemented PPM modules for multiple departments of County.

- Designed and developed complex workflows, reports and integrations.
- Conducted requirement gathering and fit/gap sessions to understand client's business processes. Created functional and technical design document.
- Conducted UAT and training sessions with over 25 departments. Supported post-production issues.

San Joaquin County, Stockton, CA | PeopleSoft FSCM 9.2

Sr. PeopleSoft Functional Consultant

December 2017 – December 2019

- Worked as a functional lead in designing and implementation of PeopleSoft GL inter-department billing solution. Over 25 County departments use the system.
- Conducted requirement gathering and fit/gap sessions to understand client's business processes. Created functional and technical design document.
- Conducted UAT and training sessions with over 25 departments. Supported post-production issues.

University of North Texas, Dallas, TX | PeopleSoft ELM 9.2 Implementation

PeopleSoft ELM Technical Lead

March 2017 – December 2017

- Technical Lead on PeopleSoft ELM implementation.
- Created technical configuration and design document of HCM to ELM Sync, data conversion Excel to CI and SCORM integration. Configured Sync processes using Integration Broker.
- Brought HCM data using PeopleSoft delivered Service Operations, Routings and Messages.

Sonoma County, Santa Rosa, CA | PeopleSoft FSCM 9.2 Upgrade

PO/ePro/eSupplier Functional Lead

July 2016 – March 2017

- Worked as functional lead of PO/ePro/eSupplier modules of PeopleSoft upgrade.
- Tested the upgraded system, assisted in user acceptance testing, provided user training and supported post-production issues.

University of California, San Francisco, CA | PeopleSoft FSCM 9.2 Upgrade

AP/PO Functional Lead

January 2015 – June 30, 2016

- Worked as functional lead of AP and PO modules of PeopleSoft upgrade.
- Conducted fit/gap sessions to demo PeopleSoft 9.2 features. Created functional and technical design documents.
- Tested the upgraded system, assisted in user acceptance testing, provided user training and supported post-production issues.

Hennepin County, MN | PeopleSoft FSCM 9.2 Upgrade

Sr. PeopleSoft Consultant

June 2014 – December 2014

- Presented and implemented new features such WorkCenters, AWE Workflow, BI Publisher, and SES. Reviewed and retrofitted existing customizations to bring them in 9.2.
- Created technical design documents of new customizations of modules such as AP, PO, ePro, and Expenses.

- Designed the integration between PeopleSoft and third-party systems to validate Chart of Accounts.

University of California, San Francisco

Sr. PeopleSoft Consultant

August 2013 – August 2014

- Worked closely with business, functional and technical resources of UCSF during Chart of Account Restructure project.
- Understood the existing chart of account validation processes and created processes adhering to the new business processes.
- Designed and developed integrations between PeopleSoft and third-party systems, departments, and PeopleSoft subsystems using PeopleTools such as Integration Broker, XSLT, App Engine, and Web Services.

EDUCATION & PROFESSIONAL DEVELOPMENT

Education:

BS, Computer Science and Engineering, India

MBA, UC Berkeley

ANKUSH LAL – GL, SLA AND CONTROL BUDGET CONSULTANT

SIMILAR PROJECT EXPERIENCE

Support & Maintenance Expertise:

Over the course of his career, Ankush Lal has delivered exceptional results in Oracle ERP support, upgrades, and enhancements for large-scale public sector and enterprise clients. From 2018 to the present, he has been a key contributor to the State of California's Fi\$Cal program, providing advanced production support for PeopleSoft 9.2 General Ledger, Commitment Control, Billing, Accounts Receivable, and Asset Management modules. His work involved resolving complex reconciliation issues, optimizing allocation steps, streamlining month- and year-end close processes, and implementing robust audit controls to ensure compliance with GASB and other statutory requirements. Ankush's ability to analyze root causes, recommend corrective actions, and fine-tune system configurations has directly improved data integrity, financial reporting accuracy, and operational efficiency for multiple state departments. His track record demonstrates not only deep functional expertise but also a consistent commitment to continuous process improvement and governance in live ERP environments.

Implementation Expertise:

Ankush has led and executed multiple high-profile Oracle Cloud ERP implementations, demonstrating excellence in design, configuration, integration, and deployment. Most recently, as Solution Architect for Monterey County, CA (August 2023 – Present), he spearheaded the implementation of General Ledger, Control Budget, Grants Management, Projects, and Purchasing modules—transforming the County's Chart of Accounts, automating integrations with PPM, and strengthening budgetary controls through advanced RBAC frameworks and validation mechanisms. Similarly, for the City of Springfield, OH (March 2023 – Present), he directed the implementation of Projects, Grants, and Contracts modules, integrating GL, PPM, and EPM to achieve full financial transparency and compliance with grant funding requirements. His earlier implementations, including the \$140 million PeopleSoft reimplementation for the City of Seattle (2016–2018) and the City of Sacramento upgrade (2016), further showcase his mastery in ERP deployment across finance and procurement modules. Ankush's work consistently aligns business processes with best practices, ensuring sustainable, compliant, and high-performing ERP solutions for government and enterprise clients.

EXPERIENCE SUMMARY

Ankush has over seventeen (17) years of Oracle Cloud ERP Implementation and Project Management experience on large scale projects. Ankush has extensive experience in the General Ledger, SLA and Control Budget modules. He has successfully worked on planning, scheduling, and conducting fit/gap sessions for Oracle Cloud Financial implementations. He has expertise in implementations in GL, CB and Subledger Accounting with sufficient exposure to other financial modules, including AM, AP, Expenses, and PPM.

He is adept at eliciting, analyzing and prioritizing business requirements, and has versatile experience of working with Government Services, Public Transportation, Cementation, Cosmetics Manufacturing and Roads Construction industries.

PROJECT EXPERIENCE

As a Graviton Oracle Cloud consultant Ankush has provided General Ledger, Accounts Payable, Control Budget, Grants Management, Projects and Purchasing expertise to Graviton's local government customers, transforming their business processes to align with the best practices native to the Oracle Cloud applications.

Monterey County, CA

Sr. Functional Consultant | Oracle Cloud Implementation – Accounts Payable, Accounts Receivable, Billing, Control Budget, General Ledger, Grants Management, Projects and Purchasing
August 2023 – Present

Solution Architect for the implementation of the Oracle Cloud Accounts Payable, Accounts Receivable, Billing, Control Budget, General Ledger, Grants Management, Projects modules. Responsible for performing all Graviton assigned business processes, application configuration, documentation, testing, change management and training content support tasks. Key implementation tasks include the following:

- Work with the County on a major overhaul of their Chart of Accounts (COA) to align it with industry best practices and government accounting standards. This initiative streamlined financial reporting, improved fund tracking, and ensured compliance with GASB and public sector financial management principles. The redesigned COA structure provided enhanced granularity in financial data classification, enabling better budgetary control, grant management, and financial transparency—critical for state, county, and municipal financial operations.
- Design and deploy a custom integration leveraging Descriptive Flexfields (DFFs) on journal lines to capture critical Project attributes such as Project Number, Task Number, Award Number, and Funding Source—ensuring compliance with funding allocation requirements to meet County's requirement to record Project Expenditure Accounting entries via manual GL journals.
- Develop an OIC-based automated interface to facilitate the real-time import of journal data into PPM, eliminating manual intervention and enhancing auditability.
- Enhance the GL Journal Approval workflow by implementing system-driven validations, ensuring that the Project Number in the GL COA structure matched the one used in PPM—thereby maintaining data governance and reducing reconciliation efforts to address County's Chart of Accounts (COA) structure and incorporated the Project Number as a key segment, necessitating a custom validation mechanism to ensure data integrity between PPM and the General Ledger (GL).
- Develop a custom real-time notification mechanism using page edits, which immediately alerts users with rejection reasons when a journal is auto rejected. This enhancement streamlined issue resolution, minimized support tickets, and improved audit compliance.
- Improve audit trail accuracy and financial reporting efficiency, customized the journal naming convention by replacing system-generated names with unique Journal IDs, allowing for precise journal tracking and reconciliation while enabling users to leverage description fields for additional details.

- Develop a structured journal source naming convention, enabling users to efficiently identify and review manually entered journals in the Manage Journals page without additional queries or filtering to enhance journal review and filtering,
- Implement a custom security framework leveraging Role-Based Access Control (RBAC) and page-level validations. This ensured that only authorized personnel could request funds override, reinforcing budgetary control and financial governance.
- Develop a custom pre-validation mechanism using page edits and workflow extensions, ensuring that journals failing to meet these requirements could not proceed to the approval stage.

City of Springfield, OH

Sr. Functional Consultant | Oracle Cloud Implementation – Projects, Grants, and Contracts Modules

March 2023 – Present

Functional lead for the implementation of the Oracle Cloud Projects, Grants, and Contracts Modules module. Responsible for performing all Graviton assigned business processes, application configuration, documentation, testing, change management and training content support tasks. Key implementation tasks included the following:

- Performed Business Process Reengineering where he led the Projects and Grants business process transformation, aligning with governmental financial policies and grant compliance standards.
- Designed and implemented seamless integrations between Oracle General Ledger (GL), PPM and Enterprise Performance Management (EPM) to enhance financial transparency and accountability.
- Successfully migrated legacy Projects and their historical expenditures into Oracle, ensuring audit compliance and data integrity.
- Worked with the Procurement Department to establish a project-centric purchasing framework, mapping Project Attributes (Project Number, Task Number, Award Number, Funding Source, etc.) with Purchase Orders and ensuring compliance with budgetary control policies.
- Converted legacy budget data into Oracle, ensuring alignment with multi-year financial planning and grant funding allocations.
- Designed and implemented an automated interface between CityWorks and Oracle to integrate inventory transactions, work orders, and project expenditures directly into the General Ledger, improving financial reporting accuracy.
- Production Support and Fiscal Management Enhancements.
- Chart of Accounts Governance: Assisted in the maintenance and optimization of the Chart of Accounts (COA), advising on Cross-Validation Rules (CVRs) to enforce fund accounting principles.
- Collaborated with Procurement and Finance to facilitate carryforward of Purchase Orders, budgets, and encumbrances in accordance with governmental fiscal policies.
- Developed a comprehensive month-end and year-end close checklist, ensuring compliance with GASB (Governmental Accounting Standards Board) requirements.

- Assisted with budget revisions and transfers from EPM to ERP, aligning with appropriation controls and ensuring proper funding availability tracking.
- The City follows unique fiscal-year roll-forward rules—developed customized financial reports to support multi-year budgeting, grant carryover tracking, and financial forecasting.

Fi\$cal, State of California, PeopleSoft 9.2 (Production Support)

PeopleSoft Functional Consultant

August 2018 – Current

- **General Ledger**
 - Performed Month and Year End Close processes for various California State departments, including Military, CalVet, CHP, Coastal Commission, Department of General Services and others.
 - Validated and updated Closing Rules.
 - Developed various queries and analyzed the data to ensure the sub-system entries are in sync with the GL module. The root cause analysis involves validating the configuration and the custom modifications. Advised departments on the corrective actions.
 - Validated and updated the Allocation Steps to build the reporting Ledgers (Budgetary Legal) during the Year End Close.
 - Assisted departments in validating the Year End reports and identify the root cause in cases of discrepancies.
 - Review custom views, including those used for Allocations, to troubleshoot various issues reported by the Departments.
- **Commitment Control (KK)**
 - Developed various queries and analyzed the data to ensure the sub-system and GL entries are in sync with KK. The root cause analysis involves validating the KK configuration and the custom modifications in the sub-system. Advised departments on the corrective actions.
- **Billing and Accounts Receivable**
 - Assisted departments in performing various AR and BI processes.
 - Analyzed and validated various customized solutions. Identified issues that caused GL-AR-KK mismatch and advised on corrective actions.
 - Developed various queries to analyze the data integration with the Project Costing Module and advised on the corrective actions.
- **Asset Management**
 - Assisted departments with resolving the Assets conversion data.
 - Analyzed the Assets data for any discrepancies and accordingly advised department on the various Assets Management processes.

City of Seattle, PeopleSoft 9.2 (Reimplementation)

(Implementation budget - \$140 million)

PeopleSoft Functional Consultant

October 2016 – July 2018

- **General Ledger**

- Assisted in configuring and testing various Allocations rules (*steps*) to distribute monetary and statistical amounts across various Chartfields selected by the City.
- GL Month/Year End Reports and reconciliation Queries:
Validated various Month/Year End Balance Sheet and Income Statement PS Reports
Validated various GL reconciliation PS queries
- **Accounts Receivables / Billing**
 - Document functional specification and configuration designs for implementation of new features and modifications to the delivered solution. This includes integration with third party payment collection system.
 - Data Conversion: Customer Master, Customer Items (Open balance Forward)
 - Unit/System testing of the upgraded system
- **Assets Management data conversion:**
 - Developed Assets Management data crosswalk templates for its conversion to the upgraded system
 - Executed downstream processes to validate data at each step
 - Developed PS Queries and Advance Excel based tools to validate the converted and processed data
- **Data Load:** assisted in building templates for collection, loading and testing of following data sets:
 - Funds Distribution Rules. This included, testing of sample transactions to validate the data loaded.
 - SpeedTypes and SpeedCharts.
 - Locations and Ship-Tos.

City of Sacramento, PeopleSoft 9.2 Upgrade

PeopleSoft Functional Consultant

February 2016 – June 2016

- Designed, Configured, Implemented, Tested and Deployed PeopleSoft Purchasing, Accounts Payable and eProcurement solutions.
- Configured PeopleSoft/ PS Query/ BI Publisher/AWE.
- Developed scripts using PeopleSoft Test Framework; conducted training sessions for the City's SMEs to orient them on PTF.
- Deployed SES indices.
- Provided user training for Requisitions, Buyer, Supplier, General SCM Configurations and Workflow configuration.

EDUCATION & PROFESSIONAL DEVELOPMENT

Education:

Bachelors of Engineering, Delhi College of Engineering, Delhi, India

MBA, Indian Institute of Management, Lucknow, India

AMEY SATHE – CASH MANAGEMENT AND FIXED ASSETS FUNCTIONAL CONSULTANT

SIMILAR PROJECT EXPERIENCE

Support & Maintenance Expertise:

Over the past two decades, Amey Sathe has consistently demonstrated expertise in assessing, implementing, and managing ERP system updates to enhance operational efficiency and align with evolving business and regulatory requirements. From 2014 through 2022, Amey played a pivotal role in large-scale upgrade and enhancement initiatives, including the Financial Information System of California (Fi\$Cal) project, where he evaluated and implemented new functionalities in PeopleSoft to improve Month-End and Year-End closing processes for government agencies. His ability to conduct impact analyses, design conversion strategies, and leverage delivered ERP features to replace customizations has minimized technical debt and optimized system performance. Notably, in multiple municipal upgrade projects—such as the City of Sacramento’s Oracle PeopleSoft FSCM 9.2 Upgrade (2015–2016) and Financials Upgrade from v8.9 to v9.1 (2012–2013)—Amey streamlined workflows, automated manual processes, and delivered stable, user-friendly environments, ensuring smooth transitions with minimal business disruption.

Implementation Expertise:

Amey brings an exceptional track record of leading Oracle Cloud ERP implementations across core financial modules, particularly Fixed Assets, Cash Management, Accounts Payable, Accounts Receivable, and General Ledger, for municipal and county governments. In recent years (2023–2024), he has served as Senior Functional Consultant on major public sector projects for the City of Westlake, County of Monterey, and City of Springfield, guiding discovery sessions, Conference Room Pilots, and end-to-end solution design to align client processes with Oracle Cloud best practices. His leadership in data conversion, third-party integrations, and configuration documentation has ensured robust, scalable deployments. Amey’s work has consistently delivered measurable value—such as achieving automated reconciliation of payables transactions for the City of Redding and executing successful Fixed Assets book retirements and conversions for Mariposa County—demonstrating not only deep product knowledge but also the ability to translate complex requirements into tangible operational improvements.

EXPERIENCE SUMMARY

Amey is a results-oriented Oracle Fusion ERP Consultant with more than twenty-one (21) years of experience in leading and implementing ERP software in multi-tier environments on various implementation and managed support projects on Accounts Receivables, Cash Management, Accounts Payable, Fixed Assets and General Ledger.

Amey has expertise encompasses gathering and analyzing requirements, planning and directing projects, designing and documenting solutions and performing hands on tasks to deliver solutions in support of diversified business requirements. He worked to analyze new functionalities and enhancements offered by various Oracle products with specific focus is on impact analysis for government agencies. He led a presentation on new opportunities provided by PeopleSoft 9.2 accepted at MISAC (Municipal Information Systems Association of California) conference in October 2013.

PROJECT EXPERIENCE

City of Westlake, OH

Senior Functional Consultant | Oracle Cloud Implementation - Fixed Assets, Cash Management, General Ledger

August 2024 – Present

- Lead business process familiarization, discovery, and conference room pilot work sessions for Accounts Payable, Fixed Assets, Cash Management, and General Ledger to align City business processes with Oracle Cloud best practice business practices.
- Lead the Conference Room Pilot session for Accounts Payable, Fixed Assets, Cash Management, and General Ledger modules.
- Provide technical services by understanding project needs to define system specifications on new installations, expansions, and migrations. Address technical concerns and ideas, ensure the implementation of agreed architecture and infrastructure, and monitor systems to ensure alignment with user needs and business goals.
- Utilize the Graviton offshore team and lead them throughout the different project phases.

County of Monterey, CA

Senior Functional Consultant | Oracle Cloud Implementation - Fixed Assets, Cash Management, General Ledger

February 2024 – Present

- Lead business process familiarization, discovery, and conference room pilot work sessions for Accounts Payable, Fixed Assets, General Ledger to align county's business processes with Oracle Cloud best practice business processes.
- Participate in the Conference Room Pilot session for Accounts Payable, Fixed Assets, Cash Management, and General Ledger modules.
- Provide technical services by understanding project needs to define system specifications on new installations, expansions, and migrations. Address technical concerns and ideas, ensure the implementation of agreed architecture and infrastructure, and monitor systems to ensure alignment with user needs and business goals.
- Lead discussions for various third-party integrations and legacy data conversion.
- Utilize the Graviton offshore team and led them throughout the different project phases.

City of Springfield, OH

Senior Functional Consultant | Oracle Cloud Implementation - Fixed Assets, Cash Management, General Ledger

June 2023 – Present

- Lead business process familiarization, discovery, and conference room pilot work sessions for Accounts Payable, Cash Management, Fixed Assets, General Ledger to align City business processes with Oracle Cloud best practice business processes.
- Participate in the Conference Room Pilot session for Accounts Payable, Fixed Assets, General Ledger and Cash Management modules.
- Provide technical services by understanding project needs to define system specifications on new installations, expansions, and migrations. Address technical concerns and ideas, ensure the

implementation of agreed architecture and infrastructure, and monitor systems to ensure alignment with user needs and business goals.

- Lead discussions on legacy data conversions and executed Fixed Asset and Cash Management related data conversions.
- Document and maintain required application configuration documentation.
- Provide post-production support to customers and actively assist the customers in their period closure activities.
- Utilize the Graviton offshore team and lead them throughout the different project phases.
- Provided managed service support for post-production issues.

City of Redding, CA

Senior Functional Consultant | Oracle Cloud Implementation - Accounts Payable, Accounts Receivable, Fixed Assets

July 2023 – July 2024

- Provided end-to-end business process and downstream impacts to loading data into transactional tables.
- Participated in the Conference Room Pilot session for expenses module.
- Provided technical services by understanding project needs to define system specifications on new installations, expansions, and migrations.
- Formulated data conversion and integration strategy for ERP cloud applications tailored to client needs.
- Addressed technical concerns and ideas, ensured the implementation of agreed architecture and infrastructure, and monitored systems to ensure alignment with user needs and business goals.
- Created Matching rules and majority of payables transactions are now getting auto reconciled.

Mariposa County, CA

Senior Functional Consultant | Oracle Cloud Implementation – General Ledger, Accounts Receivable, Fixed Assets

July 2023 – October 2023

- Led business process familiarization, discovery, and conference room pilot work sessions for Accounts Receivables, Fixed Assets and General Ledger to align County business processes with Oracle Cloud best practice business processes.
- Participated in the Conference Room Pilot session for Accounts Payable, Fixed Assets, and General Ledger modules.
- Provided technical services by understanding project needs to define system specifications on new installations, expansions, and migrations. Addressed technical concerns and ideas, ensured the implementation of agreed architecture and infrastructure, and monitored systems to ensure alignment with user needs and business goals.
- Successfully retired PROP book and subsequent data conversion to GASB book.
- Documented and maintained required application configuration documentation.
- Provided post-production support to customers and actively assisted the customers in their period closure activities.

- Utilized the Graviton offshore team and led them throughout the different project phases.

Financial Information System of California (Fi\$Cal), Sacramento, CA

PeopleSoft MEC/YEC Lead | PeopleSoft MEC/YEC

August 2016 – September 2022

- Assisted departments to resolve issues and problems related to PeopleSoft modules such as Accounts Payable (AP), Accounts Receivable (AR), General Ledger (GL), Commitment Control (KK), Asset Management (AM) and Purchasing (PO) pertaining to Month End Closing (MEC) and Year End Closing (YEC)
- Worked with individual departments and Department of Finance (DOF) to build required PS reporting queries.
- Evaluated new enhancements released as part of various waves in different releases impacting current MEC/YEC processes.
- Identified errors in report and research to get to the root cause of base transactions. Used multiple iterations to help departments clear the transaction to ensure no ledger discrepancies.
- Assisted departments build and execute cost allocation steps as per department specific business rules.
- Built reporting ledger using modified accrual and encumbrances to assist departments with desired reports in accordance with control agencies.
- Assisted departments in clearing various pending cash and control accounts.
- Coordinated with Fi\$Cal Service Center (FSC) to get technical issues resolved.
- Prepared MEC/YEC related status reports for management reporting.

City of Sacramento, CA

Finance Functional Consultant (Payables, Purchasing, eProcurement) | Oracle PeopleSoft FSCM

9.2 Upgrade Project

October 2015 – July 2016

- Established the scope, objectives and deliverables for new enhancements
- Conducted fit-gap sessions with the City's Subject Matter Experts (SMEs) for all modules for supply chain and financials. The City's current business processes and pain areas were discussed during these sessions.
- Evaluated strategies for alleviating pain points through ERP supported business processes. Use various releases and waves to group various iterations.
- Conducted demonstration of delta features and functionalities of 9.2
- Documented the functional specification and configuration documents for implementation of new features and solution for pain areas
- System-tested the upgraded system, assisted in user acceptance testing, provided user training and supported post-production issues.

State of California, Sacramento, CA

PeopleSoft Functional SME

November 2014 – October 2015

- Oracle PeopleSoft Functional SME on P2P modules (e-Procurement, PO, AP and GL).
- Conducted sessions to design conversion strategy for data in legacy system to PeopleSoft. Worked with departments to understand their existing business processes and work on conversion of existing data in new PeopleSoft system.
- Conversion was done in various waves. These waves were used as iterations to refine conversion data in various releases.
- Provided post-production support for business continuity from the legacy system to PeopleSoft.
- Worked with departments to identify their unique business processes and map it to PeopleSoft processes.

County of Hennepin, Minneapolis, MN

FSCM Functional Lead

February 2014 – November 2014

- Worked as FSCM lead on P2P modules (e-Procurement, PO and AP) Conduct fit-gap sessions with functional leads from Hennepin County to understand current business processes and pain areas.
- Conducted demonstration of delta features and functionalities of 9.2.
- Documented functional specification and configuration documents for implementation of new features and solution for pain areas.
- Evaluated strategies for alleviating pain points through ERP supported business processes. Use various releases and waves to group various iterations.
- Tested all business process along with inbound and outbound interfaces. Testing to be done with the help of Test Framework.
- Provided post-production support to upgraded system (v9.2).

St. Joseph Regional Medical Center, Lewiston, ID

Supply Chain Deployment Lead

August 2013 – February 2014

- Worked as deployment lead for PeopleSoft P2P modules (Inventory, e-Procurement, PO).
- Worked with business transformation team to identify current business processes and transform the SCM processes to align with Ascension Health's accepted business processes.
- Worked with Ascension data stewards to migrate supply chain metadata from legacy system to PeopleSoft.
- Helped individual hospitals with AP workflow and 1099 reporting.
- Worked on migration of existing purchase order and receipt conversion from legacy system to PeopleSoft. Coordinated with SJRMC and functional users to troubleshoot data errors.
- Created work instructions for critical business processes customized for SJRMC.
- Conducted functional user training for supply chain personnel.
- Conducted training lab as part of post-production support.

City of Sacramento, Sacramento, CA

FSCM Functional Lead | Financials Upgrade from version 8.9 to 9.1

August 2012 – May 2013

- Led the upgrade effort on P2P side (e-Procurement, PO, Procurement Contracts, AP and Commitment Control) with SMEs from City of Sacramento through business process design and business process management.
- Accurately establish scope, objectives and deliverables for new enhancements and customizations.
- Implemented solution for current pain areas through business process change, tailored solution or enabling new features and functionalities of 9.1.
- Evaluated strategies for alleviating pain points through ERP supported business processes. Use various releases and waves to group various iterations.
- Automated manual process such as Payment Escheatment, Action Item Assignments, Overdue Charges, Dunning Letters, Billing Data Upload, ePro / Voucher Workflow (AWE), Write off payments within tolerance. These manual processes were replaced with automated scheduled processes to perform desired functions. Automation was accomplished with the help of configuration and customizations.
- Enhanced existing business processes around Voucher Matching, Mass Payment Escheatment, Vendor Management, PO Sourcing, Payment Predictor, Customer Conversation, Integrating Customer notes with Items, Journal Generator.
- Re-engineered existing match rule setup and optimize it to match current business process.
- Tested retrofitted interfaces for Voucher Build, Voucher Posting, Electronic Payment files to bank through Pay Cycle, Billing Data Interface and Journal Excel Upload, Journal Posting, Period Close, Allocation etc.
- Documented and got sign off on all configuration changes and functional specifications for customizations/enhancements.
- Performed system integration testing for new functionalities and customized developments.
- Cleared stuck encumbrances for old purchase orders and requisitions with the help of database updates and delivered processes.
- Provided post-production support for upgraded system (v9.1) for seven modules (ePro, PO, AP, GL, PC, BI, AR and KK).

L&T Infotech

PeopleSoft FSCM Functional Consultant

November 2007 – August 2012

Projects

DCP Midstream, Denver, CO

PeopleSoft FSCM Functional Lead

July 2011 – February 2012

- Led a functional team of 6 consultants for a PeopleSoft Financial Upgrade from 8.9 to 9.1 in a highly-customized environment.

- Led upgrade efforts on O2C & core finance modules (Billing, AR, PC, AM, T&E and GL) with SMEs from DCP Midstream through business process design and business process management.
- Accurately establish scope, objectives and deliverables for new enhancements and customizations.
- Implemented solution for current pain areas through business process change, tailored solution or enabling new features and functionalities of 9.1.
- Evaluated strategies for alleviating pain points through ERP supported business processes. Use various releases and waves to group various iterations.
- Conducted Fit-Gap sessions for six modules (Billing, AR, PC, AM, T&E and GL).
- Worked on onsite-offshore delivery model to ensure timely delivery of all milestones.
- Coordinated with other projects running in parallel to mitigate risk of failure due to interdependencies.
- Performed impact analysis to replace as many customizations with delivered functionalities of the 9.1
- Participated in pre-upgrade and post-upgrade steps.
- Documented and got sign off on all configuration documents and functional specifications for customizations/enhancements.
- Performed system integration testing for new functionalities and customized developments.
- Provided training to SMEs for new configurations and enhancements.
- Participated in UAT with users & worked on resolving the issues faced during testing.

EDUCATION & PROFESSIONAL DEVELOPMENT

Education:

Mumbai University, Mumbai, India

Masters in Management Studies (MMS), Majors in Finance & Minors in Systems.

Amravati University, India

Bachelor's Degree in Engineering (B.E.), Mechanical engineering

V.J.T.I., Mumbai, India

Diploma in Mechanical Engineering (L.M.E.)

FARAH ZAKRIA – PROCUREMENT FUNCTIONAL CONSULTANT**SIMILAR PROJECT EXPERIENCE****Support & Maintenance Expertise:**

Farah Zakria has consistently demonstrated exceptional proficiency in providing Oracle Cloud Procurement post-implementation support and maintenance for public sector clients, ensuring system stability, process optimization, and compliance with contractual performance metrics. Since 2019, she has delivered ongoing production support and enhancements for clients including the City of Westlake, OH (2024–Present), Monterey County, CA (2023–Present), and the City of Springfield, OH (2023–Present). Her responsibilities have encompassed issue identification and resolution, workflow optimization, configuration adjustments, and the creation of user training documentation to ensure smooth system adoption. Farah’s ability to quickly assess business requirements, implement configuration updates, and troubleshoot CEMLI-related issues has resulted in minimal downtime, improved user efficiency, and sustained alignment with Oracle Cloud best practices. These efforts consistently meet or exceed client SLAs, illustrating her track record in delivering reliable, compliant, and value-driven support services for municipal ERP environments.

Implementation Expertise:

Farah brings over seven years of direct experience implementing Oracle Cloud Procurement, Sourcing, Contracts, and Inventory modules for multiple public sector organizations, ensuring each deployment met functional, technical, and compliance requirements. From January 2019 through 2024, she has served as Functional Lead or Specialist in successful end-to-end implementations for entities such as the City of Redding, CA (2022–2023), Yamhill County, OR (2021–2022), Mariposa County, CA (2020–2021), and the Organization of American States (2019–2020). Her expertise covers the full project lifecycle—business process discovery, CRP facilitation, configuration, unit and integration testing, CEMLI development, workflow design, training, and change management. Farah’s leadership in aligning agency-specific requirements with Oracle Cloud best practices has resulted in streamlined Procure-to-Pay processes, reduced approval cycle times, and improved compliance with public procurement regulations. Her proven ability to deliver complex ERP modules on time, within budget, and in accordance with scope positions her as a highly qualified resource for municipal ERP modernization initiatives.

EXPERIENCE SUMMARY

Farah is an experienced Oracle Cloud Procurement Functional Consultant with over 7 years of experience implementing Procurement, Sourcing, Inventory and Contract modules and leading multiple Oracle Cloud implementations for local government customers. Farah has shown exceptional abilities in handling customer requirements related to gathering business requirements, documenting functional designs, completing system configurations, and delivering structured documentation and end-user training. Farah possesses strong communication skills with a proven ability to interact with end users, developers, project management and executive management.

PROJECT EXPERIENCE

As a Graviton Oracle Cloud Consultant, Farah has provided Purchasing, Sourcing, and Contracts Management expertise to Graviton's local government customers, transforming their business processes to align with the best practices native to the Oracle Cloud applications.

City of Westlake, OH

Sr. Functional Consultant | Oracle Cloud Implementation – Purchasing, Sourcing, Contracts Management
October 2024 – Present

Served as the functional lead for the implementation of the Oracle Cloud Purchasing, Sourcing, and Contracts modules. In that role, was responsible for performing all Graviton-assigned business processes, application configuration, documentation, CEMLI development, and testing. Key implementation tasks included the following:

- Lead business process familiarization, discovery, and conference room pilot work sessions to align City business processes with Oracle Cloud best practice business processes.
- Participate in conference room pilot and business process review sessions to support the City's business process transformation goals.
- Complete application configuration and unit testing to meet City requirements.
- Conduct numerous CEMLI sessions with the client's key stakeholders.
- Document and maintain required application configuration documentation. Created scripts and user training guides to help implement a smooth transition from their current environment to Oracle Cloud.
- Execute, validate, and document test scenarios and test results in accordance with the Test Plan deliverable for Graviton assigned test cycles.
- Supported production operations tasks, including issue troubleshooting and resolution, to ensure the City continues its successful transition to the Oracle Cloud system.

Monterey County, CA

Sr. Functional Consultant | Oracle Cloud Implementation – Purchasing, Sourcing, Contracts Management
August 2023 – Present

Functional lead for the implementation of the Oracle Cloud Purchasing, Sourcing, and Contracts modules. Responsible for performing all Graviton-assigned business processes, application configuration, documentation, CEMLI development, and testing. Key implementation tasks include the following:

- Lead business process familiarization, discovery, and conference room pilot work sessions to align County business processes with Oracle Cloud best practice business processes.
- Complete application configuration and unit testing to meet County requirements.
- Conduct numerous CEMLI sessions with the client's key stakeholders.
- Successfully conduct multiple rounds of CRPs (CRP1-CRP3) and multiple rounds of CEMLI sessions. Create a fully custom solution for their Contracts module and conducted meetings for Purchasing integrations with Meditech, WinCAMS, etc.
- Participate in conference room pilot and business process review sessions to support the County's

business process transformation goals.

City of Springfield, OH

Sr. Functional Consultant | Oracle Cloud Implementation – Purchasing, Sourcing, Contracts Management
January 2023 – Present

Functional lead for the implementation of the Oracle Cloud Purchasing, Sourcing, and Contracts modules. Responsible for performing all Graviton-assigned business processes, application configuration, documentation, CEMLI development, testing, change management, operations and production, and training content support tasks. Key implementation tasks included the following:

- Led business process familiarization, discovery, and conference room pilot work sessions to align City business processes with Oracle Cloud best practice business processes.
- Completed application configuration and unit testing to meet City requirements.
- Conducted numerous CEMLI sessions with the client's key stakeholders.
- Documented and maintained required application configuration documentation. Created scripts and user training guides to help implement a smooth transition from their current environment to Oracle Cloud.

City of Redding, CA

Functional Consultant | Oracle Cloud Implementation – Purchasing, Sourcing, Contracts
September 2022 – July 2023

Served as the functional lead for the implementation of the Oracle Cloud Purchasing, Sourcing, Contracts and Inventory modules. In that role, was responsible for performing all Graviton-assigned business processes, application configuration, documentation, CEMLI development, testing, change management, operations and production, and training content support tasks. Key implementation tasks included the following:

- Led business process familiarization, discovery, and conference room pilot work sessions to align City business processes with Oracle Cloud best practice business processes.
- Completed application configuration and unit testing to meet City requirements.
- Implemented a full Procure to Pay cycle, including sourcing and contracts, and standardized approval workflow rules to streamline the requisition and PO process.
- Documented and maintained required application configuration documentation.

Yamhill County

Oracle Cloud Procurement Specialist | Oracle Cloud Implementation – Procurement and Contracts
July 2021 - August 2022

Served as the Oracle Cloud Procurement Specialist for the implementation of the Oracle Cloud Procurement, and Contracts modules. In that role, was responsible for performing all Graviton-assigned business processes, application configuration, documentation, CEMLI development, testing, change

management, operations and production, and training content support tasks. Key implementation tasks included the following:

- Led business process familiarization, discovery, and conference room pilot work sessions to align County business processes with Oracle Cloud best practice business processes.
- Completed application configuration and unit testing to meet County requirements.
- Documented and maintained required application configuration documentation.
- Configure customized Workflow for all Purchasing Documents, including Requisitions, Purchase Orders, etc.

Mariposa County

Oracle Cloud Procurement and SCM Specialist - Procurement and Inventory

January 2020 – June 2021

Served as the Oracle Cloud Procurement and SCM Specialist for the implementation of the Oracle Cloud Procurement, and Inventory modules. In that role, was responsible for performing all Graviton-assigned business processes, application configuration, documentation, CEMLI development, testing, change management, operations and production, and training content support tasks. Key implementation tasks include the following:

- Lead business process familiarization, discovery, and conference room pilot work sessions to align County business processes with Oracle Cloud best practice business processes.
- Complete application configuration and unit testing to meet County requirements.
- Document and maintain required application configuration documentation.
- Update PO approval workflow and migrated it from FSM to BPM successfully.

Organization of American States (OAS)

Oracle Cloud Procurement Specialist

January 2019 - March 2020

- Led business process familiarization, discovery, and conference room pilot work sessions to align City business processes with Oracle Cloud best practice business processes.
- Presented innovative solutions to team and client, resulting in a sign-off on Decision Requests
- Converted client's Supplier and Purchasing data into the new system from legacy system.

EDUCATION & PROFESSIONAL DEVELOPMENT

Education:

Virginia Commonwealth University (VCU), Richmond, VA, 2017

Bachelor of Arts (B.A) in Homeland Security and Emergency Preparedness.

RENJITH MATHEW – PAYABLES AND EXPENSES FUNCTIONAL CONSULTANT

SIMILAR PROJECT EXPERIENCE

Support & Maintenance Expertise:

Renjith Mathew has an extensive track record in delivering complex ERP updates and upgrades with precision, ensuring minimal disruption to operations while fully aligning with client requirements and industry best practices. From June 2018 to January 2023, as a PeopleSoft Technical Consultant for the State of California's Fi\$Cal program, Renjith successfully executed multiple upgrades from PeopleSoft Financials 8.9 to 9.1 and later to 9.2. He performed comprehensive technical fit-gap analyses, retrofitted custom code for upgraded environments, applied critical Oracle patches, and executed robust unit and performance testing across high-volume financial modules, including Accounts Payable and General Ledger. His work consistently met stringent state compliance standards, supported high-priority production systems, and demonstrated a proven ability to lead technical validation and migration efforts in regulated environments. This depth of upgrade experience ensures readiness to maintain, enhance, and future-proof ERP systems for the City's evolving needs.

Implementation Expertise:

Renjith has repeatedly delivered full lifecycle ERP module implementations—most recently leading Payables and Expenses modules deployments for Monterey County, CA (September 2023–Present), City of Springfield, OH (March 2023–December 2024), and City of Redding, CA (January 2023–July 2024). In these roles, he facilitated business process discovery sessions, aligned client operations to Oracle Cloud best practices, completed detailed application configurations, and executed rigorous unit testing to ensure readiness for go-live. He managed conference room pilots, authored and maintained comprehensive configuration documentation, delivered tailored end-user training, and provided post-production support to ensure successful period closures. Leveraging both onshore leadership and coordinated offshore team execution, Renjith ensured on-time delivery, scope adherence, and client satisfaction—demonstrating his capability to deliver ERP modules that meet or exceed public sector performance and compliance expectations.

EXPERIENCE SUMMARY

Renjith Mathew is a highly experienced Oracle ERP consultant with over 15 years of expertise in ERP implementation, upgrade, and support projects. He brings deep functional and technical knowledge across Oracle Cloud Financials (Payables and Expenses) and PeopleSoft Financials applications. Renjith has successfully led end-to-end Oracle Cloud implementations for multiple public sector clients, aligning their business processes with Oracle best practices, configuring applications, managing testing and training, and providing post-production support.

PROJECT EXPERIENCE

As a Graviton Oracle Cloud consultant, Renjith has provided Accounts Payables and Expenses modules expertise to Graviton's local government customers, transforming their business processes to align with the best practices native to the Oracle Cloud applications.

Monterey County, CA

Functional Consultant | Oracle Cloud Implementation – Payables and Expenses

September 2023 – Present

Senior Functional Consultant for the implementation of the Oracle Cloud Payables and Expenses modules. Responsible for performing all Graviton-assigned business processes, application configuration, documentation, testing, operation and post-production, and training content support tasks. Key implementation tasks included the following:

- Lead business process familiarization, discovery, and conference room pilot work sessions for Payables and Expenses to align County business processes with Oracle Cloud best practice business processes.
- Complete application configuration and unit testing to meet County requirements.
- Document and maintain required application configuration documentation.
- Provide post-production support to customers and actively assist the customers in their period closure activities.
- Utilize the Graviton offshore team and led them throughout the different project phases.

City of Springfield, OH

Functional Consultant | Oracle Cloud Implementation – Payables and Expenses

March 2023 – December 2024

Functional Consultant Lead for the implementation of the Oracle Cloud Payables and Expenses modules. Responsible for performing all Graviton-assigned business processes, application configuration, documentation, testing, operation and post-production, and training content support tasks. Key implementation tasks included the following:

- Led business process familiarization, discovery, and conference room pilot work sessions for Payables and Expenses modules to align City business processes with Oracle Cloud best practice business processes.
- Completed application configuration and unit testing to meet City requirements.
- Documented and maintained required application configuration documentation.
- Provided post-production support to customers and actively assisted the customers in their period closure activities.
- Utilized the Graviton offshore team and led them throughout the different project phases.

City of Redding, CA

Functional Consultant | Oracle Cloud Implementation – Payables and Expenses

January 2023 – July 2024

Functional Consultant Lead for the implementation of the Oracle Cloud Payables and Expenses modules. Responsible for performing all Graviton-assigned business processes, application configuration, documentation, testing, operation and post-production, and training content support tasks. Key implementation tasks included the following:

- Led business process familiarization, discovery, and conference room pilot work sessions for Payables and Expenses modules to align City business processes with Oracle Cloud best practice business processes.
- Completed application configuration and unit testing to meet City requirements.
- Documented and maintained required application configuration documentation.

- Provided post-production support to customers and actively assisted the customers in their period closure activities.
- Led the offshore team and identified their best utilization in the project tasks.

State of California, Fi\$Cal, Sacramento, California, USA

Peoplesoft Technical Consultant | Peoplesoft Financials 9.1, 9.2

June 2018 – January 2023

Project Description: The Project FI\$Cal (Financial Information System of California) is a Peoplesoft Financials implementation and upgrade project of State of California which is upgraded from 8.9 to 9.1 and later to 9.2.

- Subject Matter Expertise (SME) for Peoplesoft financials technical development.
- Build complex interface programs using Application engine and File Layout to integrate the FI\$Cal payment processing with the SCO's (State Controller's Office) Legacy system.
- Create custom reports using the BI Publisher and PSQuery for departmental users to assist them in performing the Month End and Year End closure in time and to help State Controller's Office to Audit the financial transactions
- Responsible for analysis, design and build of complex Application engine program which retrieves all transactions from General Ledger and Accounts Payable module into file and transfer to OPENGov Transparency website.
- Upgrade Peoplesoft Financials system to the latest Oracle Peoplesoft images 27.
- Conduct technical fit-gap analysis and retrofit the custom code for Peoplesoft upgradation and Oracle patches.
- Apply Oracle patch for the delivered functionality and fix defects to support the production system.
- Perform unit testing and performance testing for the complex modules like Accounts Payable, General Ledger and tune the programs to perform efficiently.
- Responsible for validation and migration of code fix from development environment to production environment using the Phire Change Management Tool.
- Responsible in creating PLSQL scripts and Data Mover Scripts in Oracle 11g database to migrate data changes in the system
- Responsible for analyzing the effort of technical development request from partner agencies - State Controller's Office, Department of General Services, State Treasurer's Office and Department of Finance and provide the feedback to Enterprise Intake Process (EIP) team.
- Create Technical Design and build new functionalities approved by the EIP team.
- Designed and developed custom Approval Workflow Engine in Accounts Payable for SCO Audits and SARD (State Accounting and Reporting Division) based on the complex dynamic filter criteria for vouchers with multiple levels of Approvers
- Environment: Peoplesoft Financials 9.1/9.2(AP/GL/PO/CM/KK/AR/SECURITY), Peopletools 8.53/8.54/8.56, Oracle 11g/12c, PSQuery, SQR, BI Publisher, ServiceNow, RTC, Phire.

Accenture LLC, Sacramento, CA

Senior Programmer Analyst | Peoplesoft Financials 9.1, 9.2 – State of California

September 2010 – June 2018

Project#3: The Project FI\$Cal (Financial Information System of California) is a Peoplesoft Financials implementation and upgrade project of State of California which is upgraded from 8.9 to 9.1 and later to 9.2.

- Subject Matter Expertise (SME) for Peoplesoft Financials Accounts Payable Module, handling more than 100 departments. Responsibility includes developing custom process/code, configuring and maintaining Accounts Payable Module for the departments.
- Designed and developed complex inbound and outbound interface programs using peoplecode, filelayout and application engine which interacts with the State Accounting and Reporting Division (SARD) system for sending payment information to create Warrants and receive the warrant information in FI\$Cal system.
- Designed, developed and deployed a new complex solution to handle the Office Revolving Fund Replenishment of Departments. The solution is being used by all the departments in FI\$Cal to issue advance payment and replenish Department's Office Revolving Fund from State Controller's Office.
- Designed and developed complex interface programs in Peoplesoft Financials 9.2 using component interface and application engine program to read the interface file from CALATER system and create travel advance and Expenditure vouchers in the FI\$Cal system based on the legacy object codes.
- Responsible for designing and developing complex program using Peoplesoft Application engine program to reclassify the Accounts Payable, Accounts Receivable and Treasury accounting entries which replenishes the fund from Cash & State Treasury to the Department CTS account.
- Developed spreadsheet upload process using Excel to CI for vouchers and integration Broker which helped departments to enter large amount of transactions with minimal effort.
- Responsible for bringing new departments into the Peoplesoft Financial system and conversion of legacy data.
- Responsible in creating PLSQL scripts and Data Mover Scripts in Oracle 11g, to migrate data changes in the system.
- Expertise in understanding the requirements as per SAM (State Administrative Manual) and writing Functional and technical documents to customize the delivered Peoplesoft functionality.
- Responsible for interacting with end users, understand the requirement, convert the requirement to a Functional and technical designs and build them to enhance Accounts Payable Module.
- Customized the delivered Payment process and to integrate FI\$Cal with Legacy SARD system and DGS-CFS system.
- Expertise in technical debugging and resolving high priority issues in production.
- SME for the Department's Month End Close and Year End Close activity. The responsibility includes validation of the trial balance report to close the books.
- Responsible for configuring and assist in generating 1099 withholding for the vendors in the system. Responsibility includes assisting STATE in validating file and creating reports to validate data before sending to IRS and fix technical issues in the 1099 process.
- Responsible for the configuration and validation of Business Unit and Paycycle in Accounts Payable for new Departments
- Conducts training sessions and workshops to educate FI\$Cal staff in Technical aspects of Accounts Payable and new solutions in Peoplesoft Financials.

Environment: Peoplesoft Financials 9.1/9.2(AP/GL/PO/CM/AR/SECURITY), Peopletools 8.53/8.54/8.56, Oracle 11g/12c, PSQuery, SQR, BI Publisher, ServiceNow, RTC, Phire.

ANZ BANK

Project#2: PEOPLESOFT HRMS 8.9, 9.1, 9.2, The system is used by all the employees for their Employee self-service, Manager Self Service, Human Resource and payroll process.

- Led the conversion team to efficiently convert the data within the available go-live window.
- Led the customization of Employee Self Service and Manager Self Service portal.
- Worked in Australia, leading the Employee data conversion and the Workcenter implementation in Peoplesoft HRMS 9.2.
- Conducted live survey and feedback with end users to implement a more user friendly WorkCenter and Dashboard in the HRMS.
- Designed, developed and Implemented Peoplesoft HRMS 9.1 feature WorkCentre and Dashboard functionality to the portal with customization based on specific client requirement.
- Performed Fit Gap Analysis and retrofit activity for the conversion of data from old system.
- Customized payment processing in Global Payroll Module
- Designed and Developed complex App Engine program and script to convert high volume data (650 million+ rows of data).
- Designed and developed the solution for identifying duplicate Employee Ids across the system and convert those data into a single Employee id (impact to 400 Records). Designed the complex Application engine program with parallel processing to convert the data using the business logic.
- Created functional and technical design for BI Publisher Reports. Developed complex BI Publisher report having pivot table.
- Created scripts in PL/SQL with parallel processing and Data Mover scripts for conversion
- Led the conversion task and executed them in system Go-Live.

Environment: Peoplesoft HRMS 8.9/9.1/9.2 (Global Payroll/ESS/MSS/AM/Security), Peopletools 8.51/8.52, Oracle 11g, PL SQL, PSQuery, SQR, nVision, BI Publisher, RTC

EDUCATION & PROFESSIONAL DEVELOPMENT

Education:

Mahatma Gandhi University, Thodupuzha, Kerala, India, 2007

Bachelor of Technology, Electronics & Communication Engineering

SAYANI BOSE – RECIEVEBALES FUNCTIONAL CONSULTANT

SIMILAR PROJECT EXPERIENCE

Support & Maintenance Expertise:

Sayani has consistently delivered high-quality Oracle ERP post-production support and update services for public sector clients, ensuring continuous compliance with best practices and operational requirements. Between 2010 and 2018, during her tenure with Tata Consultancy Services, she led ongoing production support for major clients such as Flowserve, The Boeing Company, and Experian Ltd., providing expert functional solutions across AR and BI modules. Her responsibilities included monitoring and optimizing business processes, resolving incidents, implementing enhancements, performing data fixes, and managing month-end and period-close activities with zero disruption to critical operations. For multiple municipal clients between 2022 and 2024, including the City of Springfield (OH), Monterey County (CA), and City of Redding (CA), she provided post-production stabilization support for the Oracle Cloud AR/BI modules—addressing configuration refinements, ensuring accurate period closures, and maintaining comprehensive configuration documentation to align with contractual SLAs and industry standards.

Implementation Expertise:

Sayani has served as the lead or senior functional consultant on multiple successful Oracle Cloud ERP implementations, demonstrating end-to-end delivery expertise in Accounts Receivable, Billing, and related financial modules. From July 2022 through the present, she has executed full lifecycle implementations for the City of Redding (CA), Monterey County (CA), and the City of Springfield (OH), leading requirements discovery, business process alignment with Oracle Cloud best practices, configuration, unit/system testing, user acceptance, and go-live support. Her work has consistently resulted in the seamless adoption of new systems, improved compliance with financial management standards, and enhanced operational efficiency. She has successfully configured complex solutions such as Cash Basis Accounting within the GL Subledger framework and coordinated the efforts of onshore and offshore teams to meet aggressive timelines and quality benchmarks. Her proven track record demonstrates the ability to translate client business needs into fully operational, best-practice-aligned Oracle Cloud ERP solutions, in strict adherence to RFP scope and deliverable requirements.

EXPERIENCE SUMMARY

Sayani is an experienced Oracle Functional Consultant with more than 10 years of experience in the implementation of the Oracle Cloud ERP suite with a focus on AR, AP, GL, Order Management, Inventory, Purchasing modules, and corresponding best practice business processes. Sayani is a strong team player with excellent planning, analytical, and interpersonal skills related to gathering business requirements, documenting functional designs, providing functional solutions, completing system configurations, and delivering end-user training. Sayani possesses strong communication skills with a proven ability to interact with end users, developers, project management, and executive management.

PROJECT EXPERIENCE

As a Graviton Oracle Cloud consultant, Sayani has provided Accounts Receivables and Billing modules expertise to Graviton's local government customers, transforming their business processes to align with the best practices native to the Oracle Cloud applications.

City of Springfield, OH

Functional Consultant | Oracle Cloud Implementation – AR/BI and Projects

March 2023 – Present

Functional consultant lead for the implementation of the Oracle Cloud AR/BI and Projects modules. Responsible for performing all Graviton-assigned business processes, application configuration, documentation, testing, operation and post-production, and training content support tasks. Key implementation tasks included the following:

- Led business process familiarization, discovery, and conference room pilot work sessions for AR/Billing Module to align City business processes with Oracle Cloud best practice business processes.
- Completed application configuration and unit testing to meet City requirements.
- Involved in Cash Basis Accounting configuration which was a crucial part of the GL Subledger Accounting configuration.
- Documented and maintained required application configuration documentation.
- Provided post-production support to customers and actively assisted the customers in their period closure activities.
- Utilized the Graviton offshore team and led them throughout the different project phases.

Monterey County, CA

Functional Consultant | Oracle Cloud Implementation – Accounts Receivable, Billing

September 2023 – April 2024

Senior Functional Consultant for the implementation of the Oracle Cloud AR/BI modules. Responsible for performing all Graviton-assigned business processes, application configuration, documentation, testing, operation and post-production, and training content support tasks. Key implementation tasks included the following:

- Led business process familiarization, discovery, and conference room pilot work sessions for AR/Billing Module to align County business processes with Oracle Cloud best practice business processes.
- Completed application configuration and unit testing to meet County requirements.
- Documented and maintained required application configuration documentation.
- Provided post-production support to customers and actively assisted the customers in their period closure activities.
- Utilized the Graviton offshore team and led them throughout the different project phases.

City of Redding, CA

Functional Consultant | Oracle Cloud Implementation – AR/BI and Projects

July 2022 – March 2023

Functional consultant lead for the implementation of the Oracle Cloud AR/BI modules. Responsible for performing all Graviton-assigned business processes, application configuration, documentation, testing, operation and post-production, and training content support tasks. Key implementation tasks included the following:

- Led business process familiarization, discovery, and conference room pilot work sessions for AR/Billing Module to align City business processes with Oracle Cloud best practice business processes.
- Completed application configuration and unit testing to meet City requirements.
- Documented and maintained required application configuration documentation.
- Provided post-production support to customers and actively assisted the customers in their period closure activities.
- Led the offshore team and identified their best utilization in the project tasks.

Tata Consultancy Services

March 2010 – October 2018

Flowserve, Irving, Texas

Production Support Specialist

November 2015 – October 2018

Responsibilities:

- Provided resolution of incidents and tickets related to following modules of Oracle applications:
 - Account Receivables
 - Account Payables
 - Purchasing
 - Order Management
 - General Ledger
- Monitored business processes advising business on a change whenever required.
- Led the smooth month end activities, including period-closing activities.
- Pointed out scopes for improvement in existing processes.
- Interacted with client end users to resolve production issues, provide workaround, and implement solutions.
- Attended daily calls for smooth transition between onsite and offshore to maintain parity between activities in both locations.
- Made effort estimation of changes and new requirements and prepared technical documents such as MD120 and unit test Scripts for new change requirements.
- Mapped business requirements to system configurations and technical components.
- Coordinated with Oracle to analyze, debug and implement solutions related to Oracle standard processes and functions.
- Fixed bugs including data fixes for production defects.
- Performed enhancements post-production/roll-out support and worked on change request raised by user / client.

The Boeing Co., Seattle, Washington

Production Support Lead as a Functional Analyst

March 2014 – October 2015

Responsibilities:

- Responsible for completely initiating offshore leverage of work. Offshore team did not exist for IMM Boeing before. I was part of spearheading the entire effort to onboard offshore and transition them about the basic business processes as the lead coordinator and onsite point of contact.
- Led project discussions to collect and analyze the business requirements for the change request and align those with technology.
- Attended daily client meetings to discuss stock out situations for parts that comprise the airline's supply chain.
- Analyzed the customer requirements and developing a proof of concept for projects like master parts catalog. Attended joint application development sessions with other teams to discuss the impact across systems
- Created and updated the functional documents (P490 and MD50).
- Acted as Functional Analyst for supplier transition activity and was responsible for writing the P490 of the same, handover of information to developer, unit testing and functional testing of the newly developed form.
- Acted as focal for integration between the invoicing system of Boeing called BIBS – Boeing International Business System where parts information and invoicing information is sent for processing.
- Monitored integration transactions between user system MEM and Boeing application TE2 related to flow of parts across user locations.
- Created PL/SQL scripts for data fixes as part of production support activities.
- Worked closely with Boeing key business users during month end/quarter end/year end for critical production problems for the successful business inventory/financial close.
- Gathered new enhancement requests from the customers and documented them in the form of development requirements documents and developed detailed desktop guides and procedures for end users.

Experian Ltd - Global Corporate Support, Kolkata, India

Production Support Specialist as a Techno Functional Analyst

December 2012 – February 2014

Responsibilities:

- Monitored business processes advising business on a change whenever required.
- Was responsible for smooth month end activities especially customer and transaction interfaces for all major countries.
- Pointed out scopes for improvement in existing processes of Customer and Transaction Interfaces.
- Acted as a liaison between third Parties like banks for lockbox interface in case of disruption of frequency or absence of file.

- Interacted with client /end users to resolve production issues, provide workaround and implement solutions.
- Acted as liaison between onsite and offshore support team.
- Attended meetings with the client to understand new requirements, studied their feasibility as per existing system and reported back to the client.
- Made effort estimation of changes and new requirements.
- Mapped business requirements to system configurations and technical components.
- Designed solutions based on understanding and presented for internal team review.
- Coordinated with Oracle to analyze, debug and implement solutions related to Oracle standard processes and functions.
- Fixed bug for production defects in the form of PL/SQL Scripts.

EDUCATION & PROFESSIONAL DEVELOPMENT

Education:

West Bengal University of Technology, India, 2009

Bachelor of Technology, Applied Electronics and Instrumentation Engineering

University of Texas, Austin, Ongoing

Post Graduate Program in Cloud Computing

Certifications and Trainings:

- Oracle E-Business Suite 12 Financial Management Certified Implementation Specialist: Oracle Receivables.
- AWS Certified Cloud Practitioner

ZOE KUNHART – PPM FUNCTIONAL CONSULTANT

SIMILAR PROJECT EXPERIENCE

Support & Maintenance Expertise:

Zoe Kunhart has delivered high-quality, timely, and fully compliant ERP updates and production support services for multiple municipal and county clients, including the City of Springfield, City of Westlake, Monterey County, Mariposa County, and the City of Redding. Her responsibilities included configuring and maintaining Oracle Cloud Projects and Grants Management modules, executing structured test plans, troubleshooting complex data mismatches between GL and PPM, and supporting fiscal year-end rollover activities. She also ensured end-user readiness by developing and updating comprehensive business process diagrams, use cases, job aids, and training materials in strict alignment with client-specific governance standards. Zoe's proactive approach—such as designing mass upload solutions to expedite role and data access assignments—resulted in measurable time savings and enhanced operational continuity, demonstrating her ability to exceed client expectations and ensure uninterrupted ERP performance.

Implementation Expertise:

Zoe has served as a lead functional consultant on multiple successful Oracle Cloud ERP implementations, with a primary focus on the Projects and Grants Management modules for public sector entities. In each engagement—including the City of Springfield, City of Westlake, Monterey County, Mariposa County, and the City of Redding—she applied structured, best-practice methodologies to conduct conference room pilots, business process reviews, and configuration activities. Her work included end-to-end ERP application setup, workflow and approval configuration, application security design, and the creation of reporting and dashboard solutions to improve financial and grants tracking. Zoe played a key role in data migration planning and execution, user acceptance testing, and knowledge transfer activities, ensuring that each client achieved full compliance with project timelines, scope, and quality objectives. Her deep expertise in Oracle Cloud configuration and testing, coupled with her commitment to operational excellence, has consistently enabled organizations to modernize their ERP environments while achieving seamless go-live transitions.

EXPERIENCE SUMMARY

Zoe Kunhart is an Oracle Cloud PPM Functional consultant experienced in the implementation of the Oracle Cloud Financials suite with a focus on the Projects and Grants Management modules and corresponding best practice business processes. She has experience assisting and leading the designing, business process configuration, testing, reporting and production support activities. She has a strong command of Statistical Modeling and Data Analysis, R Programming Language for data analysis and visualization, Data and Regression models using R, Graphic Modeling and Simulation and C++.

She possesses strong communication skills, an inherent quality of team players and leaders, and pays great attention to detail in her work products.

PROJECT EXPERIENCE

As a Graviton Oracle Cloud Functional consultant, Zoe has provided business process and module configuration expertise to Graviton's local government customers, transforming their business processes to align with the best practices native to the Oracle Cloud applications.

City of Springfield, Ohio

Functional Consultant | Oracle Cloud Implementation-Projects and Grants Management

July 2023 – Present

Oracle Cloud Functional consultant for the implementation of the Oracle Cloud Projects and Grants Management modules for the City. Responsible for supporting Graviton and City team members in the completion of business process related implementation activities. Key implementation tasks include the following:

- Participate in conference room pilot and business process review work sessions to support the City's business process transformation goals.
- Complete ERP application configuration including application setup, workflow notifications and approvals, and application security.
- Develop reports and dashboards to identify GL to PPM Project Mismatches in requisitions, purchase orders, and invoices.
- Execute, validate, and document test scenarios and test results in accordance with the Test Plan deliverable for Graviton assigned test cycles.
- Support the creation of end user training content by updating and validating business process diagrams and use cases.
- Support production operations tasks, including issue troubleshooting and resolution, assisted in the FY24 Project Budget Rollover planning and execution.
- Assist in the development of job aids and training content in support of ongoing effort to provide knowledge transfer and production support to City stakeholders.
- Load over 600 rows of cost corrections resulting from GL to PPM Project Mismatches at the end of FY24.

City of Westlake, Ohio

Functional Consultant | Oracle Cloud Implementation-Projects and Grants Management

July 2023 – Present

Served as an Oracle Cloud Functional consultant for the implementation of the Oracle Cloud Projects and Grants Management modules for the City. Responsible for supporting Graviton and City team members in the completion of business process related implementation activities. Key implementation tasks include the following:

- Participate in conference room pilot and business process review work sessions to support the City's business process transformation goals.
- Complete ERP application configuration including application setup, workflow notifications and approvals, and application security.
- Develop reports and dashboards to identify GL to PPM Project Mismatches in requisitions, purchase orders, and invoices.

- Execute, validate, and document test scenarios and test results in accordance with the Test Plan deliverable for Graviton assigned test cycles.
- Support the creation of end user training content by updating and validating business process diagrams and use cases.
- Proactively research and test solutions to mass upload projects and grants data access assignments and roles to save time.

Monterey County, California

Functional Consultant| Oracle Cloud Implementation – Projects and Grant Management

October 2023 – Present

Oracle Cloud Functional consultant for the implementation of the Oracle Cloud Projects and Grants Management modules for the County. Responsible for supporting Graviton and County team members in the completion of business process related implementation activities. Key implementation tasks include the following:

- Participate in conference room pilot and business process review work sessions to support the County's business process transformation goals. Present solutions for business requirements during CEMLI sessions.
- Complete ERP application configuration including application setup, workflow notifications and approvals, and application security.
- Execute, validate, and document test scenarios and test results in accordance with the Test Plan deliverable for Graviton assigned test cycles. Configure the County of Monterey Test Environment for the PC/GR module end to end ahead of CRP2 and aided users during the CRP2 cycle testing.
- Support the creation of end user training content by updating and validating business process diagrams and use cases.
- Support production operations tasks, including issue troubleshooting and resolution, to ensure the County continues its successful transition to the Oracle Cloud system.
- Assist in the development of job aids and training content in support of ongoing effort to provide knowledge transfer and production support to County stakeholders.
- Work with the County Departments to collect current Project and Grant Data for conversion.
- Proactively research and test solutions to mass upload projects and grants data access assignments and roles to save time.

Mariposa County, California

Functional Consultant| Oracle Cloud Implementation – Projects and Grants Management

February 2024 - March 2025

Oracle Cloud Functional consultant for the implementation of the Oracle Cloud Projects and Grants Management modules for the County. Responsible for supporting Graviton and County team members in the completion of business process related implementation activities. Key implementation tasks included the following:

- Executed, validated, and documented test scenarios and test results in accordance with the Test Plan deliverable for Graviton assigned test cycles.
- Supported the creation of end user training content by updating and validating business process diagrams and use cases.
- Supported production operations tasks, including troubleshooting and issue resolution. Provided

Production Support to County users for various items including but not limited to: Data Access, Customer Creation, and Use of Reports.

- Assisted in the development of job aids and training content in support of ongoing effort to provide knowledge transfer and production support to County stakeholders.
- Assisted in the Roll Out of Custom Reports for the Public Works Department to meet business process requirements.

City of Redding, California

Functional Consultant| Oracle Cloud Implementation – Projects and Grants Management

October 2023 - March 2025

Oracle Cloud Functional consultant for the implementation of the Oracle Cloud Projects and Grants Management modules for the City. Responsible for supporting Graviton and City team members in the completion of business process related implementation activities. Key implementation tasks included the following:

- Participated in conference room pilot and business process review work sessions to support the City's business process transformation goals.
- Completed ERP application configuration including application setup, workflow notifications and approvals, and application security.
- Executed, validated, and documented test scenarios and test results in accordance with the Test Plan deliverable for Graviton assigned test cycles.
- Supported the creation of end user training content by updating and validating business process diagrams and use cases.
- Supported production operations tasks, including issue troubleshooting and resolution, to ensure the City continues its successful transition to the Oracle Cloud system.
- Assisted in the development of job aids and training content in support of ongoing effort to provide knowledge transfer and production support to City stakeholders. Led Training sessions for City users on FBDI and ADFDI Templates.

Institutional Research Intern | Chico State | August 2022 – May 2023

- Analyzed and created visualizations from large data sets with over 1,000,000 rows, and over 50 variables using Tableau, Cognos, and R.
- Created reports on data and fine tune it to effectively present findings.

EDUCATION & PROFESSIONAL DEVELOPMENT

Education:

State University Chico, CA, May 2023

B.S in Mathematics & Statistics at California

DINESH KRISHNAN – TECHNICAL CONSULTANT

SIMILAR PROJECT EXPERIENCE

Technical Expertise:

From 2019 through 2024, Mr. Dinesh Krishnan has consistently delivered high-quality technical updates, system enhancements, and ongoing maintenance for Oracle ERP, EPM, HCM, and PeopleSoft environments in complex public sector settings. His work spans multi-year engagements with the State of California (FI\$Cal), San Joaquin County, and the City of Seattle, where he successfully implemented configuration changes, custom forms, performance optimizations, and defect resolutions to ensure uninterrupted operations. In these roles, Mr. Krishnan provided production support for mission-critical modules such as Asset Management, Lease Administration, Time & Labor, and Payroll integrations, meeting or exceeding established SLAs. He has led post-go-live stabilization, coordinated regression testing, implemented GASB-compliant updates, and developed permanent fixes for recurring operational issues—ensuring that supported systems remained secure, stable, and compliant with evolving functional requirements. His leadership includes delivering CEMLI objects, designing and deploying third-party integrations (CalPERS, Nationwide, Wells Fargo, Bank of America), and overseeing crosswalk mapping from legacy systems (AS400) to Oracle Chart of Accounts. In each engagement, Dinesh applied structured project management, rigorous quality controls, and deep technical expertise to deliver on-time, in-scope, and compliant ERP implementations that met client business process transformation goals.

EXPERIENCE SUMMARY

Dinesh has over seventeen (17) years of IT professional experience with strong acumen in Oracle’s on-premises and Cloud HCM and ERP applications. Dinesh has managed complex development, package, and maintenance projects in a distributed delivery environment with multiple sites. Dinesh has strong technical knowledge in all phases of enterprise system development including requirements definition, design, configuration, implementation, testing and production support in modules like Accounts Payables, Purchasing, PeopleSoft General Ledger, Travel & Expenses.

PROJECT EXPERIENCE

As a Consultant and a Technical Manager, Dinesh has provided technical and business process expertise across Graviton’s all lines of business (PeopleSoft, Oracle Cloud, FI\$Cal). Dinesh has led efforts in data conversion, interface development, extension development, report writing, and complex configurations such as workflow and data analytics to transition customers and their business processes to the software application. Dinesh as a Technical Project Manager for multiple projects provided his expertise in project planning, task effort estimation, resource management, forecasting, quality management, risk review, scope management and service line reporting.

Monterey County, CA

Technical Lead/Manager | Oracle Cloud Implementation – ERP and HCM

October 2023 – Present

Technical Manager for the City of Westlake project. Leads technical efforts and oversee the development of interfaces and extensions for the various financial transactions. Key implementation tasks include the following:

- Lead the technical implementation of CEMLI deliverables for Human Capital Management (HCM) modules.
- Design and implement third-party integrations with service providers, including CalPERS (Pension Retirement interfaces), Meditech (Payroll Costing), Nationwide (Benefits) and EDD (Quarterly Tax Filing).
- Design custom applications using SaaS native Oracle Visual Studio (VBS) for implementing custom workflow in Accounts Receivables for Standard and Miscellaneous Receipts.
- Develop Sympro and WinCAMS integrations leveraging FBDI (File Based Data Interfaces) and complex transformations built in Oracle Integration Cloud (OIC) and Autonomous Database (ATP).
- Implement Single Sign-On (SSO) for Oracle Fusion, federating with Azure Entra ID.
- Implement bank integrations to Wells Fargo and Bank of America for Bank Statement Reconciliation and Direct Deposit interfaces.

City of Westlake, OH

Technical Lead/Manager – Oracle ERP and HCM

September 2024 – Present

Technical Manager for the City of Westlake project. Leads technical efforts and oversees the technical configurations, development of interfaces and extensions, build integrations for the various financial transactions. Key implementation tasks include the following:

- Lead the technical effort for Interface development for Finance transactions such as – Invoices, Inventory Items, General Ledger and Cash Management
- Involve in crosswalk mapping design from AS400 to Oracle Chart of Accounts for legacy interfaces.
- Oversee development of extension objects VBCS – PaaS product suite for Payroll to Projects Cost Allocation.
- Review and ensure that the technical deliverables are delivered on time and meet quality standards.
- Participate in design discussion of other technical initiatives such as – Purchase Order punchout, Oracle Digital Assistant and Single Sign-On implementation.

City of Redding, CA

Technical Lead/Manager – Oracle ERP, EPM and HCM

January 2023 – September 2024

Served as the Technical Manager for the City of Redding project. Led technical efforts and oversee the development of interfaces and extensions for the various financial transactions. Key implementation tasks included the following:

- Led the technical effort for Interface development for Finance transactions such as – Invoices, Inventory Items, General Ledger, and Cash Management.
- Involved in crosswalk mapping design from AS400 to Oracle Chart of Accounts for legacy interfaces.
- Oversaw development of extension objects VBCS – PaaS product suite for Payroll to Projects Cost Allocation.
- Reviewed and ensured that the technical deliverables are delivered on time and meet quality standards.
- Setup secure transmission of bank integration using PGP encryption and SSH keys.
- Participate in design discussion of other technical initiatives such as – Purchase Order punchout, Oracle Digital Assistant and Single Sign-On implementation.

County of Yamhill, OR

Technical Manager – Oracle ERP, EPM and HCM

October 2022 – May 2023

Served as the Technical Manager for the Yamhill County project, Dinesh has led technical efforts and oversee the development of interfaces and extensions for the various financial transactions. Key implementation tasks included the following:

- Lead the technical effort for Interface development for Finance transactions such as – Invoices, Inventory Items, General Ledger and Cash Management.
- Involve in crosswalk mapping design from AS400 to Oracle Chart of Accounts for legacy interfaces.
- Oversee development of extension objects VBCS – PaaS product suite for Payroll to Projects Cost Allocation.
- Review and ensure that the technical deliverables are delivered on time and meet quality standards.
- Setup secure transmission of bank integration using PGP encryption and SSH keys.
- Participate in design discussion of other technical initiatives such as – Purchase Order punchout, Oracle Digital Assistant and Single Sign-On implementation.

State of California (FI\$Cal), CA

Consultant – Oracle/PeopleSoft ERP

January 2020 – October 2022

As a Consultant at the FI\$Cal project, Dinesh was responsible for the design, implementation, and support of the Asset Management and Lease Administration modules and took care of interface development, extension development, report writing, and complex configurations. Key implementation tasks included the following:

- Designed and implemented State of Cash Accountability for State Controller's Office for Treasury cash accounting.
- Designed complex extensions, cash accountability reports and reconciliation dashboards for accounts payable and accounts receivable.
- Assisted end users with integration testing and user acceptance testing for enhancements related to cash accountability procedures.
- Provide postproduction support and resolve issues related to reconciliation between modified Accrual and CASH ledgers.
- Supported Asset Management and Lease Administration modules for complex extensions and reporting deliverables.
- Implemented GASB87 and GASB96 procedures for Lease Administration modules, for GAAP based ledger reporting.
- Implemented journal interfaces from Modified Accrual and Department Adjust ledgers to Budgetary Legal ledgers for agency reconciliation.
- Implemented extension to populate GAAP and GAAP government-wide ledgers with Lease Accounting transactions from Department Adjust Ledgers for GASB96 reporting.

San Joaquin County, CA

Consultant Oracle/PeopleSoft ERP and HCM

January 2019 – January 2020

During his tenure with San Joaquin County, Dinesh provided integration and reconciliation support to PeopleSoft HR, Time & Labor, Absence Management and Financial modules. Key tasks included the following:

- Supported new feature initiatives for PeopleSoft HR, Time & Labor, Absence Management and Financial modules.
- Designed and implemented custom forms to replace paper-based documentation to provide centralized document management and audit trail.
- Supported Time & Labor to Project Costing integration and reconcile labor and supplemental pay against Labor cost collection.
- Developed permanent fixes to resolve user pain points encountered with everyday operations as a continuous improvement initiative.

City of Seattle, AZ

Technical Project Lead | PeopleSoft Reimplementation 9.2

August 2016 – December 2018

During his tenure with the City of Seattle, Dinesh worked as a Technical Project Lead for the PeopleSoft Reimplementation 9.2. His key technical tasks included the following:

- Responsibilities included designing RICE implementation approach and plans, effort estimation, resource utilization, managing RICE specification pipeline and forecasting supply/demand.
- Strategized application rollout and post-implementation system stabilization plans.
- Documentation of multiple high-dollar deliverables.
- Planned packaged delivery of RICE to support implementation phases.

- Reviewed/QA development work items and assist junior team members.
- Conducted systematic business owner review sessions for technical tracks – reporting, security and portal solution.
- Manage technical testing phases – integration, performance, and intrusion testing.
- Acted as a defect fix lead for testing phases.
- Prepared deployment and contingency plans.
- Coordinated and planned knowledge sharing between consultants and client technical team.
-

City of Sacramento, CA

Functional Consultant | Travel and Expenses Implementation

November 2015 – July 2016

During his tenure with the City of Sacramento, Dinesh worked as a Functional Consultant with the City and was responsible for designing, configuring, implementing, testing and deploying an implementation of the Travel and Expenses module. Key functional tasks included the following:

- Designed, configured, implemented testing and deployed travel and expenses solutions.
- Developed Work Centers, setting up HCM interface and, GSA interface for location Per Diems.
- Designed and implemented complex AWE rules for Travel and Expense approvals.
- Designed and provisioned end-user security.
- Enabled and prototyped fluid interface for travel and expenses central entry.
- Coordinated and assisted trainers with change management for end users to enable the transition from paper-based to system-based expense reporting.
- Provided post-production support and resolved user queries and incidents.
- Designed transition plan and handoff travel & expenses system to O&M during warranty phase.

Accenture

Technical Project Lead

July 2006 - October 2015

State of California

Technical Project Lead

January 2014 – October 2015

- Acted as a Technical Project Lead to facilitate implementation and support of one of the largest PeopleSoft Financials implementations in Public Services domain.
- Responsibilities included project planning, task effort estimation, resource management, forecasting, quality management, risk review, scope management and service line reporting.
- Defined the service management processes between offsite and onsite co-ordinations.
- Acted as the change approver for enhancements and defects.

- Assisted client leadership with arriving at baseline for SLAs during stabilization/warranty support period.
- Modules handled include- GL, AP, PO, AR, BI.
- Presented design and training workshops to client support team.

USAA – Insurance Finance

Technical Lead Financials and SRM modules

August 2012 – December 2013

- Responsible for effort estimation, resource utilization, Scope management and risk review.
- Responsibilities included driving day to day status reporting between offshore-onshore teams.
- Responsibilities included designing, build and testing of PeopleSoft deliverables.
- Designed and built complex interfaces from HR payroll to General Ledger for monthly accrual and reversals.
- Modules handled include- AP, GL and HR payroll.
- Followed Agile methodology and acted as the scrum master for daily KanBan status reporting.

Verizon Wireless

Conversion SME

February 2012 – July 2012

- Was a Conversion SME in the PeopleSoft upgrade from Ver.8.4 to 9.1.
- Responsibilities included designing functional approach, executing custom PeopleSoft data conversion, resolving data fallouts and validating converted 9.1 data.
- SME for GL conversion and cutover activities.
- Coordinated with business users for the mapping/conversion of GL transactional and configuration data including Allocations, Chart fields and trees.
- Modules handled include- GL, PC, KK, PO and AP.

Duke Energy

PeopleSoft GL Developer

October 2011 – January 2012

- Responsibilities included designing the approach for GL Code block translation mapping, Multicurrency and Allocation steps.
- Devised migration strategies for code block configurations (using XLtoCI), translation mapping elements, Allocation setup (ACTUAL/BUDGET) and trees.
- Assisted functional users with regressive allocations testing.
- Performance tuning ACTUALS and BUDGET allocation batch schedules, and conversion journals.

EDUCATION & PROFESSIONAL DEVELOPMENT

Education:

Anna University, India

Bachelor's Degree in Engineering, Computer Science and Engineering

Certifications:

- Oracle Financials Cloud: Payables 2019 Certified Implementation Specialist
- Oracle Global Human Resources Cloud 2019 Certified Implementation Specialist
- Oracle Cloud Platform Application Integration 2019 Certified Associate

SAUNAK PATEL – TECHNICAL CONSULTANT

SIMILAR PROJECT EXPERIENCE

Technical Expertise:

Saunak Patel successfully led update and release management activities for County's Oracle Cloud environment, ensuring the seamless adoption of quarterly Oracle updates without disruption to operations. His responsibilities included analyzing release notes, identifying applicable new features, conducting fit-gap assessments, and leading client demonstrations to validate business alignment. In prior assignments, including City of Redding (March 2023 – December 2024) and Yamhill County (July 2022 – December 2024), Saunak executed similar update cycles by rigorously testing configurations, integrations, and fast formulas in pre-production, remediating impacted objects, and deploying changes to production with zero post-release defects. His proven methodology ensured compliance with vendor-recommended practices, minimized downtime, and enabled clients to realize immediate value from new capabilities. This track record demonstrates his ability to maintain operational continuity while leveraging new system enhancements to meet evolving business and compliance requirements.

Saunak served as Technical Lead for multiple end-to-end Oracle Cloud implementations—for entities such as Tulare County, Weber County, City of Springfield, and Yamhill County. His role encompassed requirements analysis, data conversion strategy development, complex integration design (e.g., TCERA Retirement, InTime, COBRA OnQue, Broadbean), custom fast formula creation, and configuration of benefits and payroll processes in alignment with client-specific needs. For Tulare County (January 2024 – December 2024), he architected and delivered high-complexity, department-specific integration utilities with real-time error handling, dramatically improving data processing accuracy and turnaround time. He consistently adhered to Oracle best practices, met stringent go-live timelines, and delivered measurable operational efficiencies. These outcomes reflect Saunak's ability to manage technically complex, multi-module ERP deployments that align precisely with client business processes and compliance frameworks.

EXPERIENCE SUMMARY

Dedicated professional with 17+ years of extensive expertise in managing all aspects of projects relating to Oracle HCM Cloud with attention to requirements definition, prototyping, proof of concept, design, development, testing, and maintenance. Adept at implementing and supporting Oracle HCM Cloud applications covering all modules, including Core HR, Benefits, Payroll, Time and Labor, Absence Management & Talent Management effectively. Proven ability to coordinate with cross-functional teams across different HR functional areas to document business requirements and identify best practices to implement technical solutions. Expertise in maintaining a hands-on role to ensure the accuracy of crucial deliverables within deadlines. Adept at leveraging skills and talents to realize operational and technological solutions for effective workflow.

PROJECT EXPERIENCE

As an Oracle Cloud Sr. Technical Consultant Saunak has provided Oracle Cloud HCM technical and business process expertise to Graviton's local government customers. Saunak has formulated data conversion and integration strategy for HCM cloud applications tailored to Graviton clients' needs. Saunak has served as mentor for Client and Graviton project team members, sharing industry best practices in Oracle Cloud migrations, integrations, extensions, and fast formulas. In addition to his technical leadership, Saunak exhibits a deep understanding of the end-to-end business process and the downstream impact of configuration and data management design decisions. Saunak has led functional design activities including conference room pilots and business process discovery sessions.

City of Springfield, OH

Sr. Technical Consultant | Oracle Cloud Implementation – HR, Benefits and Payroll

July 2023 – Present

Technical Lead for the implementation of Oracle Cloud HCM for the City. Responsible for performing assigned technical conversion, reporting, integration, and fast formula development. In addition, Saunak mentored all Graviton technical consultants to ensure Oracle Cloud development best practices were being followed. Key implementation tasks include the following:

- Participate in data mapping between legacy application and Oracle HCM Cloud.
- Acquire and implement Oracle HCM Communicate to facilitate effective organization-wide communication with all impacted employees. Collaborate closely with business stakeholders to ensure that the communication was clear, targeted, and aligned with organizational objectives.
- Build a conversion automation tool and strategy to reduce turnaround time for each conversion cycle. Create a reusable spreadsheet template and methodology for Workforce Structure Data Conversion, Worker Data Conversion, Contact Data Conversion, and Payroll Costing Data Conversions.
- Design and develop conversion reports to validate conversion integrity of various business objects. Maintain and report data conversion statistics to management and project team members at every step of the conversion process.
- Implement benefits configurations with custom fast formulas as per customer specifications based on a series of discovery sessions.
- Collaborate with other project team members including functional team members to understand the impact of configurations on data conversions and/or integrations.
- Configure Broadbean integration to post external jobs to various Job Boards.
- Design on-boarding and off-boarding journeys with native Oracle Cloud HCM e-signature support for smooth online on-boarding and off-boarding processes for the City.
- Implement the custom ESS process data security policies in COS ESS Administrator Role to enable access to view the output file for an ESS process initiated by another user.
- Assist Cityworks in implementing REST APIs for the HCM application.
- Tailor the pay slip format to meet specific client requirements, incorporating comprehensive sections for displaying earnings, deductions, taxes, absences, and other pertinent information. This customization ensures that the pay slip aligns precisely with the client's needs and expectations.

- Tailor benefits enrollment confirmation statements to meet specific requirements.
- Customize enrollment kit reports in accordance with business needs.
- Personalize benefits self-service pages to align with business requirements.
- Adapt payroll pay slips to meet business specifications.
- Customize payroll paychecks to adhere to business requirements.
- Collaborate with offshore technical team members to facilitate designing and debugging benefits fast formulas.

Monterey County, CA

Sr. Technical Consultant | Oracle Cloud Implementation – HR, Benefits and Payroll

March 2024 – December 2024

Senior Technical lead for the implementation of Oracle Cloud HCM for the County. Responsible for performing assigned reporting and integration and ensuring the project has the latest features from the quarterly Oracle release. In addition, Saunak mentored all Graviton technical consultants to ensure Oracle Cloud development best practices were being followed. Key implementation tasks included the following:

- Utilized various scenarios to demonstrate the full range of features offered by Oracle HCM Journey, showcasing its potential to clients and helping them understand how these features can address their specific needs and improve their HR processes.
- Participated in Monterey integration meetings with the technical team.
- Reviewed legacy specifications and drafted Oracle specifications for client discussions.
- Assisted the HR team in designing and implementing the onboarding journey.
- Supported the Benefits team in designing and implementing the life event workflow.
- Developed a macro-enabled Excel template to generate HDL files for user-defined data loads.
- Implemented a proof of concept (POC) for the HBD12 form and presented it to the client.

Tulare County, CA

Sr. Technical Consultant | Oracle Cloud Implementation – HR, Time and Absences, Payroll and Benefits

January 2024 – December 2024

Technical Lead for the implementation of Oracle Cloud HCM for the County. Responsible for performing assigned technical conversion, reporting, integration, and environment management. In addition, Saunak mentored all Graviton technical consultants to ensure Oracle Cloud development best practices were being followed. Key implementation tasks included the following:

- Orchestrated the TCERA Retirement Integration, establishing an outbound integration between Oracle and the TCERA Retirement system. This integration facilitated the seamless exchange of TCERA contributions on a per-pay-period basis, ensuring accurate and timely processing of retirement-related transactions.
- Implemented the InTime Integration, a critical inbound integration linking Oracle with the InTime application. This integration enabled the importation of timecards and absence information into Oracle, enhancing the efficiency and accuracy of workforce management processes.

- Executed the COBRA OnQue integration, an outbound integration between Oracle and the COBRA OnQue application. This integration streamlined the export of data necessary for COBRA enrollments, ensuring compliance and accuracy in benefits administration.
- Managed the MyWorkPlace integration, an inbound integration connecting Oracle with MyWorkPlace to import benefits enrollment data on a weekly basis. This integration facilitated the seamless transfer of crucial benefits information, supporting effective benefits administration and employee management.
- Oversaw the WinCAMS Integration, a comprehensive inbound and outbound integration between Oracle and the WinCAMS system. This integration facilitated the import and export of timecard information, optimizing time tracking processes and ensuring accurate payroll calculations and reporting.
- Designed and Implemented Complex Integrations and Utilities:
 - Led the design and execution of a sophisticated outbound integration between Oracle and CPAS to seamlessly transmit TCERA Retirement data. Collaborated closely with business stakeholders to thoroughly differentiate between data-related issues and integration challenges, ensuring that each was addressed with precision and efficiency.
 - Architected the TCERA Retirement Panel for managing person-specific extra information within Oracle, including the successful conversion and loading of legacy data. This effort ensured that critical historical data was preserved and integrated into the new system, supporting both conversion validation and ongoing data maintenance. Enhanced reporting was provided to give insight into data conversion.
 - Enhanced the TCERA Payroll process by updating fast formulas to meet evolving business requirements, thereby improving the accuracy and reliability of payroll calculations.
 - Developed and implemented four department-specific Excel utilities for RMA, GSA, Solid Waste, and Ag departments. These utilities facilitate the seamless import of CSV data from the WinCAMS system into Oracle with real-time processing capabilities. The utilities also provide immediate success or error status feedback and detailed error descriptions, enabling quick troubleshooting. This innovative solution allows for corrections to be made directly in the spreadsheet, streamlining the reload process for errored records and minimizing the need for back-and-forth communication with WinCAMS for data corrections.
- Actively contributed to the design and discussion of internal MyWorkplace integration, working collaboratively with team members.
- Assisted the Benefits team in modifying benefits reports.
- Helped the client automate the IDM report and integrate Questys.
- Provided post-go-live support for various client issues.

City of Redding, CA

Sr. Technical Consultant | Oracle Cloud Implementation – GL, HR and Payroll

March 2023 – December 2024

Technical Lead for the implementation of Oracle Cloud HCM for the City. In that role, he was responsible for performing assigned application configuration, technical conversion, reporting, integration, and extension development. Key implementation tasks included the following:

- Designed a Proof of Concept (POC) showcasing a continuing education program through Oracle Journey, incorporating native electronic signature functionality.
- Designed and developed conversion reports to validate conversion integrity of various business objects.
- Achieved the creation of a smooth, automated integration between the ERP and Dossier Accounting system, leveraging Oracle Integration Cloud services.
- Delivered a comprehensive presentation to Redding HR, showcasing the features and functionality of Oracle HCM Journeys. This presentation provided valuable insights into how Journeys can be leveraged to enhance employee experiences, streamline processes, and achieve HR goals.
- Provided expert support in modifying existing Journeys to meet evolving business requirements and ensured that the Journeys were customized and optimized to align with the specific needs of the organization, contributing to the overall success and satisfaction of end users.
- Evaluated the feasibility of requested pay slip changes.
- Developed a spreadsheet loader template for COLA changes and demonstrate its functionality to the client.

Yamhill County, OR

Sr. Technical Consultant | Oracle Cloud Implementation – HR, Benefit and Payroll

July 2022 – December 2024

Technical Lead for the implementation of Oracle Cloud HCM for the County. Responsible for performing assigned technical conversion, reporting, integration, and fast formula development. In addition, Saunak mentored all Graviton technical consultants to ensure Oracle Cloud development best practices were being followed. Key implementation tasks included the following:

- Participated in data mapping between legacy application and Oracle HCM Cloud.
- Designed and developed conversion reports to validate conversion integrity of various business objects.
- Introduced a tailored access tool for seamless comparison of GEMS and Oracle files, dramatically reducing the time required from several hours to less than 2 minutes.
- Demonstrated foresight by designing the interface with reusability in mind, facilitating its deployment for multiple integrations, including the Redding Vantage Care Integration, Yamhill VEBA, and Yamhill FSA/DCFSA integration.
- Innovatively developed a bespoke pay slip solution with a streamlined process for effortless customization.
- Paycheck: Devised a tailored paycheck system and simplified the customization process for effortless implementation directly on a local machine, eliminating the need for imports into the application. Achieved a seamless approval process with the bank for checks from the TEST environment, eliminating the need for back-and-forth exchanges.
- Developed a tailored Business Intelligence (BI) solution for the generation of positive pay files specifically tailored for US Bank, with the flexibility to be easily adapted for other clients utilizing US Bank with minimal adjustments.
- Delivered expert consultation in the field of subject matter expertise during HR data conversion and system implementation.

- Supported the technical team in implementing Oracle recommendations to optimize PERS integration.
- Completed PERS Integration, successfully engineered a scalable, standardized, and user-friendly integration solution with the PERS system, ensuring fast and dependable performance. Achieved a significant enhancement in interface execution time, reducing it to under 2 minutes.
- Implemented benefits configurations with custom fast formulas as per customer specifications based on a series of discovery sessions.
- Collaborated with other project team members including functional team members to understand the impact of configurations on data conversions and/or integrations.

Weber County, UT

Sr. Technical Consultant | Oracle Cloud Implementation - HCM

March 2022 – October 2024

Technical Lead for the implementation of Oracle Cloud HCM for the County. Responsible for performing assigned technical conversion, reporting, integration, and fast formula development. In addition, Saunak mentored all Graviton technical consultants to ensure Oracle Cloud development best practices were being followed. Key implementation tasks included the following:

- Participated in data mapping between legacy application and Oracle HCM Cloud.
- Built a conversion automation tool and strategy to reduce turnaround time for each conversion cycle. Created a reusable spreadsheet template and methodology for Workforce Structure Data Conversion, Worker Data Conversion, Contact Data Conversion, and Payroll Costing Data Conversions.
- Designed and developed conversion reports to validate conversion integrity of various business objects.
- Maintained and reported data conversion statistics to management and project team members at every step of the conversion process.
- Implemented benefits configurations with custom fast formulas as per customer specifications based on a series of discovery sessions.
- Designed on-boarding and off-boarding journeys with native Oracle Cloud HCM e-signature support for smooth online on-boarding and off-boarding processes for the County.
- Collaborated with other project team members including functional team members to understand the impact of configurations on data conversions and/or integrations,
- Collaborated with offshore technical team members to facilitate the completion of joint technical development duties.
- Configured Broadbean integration to post external jobs to various Job Boards.
- Assisted the client with pay method report issues.
- Supported department tree updates due to organizational changes.

Mariposa County, CA

Sr. Technical Consultant | Oracle Cloud Production Support - HCM

March 2022 – Present

Senior Technical Consultant to provide support to the County and its implementation of Oracle Cloud HCM. Led in implementing business process and configuration changes to stabilize and improve the County's utilization of the Oracle Cloud Benefits module. Key production support tasks included the following:

- Configured and supported Benefits Open Enrollment end to end.
- Created custom benefits enrollment report to provide 360-degree views of employee enrollment.
- Supported and provided guidance on day-to-day Benefits enrollment and setup issues.
- Configured the Oracle HCM Cloud Benefits system to enable employee self-service benefits transaction for ease of use.

Cognizant Technologies Solutions

Manager, Principal Consultant, and Technical Architect

May 2012-March 2022

- Provided technical services by understanding project needs to define system specifications on new installations, expansions, and migrations.
- Assisted in complex service activities of products, including capacity analysis, database sizing requirements, upgrade, distinctive feature implementation, and live troubleshooting while communicating system requirements to software development teams.
- Provided support for specialized activities, including network monitoring, system installation, upgrades or downgrades, system migrations, cutovers, troubleshooting, provisioning solutions, feature activation, custom scripts creation, and scaling while coordinating with clients to ensure technical compatibility with third-party products.
- Performed network nodes' integration, oversee assigned programs, and effectively communicate with internal and external customers in a multiple project environment.
- Addressed technical concerns and ideas, ensure the implementation of agreed architecture and infrastructure, and monitor systems to ensure alignment with user needs and business goals.
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EDUCATION & PROFESSIONAL DEVELOPMENT

Education:

Gujarat University, India, 2005

Bachelor's degree in Computer Engineering.

Certifications:

- Oracle Benefits Cloud | 2020
- Certified Implementation Specialist | Oracle | 2021
- Oracle Payroll Cloud 2020 Certified Implementation Specialist | Oracle | 2021
- Oracle Global Human Resources Cloud | 2017|2018|2020
- Certified Implementation Specialist | Oracle | 2018 | 2019 | 2021
- Oracle Workforce Compensation Cloud | 2017
- Certified Implementation Specialist Oracle | 2018
- Oracle Peoplesoft Human Resources 9 Consultant Certified Expert | Oracle | 2013
- Oracle PeopleTools 8 Application Developer Certified Expert | Oracle | 2012

MURTAZA SULTAN – PAYABLES AND EXPENSES FUNCTIONAL CONSULTANT

SIMILAR PROJECT EXPERIENCE

Support & Maintenance Expertise:

Murtaza has provided ongoing post-go-live production support and optimization services for multiple city and county governments using Oracle Cloud ERP. His responsibilities have included troubleshooting Accounts Payables and Expenses issues, refining workflows, addressing configuration gaps, and ensuring compliance with quarterly Oracle updates. He has worked closely with end users to resolve reconciliation and approval workflow issues, supported report generation through OTBI and BI Publisher, and created dashboards to enhance financial visibility. Across projects such as Monterey County, CA and the City of Springfield, OH, Murtaza's support efforts have improved system stability and business process efficiency, while also delivering continuous knowledge transfer and training to client teams.

Implementation Expertise:

Murtaza has served as a Functional Consultant on several end-to-end Oracle Cloud ERP Financials implementations, with a strong focus on Accounts Payables and Expenses modules. He has led requirements gathering, application configuration, workflow and security setup, and execution of test cycles in alignment with client business processes. Murtaza has also developed and validated use cases, supported user acceptance testing, and created end-user training content to drive adoption. His implementation work with municipalities including the City of Westlake, OH, City of Redding, CA, and Yamhill County, OR demonstrates his ability to configure and deploy financial modules in complex public-sector environments, consistently aligning client operations with Oracle best practices.

EXPERIENCE SUMMARY

Murtaza is an Oracle Functional Consultant with over two years of experience implementing Oracle Cloud ERP suite with a focus on Accounts Payables, Accounts Receivables, Expenses, Projects, Purchasing and General Ledger modules. Murtaza has worked closely with the Graviton Oracle Cloud ERP Senior Functional Consultants in all aspects of the end-to-end implementation process including testing, validating, and preparing use cases, analyzing end-user organizations' business processes, and developing, evaluating, and deploying the implementation.

Murtaza has been instrumental in taking up initiatives and providing aid in the configuration of the Oracle ERP system to the onshore teams. He possesses excellent communication skills and is a great team player.

GRAVITON PROJECT EXPERIENCE

As Graviton's Oracle Cloud ERP Functional Consultant, Murtaza has provided business process expertise to the City and County's Oracle Cloud implementation project, helping to transform their business processes to align with the best practices native to the Oracle Cloud applications.

Monterey County, CA

Functional Consultant | Oracle Cloud Financials Implementation - Accounts Payables, Accounts Receivables, Expenses, Projects, Purchasing and General Ledger

January 2024 – Till Now

Served as a Functional Consultant for the implementation of the Oracle Cloud Accounts Payables, Expenses, Inventory, Purchasing modules for the County. In that role, Murtaza was responsible for supporting Graviton and County team members in the completion of business process related implementation activities. Key implementations tasks included are the following:

- Gathised the business requirements Accounts Payables, Accounts Receivables, Expenses, Projects, modules and supported end-to-end project implementation for Oracle Cloud ERP the above modules application configuration and business process transformation tasks.
- Participated in conference room pilot and business process review work sessions to support the County's business process transformation goals.
- Worked on the configuration, complex workflow, security and many RAID items for Monterey County.
- Created a Document Dashboard, and various OTBI reports, along with technical changes to the various BI templates and notifications.
- Documented and maintained required application configuration documentation.
- Executed, validated, and documented test scenarios and test results in accordance with the Test Plan deliverable for Graviton assigned test cycles.
- Supported the creation of end user training content by updating and validating business process diagrams and use cases. Produced business process content for the development of end user training.
- Provided production support and conducted continuous knowledge transfer following go-live to ensure the County's successful transition to the Oracle Cloud system.

City of Westlake, OH

Functional Consultant | Oracle Cloud Financials Implementation - Accounts Payables and Expenses

October 2024 – March 2025

Served as a Functional Consultant for the implementation of the Oracle Cloud Accounts Payables and Expenses modules for the City. In that role, Murtaza was responsible for supporting Graviton and City team members in the completion of business process related implementation activities. Key implementations tasks included are the following:

- Gathised the business requirements Accounts Payables and Expenses, supported end-to-end project implementation for Oracle Cloud ERP the above modules application configuration and business process transformation tasks.
- Participated in conference room pilot and business process review work sessions to support the City's business process transformation goals.
- Worked on the configuration, workflow, security and othis implementation for Westlake.
- Prepared use cases for the Accounts Payables and Expenses modules and performed testing and validated them.
- Executed, validated, and documented test scenarios and test results in accordance with the Test Plan deliverable for Graviton assigned test cycles.
- Supported the creation of end user training content by updating and validating business process diagrams and use cases.

- Provided production support and conducted continuous knowledge transfer following go-live to ensure the City's successful transition to the Oracle Cloud system.

City of Redding, CA

Functional Consultant | Oracle Cloud Financials Implementation - Accounts Payables, Expenses, Inventory, Purchasing

June 2023 – December 2024

Served as a Functional Consultant for the implementation of the Oracle Cloud Accounts Payables, Expenses, Inventory, Purchasing modules for the City. In that role, Murtaza was responsible for supporting Graviton and City team members in the completion of business process related implementation activities. Key implementation tasks included are the following:

- Gathered the business requirements and prepared presentations on Accounts Payables, Expenses, Inventory, Purchasing modules to be presented to the City. Documented and maintained required application configuration documentation.
- Prepared use cases for the Accounts Payables, Expenses, Inventory, Purchasing modules and performed testing and validated them.
- Supported end-to-end project implementation for Oracle Cloud ERP Accounts Payables, Expenses, Inventory, Purchasing modules application configuration and business process transformation tasks.
- Produced business process content for the development of end user training.
- Completed application configuration and unit testing to meet City requirements.
- Provided production support and conducted continuous knowledge transfer following go-live to ensure the City's successful transition to the Oracle Cloud system.

City of Springfield, OH

Functional Consultant | Oracle Cloud Financials Implementation - Accounts Payable, Accounts Receivable, Expenses, Purchasing, Projects, General Ledger

June 2023 – December 2024

Served as a Functional consultant for the implementation of the Oracle Cloud Accounts Payable, Accounts Receivable, Expenses and GL modules for the City. In that role, Murtaza was responsible for supporting Graviton and City team members in the completion of business process-related implementation activities. Key implementation tasks included:

- Gathered the business requirements and prepared presentations on Accounts Payable, Accounts Receivable, Expenses modules to be presented to the City.
- Support testing, validating, and preparing use cases for General Ledger and Accounts Payable, Accounts Receivable, Expenses modules.
- Support end-to-end project implementation for Oracle Cloud ERP General Ledger and Control Budget modules application configuration and business process transformation tasks.
- Developed the Project Mismatch Workflow for AP and Expenses.
- Produced business process content for the development of end user training.
- Completed application configuration and unit testing to meet City requirements.

- Provided production support and conducted continuous knowledge transfer following go-live to ensure the City's successful transition to the Oracle Cloud system.
- Worked and resolved various Production Support Tickets.
- Be informed of the Oracle's quarterly releases and suggested when needed during configuration and CRP cycles.

Yamhill County, Oregon

Associate Functional Consultant | Oracle Cloud Financials Implementation - Accounts Payable and Expenses

June 2023 – March 2025

Served as an Associate Functional consultant for the implementation of the Oracle Cloud ERP modules for the County. As an integral part of the role, Murtaza was responsible for supporting Graviton onshore ERP Functional Consultants in the completion of business process-related implementation activities. Key implementation tasks included:

- Executed use cases and created end-user training content using the Adobe Captivate and Tango content development tools and assisted in the deployment of the content on Graviton's Learning Management System to support the end-user training program.
- Provided production support and conducted continuous knowledge transfer following go-live to ensure the City's successful transition to the Oracle Cloud system.
- Worked and resolved various Production Support Tickets.
- Be informed of the Oracle's quarterly releases and suggested when needed during configuration and CRP cycles.

EDUCATION & PROFESSIONAL DEVELOPMENT

Education:

- **Narsee Monjee Institute of Management Studies, Indore**
MBA (Tech.), MBA in Technology Management, 2025

VAISHALI BHARWANI – RECEIVABLES FUNCTIONAL CONSULTANT

SIMILAR PROJECT EXPERIENCE

Support & Maintenance Expertise:

Vaishali has actively supported multiple public sector clients by providing post-go-live production support, troubleshooting functional issues, and ensuring smooth quarter-end and year-end financial processes in Oracle Cloud ERP. She has worked extensively on resolving Accounts Receivable and Billing related production tickets, stabilizing custom workflows, and addressing configuration changes during Oracle's quarterly releases. Her contributions included preparing and validating use cases, updating business process documentation, and conducting continuous knowledge transfer to client teams, ensuring operational continuity and adherence to best practices.

Implementation Expertise:

As a Functional Consultant, Vaishali has played a key role in several full lifecycle Oracle Cloud ERP implementations, including for the City of Redding, City of Springfield, and Monterey County. Her responsibilities covered gathering business requirements, configuring Accounts Receivable and Billing modules, preparing and executing test scripts, and validating end-to-end business processes. She also contributed to conference room pilots, user acceptance testing, and the development of end-user training materials. Vaishali's hands-on involvement in both configuration and testing has helped multiple municipalities successfully transition to Oracle Cloud ERP while aligning their financial processes with industry standards.

EXPERIENCE SUMMARY

Vaishali is an Oracle Functional Consultant with over two years of experience implementing Oracle Cloud ERP suite with a focus on Accounts Payables, Accounts Receivables, Expenses, Projects, Purchasing and General Ledger modules. Vaishali has worked closely with the Graviton Oracle Cloud ERP Senior Functional Consultants in all aspects of the end-to-end implementation process including testing, validating, and preparing use cases, analyzing end-user organizations' business processes, and developing, evaluating, and deploying the implementation.

Vaishali has been instrumental in taking up initiatives and providing aid in the configuration of the Oracle ERP system to the onshore teams. She possesses excellent communication skills and is a great team player.

GRAVITON PROJECT EXPERIENCE

As Graviton's Oracle Cloud ERP Functional Consultant, Vaishali has provided business process expertise to the City and County's Oracle Cloud implementation project, helping to transform their business processes to align with the best practices native to the Oracle Cloud applications.

Monterey County, CA

Functional Consultant | Oracle Cloud Financials Implementation - Accounts Receivables and Billing

September 2023 – Present

Served as a Functional Consultant for the implementation of the Oracle Cloud Accounts Receivables and Billing modules for the County. In that role, Vaishali was responsible for supporting Graviton and County team members in the completion of business process related implementation activities. Key implementations tasks included are the following:

- Gathered the business requirements Accounts Receivables and Billing modules and supported end-to-end project implementation for Oracle Cloud ERP the above modules application configuration and business process transformation tasks.
- Participated in conference room pilot and business process review work sessions to support the County's business process transformation goals.
- Worked on the configuration, complex workflow, security and many RAID items the County.
- Worked on the development and implementation of CEMLI within Oracle Cloud applications.
- Executed, validated, and documented test scenarios and test results in accordance with the Test Plan deliverable for Graviton assigned test cycles.
- Worked on the successful implementation of a custom workflow for receipts, achieved through extensive collaboration between functional and technical teams. This initiative has resulted in a stable version of the workflow, reflecting the dedication and expertise of everyone involved in the project.
- Supported the creation of end user training content by updating and validating business process diagrams and use cases. Produced business process content for the development of end user training.
- Provided production support and conducted continuous knowledge transfer following go-live to ensure the County's successful transition to the Oracle Cloud system.

City of Westlake, OH

Functional Consultant | Oracle Cloud Financials Implementation - Accounts Receivables and Billing

October 2024 – Present

Served as a Functional Consultant for the implementation of the Oracle Cloud Accounts Receivables and Billing modules for the City. In that role, Vaishali was responsible for supporting Graviton and City team members in the completion of business process related implementation activities. Key implementations tasks included are the following:

- Gathered the business requirements Accounts Receivables and Billing, supported end-to-end project implementation for Oracle Cloud ERP the above modules application configuration and business process transformation tasks.
- Participated in conference room pilot and business process review work sessions to support the City's business process transformation goals.
- Worked on the configuration, workflow, security and other implementation for Westlake.
- Prepared use cases for the Accounts Receivables and Billing modules and performed testing and validated them.
- Executed, validated, and documented test scenarios and test results in accordance with the Test Plan deliverable for Graviton assigned test cycles.
- Supported the creation of end user training content by updating and validating business process diagrams and use cases.
- Provided production support and conducted continuous knowledge transfer following go-live to ensure the City's successful transition to the Oracle Cloud system.

City of Redding, CA

Functional Consultant | Oracle Cloud Financials Implementation - Accounts Receivable, Billing and Fixed Assets

March 2023 – February 2025

Served as a Functional Consultant for the implementation of the Oracle Cloud Accounts Payables, Expenses, Inventory, Purchasing modules for the City. In that role, Vaishali was responsible for supporting Graviton and City team members in the completion of business process related implementation activities. Key implementation tasks included are the following:

- Gathered the business requirements and prepared presentations on Accounts Receivable, Billing modules to be presented to the City. Documented and maintained required application configuration documentation.
- Prepared use cases for the Accounts Receivable, Billing modules and performed testing and validated them.
- Supported end-to-end project implementation for Oracle Cloud ERP Accounts Receivable, Billing modules application configuration and business process transformation tasks.
- Facilitated the transition of operations by documenting processes and conducting training sessions for staff. Provided ongoing production support to ensure seamless business continuity and address any operational challenges.
- Produced business process content for the development of end user training.
- Executed, validated, and documented test scenarios and test results in accordance with the Test Plan deliverable for Graviton assigned test cycles.

City of Springfield, OH

Functional Consultant | Oracle Cloud Financials Implementation - Accounts Receivables and Billing

July 2023 – February 2025

Served as a Functional consultant for the implementation of the Oracle Cloud Accounts Receivables and Billing modules for the City. In that role, Vaishali was responsible for supporting Graviton and City team members in the completion of business process-related implementation activities. Key implementation tasks included:

- Gathered the business requirements and prepared presentations on Accounts Receivables and Billing modules to be presented to the City.
- Support testing, validating, and preparing use cases for Accounts Receivables and Billing modules.
- Support end-to-end project implementation for Oracle Cloud ERP Accounts Receivables and Billing modules application configuration and business process transformation tasks.
- Produced business process content for the development of end user training.
- Completed application configuration and unit testing to meet City requirements.
- Provided production support and conducted continuous knowledge transfer following go-live to ensure the City's successful transition to the Oracle Cloud system.
- Worked and resolved various Production Support Tickets.
- Be informed of the Oracle's quarterly releases and suggested when needed during configuration and CRP cycles.

Mariposa County

Functional Consultant | Oracle Cloud Financials Implementation - Accounts Receivables and Billing
October 2024 – February 2025

Served as an Associate Functional consultant for the implementation of the Oracle Cloud ERP Accounts Receivables and Billing modules for the County. As an integral part of the role, Vaishali was responsible for supporting Graviton onshore ERP Functional Consultants in the completion of business process-related implementation activities. Key implementation tasks included:

- Worked on the configuration of the Oracle ERP Accounts Receivable and Billing modules.
- Provided production support and conducted continuous knowledge transfer following go-live to ensure the County's successful transition to the Oracle Cloud system.
- Produced business process content for the development of end user training.
- Developed job aids and training content in support of ongoing effort to provide knowledge transfer and production support to County stakeholders.
- Provided support to the onshore and offshore functional team members in quick turn around time.
- Be informed of the Oracle's quarterly releases and suggested when needed during configuration and CRP cycles.

EDUCATION & PROFESSIONAL DEVELOPMENT

Education:

- **Narsee Monjee Institute of Management Studies (NMIMS), Indore, 2023**
Master of Business Administration
- **RPL Maheshwari College, Indore**
Bachelor of Commerce

JANHAVI TARE – PPM FUNCTIONAL CONSULTANT

SIMILAR PROJECT EXPERIENCE

Support & Maintenance Expertise:

Since January 2022, Janhavi Tare has consistently delivered high-quality Oracle Cloud ERP production support, system updates, and business process refinements across multiple public sector engagements. In her role as Functional Consultant, she has executed configuration changes, workflow adjustments, and security updates to ensure client systems remain fully aligned with evolving business and regulatory requirements. She has successfully managed environment refresh activities, performed supplier conversions, fiscal calendar updates, and controlled budget adjustments in both UAT and production environments—ensuring zero disruption to critical operations. Her proactive issue resolution and timely deployment of fixes have resulted in sustained client satisfaction, compliance with contractual SLAs, and smooth continuity of County and City ERP functions.

Implementation Expertise:

From January 2022 through the present, Janhavi has played a pivotal role in the full lifecycle implementation of Oracle Cloud ERP modules—including Project Costing and Grants Management—across multiple city and county governments. She has led and supported requirements gathering, application configuration, CRP session facilitation, and rigorous end-to-end testing to validate alignment with client specifications and Oracle best practices. Her work includes configuring module-specific workflows, developing comprehensive job aids, and delivering targeted end-user training to ensure operational readiness at go-live. Janhavi's contributions have consistently met or exceeded project deliverable timelines, supported successful business process transformations, and ensured seamless adoption of the Oracle Cloud ERP environment by diverse stakeholder groups.

EXPERIENCE SUMMARY

Janhavi is an Oracle Functional Consultant with over three years of experience implementing Oracle Cloud ERP suite with a focus on Project Costing, Grants Management, General Ledger, Control Budget, Purchasing, and Fixed Assets modules. Janhavi has worked closely with the Graviton Oracle Cloud ERP Senior Functional Consultants in all aspects of the end-to-end implementation process including testing, validating, and preparing use cases, analyzing end-user organizations' business processes, and developing, evaluating, and deploying the implementation.

Janhavi has been instrumental in taking up initiatives, training a team of ERP interns, and providing aid in the configuration of the Oracle ERP system to the onshore teams. She possesses excellent communication skills and is a great team player.

PROJECT EXPERIENCE

As Graviton's Oracle Cloud ERP Functional Consultant, Janhavi has provided business process expertise to the County's Oracle Cloud implementation project, helping to transform their business processes to align with the best practices native to the Oracle Cloud applications.

Monterey County, CA

Functional Consultant | Oracle Cloud ERP Implementation – Projects and Grants Management

January 2023 – Present

Functional Consultant for the implementation of the Oracle Cloud Accounts Receivable, Projects and Grants Management modules for the County. Responsible for supporting Graviton and County team members in the completion of business process related implementation activities. Key implementations tasks include the following:

- Work on the Accounts Receivable, Projects and Grants Management application configuration including application setup, workflow notifications and approvals, and application security.
- Participate in conference room pilot and business process review sessions to support the County's implementation for Oracle Cloud ERP Project Costing and Grants modules. Perform the application configuration business process transformation goals and walked the client through the sessions and helped them navigate and test out module-specific functionalities.
- Execute, validate, and document test scenarios and test results in accordance with the Test Plan deliverable for Graviton assigned test cycles.
- Support production operations tasks, including issue troubleshooting and resolution, to ensure the County continues its successful transition to the Oracle Cloud system.
- Develop job aids and training content in support of ongoing effort to provide knowledge transfer and production support to County stakeholders.
- Provide support to the onshore and offshore functional team members in quick turnaround time.
- Support end-to-end project and business process transformation tasks.
- Create comprehensive business process familiarization slide decks, construction of business process maps, and scenario-specific implementation and analysis for the County of Monterey. Participated in and presented solutions and responded to client queries through emails, Smartsheet comments, and during meetings.

City of Springfield, OH

Functional Consultant

January 2023 - Present

Associate Functional Consultant for the implementation of the Oracle Cloud Project Costing and Grants modules for the County. Responsible for supporting Graviton and County team members in the completion of business process related implementation activities. Key implementations tasks include:

- Gather the business requirements and prepared presentations on Project Costing and Grants modules to be presented to the city.
- Prepare use cases for the Project Costing and Grants modules and performed testing and validated them.
- Support end-to-end project implementation for Oracle Cloud ERP Project Costing and Grants modules application configuration and business process transformation tasks.
- Produce business process content for the development of end user training.
- Complete application configuration and unit testing to meet City requirements.

- Provide production support and conduct continuous knowledge transfer following go-live to ensure the City's successful transition to the Oracle Cloud system

City of Redding, CA

Functional Consultant

July 2022 – Present

Associate Functional Consultant for the implementation of the Oracle Cloud General Ledger and Control Budget modules for the County. Responsible for supporting Graviton and County team members in the completion of business process-related implementation activities. Key implementation tasks included:

- Gather the business requirements and prepare presentations on General Ledger and Control Budgets modules to be presented to the city.
- Support testing, validating, and preparing use cases for General Ledger and Control Budget get modules.
- Configure Fiscal calendar for CRP1
- Support end-to-end project implementation for Oracle Cloud ERP General Ledger and Control Budget modules application configuration and business process transformation tasks.

Yamhill County, Oregon

Functional Consultant

January 2022 – Present

Associate Functional Consultant for the implementation of the Oracle Cloud ERP modules for the County. As an integral part of the role, Janhavi was responsible for supporting Graviton onshore ERP Functional Consultants in the completion of business process-related implementation activities. Key implementation tasks include:

- Responsible for the configuration and managing Shorthand Alias values for the County in UAT – DEV2 environment and CRP3 stage of project cycle.
- Created Fiscal Calendar and Annual Calendar for the County.
- Perform Supplier Conversion for UAT – DEV2 environment, CRP3 and Final instance (Go LIVE).
- Performed Supplier conversion by setting up the fields; Import Suppliers, Supplier Addresses, Supplier Sites and Supplier Site Assignments using FBDI (File Based Data Interface).
- Execute use cases and created end-user training content using the Adobe Captivate and Tango content development tools and assisted in the deployment of the content on Graviton's Learning Management System to support the end-user training program.

EDUCATION & PROFESSIONAL DEVELOPMENT

Education:

Institute of Management Studies, DAVV, Indore, India, 2022

Master's in Business Administration, Finance

Banasthali Vidyapith, Rajasthan, India, 2019

Bachelor's in Arts (B.A.)

Certifications:

- Applied Financial Risk Management, IIM Raipur, 2021

SHIVANSHEE KUSHWAHA – PAYABLES AND EXPENSES FUNCTIONAL CONSULTANT

SIMILAR PROJECT EXPERIENCE

Support & Maintenance Expertise:

Shivanshee Kushwaha has consistently delivered timely, accurate, and comprehensive system updates across multiple public sector Oracle Cloud ERP implementations, ensuring compliance with client-specific requirements and Oracle's quarterly release cycles. From 2022 through 2025, she has proactively monitored release documentation, assessed impact to Accounts Payables, Expenses, Purchasing, and related modules, and recommended configuration adjustments to maintain operational continuity. Her work with clients such as Monterey County, City of Redding, and Springfield included identifying and implementing necessary configuration changes, resolving post-release production support tickets, and conducting regression testing to validate stability after each update. By incorporating best practices and leveraging her deep functional knowledge, Shivanshee has minimized downtime, mitigated risks, and ensured smooth adoption of updated functionality in alignment with both organizational goals and industry standards.

Implementation Expertise:

Shivanshee brings proven expertise in full lifecycle implementation of Oracle Cloud ERP Financials modules—specifically Accounts Payables, Expenses, Purchasing, and related integrated modules—across diverse municipal and county governments from 2022 to the present. She has led requirements gathering sessions, executed complex configurations, developed and validated use cases, and supported Conference Room Pilot (CRP) activities to drive business process transformation. Her project portfolio includes implementations for the City of Redding, City of Springfield, City of Westlake, Monterey County, and Mariposa County, where she aligned Oracle-native capabilities with client-specific workflows, including custom expense policies, department-level accounting defaults, and project mismatch workflows. Shivanshee's role extended beyond configuration to encompass end-user training content development, security and workflow design, and rigorous testing aligned with formal test plans. Her track record demonstrates a commitment to delivering on time, within scope, and in full compliance with project deliverables, resulting in seamless go-live transitions and sustained operational success.

EXPERIENCE SUMMARY

Shivanshee is an Oracle Functional Consultant with over three years of experience implementing Oracle Cloud ERP suite with a focus on Accounts Payables, Accounts Receivables, Billing, Contracts, Expenses, Inventory, Projects and Purchasing modules. Shivanshee has worked closely with the Graviton Oracle Cloud ERP Senior Functional Consultants in all aspects of the end-to-end implementation process including testing, validating, and preparing use cases, analyzing end-user organizations' business processes, and developing, evaluating, and deploying the implementation.

Shivanshee has been instrumental in taking up initiatives and providing aid in the configuration of the Oracle ERP system to the onshore teams. She possesses excellent communication skills and is a great team player.

PROJECT EXPERIENCE

As Graviton's Oracle Cloud ERP Functional Consultant, Shivanshee has provided business process expertise to the City and County's Oracle Cloud implementation project, helping to transform their business processes to align with the best practices native to the Oracle Cloud applications.

Monterey County, CA

Functional Consultant | Oracle Cloud Financials Implementation - Accounts Payables, Expenses and Purchasing

August 2023 – Present

Functional Consultant for the implementation of the Oracle Cloud Accounts Payables, Expenses and Purchasing modules for the County. Responsible for supporting Graviton and County team members in the completion of business process related implementation activities. Key implementations tasks include the following:

- Gather the business requirements Accounts Payables, Expenses and Purchasing modules and supported end-to-end project implementation for Oracle Cloud ERP the above modules application configuration and business process transformation tasks.
- Participate in conference room pilot and business process review work sessions to support the County's business process transformation goals.
- Work on the configuration, complex workflow, security and many RAID items for Monterey County.
- Execute, validate, and document test scenarios and test results in accordance with the Test Plan deliverable for Graviton assigned test cycles.
- Support the creation of end user training content by updating and validating business process diagrams and use cases. Produce business process content for the development of end user training.
- Address challenges in the Expense module by aligning Oracle features with client-specific needs, such as warning messages and user-defined terms.
- Identify requirements and implemented solutions for business processes, including HR aspects like department assignments and default expense accounts.

City of Westlake, OH

Functional Consultant | Oracle Cloud Financials Implementation - Accounts Payables, Expenses and Purchasing

July 2024 – Present

Functional Consultant for the implementation of the Oracle Cloud Accounts Payables, Expenses and Purchasing modules for the City. Responsible for supporting Graviton and City team members in the

completion of business process related implementation activities. Key implementations tasks included are the following:

- Gather the business requirements Accounts Payables and Expenses, supported end-to-end project implementation for Oracle Cloud ERP the above modules application configuration and business process transformation tasks.
- Work on the configuration, workflow, security and other implementation for Westlake.
- Prepare use cases for the Accounts Payables and Expenses modules and performed testing and validated them.
- Execute, validate, and document test scenarios and test results in accordance with the Test Plan deliverable for Graviton assigned test cycles.
- Support the creation of end user training content by updating and validating business process diagrams and use cases.
- Address challenges in Westlake expense due to the parallel workflow implementation, marking its first use.

City of Redding, CA

Functional Consultant | Oracle Cloud Financials Implementation - Accounts Payables, Accounts Receivable, Billing, Contracts Management, Expenses, Inventory, Projects and Purchasing

July 2022 – September 2024

Functional Consultant for the implementation of the Oracle Cloud Accounts Payables, Expenses, Inventory, Purchasing modules for the City. Responsible for supporting Graviton and City team members in the completion of business process related implementation activities. Key implementations tasks included are the following:

- Gather the business requirements and prepared presentations on Accounts Payables, Accounts Receivable, Billing, Contracts Management, Expenses, Inventory, Projects and Purchasing modules to be presented to the City. Document and maintain required application configuration documentation.
- Prepare use cases for the Accounts Payables, Accounts Receivable, Billing, Contracts Management, Expenses, Inventory, Projects and Purchasing modules and perform testing and validation.
- Support end-to-end project implementation for Oracle Cloud ERP Accounts Payables, Accounts Receivable, Billing, Contracts Management, Expenses, Inventory, Projects, and Purchasing modules application configuration and business process transformation tasks.
- Execute, validate, and document test scenarios and test results in accordance with the Test Plan deliverable for Graviton assigned test cycles.
- Produce business process content for the development of end user training.
- Complete application configuration and unit testing to meet City requirements.
- Work and resolve various Production Support Tickets.
- Provide production support and conduct continuous knowledge transfer following go-live to ensure the City's successful transition to the Oracle Cloud system.

City of Springfield, OH

Functional Consultant | Oracle Cloud Financials Implementation - Accounts Payable, Expenses, Inventory and Purchasing

January 2023 – September 2024

Functional Consultant for the implementation of the Oracle Cloud Accounts Payable, Expenses, Inventory and Purchasing modules for the City. Responsible for supporting Graviton and City team members in the completion of business process-related implementation activities. Key implementation tasks included:

- Gather the business requirements and prepared presentations on Accounts Payable, Expenses, Inventory and Purchasing modules to be presented to the city.
- Support testing, validating, and preparing use cases for Accounts Payable, Expenses, Inventory and Purchasing modules.
- Support end-to-end project implementation for Oracle Cloud ERP Accounts Payable, Expenses, Inventory and Purchasing modules application configuration and business process transformation tasks.
- Develop the Project Mismatch Workflow for AP and Expenses.
- Produce business process content for the development of end user training.
- Complete application configuration and unit testing to meet City requirements.
- Provide production support and conducted continuous knowledge transfer following go-live to ensure the City's successful transition to the Oracle Cloud system.
- Work and resolve various Production Support Tickets.
- Be informed of the Oracle's quarterly releases and suggested when needed during configuration and CRP cycles.
- Provide support to the onshore and offshore functional team members in quick turnaround time.

Yamhill County, Oregon

Associate Functional Consultant | Oracle Cloud Financials Implementation - Accounts Payable and Expenses

August 2022 – September 2024

Associate Functional Consultant for the implementation of the Oracle Cloud ERP modules for the County. Responsible for supporting Graviton onshore ERP Functional Consultants in the completion of business process-related implementation activities. Key implementation tasks included:

- Executed use cases and created end-user training content using the Adobe Captivate and Tango content development tools and assisted in the deployment of the content on Graviton's Learning Management System to support the end-user training program.
- Provided production support and conducted continuous knowledge transfer following go-live to ensure the City's successful transition to the Oracle Cloud system.

- Worked and resolved various Production Support Tickets.
- Be informed of the Oracle's quarterly releases and suggested when needed during configuration and CRP cycles.
- Provided support to the onshore and offshore functional team members in quick turnaround time.

Mariposa County, California

Functional Consultant| Oracle Cloud Implementation – Expenses

July 2024 - Feb 2025

Oracle Cloud Functional consultant for the implementation of the Oracle Cloud Expenses modules for the County. Responsible for supporting Graviton and County team members in the completion of business process related implementation activities. Key implementation tasks included the following:

- Implemented Mariposa Expense Policies with tailored specifications, identifying workarounds to meet new county requirements.
- Supported end-to-end project implementation for Oracle Cloud ERP, including configuration, testing, and user training, while facilitating the County's business process transformation.

EDUCATION & PROFESSIONAL DEVELOPMENT

Education:

I.M.S, DAVV, Indore, M.P, India, 2022

Master's in Business Administration, Finance

I.M.S, DAVV, Indore, M.P, India, 2020

Bachelor's in Business Administration, Hospital Administration

Certifications and Training:

- Oracle Fusion Financials Cloud Accounts Payables Implementation, Udemy, 2022
- Oracle Badges:
 1. Oracle Learning Explorer: Oracle ERP Cloud Expenses
 2. Payables Explorer
 3. Certified Financials - Payables Implementer

RITAMBHARA SHRIVASTAVA – PROCUREMENT FUNCTIONAL CONSULTANT

SIMILAR PROJECT EXPERIENCE

Support & Maintenance Expertise:

Ritambhara has consistently delivered high-quality post-implementation support and update services for public sector Oracle Cloud ERP projects between May 2023 and February 2025, ensuring uninterrupted operations and full compliance with client requirements. She has provided comprehensive production support, issue resolution, and system optimization for clients including the City of Springfield, OH; City of Westlake, OH; Monterey County, CA; and City of Redding, CA. Her responsibilities included executing and validating test scenarios in accordance with approved Test Plans, performing root-cause analysis for production issues, applying workflow and security updates, and delivering knowledge transfer to client stakeholders through the development of detailed job aids and training content. Ritambhara's rapid response capabilities, in coordination with both onshore and offshore teams, have ensured minimal downtime and seamless transition during system updates, demonstrating her ability to maintain mission-critical operations in compliance with established service level agreements.

Implementation Expertise:

From January 2023 to Present, Ritambhara has played a critical role in the end-to-end implementation of Oracle Cloud ERP modules—specifically Purchasing, Sourcing, Inventory, and Contracts Management—for multiple public sector clients. She has executed full lifecycle implementation activities including business process discovery, configuration of application setups and workflows, participation in conference room pilots, and alignment of client operations with Oracle Cloud best practices. In engagements for Monterey County, CA; City of Springfield, OH; City of Westlake, OH; and City of Redding, CA, she has been responsible for translating business requirements into functional configurations, developing process maps and use cases, conducting rigorous testing cycles, and supporting go-live readiness. Her expertise in both configuration and business process transformation has resulted in streamlined procurement operations and optimized ERP workflows, meeting all contractual deliverables while exceeding client expectations for quality and timeliness.

EXPERIENCE SUMMARY

Ritambhara is an Oracle Functional Consultant with over three years of experience implementing Oracle Cloud ERP suite with a focus on Purchasing, Sourcing, Inventory and Contracts Management modules. Ritambhara has worked closely with the Graviton Oracle Cloud ERP Senior Functional Consultants in all aspects of the end-to-end implementation process including the completion of business process designing, application configurations and data conversions, operations transition and post productions support to the public sector clients.

Ritambhara has been instrumental in taking up initiatives, training a team of ERP interns, and providing aid in the configuration of the Oracle ERP system to the onshore teams. She possesses excellent communication skills and is a great team player.

PROJECT EXPERIENCE

As Graviton's Oracle Cloud ERP Functional Consultant, Ritambhara has provided business process expertise to the County's Oracle Cloud implementation projects in Contracts Management, Sourcing, Purchasing and Inventory modules, helping to transform their business processes to align with the best practices native to the Oracle Cloud applications.

Monterey County, CA

Functional Consultant | Oracle Cloud Financial Implementation – Contracts Management, Sourcing, Purchasing modules

January 2024 – Present

Functional Consultant for the implementation of the Oracle Cloud Accounts Receivable, Projects and Grants Management modules for the County. In that role, Ritambhara was responsible for supporting Graviton and County team members in the completion of business process related implementation activities. Key implementation tasks include the following:

- Work on Contracts Management, Sourcing, Purchasing application configuration including application setup, workflow notifications and approvals, and application security.
- Participate in conference room pilot and business process review sessions to support the County's implementation for Oracle Cloud ERP Contracts Management, Sourcing, Purchasing modules.
- Execute, validate, and document test scenarios and test results in accordance with the Test Plan deliverable for Graviton assigned test cycles.
- Support production operations tasks, including issue troubleshooting and resolution, to ensure the County continues its successful transition to the Oracle Cloud system.
- Develop job aids and training content in support of ongoing effort to provide knowledge transfer and production support to County stakeholders.
- Provide support to the onshore and offshore functional team members in quick turnaround time.

City of Westlake, OH

Functional Consultant | Oracle Cloud Financial Implementation – Purchasing, Sourcing and Contracts Management

May 2023 – February 2025

Functional consultant for the implementation of the Oracle Cloud Purchasing, Sourcing and Contracts Management modules for the City. Responsible for supporting Graviton and City team members in the completion of business process-related implementation activities. Key implementation tasks included:

- Participated in the business process familiarization, business process discovery, conference room pilot, and business process review work sessions. Developed business process decisions, business process maps, mind maps, and use cases for the assigned modules.
- Supported end-to-end project implementation for Oracle Cloud Purchasing, Sourcing and Contracts Management modules application configuration and business process transformation tasks.

- Executed, validated, and documented test scenarios and test results in accordance with the Test Plan deliverable for Graviton assigned test cycles.
- Supported testing, validating, and preparing use cases for Purchasing, Sourcing and Contracts Management modules.
- Provided support to the onshore and offshore functional team members during configuration setups.
- Developed and maintained required application configuration documentation and status.

City of Springfield, OH

Functional Consultant | Oracle Cloud Financial Implementation – Contracts Management, Sourcing, Inventory, Purchasing

October 2023 – February 2025

Functional Consultant for the implementation of the Oracle Cloud Contracts Management, Sourcing, Inventory, Purchasing modules for the City. Responsible for supporting Graviton and City team members in configuring, preparing use cases, assisting in the testing phases, supporting end-user training, and deploying the solution for the City. Key implementations tasks included are the following:

- Participated in conference room pilot and business process review sessions to support the City's implementation for Oracle Contracts Management, Sourcing, Inventory, Purchasing modules.
- Executed, validated, and documented test scenarios and test results in accordance with the Test Plan deliverable for Graviton assigned test cycles.
- Supported production operations tasks, including issue troubleshooting and resolution, to ensure the City continues its successful transition to the Oracle Cloud system.
- Developed job aids and training content in support of ongoing effort to provide knowledge transfer and production support to City stakeholders.
- Provided support to the onshore and offshore functional team members in quick turnaround time.

City of Redding, CA

Functional Consultant | Oracle Cloud Financial Implementation – Purchasing, Inventory and Contracts Management

May 2023 – February 2025

Functional Consultant for the implementation of the Oracle Cloud Purchasing, Inventory and Contracts Management modules for the City. Responsible for supporting Graviton and City team members in the completion of business process-related implementation activities. Key implementation tasks included:

- Participated in the business process familiarization, business process discovery, conference room pilot, and business process review work sessions. Developed business process decisions, business process maps, mind maps, and use cases for the assigned modules.
- Supported end-to-end project implementation for Oracle Cloud Purchasing, Inventory and Contracts Management modules application configuration and business process transformation tasks.

- Supported testing, validating, and preparing use cases for Projects and Grants Management modules.

Kalypso

Oracle Intern

January 2023 – May 2023

- Worked upon Oracle Fusion Cloud SCM with first-hand experience in Demand Management, Supply Planning and Forecasting.
- Hands-on experience in Oracle Fusion Cloud Product Life Cycle Management(PLM).
- Worked upon SQL and generated reports like OTBI & BIP for better visualization of data. Understood the end-to-end business processes of supply chain and worked upon OFC SCM with case studies.

Cognizant Technology Solutions Pvt. Ltd.

Programmer Analyst

February 2019 – May 2021

- Worked on data ingestion and harmonization using an ETL tool i.e. Informatica 10.2.
- Understood client requirements to modify the data mapping sessions as per business needs.
- Created user documents for multiple process and worked on daily report generation.
- Performed daily monitoring of jobs, debugging failures and implementing solutions for it.

EDUCATION & PROFESSIONAL DEVELOPMENT

Education:

SVKM's NMIMS University, 2023

Master's in Business Administration, General Management

Chhatrapati Sahuji Maharaj University, Kanpur

B.Tech, Information Technology

DIVYA PANDE – GL and CB FUNCTIONAL CONSULTANT

SIMILAR PROJECT EXPERIENCE

Support & Maintenance Expertise:

From June 2023 through the present, Divya Pande has consistently demonstrated excellence in delivering Oracle Cloud ERP updates, quarterly release validations, and production support activities for municipal clients including the City of Springfield, City of Redding, and Monterey County. In these roles, she ensured full compliance with Oracle's quarterly release cycles by proactively reviewing release notes, conducting impact analyses, and updating configurations to maintain alignment with business process requirements and regulatory obligations. She applied rigorous testing methodologies to validate new functionality, mitigate operational risks, and ensure uninterrupted system performance post-update. Her ability to collaborate closely with both onshore and offshore teams allowed for rapid issue resolution and optimized turnaround times for critical updates—ensuring clients experienced minimal disruption while maximizing the benefits of new Oracle Cloud capabilities.

Implementation Expertise:

Between June 2023 and the present, Divya has served as a Functional Consultant on multiple end-to-end Oracle Cloud Financials implementations, delivering the General Ledger, Fixed Assets, and Control Budget modules for the City of Springfield (OH), City of Redding (CA), and Monterey County (CA). Her responsibilities encompassed requirements gathering, fit-gap analysis, application configuration, workflow design, testing, end-user training content creation, and post-go-live stabilization. She consistently ensured that all deliverables met or exceeded contractual requirements, adhered to project timelines, and aligned with Oracle-recommended best practices for public sector financial management. Ms. Pande's commitment to detail, accuracy, and solution optimization resulted in the seamless adoption of the new ERP environment by client staff, enabling greater operational efficiency, transparency, and compliance with municipal financial governance standards.

EXPERIENCE SUMMARY

Divya is an Oracle Functional Consultant with over two years of experience implementing Oracle Cloud ERP suite with a focus on Accounts Payables, Accounts Receivables, Expenses, Projects, Purchasing and General Ledger modules. Divya has worked closely with the Graviton Oracle Cloud ERP Senior Functional Consultants in all aspects of the end-to-end implementation process including testing, validating, and preparing use cases, analyzing end-user organizations' business processes, and developing, evaluating, and deploying the implementation.

Divya has been instrumental in taking up initiatives and providing aid in the configuration of the Oracle ERP system to the onshore teams. She possesses excellent communication skills and is a great team player.

PROJECT EXPERIENCE

As Graviton's Oracle Cloud ERP Functional Consultant, Divya has provided business process expertise to the City and County's Oracle Cloud implementation project, helping to transform their business processes to align with the best practices native to the Oracle Cloud applications.

Monterey County, CA

Functional Consultant | Oracle Cloud Financials Implementation - General Ledger, Fixed Assets and Control Budget

September 2023 – Present

Functional Consultant for the implementation of the Oracle Cloud General Ledger, Fixed Assets and Control Budget modules for the County. Responsible for supporting Graviton and County team members in the completion of business process related implementation activities. Key implementations tasks included are the following:

- Gather the business requirements General Ledger, Fixed Assets and Control Budget modules and supported end-to-end project implementation for Oracle Cloud ERP the above modules application configuration and business process transformation tasks.
- Participate in conference room pilot and business process review work sessions to support the County's business process transformation goals.
- Work on the configuration, complex workflow, security and many RAID items for Monterey County.
- Document and maintain required application configuration documentation.
- Execute, validate, and document test scenarios and test results in accordance with the Test Plan deliverable for Graviton assigned test cycles.
- Support the creation of end user training content by updating and validating business process diagrams and use cases. Produce business process content for the development of end user training.
- Provide production support and conduct continuous knowledge transfer following go-live to ensure the County's successful transition to the Oracle Cloud system.
- Provide support to the onshore and offshore functional team members in quick turnaround time.

City of Redding, CA

Functional Consultant | Oracle Cloud Financials Implementation - General Ledger, Fixed Assets and Control Budget

June 2023 – May 2024

Functional Consultant for the implementation of the Oracle Cloud General Ledger, Fixed Assets, and Control Budget modules for the city. Responsible for supporting Graviton and City team members in the completion of business process related implementation activities. Key implementations tasks included the following:

- Gathered the business requirements and prepared presentations on General Ledger, Fixed Assets and Control Budget modules to be presented to the city. Documented and maintained required application configuration documentation.
- Produced business process content for the development of end user training.
- Completed application configuration and unit testing to meet City requirements.

- Executed, validated, and documented test scenarios and test results in accordance with the Test Plan deliverable for Graviton assigned test cycles.

City of Springfield, OH

Functional Consultant | Oracle Cloud Financials Implementation - General Ledger, Fixed Assets and Control Budget

June 2023 – December 2024

Functional Consultant for the implementation of the Oracle Cloud General Ledger, Fixed Assets and Control Budget modules for the city. Responsible for supporting Graviton and City team members in the completion of business process-related implementation activities. Key implementation tasks included:

- Gathered the business requirements and prepared presentations on General Ledger, Fixed Assets and Control Budget modules to be presented to the city.
- Support testing, validating, and preparing use cases for General Ledger, Fixed Assets and Control Budget modules.
- Support end-to-end project implementation for Oracle Cloud ERP General Ledger, Fixed Assets and Control Budget modules application configuration and business process transformation tasks.
- Produced business process content for the development of end user training.
- Completed application configuration and unit testing to meet City requirements.
- Provided production support and conducted continuous knowledge transfer following go-live to ensure the City's successful transition to the Oracle Cloud system.
- Worked and resolved various Production Support Tickets.
- Be informed of the Oracle's quarterly releases and suggested when needed during configuration and CRP cycles.

EDUCATION & PROFESSIONAL DEVELOPMENT

Education:

Narsee Monjee Institute of Management Studies (NMIMS), Indore, 2023
Master of Business Administration

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NISHANT RAI – TECHNICAL CONSULTANT

SIMILAR PROJECT EXPERIENCE

Support & Maintenance Expertise:

Since mid-2024, Nishant Rai has consistently demonstrated excellence in executing quarterly Oracle Cloud release updates for multiple local government clients, including the Cities of Westlake (OH), Redding (CA), and Springfield (OH), as well as Monterey, Tulare, Mariposa, and Yamhill Counties. In each engagement, he has ensured that environments were updated to leverage the most current Oracle Cloud capabilities without disruption to operations. His responsibilities have included performing post-refresh validations, implementing required configuration changes, updating SQL queries and BI reports to align with new features, and resolving update-related technical issues. Nishant has excelled in providing proactive compatibility assessments, collaborating with both onshore and offshore resources to deliver update tasks on schedule and in compliance with client business requirements. His meticulous tracking of data conversion statistics and commitment to maintaining high system performance standards have repeatedly ensured smooth, compliant, and timely adoption of new Oracle releases.

Implementation Expertise:

From June 2024 to the present, Nishant Rai has played a pivotal technical role in the successful implementation of Oracle Cloud ERP and HCM modules—covering Core HR, Absence Management, Talent Acquisition, Talent Management, Expenses, and General Ledger—for diverse municipalities and counties, including Westlake (OH), Monterey (CA), Tulare (CA), Redding (CA), Springfield (OH), Mariposa (CA), and Yamhill (OR). His contributions include designing and developing conversion reports to validate data integrity, creating and modifying OIC integrations for automated journal imports and invoice generation, implementing complex Fast Formula logic for benefits and leave plans, and configuring BI Publisher reports for key HR and Finance functions. Nishant has consistently collaborated with functional leads to translate business requirements into technical solutions that meet stringent RFP-defined quality and compliance standards. His track record demonstrates a proven ability to deliver ERP module implementations on time, aligned with best practices, and optimized for long-term maintainability.

EXPERIENCE SUMMARY

Nishant is a dedicated professional with more than a year of experience working on the technical aspects of projects relating to Oracle HCM/ERP Cloud with attention to design, development, testing, and maintenance of the applications. He is adept at implementing and supporting Oracle HCM and ERP Cloud applications covering modules, including Core HR, Absence Management, Talent Management and Expenses and General Ledger effectively.

Nishant has hands-on experience in SQL, OIC, OTBI, and BI Publisher. Nishant has worked on implementation projects and aided in developing and customizing reports, integrations, and data migration processes to support the client needs. He is a great team player and always keen to apply technical skills in troubleshooting, configuration, and system enhancements for optimized performance.

PROJECT EXPERIENCE

As an Oracle Cloud Associate Technical Consultant, Nishant has provided Oracle Cloud HCM and ERP technical expertise to Graviton's local government customers. Nishant has worked on data conversion and integration tasks for HCM cloud applications tailored to Graviton clients' needs. Nishant has effectively worked the Client and Graviton project team members in Oracle Cloud migrations, integrations, extensions, and fast formulas. Nishant has supported application configuration, data conversions, extension development, integration development and extended internal support to the Graviton functional and technical team members.

City of Westlake, OH

Associate Technical Consultant | Oracle Cloud Implementation – HCM, ERP

December 2024 – Present

Associate Technical Consultant for the implementation of Oracle Cloud HCM and ERP for the City. Responsible for performing assigned reporting and integration and ensuring the project has the latest features from the quarterly Oracle release. In addition, Nishant provides support to the Graviton senior technical consultants to ensure smooth data integration, conversions, reporting and post refresh system environment activities take place for the City. Key implementation tasks include the following:

- Develop the Sandbox Page for the SaaS branding process.
- Support and provide guidance on day-to-day setup issues.
- Maintain and report data conversion statistics to management and project team members at every step of the conversion process.
- Collaborate with onshore and offshore technical team members to facilitate the completion of joint technical development duties.

Monterey County, CA

Associate Technical Consultant | Oracle Cloud Implementation – HCM and ERP

November 2024 – Present

Associate Technical Consultant for the implementation of Oracle Cloud HCM and ERP for the County. Responsible for performing assigned reporting and integration and ensuring the project has the latest features from the quarterly Oracle release. In addition, Nishant provides support to the Graviton senior technical consultants to ensure smooth data integration, conversions, reporting and post refresh system environment activities take place for the County. Key implementation tasks include the following:

- Design and develop conversion reports to validate conversion integrity of various business objects.
- Maintain and report data conversion statistics to management and project team members at every step of the conversion process.

- Create an OIC integration for generating invoices via REST calls. Utilize the OIC ATP database and Oracle SQL Developer for the backend of the integration. Work on the 1099 Interface Integration.
- Conduct basic API testing using Postman.
- Perform the post-refresh procedures for the County.
- Collaborate with onshore and offshore technical team members to facilitate the completion of joint technical development duties.

Tulare County, CA

Associate Technical Consultant | Oracle Cloud Implementation – TA

June 2024 – December 2024

Associate Technical Consultant for the implementation of Oracle Cloud HCM for the County. Responsible for performing assigned reporting and integration and ensuring the project has the latest features from the quarterly Oracle release. In addition, Nishant provides support to the Graviton senior technical consultants to ensure smooth data integration, conversions, reporting and post refresh system environment activities take place for the County. Key implementation tasks included the following:

- Developed SQL query and created a report to track employee time and absences on Calculated Time Report.
- Worked on creating BI reports, such as the EE Verification Report, B05 Alert TC Report, B12 EE-Addr-Phone-Emerg Svs by Job Code Report, Demographic Report by HRD Report, AB119 All Period Report, and B11 EE-Addr-Phone-Emerg Svs Name report.
- Supported and provided guidance on day-to-day setup issues.
- Collaborated with onshore and offshore technical team members to facilitate the completion of joint technical development duties.

City of Redding, CA

Associate Technical Consultant | Oracle Cloud Implementation – HR and General Ledger

June 2024 – December 2024

Associate Technical Consultant for the implementation of Oracle Cloud HCM and ERP for the City. Responsible for performing assigned reporting and integration and ensuring the project has the latest features from the quarterly Oracle release. In addition, Nishant provides support to the Graviton senior technical consultants to ensure smooth data integration, conversions, reporting and post refresh system environment activities take place for the City. Key implementation tasks included the following:

- Completed two Talent Acquisition (TA) BI reports, involving data analysis and insights.
- Involved File-Based Data Import (FBDI) to integrate and manage data within the clerks' interface.
- Revised the layout template for contracts to enhance its format and clarity.
- Added filters to COR HR reports for improved data analysis and easier navigation.
- Adjusted the RABA report to update its content and functionality.
- Managed tasks and updates required in the system environment following a refresh.

- Created an OIC integration to automate the bulk journal imports from the BI report into Oracle Fusion Applications.

City of Springfield, OH

Associate Technical Consultant | Oracle Cloud Implementation – HCM and Expenses

June 2024 – October 2024

Associate Technical Consultant for the implementation of Oracle Cloud HCM and ERP for the City. Responsible for performing assigned reporting and integration and ensuring the project has the latest features from the quarterly Oracle release. In addition, Nishant provides support to the Graviton senior technical consultants to ensure smooth data integration, conversions, reporting and post refresh system environment activities take place for the City. Key implementation tasks included the following:

- Designed and developed conversion reports to validate conversion integrity of various business objects. Created a report showing users warned by the Expense Auditor. Developed a report detailing expense reports rejected by managers.
- Implemented the logic for Optum HSA deductions for employees enrolled in different plans across various age categories.
- Worked on modifications to the HCM extract for CCPD employees.
- Updated the SQL queries and added the required fields to the BI report.
- Performed the post-refresh procedures for the City of Springfield.
- Maintained and reported data conversion statistics to management and project team members at every step of the conversion process.
- Collaborated with onshore and offshore technical team members to facilitate the completion of joint technical development duties.

Mariposa County, CA

Associate Technical Consultant | Oracle Cloud Production Support - HCM

June 2024 – December 2024

Associate Technical Consultant for the implementation of Oracle Cloud HCM and ERP for the County. Responsible for performing assigned reporting and integration and ensuring the project has the latest features from the quarterly Oracle release. In addition, Nishant provided support to the Graviton senior technical consultants to ensure smooth data integration, conversions, reporting and post refresh system environment activities take place for the County. Key implementation tasks included the following:

- Implemented the logic for the Sick Plan Fast Formula to modify the Sick Leave Plan Cap.
- Asset Cost Detail Report: Made changes to the Oracle-delivered report, updated the SQL, and modified the RTF template.
- Fixed the issue related to the ER report.
- Supported and provided guidance on day-to-day setup issues.
- Collaborated with onshore and offshore technical team members to facilitate the completion of joint technical development duties.

Yamhill County, OR

Associate Technical Consultant | Oracle Cloud Implementation – HCM

July 2024 – December 2024

Associate Technical Consultant for the implementation of Oracle Cloud HCM for the County. Responsible for performing assigned reporting and integration and ensuring the project has the latest features from the quarterly Oracle release. In addition, Nishant provided support to the Graviton senior technical consultants to ensure smooth data integration, conversions, reporting and post refresh system environment activities take place for the County. Key implementation tasks included the following:

- Designed and developed conversion reports to validate conversion integrity of various business objects.
- Maintained and reported data conversion statistics to management and project team members at every step of the conversion process.
- Collaborated with onshore and offshore technical team members to facilitate the completion of joint technical development duties.
- 2082 Customization: Performed changes to the Absence plans and implemented logic in the fast formula for the 2082 customization.

EDUCATION & PROFESSIONAL DEVELOPMENT**Education:**

Shri Govindram Seksaria Institute of Technology and Science, Indore, India

Bachelor's degree in Computer Engineering

SARTHAK MODE – TECHNICAL CONSULTANT

SIMILAR PROJECT EXPERIENCE

Support & Maintenance Expertise:

Since June 2024, Mr. Sarthak Mode has consistently demonstrated the ability to apply Oracle quarterly updates in a controlled, documented, and regression-tested manner to ensure uninterrupted client operations and compliance with best practices. Across multiple municipal and county engagements, including Tulare County, Monterey County, City of Westlake, and Mariposa County, Sarthak has proactively assessed update impacts on CEMLI objects, executed necessary retrofits, and facilitated comprehensive regression testing cycles to validate system stability. His process-driven approach includes maintaining detailed update documentation, tracking status and outcomes, and coordinating with both onshore and offshore resources to resolve any post-update anomalies. This proven track record reflects his capability to manage updates in alignment with project timelines, minimize operational risk, and safeguard solution integrity—directly satisfying the RFP’s requirements for demonstrated experience in maintaining ERP systems post-deployment.

Implementation Expertise:

From June 2024 to present, Sarthak has delivered measurable results as an Associate Technical Consultant on multiple Oracle Cloud ERP, HCM, and EPM implementations for public sector clients. His contributions include performing complex data conversions, designing and deploying integrations (including Sympro GL and Investment Interfaces), developing BI Publisher and OTBI reports, configuring extensions, and tailoring application functionality to meet jurisdiction-specific requirements. In projects for Tulare County, Monterey County, City of Westlake, and Mariposa County, he has adhered strictly to structured implementation methodologies, ensuring all deliverables meet scope, quality, and compliance standards. Mr. Mode’s excellence is demonstrated by his ability to address both technical and business needs through solutions that are scalable, maintainable, and compliant with Oracle and client standards—aligning fully with the RFP’s request for documented expertise in ERP module implementation within a government context.

EXPERIENCE SUMMARY

Sarthak is a dedicated professional with more than a year experience working on the technical aspects of projects relating to Oracle Cloud with attention to design, development, testing, and maintenance of the Oracle HCM and EPM applications performing required data conversion, interface development, extension development, report writing and complex configurations such as workflow and data analytics to transition customers and their business processes to the software application.

Sarthak has hands-on experience in SQL, OTBI, and BI Publisher. Sarthak has worked on implementation projects and aided in developing and customizing reports, integrations, and data migration processes to support the client’s needs.

Sarthak is diligent in handling the tasks and always keen to apply technical skills in troubleshooting, configuration, and system enhancements for optimized performance.

PROJECT EXPERIENCE

As an Oracle Cloud Associate Technical Consultant, Sarthak has provided Oracle Cloud technical expertise to Graviton's local government customers. Sarthak has worked on data conversion and integration tasks for cloud applications tailored to Graviton clients' needs. Sarthak has largely supported the Client and Graviton project team members in Oracle Cloud migrations, integrations, extensions, and system environment management responsibilities. Sarthak has supported application configuration, data conversions, extension development, integration development and extended internal support to the Graviton functional and technical team members.

Mariposa County, CA

Associate Technical Consultant | Oracle Cloud Managed Services

January 2025 – Present

Associate Technical Consultant for the implementation of Oracle Cloud application for the County. Responsible for performing data conversion, integration, application, extension development related responsibilities and ensuring the project has the latest features from the quarterly Oracle release. In addition, Sarthak provides support to the Graviton senior technical consultants to ensure smooth data integration, conversions, reporting and post refresh system environment activities take place for the County. Key implementation tasks include the following:

- Maintain required extension documentation and status.
- Use SQL to calculate a person's scheduled hours, absence hours, department, and worked hours by applying various formulas to the data.
- Modify the report to fetch the excluded balance values and integrated them into the OIC integration, ensuring that these balances were excluded from the main report.
- Collaborated with onshore and offshore technical team members to facilitate the completion of joint technical development duties.

City of Westlake, OH

Associate Technical Consultant | Oracle Cloud Implementation

December 2024 – Present

Associate Technical Consultant for the implementation of Oracle Cloud ERP for the City. In that role, was responsible for performing data conversion, integration, application, extension development related responsibilities and ensuring the project has the latest features from the quarterly Oracle release. In addition, Sarthak provides support to the Graviton senior technical consultants to ensure smooth data integration, conversions, reporting and post refresh system environment activities take place for the City. Key implementation tasks include the following:

- Demonstrates command of applicable development tools to meet client requirements for assigned reports.

- Support the CEMLI development cycles for extensions, integrations, and data conversions by facilitating requirements gathering, producing detailed and accurate functional specifications, and conducting thorough testing.
- Maintain and report data conversion statistics to management and project team members at every step of the conversion process. Maintain required data conversion documentation and status.
- Create the Sandbox pages in Oracle fusion for the City.
- Collaborate with onshore and offshore technical team members to facilitate the completion of joint technical development duties.
- Support the client and functional consultants through the application of Oracle quarterly updates.

Monterey County, CA

Associate Technical Consultant | Oracle Cloud Implementation

August 2024 – December 2024

Associate Technical Consultant for the implementation of Oracle Cloud for the County. In that role, was responsible for performing data conversion, integration, application, extension development related responsibilities and ensuring the project has the latest features from the quarterly Oracle release. In addition, Sarthak provided support to the Graviton senior technical consultants to ensure smooth data integration, conversions, reporting and post refresh system environment activities take place for the County. Key implementation tasks included the following:

- Worked on two major integrations during the project:
 - Sympro GL Interface: Implemented a solution to retrieve files from the client and load them into the Fusion system using the Import Bulk Data Connector, thereby automating the process to reduce errors and speed up data processing. Additionally, created a report in the PA-35 Monterey Interface.
 - Sympro Investments Interface: Developed an integration for Sympro Investments within the Oracle Integration Cloud specifically for the Monterey instance designed to read client files and execute necessary operations based on the data.
- Analyzed impacts on CEMLI items, and complete CEMLI retrofits and subsequent regression testing activities as assigned.
- Collaborated with onshore and offshore technical team members to facilitate the completion of joint technical development duties.
- Supported the client and functional consultants through the application of Oracle quarterly updates.

Tulare County, CA

Associate Technical Consultant | Oracle Cloud Implementation Enterprise Performance Management – Planning and Budgeting, Payroll

June 2024 – February 2025

Served as the Associate Technical consultant for the implementation of Oracle Cloud EPM and HCM for the County. In that role, was responsible for performing assigned reporting and integration and ensuring the project has the latest features from the quarterly Oracle release. In addition, Sarthak provided support to

the Graviton senior technical consultants to ensure smooth data integration, conversions, reporting and post refresh system environment activities take place for the County. Key implementation tasks included the following:

- Maintained and reported data conversion statistics to management and project team members at every step of the conversion process.
- Worked on the configuration, extension, modification, localization and integration to meet specific business needs of the County. Played a key role in the MyWorkplace Integration by identifying error-out employees, enabling the functional team to debug and resolve issues quickly. This proactive approach helped streamline troubleshooting processes, contributing to the overall project efficiency.
- Using an OTBI report, automated the Fund field population, tested and updated the user interface to make the Web-Budgets page better. Also, updated the Position Costing page and made VBS adjustments.
- Contributed significantly by creating multiple BI Reports using SQL, including POSLOAD, GradeHMA, Fire Position Check, Vacancy, and Allocation.
- Worked on the HCM Extract named Flex Credit Extract and developed a new Excel template to capture all required fields efficiently.
- Managed post-refresh duties like password resets, successfully pushed and tested modifications on County user's account.
- Supported and assisted the senior technical consultants on report process using SQL queries.
- Collaborated with onshore and offshore technical team members to facilitate the completion of joint technical development duties.

EDUCATION & PROFESSIONAL DEVELOPMENT

Education:

Shri Govindram Seksaria Institute of Technology and Science, Indore, India

Bachelor's degree in computer engineering.

MRADUL GUPTA– TECHNICAL CONSULTANT

SIMILAR PROJECT EXPERIENCE

Support & Maintenance Expertise:

Mradul has actively supported Oracle Cloud ERP and HCM applications for local government clients, providing technical expertise in troubleshooting, reporting, and system enhancements. His role has included maintaining and validating data conversions, developing SQL- and BI Publisher-based reports, and supporting quarterly Oracle release updates to ensure minimal disruption to operations. He has collaborated closely with functional consultants and client teams to resolve post-refresh and integration issues, deliver accurate reporting outputs, and assist with configuration and extension adjustments. This hands-on involvement in stabilization and optimization activities demonstrates his ability to sustain ongoing ERP support services in complex municipal environments.

Implementation Expertise:

Mradul has contributed to multiple Oracle Cloud ERP and HCM implementations, including projects for Monterey County (CA), City of Westlake (OH), and Tulare County (CA). His responsibilities covered CEMLI development cycles for extensions, integrations, and data conversions, as well as building custom reports and supporting system testing activities. He has played a key role in executing technical tasks such as fast formula development, SQL-based data models, and BI Publisher reporting, while coordinating with both onshore and offshore project teams. His experience across modules—including Payroll, Benefits, Expenses, Planning & Budgeting, and Enterprise Data Management—demonstrates strong technical capacity to support implementation efforts aligned with public sector business processes.

EXPERIENCE SUMMARY

Mradul is a dedicated professional with more than a year experience working on the technical aspects of projects relating to Oracle HCM/ERP/EPM Cloud with attention to design, development, testing, and maintenance of the applications. He is adept at implementing and supporting Oracle Cloud applications covering modules, including HR, Payroll, Absence Management, Planning and Budgeting, EDM, Expenses and Billing effectively.

Mradul has hands-on experience in SQL, OTBI, and BI Publisher. Mradul has worked on implementation projects and aided in developing and customizing reports, integrations, and data migration processes to support the client needs.

Mradul is a great team player and always keen to apply technical skills in troubleshooting, configuration, and system enhancements for optimized performance.

GRAVITON PROJECT EXPERIENCE

As an Oracle Cloud Associate Technical Consultant, Mradul has provided Oracle Cloud HCM and ERP technical expertise to Graviton's local government customers. Mradul has worked on data conversion and integration tasks for HCM cloud applications tailored to Graviton clients' needs. Mradul has effectively worked the Client and Graviton project team members in Oracle Cloud migrations, integrations, extensions, and fast formulas. Mradul has supported application configuration, data conversions, extension development, integration development and extended internal support to the Graviton functional and technical team members. The key tasks performed by Mradul include the following:

Monterey County, CA

Associate Technical Consultant | Oracle Cloud Implementation – Billing

January 2025 – Till Now

Served as the Associate Technical consultant for the implementation of Oracle Cloud HCM and ERP for the County. In that role, was responsible for performing assigned CEMLI development cycles for extensions, integrations, and data conversions and ensuring the project has the latest features from the quarterly Oracle release. In addition, Mradul provided support to the Graviton senior technical consultants to ensure smooth data integration, conversions, reporting and post refresh system environment activities take place for the County. Key implementation tasks included the following:

- Supported the CEMLI development cycles for extensions, integrations, and data conversions by facilitating requirements gathering, producing detailed and accurate functional specifications, and conducting thorough testing.
- Maintained and reported data conversion statistics to management and project team members at every step of the conversion process. Maintained required data conversion documentation and status.
- Analyzed impacts on CEMLI items, and complete CEMLI retrofits and subsequent regression testing activities as assigned.
- Collaborated with onshore and offshore technical team members to facilitate the completion of joint technical development duties.
- Supported the client and functional consultants through the application of Oracle quarterly updates.

City of Westlake, OH

Associate Technical Consultant | Oracle Cloud Implementation – Billing

December 2024 – Till Now

Served as the Associate Technical consultant for the implementation of Oracle Cloud ERP for the City. In that role, was responsible for CEMLI development cycles for extensions, integrations, and data conversions and ensuring the project has the latest features from the quarterly Oracle release. In addition, Mradul provided support to the Graviton senior technical consultants to ensure smooth data integration, conversions, reporting and post refresh system environment activities take place for the City. Key implementation tasks included the following:

- Supported the CEMLI development cycles for extensions, integrations, and data conversions by facilitating requirements gathering, producing detailed and accurate functional specifications, and conducting thorough testing.
- Maintained and reported data conversion statistics to management and project team members at every step of the conversion process. Maintained required data conversion documentation and status.
- Analyzed impacts on CEMLI items, and complete CEMLI retrofits and subsequent regression testing activities as assigned.
- Collaborated with onshore and offshore technical team members to facilitate the completion of joint technical development duties.
- Supported the client and functional consultants through the application of Oracle quarterly updates.

Tulare County, CA

Associate Technical Consultant | Oracle Cloud Implementation – Benefits, Human Resources, Payroll and Time and Absence

December 2024 – February 2025

Served as the Associate Technical consultant for the implementation of Oracle Cloud HCM for the County. In that role, was responsible for performing assigned reporting and integration and ensuring the project has the latest features from the quarterly Oracle release. In addition, Mradul provided support to the Graviton senior technical consultants to ensure smooth data integration, conversions, reporting and post refresh system environment activities take place for the County. Key implementation tasks included the following:

- Worked on the configuration, extension, modification, localization and integration to meet specific business needs of the County.
- Supported and assisted the senior technical consultants on report process using SQL queries.
- Collaborated with onshore and offshore technical team members to facilitate the completion of joint technical development duties.

City of Redding, CA

Associate Technical Consultant | Oracle Cloud Implementation – Planning and Budgeting, Enterprise Data Management, Benefits, and Payroll

June 2024 – December 2024

Served as the Associate Technical consultant for the implementation of Oracle Cloud HCM and ERP for the City. In that role, was responsible for performing assigned reporting and integration and ensuring the project has the latest features from the quarterly Oracle release. In addition, Mradul provided support to the Graviton senior technical consultants to ensure smooth data integration, conversions and reporting activities take place for the City. Key implementation tasks included the following:

- Maintained and reported data conversion statistics to management and project team members at every step of the conversion process.
- Designed and developed conversion reports to validate conversion integrity of various business objects.
- Vendor Deduction Summary Report: Developed the Vendor Deduction Summary Report and implemented data filtering in the Vendor Deduction Detail Report.
- Contact Information Report: Added Emplid and Employee Name to ensure that employee details are included alongside their contact information. Additionally, incorporated the Effective Date.
- Benefit Enrollment Count Report: Added an Effective Date field for employee selection. Separated the count of employees from dependents and included a group-by condition on Plan Type for better data organization.
- Payroll Budgeting Employee Costing Report: Applied SQL queries utilizing CASE conditions, WITH clauses, and default values to enhance the report's accuracy and functionality.
- Applied use case conditions in SQL queries for the following data models: Payroll Budgeting_Vacant Position List Test DM, Payroll Budgeting Employee Master Test DM, MC_GRADE_LADDER_RATE_TEST_DM, Payroll Budgeting Position List Test DM and ensured that the data models accurately reflect the required business logic and conditions.
- Collaborated with onshore and offshore technical team members to facilitate the completion of joint technical development duties.

- Stayed up to date on the Oracle releases and wherever relevant suggested for changes in order to achieve better efficiency.

City of Springfield, OH

Associate Technical Consultant | Oracle Cloud Implementation – Planning and Budgeting, Enterprise Data Management, Expenses, Benefits, Human Resource and Payroll

June 2024 – October 2024

Served as the Associate Technical consultant for the implementation of Oracle Cloud HCM and ERP for the City. In that role, was responsible for performing assigned reporting and integration and ensuring the project has the latest features from the quarterly Oracle release. In addition, Mradul provided support to the Graviton senior technical consultants to ensure smooth data integration, conversions and reporting activities take place for the City. Key implementation tasks included the following:

- Designed and developed conversion reports to validate conversion integrity of various business objects. In the Payroll Budgeting Employee Costing Report, applied SQL queries utilizing CASE conditions, WITH clauses, and default values to enhance the report's accuracy and functionality.
- Optimized the Expense report process using SQL queries. Additionally, I located and extracted warning messages from the relevant tables.
- Maintained and reported data conversion statistics to management and project team members at every step of the conversion process.
- Applied use case conditions in SQL queries for the following data models: Payroll Budgeting_Vacant Position List Test DM, Payroll Budgeting Employee Master Test DM, MC_GRADE_LADDER_RATE_TEST_DM, Payroll Budgeting Position List Test DM and ensured that the data models accurately reflect the required business logic and conditions
- Created OTBI report for the Benefits - Action Items Real Time subject area and applied specific filters to ensure the data is tailored to the requirements.
- For the following reports, additional fields added and utilized BI Publisher in Excel to further customize and modify the reports
 - Springfield Benefit Enrollment Date Range Report
 - Springfield Benefit Enrollment Report
- Collaborated with onshore and offshore technical team members to facilitate the completion of joint technical development duties.

EDUCATION & PROFESSIONAL DEVELOPMENT

Education:

- **Shri Govindram Seksaria Institute of Technology and Science, Indore, India**
Bachelor's degree in Computer Engineering.

2.3. Support & Troubleshooting Active Modules

Graviton Consulting brings extensive expertise in the Oracle Fusion Cloud platform, with proven experience in configuring, troubleshooting, and supporting ERP applications across financials, procurement, projects, and grants. Our team is highly proficient in addressing issues related to data management, integrations, and reporting, and we apply Oracle-recommended best practices and optimization strategies to ensure system scalability, compliance, and long-term value.

We have more than five years of experience providing managed services for Oracle Fusion Cloud and have successfully completed multiple implementation and optimization projects for public sector organizations of comparable size and complexity. Our client portfolio includes cities, counties, and statewide agencies where we have delivered measurable improvements in financial transparency, compliance, and operational efficiency.

Stamford will have access to a dedicated team of functional and technical consultants with deep public sector experience, supported by solution architects who ensure best practices are consistently applied. We provide dedicated account management and a clear escalation path for critical issues, guaranteeing accountability, responsiveness, and transparency in service delivery.

Our support model is flexible and designed to scale with the City's needs. We provide timely responses in line with defined SLAs and adjust services to accommodate both routine requests and high-priority issues. Our consultants bring strong technical expertise in Oracle tools such as BI Publisher, OTBI, FBDI, ADF, and PaaS for SaaS, enabling us to support integrations, develop custom reports, and build extensions where needed.

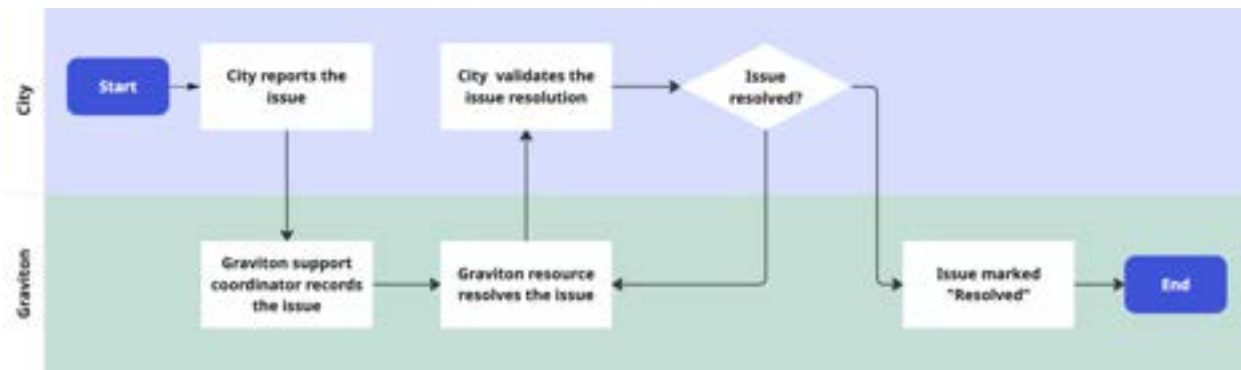
Graviton has delivered these services to numerous public sector clients, including Mariposa County, Yamhill County, the City of Springfield (OH), the City of Redding (CA), and the State Bar of California. These references demonstrate our ability to meet and exceed the requirements outlined in this RFP, providing Stamford with a trusted partner for long-term Oracle Fusion Cloud support and optimization.

2.3.1. General Support

We understand Stamford's need for reliable and expert post-production support across critical modules—General Ledger (GL), Accounts Payable (AP), Accounts Receivable (AR), Procurement, Fixed Assets, Budgetary Control, Self-Service Procurement, Expenses, Project Portfolio Management (PPM), Grants Management, and integrations. Additionally, the City needs assistance with reports and interfaces. Graviton has supported these exact modules for numerous city and county governments, helping finance and administrative teams meet compliance mandates (GASB, GAAP, and grant regulations) while improving reporting accuracy and operational transparency.

Graviton provides expert troubleshooting and resolution services for issues within currently implemented Oracle SaaS applications, ensuring optimized performance and an enhanced user experience. Our team has extensive experience delivering ad-hoc support to public sector clients for Oracle ERP applications.

The following diagram illustrates the process for issue troubleshooting and resolution that will be used to provide these services to the City:



As part of this RFP, Graviton Consulting provide ad hoc technology services for the City’s ERP and HCM implementation. These high-level processes of providing these services include but are not limited to: **ERP Services** – We will offer standing recurring finance support services, including month-end and year-end close support. Additionally, we will provide ad-hoc services to address one-time operational needs specific to the City’s financial processes.

Expertise in Oracle Fusion Cloud

Graviton Consulting brings extensive expertise in Oracle Fusion Cloud, with proven experience configuring, troubleshooting, and supporting ERP applications across key modules such as General Ledger, Accounts Payable, Accounts Receivable, Procurement, Cash Management, Fixed Assets, Project Portfolio Management, Grants Management, and Budgetary Control. We are highly proficient in resolving issues related to data management, integrations, and reporting, ensuring that information flows seamlessly and securely across systems and into the hands of decision-makers.

Drawing on Oracle-recommended best practices and optimization strategies, we partner with our public sector clients to streamline financial and administrative processes, strengthen compliance, and enhance overall system performance. This combination of technical depth, functional expertise, and public sector focus enables us to deliver solutions that are both reliable and tailored to the unique needs of government organizations.

Experience in configuring, troubleshooting, and supporting Oracle Fusion Cloud

Graviton Consulting has extensive experience supporting Oracle Fusion Cloud ERP for state and local governments, with proven expertise in configuring, troubleshooting, and optimizing core

financial and administrative modules. Our exclusive public sector focus ensures that solutions align with government compliance, reporting, and operational requirements while applying Oracle-recommended best practices to maintain stability and maximize value.

We have helped cities and counties across the U.S. streamline financial close processes, stabilize integrations, and enhance reporting through post-implementation optimization and quarterly update validation. This track record demonstrates our ability to keep Oracle ERP environments reliable, compliant, and efficient—expertise we are ready to bring to the City of Stamford.

Graviton Consulting has extensive experience configuring, optimizing, and troubleshooting Oracle Fusion Cloud ERP to align with municipal business processes. Our consultants provide hands-on support across General Ledger, Accounts Payable, Accounts Receivable, Procurement, Cash Management, Fixed Assets, Project Portfolio Management, Grants Management, Budgetary Control, and Expenses. We apply Oracle-recommended best practices—such as Chart of Accounts redesign, role-based access control, and performance optimization techniques—to ensure system scalability, compliance, and audit readiness. In addition, we leverage Oracle’s native tools, including OTBI, BI Publisher, and FBDI, to deliver accurate reporting and seamless workflows.

Our track record includes multiple successful ERP engagements for state and local governments. For example, we supported the City of Redding, CA with a full lifecycle ERP implementation that included Chart of Accounts redesign and complex third-party integrations; the City of Springfield, OH with a multi-module deployment enabling cash-basis and GASB-compliant reporting; and Yamhill County, OR and Mariposa County, CA with implementations and ongoing managed services covering finance, payroll, and grants management.

Our public sector-focused support framework goes beyond issue resolution. We provide configuration updates and tuning to adapt modules to evolving City needs, troubleshooting and resolution of functional and technical issues, support for critical integrations such as Ceridian Payroll, Bank of America P-Card, Amex ACH, and Community Pass, and assistance with month-end and year-end close activities including reconciliations and audit-ready reporting. We also manage cross-module dependencies to ensure consistency across financial, procurement, and grants data.

To ensure proactive and measurable service, we continuously monitor critical Oracle Fusion Cloud modules to prevent issues before they escalate. Our SLA framework includes rapid response and resolution targets. Weekly status reviews and quarterly governance meetings ensure Stamford receives full transparency and accountability. All activities are documented, with structured knowledge transfer and training provided to City staff to build long-term in-house expertise.

This experience directly addresses Stamford’s requirements: ensuring stable operations of Oracle ERP modules, providing seamless troubleshooting and optimization, executing quarterly update testing, and supporting the configuration of new modules such as Cash Management and Lease Accounting. By selecting Graviton, Stamford will gain a partner that not only resolves issues quickly

but also proactively enhances system performance, strengthens compliance, and drives long-term value from its Oracle Fusion investment.

Address issues related to data management, integrations, and reporting

Graviton Consulting has deep expertise in addressing data management, integrations, and reporting challenges within Oracle Fusion Cloud ERP for public sector clients. Our consultants are skilled in ensuring that data is accurate, consistent, and secure across all financial and administrative modules, with proven experience in managing data conversions, cleansing, and reconciliations during both implementation and ongoing operations.

Data Management:

Data in the Oracle Cloud application suite (ERP, HCM, EPM, PPM) is highly interconnected and can impact multiple processes and functions. For this reason, Graviton takes a comprehensive and holistic approach to data management. We adhere to the highest standards of quality as part of our conversion methodology.

All data updates are performed exclusively using Oracle-designated tools such as REST API, SOAP API, FBDI (File-Based Data Import), ADFdi (ADF Desktop Integration), and online pages. In addition to leveraging the built-in validations within Oracle tools, we enforce strict quality controls by conducting thorough testing in a non-production environment. Detailed validation and reconciliation reports verify all data changes, proactively identifying conversion errors and mismatches.

For example, when converting assets from a legacy system into Oracle, we reconcile asset counts and financials against both the legacy asset management system and the General Ledger to ensure alignment with balances for Fixed Asset Accounts. Similarly, when converting purchase orders from a legacy system, we reconcile PO details with the source legacy system, as well as the encumbrances recorded in Control Budgets and the spend recorded in Procurement Contracts.

All validation and reconciliation results are shared with and formally signed off by both business and technology stakeholders. To ensure a complete audit trail, all data changes and supporting validation results are tracked to maintain traceability and enable rapid error correction or compliance audits.

Every implementation we deliver follows this methodology. Our controls have consistently identified data issues in legacy applications and ensured those issues are not carried forward into Oracle. For the Oracle Cloud application suite to function smoothly and maintain data accuracy, it is critical that all quality checks are rigorously followed whenever data is updated.

Integration Support:

Graviton Consulting has extensive experience supporting integrations between Oracle ERP and third-party systems, including Ceridian Dayforce Payroll, Bank of America P-Card, Amex ACH, Community Pass Revenue, and CanAm Teller. Our team is highly experienced in using Oracle Integration Cloud (OIC), File-Based Data Import (FBDI), REST and SOAP web services, and secure file transfer protocols to stabilize inbound and outbound interfaces, monitor transaction flows, and resolve errors quickly. We are also prepared to support GoAnywhere as part of Stamford's integration environment.

For example, in supporting other counties, our team has stabilized payroll and banking interfaces by implementing automated monitoring and reconciliation processes, significantly reducing errors and improving end-to-end transaction reliability. With our proven methodologies and exclusive public sector focus, we ensure that integrations remain reliable, auditable, and fully aligned with the City's financial and operational requirements. For example, in supporting other counties, our team has stabilized payroll and banking interfaces by implementing automated monitoring and reconciliation processes, significantly reducing errors and improving end-to-end transaction reliability. With our proven methodologies and exclusive public sector focus, we ensure that integrations remain reliable, auditable, and fully aligned with the City's financial and operational requirements.

Reporting Support:

In the area of reporting, Graviton leverages Oracle's native tools—OTBI, BI Publisher, Smart View, and FBDI—along with advanced SQL, RTF templates, and custom data models to deliver accurate, timely, and user-friendly reports tailored to the needs of public sector finance and administration. Our consultants combine strong functional knowledge with technical expertise to build dashboards, automate reconciliations, and optimize reporting performance, ensuring both transparency and audit readiness.

We have delivered a wide range of ERP reporting solutions, including GASB compliance, budgetary control, grants reporting, fixed assets, and GL reconciliations. For example, at the City of Springfield we implemented GASB-compliant financial reporting and budget-to-actual variance reports that improved financial accountability. At Yamhill County we enhanced budgetary control and financial reporting frameworks, enabling leadership to monitor spending trends and grant-funded program performance more effectively. At the City of Redding we developed journal entry validation and reconciliation reports, improving GL accuracy and ensuring cross-module consistency. These examples reflect our ability to combine Oracle best practices with deep technical expertise to transform reporting into actionable insights that support better decision-making for municipal governments.

Our proficiency in managing data, stabilizing integrations, and optimizing reporting ensures that clients maintain operational efficiency, reduce risk, and gain actionable insights from their Oracle Fusion ERP environment. We apply disciplined data governance to maintain accuracy across ledgers and modules, support complex payroll and banking integrations to keep transactions

flowing reliably, and design audit-ready reports using OTBI, BI Publisher, Smart View, and FBDI to enhance transparency and compliance. This combination of functional knowledge and technical expertise has helped public sector clients like Springfield, Redding, and Yamhill improve financial accuracy, streamline reconciliations, and meet GASB standards—capabilities we will bring to the City of Stamford to ensure a secure, reliable, and high-performing ERP environment.

Knowledge of Oracle-recommended best practices and optimization strategies

Graviton Consulting's Oracle Cloud services are designed to help public sector organizations streamline operations, improve efficiency, and enable data-driven decision-making. By leveraging Oracle's advanced cloud capabilities, we implement automation, eliminate redundancies, and ensure seamless integration across finance, procurement, and grants management. Our approach combines Oracle-recommended best practices with tailored configurations, aligning technology with business goals to drive agility, scalability, and compliance. With a focus on continuous improvement, we empower our clients to optimize performance and remain competitive in an evolving digital landscape.

Our teams have consistently delivered solutions that:

- Reduced month-end and year-end close cycles for municipalities through automation and streamlined reporting.
- Ensured GASB 87/96 compliance by configuring Lease Accounting and related integrations with Fixed Assets and Budgetary Control.
- Improved financial transparency through advanced reporting, automated reconciliations, and error-free integrations with payroll, banking, and cashiering systems.
- Enabled faster adoption of new Oracle capabilities, such as Redwood user interface and embedded AI for predictive analytics, without disruption to day-to-day operations.

We will work collaboratively with the City to align system behavior with real-world operational needs, particularly in finance, procurement, and grants management. Our record of business process improvements demonstrates our ability to apply Oracle best practices to achieve measurable outcomes.

2.3.2. Optimization Services

Graviton Consulting has a strong track record of helping public sector clients optimize their Oracle Fusion Cloud ERP environments beyond initial implementation. Our approach combines business process expertise, technical depth, and Oracle best practices to ensure that ERP systems not only remain stable but also evolve with organizational needs. By analyzing platform usage, implementing targeted improvements, and configuring new modules and features, we have enabled cities and

counties to improve performance, enhance user satisfaction, and achieve measurable efficiency gains.

Some of the examples of our optimization services include:

- **City of Springfield, OH** – Optimized financial close processes to shorten cycle times; introduced Chart of Accounts enhancements to improve reporting and budget transparency; strengthened Teller–Oracle ERP integration to accelerate and improve revenue reconciliation.
- **Yamhill County, OR** – Improved bank reconciliation processes to reduce manual effort; enhanced procurement and approval workflows for faster requisition-to-purchase cycles; redesigned financial reporting to increase transparency and audit readiness.
- **City of Redding, CA** – Fine-tuned grants and project accounting processes to strengthen compliance and reporting; streamlined accounts payable and expense workflows to reduce errors and turnaround times; improved monitoring of financial system integrations to minimize reconciliation issues.
- **County of Mariposa, CA** – Deployed Oracle’s AR Workflow to improve receivables processing; rolled out Integrated Invoice Imaging for intelligent invoice handling; created custom benefits enrollment reports to ensure accurate compliance reporting to CalPERS and PRISM; reimplemented onboarding and offboarding journeys to take advantage of Oracle’s latest features and improve tracking and reporting.

Analyze current usage and recommend improvements

We begin each optimization engagement by conducting a thorough assessment of platform usage, reviewing module configurations, reporting structures, transaction processing, and user workflows. This allows us to identify bottlenecks, redundancies, and opportunities for greater efficiency. For example, at the City of Springfield, we redesigned the Chart of Accounts and enhanced reconciliation processes, significantly improving accuracy and transparency in financial reporting. At Yamhill County, we analyzed procurement and bank reconciliation processes and introduced improvements that streamlined approvals and reduced manual interventions. These examples illustrate our ability to translate assessments into actionable recommendations that deliver tangible results.

Implement solutions to enhance user experience and functionality

Graviton applies targeted solutions to improve usability and functionality, enabling smoother operations and stronger user adoption. At Mariposa County, we deployed Oracle’s Integrated Invoice Imaging to simplify invoice processing and reduce manual data entry, while also implementing the AR Workflow to enhance receivables management. At Springfield, we automated the budget book process, reducing preparation time and increasing accuracy in budget reporting. These enhancements demonstrate our ability to implement improvements that directly enhance user experience while maintaining compliance with public sector standards.

Assist in configuring new modules, features, or capabilities

As our clients' needs evolve, we provide expert guidance and hands-on support in configuring new modules, features, and capabilities. For example, at Mariposa County we reimplemented onboarding and offboarding journeys to take advantage of Oracle's latest features such as task libraries and embedded tasks, improving both reporting and user experience. At Springfield, we supported enhancements including Teller integration to streamline revenue collection. Our team is prepared to assist Stamford with the configuration of planned modules such as Cash Management and Lease Accounting, as well as future functionality like Redwood UI, ensuring that new capabilities are deployed smoothly and in alignment with best practices.

2.3.3. Service Levels

Graviton Consulting is committed to delivering responsive and accountable support through clearly defined service levels that align with the City of Stamford's requirements. Our approach ensures that qualified resources are available during business hours, with the ability to respond quickly to high-priority issues. We maintain a structured escalation path so that critical matters receive immediate attention from senior consultants and solution architects, with executive oversight when required. In addition, we provide measurable Service Level Agreements (SLAs) for response and resolution times, giving Stamford full transparency and confidence that issues will be addressed promptly and effectively.

Resources Availability

Graviton will make qualified resources available during standard business hours (9:00 AM – 5:00 PM EST, Monday through Friday) to provide continuous coverage for Stamford's Oracle Fusion Cloud ERP environment. Our support model guarantees rapid response to high-priority issues, with monitoring processes in place to detect and escalate critical incidents immediately. For urgent matters, we commit to a response time of 15 minutes and work toward swift resolution to minimize disruption to City operations.

Escalation path for critical issues

To ensure accountability and timely resolution of critical issues, Graviton maintains a structured escalation framework. Issues that cannot be resolved at the first level are escalated to senior functional and technical consultants, followed by solution architects who provide oversight and advanced troubleshooting. If needed, matters are further escalated to Graviton's executive leadership, ensuring rapid engagement at the highest level. Stamford will also be assigned a dedicated Account Manager who will oversee escalations and serve as the single point of contact for communication.

Service Level Agreements

Graviton offers both time-and-materials and fixed-cost support models and can provide not-to-exceed quotes per task or request. Graviton is proposing the following Severity Level structure for the City:

Severity Level	Definition	Response Time	Resolution Target
Priority 1 (Critical)	System is down, major disruption to County operations.	15 Minutes	4 Hours
Priority 2 (High)	Major functionality affected, but workaround available.	4 Hour	2 Business Days
Priority 3 (Medium)	Moderate issue affecting some users but not business critical.	8 Hour	4 Business Days
Priority 4 (Low)	Minor issue or informational request, no operational impact.	16 Hours	5 Business Days

We will conduct weekly status meetings with the City's team to review issue trends, SLA compliance, and system optimizations.

Through these initiatives, Graviton has consistently demonstrated expertise in applying Oracle best practices to optimize ERP processes post-implementation, ensuring both operational stability and long-term business value for our public sector clients.

2.3.4. Communication and Collaboration

Graviton Consulting recognizes that clear communication and effective coordination are critical to the success of long-term ERP support partnerships. To ensure the City of Stamford receives consistent, accountable, and transparent service, we will assign a dedicated account manager who will serve as the single point of contact for all coordination and issue management. Our team will maintain clear and frequent communication with City staff, supported by structured governance and regular status updates. In addition, we will provide and work within agreed-upon collaboration tools for tracking requests, monitoring progress, and generating status reports, ensuring that Stamford has full visibility into all support activities at every stage.

Dedicated Account Manager/ Point of Contact

Graviton will assign a dedicated Account Manager to the City of Stamford who will serve as the single point of contact for all service coordination. This individual will oversee day-to-day communications, monitor service delivery, and ensure that all support activities align with Stamford's priorities. The Account Manager will also facilitate escalation management, lead quarterly governance reviews, and act as the City's advocate within Graviton to guarantee accountability and responsiveness.

Structured Communication Cadence

- **Daily Coordination:** Real-time collaboration with IT and Finance through shared tools (JIRA, Smartsheet, SharePoint) for ticket tracking, updates, and workflow monitoring.
- **Weekly Status Reviews:** Formal progress reports highlighting open issues, resolution timelines, SLA performance, and upcoming priorities.
- **Quarterly Governance Meetings:** Executive-level sessions to assess KPIs, review service performance, discuss upcoming Oracle updates, and align on process improvements.

Maintain clear and frequent communication with Contracting Entity staff

Graviton will work hand-in-hand with Stamford's IT, Finance, and functional teams, embedding our experts into critical business cycles such as payroll, month-end/year-end close, and audit preparation to ensure seamless operations. We will conduct cross-departmental workshops to validate fixes and coordinate testing, ensuring alignment across all functional areas. To guarantee responsiveness, we will maintain clear communication protocols and escalation paths up to Graviton's executive leadership, providing Stamford with a dedicated, accountable partner that resolves issues swiftly and effectively in line with the City's support and service expectations.

By combining dedicated leadership, proven collaboration tools, and a disciplined communication cadence, Graviton ensures Stamford receives not only responsive support but also continuous transparency and partnership-driven value delivery.

Tools for tracking issues and requests, and status reporting

Graviton ensures seamless collaboration with the City of Stamford through a standardized suite of tools and practices that deliver full transparency, secure information sharing, and proactive issue management. Using JIRA, SharePoint, and Smartsheet, we provide real-time visibility into requests, issue logs, and resolution progress. All project documentation is version-controlled and securely shared, guaranteeing stakeholders always have access to the latest updates. Automated dashboards track SLA compliance, incident response, and trend analysis, enabling us to identify and resolve recurring issues before they impact operations. This disciplined, transparent, and proactive approach aligns directly with Stamford's requirement for effective communication, accountability, and service excellence.

2.3.5. Knowledge Transfer

Graviton's approach to ad-hoc and managed services is proactive, structured, and flexible, with a strong emphasis on reliability, operational efficiency, and continuous improvement. We prioritize knowledge transfer and stakeholder engagement to build long-term value and operational self-sufficiency for our clients. Our consultants follow industry best practices and proven

methodologies to assess, plan, implement, and support changes and improvements within the Oracle ecosystem.

Documentation of Support Activities

Graviton Consulting places strong emphasis on knowledge transfer to ensure that the City of Stamford builds long-term in-house expertise and self-sufficiency in managing its Oracle Fusion Cloud environment. We will document all support activities, including issue resolutions, configuration updates, and process changes, in a clear and detailed manner. Step-by-step knowledge base articles, troubleshooting guides, and standard operating procedures (SOPs) will be created to provide City staff with a permanent reference library. All documentation will be stored in a centralized, version-controlled repository accessible to Stamford's staff, ensuring continuity and reducing reliance on external resources.

Training and Knowledge Transfer

In addition to documentation, we will provide training and knowledge transfer to City staff as needed. Our consultants will conduct live training sessions and walkthroughs for IT, Finance, and functional users, tailored to specific roles to maximize relevance and adoption. We will also offer office hours and coaching during critical business cycles such as payroll, month-end close, year-end close, and quarterly Oracle updates to reinforce practical learning in real time. By embedding knowledge transfer into every engagement, Graviton ensures that Stamford staff gain confidence, build internal capability, and are well-prepared to sustain and optimize their Oracle ERP system over the long term.

2.3.6. Flexibility

We acknowledge that the City of Stamford will define the specific tasks and requirements based on its operational needs and priorities. As a result, our approach is designed to be flexible and adaptable, allowing us to provide targeted support in key areas as directed by the city. We are committed to working collaboratively with City personnel to ensure that our services align with their objectives, delivering high-quality Oracle ERP support tailored to their evolving needs.

Accordingly, we are providing a detailed rate card outlining the cost structure for our consulting services. This rate card ensures transparency in pricing and allows the city to plan and allocate resources effectively. Whether the City requires assistance on a short-term, ad-hoc basis or an extended engagement, our pricing model is designed to accommodate various levels of service while maintaining cost efficiency.

Graviton's delivery model includes:

- Senior onshore consultants certified in Oracle Fusion ERP
- Augmented offshore team for overnight resolution and cost-efficiency

- Immediate resource substitution in the event of personnel transitions (per RFP terms)
- Scalable staffing as City needs expand or shift in intensity

We maintain staff experienced in all currently licensed modules by Stamford, including Financials, Procurement, Projects, and Grants.

2.3.7. Scope of Services

Graviton Consulting confirms that we will provide comprehensive support and troubleshooting services for all ERP modules, reports, and integrations outlined in the RFP. This includes core functions such as General Ledger, Accounts Payable, Accounts Receivable, Procurement, Expenses, Project Portfolio Management, Grants Management, Budgetary Control, and Fixed Assets, as well as critical activities like month-end and year-end close, reconciliations, journal processing, and reporting. We will also support the City's existing and future integrations, including Community Pass, PC Scale, VPC, Bank of America P-Card, Ceridian/Dayforce Payroll, CanAm Teller, and Amex ACH, ensuring that data flows remain accurate, reliable, and audit-ready. Our services will encompass issue resolution, configuration adjustments, and continuous validation during Oracle quarterly updates, giving Stamford confidence that all modules, reports, and integrations are fully supported and optimized.

General Ledger (GL)

For the General Ledger (GL) module, our team will coordinate closely with City stakeholders to ensure smooth month-end and year-end close activities. We will validate journal entries, reconcile balances, and troubleshoot discrepancies across source modules such as AP, AR, and PPM. In addition, we will provide expert support for journal entry creation, adjustments, and posting, including automation of recurring transactions. Our consultants will also design and deliver custom reports through OTBI, BI Publisher, and Smart View to support compliance, audits, and financial analysis.

Accounts Receivable (AR)

In Accounts Receivable (AR), Graviton will streamline invoicing, billing, receipt processing, and payment applications, whether handled through lockbox or manual methods. We will resolve issues with customer accounts, cash receipts, and third-party integrations such as Community Pass and VPC. Our AR support will enhance visibility into collections and reconciliation by delivering aging reports, receipt analysis, and cash management dashboards.

Accounts Payable (AP)

Our Accounts Payable (AP) support ensures timely and accurate disbursements to vendors by managing invoicing, payment processing, and reconciliation. We will troubleshoot invoice exceptions, holds, and payment disputes, including mismatches with purchase orders or tax discrepancies. To strengthen financial transparency, we will provide vendor aging, payment summary, and audit trail reports.

Self-Service Procurement

For Self-Service Procurement, Graviton will enable efficient requisitioning, purchase order creation, and supplier management through the Supplier Portal. Our team will address issues related to approval workflows, order processing delays, and integrations with AP and Inventory. We also support module modifications, personalizations, and flexfield configurations as required by City business processes. Regular procurement activity and exception reports will provide visibility into purchasing operations.

Expenses

Within the Expenses module, Graviton will support employee expense submissions, policy compliance, and approval workflows while ensuring smooth integration with corporate card programs and payment systems. We will troubleshoot issues with templates, workflows, and payment delays, while enhancing module configurations for usability. Our reporting services will include policy compliance, reimbursement tracking, and card spend analysis to maintain fiscal accountability.

Project Portfolio Management (PPM)

Graviton's Project Portfolio Management (PPM) services will provide transparency and control in managing City projects. We will support project creation, tracking, task management, and resource allocation, along with cost tracking and project billing. Our consultants will ensure accurate CIP reconciliation, workflow adjustments, and payroll integrations with systems such as Dayforce. To empower project oversight, we will deliver dashboards and reports covering project progress, financial performance, and resource utilization.

Grants Management

In Grants Management, Graviton will assist in grant setup, fund allocation, and compliance tracking. Our team will troubleshoot issues in budget management and grant hierarchies while configuring approval flows tailored to grant requirements. We also support grant-based payroll interfaces with third-party software, and generate compliance reports to ensure transparent fund utilization and reporting integrity.

Budgetary Control

For Budgetary Control, we will strengthen financial governance by assisting with budget creation, monitoring, and reallocation workflows. Graviton will address issues related to budget vs. actual reporting, supplemental rules, and overspend flags. Enhanced dashboards and detailed variance reports will enable the City to monitor budget performance in real time.

Fixed Assets

In the Fixed Assets module, we will provide end-to-end support for asset creation, tracking, depreciation, and disposal. Our team will troubleshoot asset transfers, revaluations, and depreciation anomalies, ensuring alignment with PPM and Lease Accounting modules. We will deliver depreciation forecasts, roll-forward analyses, and valuation reports to support accurate asset management and compliance.

Additional Services

Graviton will provide full lifecycle support for all active Oracle Fusion Cloud integrations and interfaces currently in use by the City of Stamford — including Community Pass, PC Scale, VPC, Bank of America P-Card, Ceridian/Dayforce Payroll, CanAm Teller, and Amex ACH. Our services encompass daily monitoring and health checks through interface logs, staging tables, and processing statuses to proactively detect and prevent failures. In the event of issues, our team provides immediate triage and resolution for file transmission failures, transformation errors, invalid mappings, and rejected payloads. For Oracle platform-related issues, we directly manage Service Requests (SRs) with Oracle Support under Tier 4 escalation protocols, ensuring issues are tracked to resolution. This structured approach guarantees seamless data flow across ERP modules, uninterrupted financial and payroll operations, and alignment with Stamford's governance framework.

Our troubleshooting framework is designed to quickly resolve failed or incomplete data loads, maintaining both data integrity and operational continuity. Leveraging Oracle Integration Cloud dashboards, BI reports, and system logs, we identify and remediate issues such as file format

mismatches, SFTP disruptions, scheduling conflicts, or staging table errors. We also focus on preventing recurrence by documenting incidents, refining transformation logic, and implementing corrective actions. Graviton conducts regular audits of mapping rules and transformation logic across critical areas such as Chart of Accounts validation, supplier and employee matching, and payroll or revenue integrations. When issues are detected, we promptly correct invalid master data, refine configurations, and escalate systemic errors for resolution. Combined with scheduled error log reviews, exception handling procedures, and root cause analysis, this approach ensures system stability, accurate data processing, and timely compliance reporting.

As part of our quarterly update release management services, Graviton conducts pre-production testing of all integrations to validate transformation logic, confirm data flow integrity, and ensure compatibility with Oracle Fusion updates. This includes regression testing of critical integrations such as Ceridian, Bank of America, and Amex, in collaboration with third-party vendors. All test results are fully documented in a centralized repository, providing Stamford with audit-ready transparency and risk mitigation. We also maintain comprehensive documentation of interface designs, mapping specifications, monitoring protocols, and resolution procedures. These materials are reviewed during monthly governance meetings to ensure transparency, compliance with change management standards, and seamless knowledge transfer to City staff. By combining proactive monitoring, disciplined validation, and robust knowledge management, Graviton ensures Stamford's integrations remain reliable, secure, and optimized throughout their lifecycle.

2.4. Implementation Services

2.4.1. Overview

Graviton's implementation of Oracle Fusion Cash Management will enable Stamford to achieve real-time visibility into its treasury operations. Automated bank reconciliations, cash positioning, and forecasting will eliminate manual processes and improve accuracy across accounts. Our proven reconciliation methodology—honed through successful public sector implementations—has consistently saved significant time and effort for our clients. To further streamline the process, we have developed a reconciliation utility that accelerates matching and exception handling, helping agencies avoid the delays and inefficiencies that many municipalities face when managing reconciliations manually.

For Lease Accounting, our team will configure and optimize Oracle Fusion functionality to ensure Stamford's full compliance with GASB 87 and GASB 96. This includes automating the recognition of right-of-use assets and lease liabilities, generating precise amortization schedules, and integrating with Fixed Assets and General Ledger to deliver a unified financial reporting structure. With experience implementing Lease Accounting across multiple counties and cities, we have enabled our clients to produce audit-ready reporting while minimizing risk and ensuring transparency in financial disclosures.

Together, these implementations will provide Stamford with a robust and future-ready ERP platform. By reducing manual effort, strengthening compliance, and leveraging Oracle's modern reporting tools, the City will realize measurable efficiency gains and enhanced fiscal oversight. Graviton's extensive track record with public sector ERP clients ensures Stamford will receive a secure, efficient, and optimized environment that delivers long-term value, improves operational efficiency, and supports the City's mission to manage resources responsibly for its community.

2.4.2. Implementation Methodology

Graviton Consulting Services Inc. delivers a disciplined, transparent, and results-driven project management approach designed specifically for public sector ERP initiatives. Our PMP-certified project managers and Oracle-certified consultants bring decades of experience leading large-scale Oracle Fusion Cloud implementations for cities and counties nationwide. Each engagement is guided by a single point of accountability to ensure seamless communication, proactive governance, and rigorous oversight of deliverables, milestones, and budgets. We follow a proven Discover–Design–Build–Test–Deploy–Support methodology, reinforced with governance dashboards, RAID logs, and earned-value tracking, providing Stamford with complete visibility and accountability across all project phases.

The following sections outline our approach to implementing new module implementation.



Graphic: Module Implementation Approach

These steps are described in detail below:

Planning & Readiness Assessment

During this phase, Graviton team will identify the scope of the new features and assess their impact on existing business processes. We will also align stakeholders on expectations, timelines, and change management requirements. This phase includes the following activities:

- Review Oracle's Release Notes and Feature Documentation.
- Conduct an Impact Analysis to determine affected modules and business workflow
- Define Project Scope, Objectives, and Success Metrics.
- Identify Key Stakeholders (IT, Functional Leads, End Users) and Assign Roles. Develop a High-Level Implementation Roadmap.

Configure Test Environment

The key objective is to configure test instance with new feature. This phase includes the following:

- Activate New Features in Oracle's Test Instance.
- Perform Initial System Configuration Based on Business Needs
- Validate Compatibility with Existing Extensions and Integrations.
- Conduct Security & Compliance Review to Ensure Policy Adherence.

Testing & Validation

The objective is to ensure new features function correctly and align with business requirements. The key activities will include the following:

- Develop Test Cases Covering Functional, Performance, and Security Aspects.
- Conduct Unit Testing to Verify System behavior.
- Engage Business Users for User Acceptance Testing (UAT).
- Track and Resolve Issues Identified During Testing.
- Validate Reporting & Analytics Impacts.

Lease Data Conversion

Graviton Consulting will ensure a smooth and compliant conversion of Stamford's existing leases into Oracle Fusion ERP. Our approach begins with a thorough **data gathering and cleansing process**, where current lease agreements are collected from legacy systems, spreadsheets, or manual records. Key details such as lease terms, payment schedules, discount rates, renewal or termination options, and asset details are validated for completeness and accuracy before migration.

We then **map the lease data to Oracle Fusion Lease Accounting structures**, classifying leases appropriately (finance vs. operating), establishing lessor/lessee information, and configuring payment schedules and associated accounting rules. Using Oracle's File-Based Data Import (FBDI) and ADFdi templates, our team loads the lease data into the non-production environment, where it is validated through structured test cycles. These validations confirm that payment schedules, accounting entries, and reporting outputs align with Stamford's financial policies and regulatory standards, including **GASB 87/96**.

Once testing is complete, the leases are migrated to production and reconciled against Stamford's legacy records to ensure accuracy and continuity. As part of our knowledge transfer, we will train Stamford's staff on maintaining lease records within Oracle Fusion ERP, ensuring that the City can confidently manage, update, and report on its leases going forward. This structured and transparent process guarantees compliance, minimizes disruption, and provides Stamford with a modernized lease accounting framework fully integrated into its ERP system.

Change Management & User Training

The objective is to ensure users are fully prepared for the changes and can effectively utilize new features. The key activities will include the following:

- Develop and Distribute Training Materials
- Conduct Hands-On Training and Live Demonstrations.
- Organize Knowledge Transfer Sessions for Super Users.
- Set Up a Communication Plan for Announcements & Updates.

Deployment & Go-Live Support

The objective is to ensure a seamless transition from testing to production with minimal disruption. The key activities include:

- Schedule Go-Live in Alignment with Business Operations.
- Perform Final Validation & Approval Before Deployment.
- Execute Cutover Plan to Migrate Changes to the Production.
- Monitor System Performance and User Feedback Post-Go-Live.
- Provide Support and Issue Resolution.

2.4.3. Cash Management Implementation

Graviton has successfully implemented the Cash Management module in more than five ERP implementations. We have helped our customers transform their entire cash management process from outdated, manual systems into a fully integrated and streamlined solution.

We work closely with financial institutions to establish secure, encrypted integrations for daily bank statement BAI2 files. Leveraging Oracle's automatic matching rules, parsing rules, and transaction creation rules, we have delivered a highly automated bank reconciliation process. Transactions from Payroll, Accounts Payable, Accounts Receivable, Journals, as well as external sources such as ZBA transfers and third-party payments, are all centrally reconciled within Oracle's Cash Management module.

To further increase automation, we built an OIC (Oracle Integration Cloud) solution that automatically reconciles transactions not covered by Oracle's delivered rules.

For Bank-to-General Ledger reconciliation, Graviton provides a set of custom queries and reports to highlight discrepancies between General Ledger and bank statement balances. This has significantly reduced the time required for reconciliation.

Cash Management Implementation and Support

Graviton will implement Oracle Fusion Cloud Cash Management for the City of Stamford using our proprietary "Discover – Design – Build – Test – Deploy – Support" methodology:

1. Discovery and Requirements Gathering

- Conduct focused workshops with Treasury, Finance, and Accounting teams to capture current cash operations, pain points, and future goals.
- Document business rules for cash positioning, forecasting, reconciliation, and approvals.

2. Design and Configuration

- Configure cash positioning dashboards, cash pools, and forecasting models aligned with department-level cash flow requirements.
- Define bank account structures and reconciliation rules for manual and auto-reconciliation.

- Establish integration mapping between Cash Management, AP, AR, and GL modules for full visibility and audit traceability.
- Implement City-specific security controls, role-based access, and dual-approval hierarchies in compliance with internal policies.

3. Testing and Validation

- Develop comprehensive test scenarios and execute UAT scripts across key use cases, including cash transfers, bank statement uploads, reconciliation, and reporting.
- Coordinate integration testing with existing bank platforms and ERP modules.
- Document all testing outcomes and validate results with business owners.

4. Training, Go-Live, and Post-Production Support

- Deliver tailored training to Treasury and Finance teams, covering day-to-day operations, troubleshooting, and report generation.
- Provide a quick-reference guide and job aids for cash forecast management, reconciliation exceptions, and approvals.
- Offer hypercare support post go-live, including real-time issue resolution and process reinforcement sessions.

5. Reporting

- Configure prebuilt and custom reports covering: daily cash position, forecast variance, reconciliation summary, and exception logs.
- Provide flexible BI Publisher and OTBI dashboards with scheduling and export capabilities.

2.4.4. Lease Accounting

Graviton has successfully implemented the Lease functionality for several customers.

This module provides a comprehensive solution to manage the entire lifecycle of lease contracts and ensures compliance with GASB 87 standards. The module is capable of integrating with Assets, Payables, Receivables, and Service Contracts to enable automated lease payments and asset capitalization. It also supports regulatory compliance requirements such as GASB 96.

Lease Accounting Implementation and Support

Graviton's approach to implementing Oracle Lease Accounting aligns with **GASB 87/96** compliance standards and integrates across financial and asset modules for accurate accounting and reporting:

1. Portfolio Review and Requirements Definition

- Collaborate with Finance, Legal, and Asset Management to review the current lease inventory.
- Classify leases (finance vs operating), capture schedules, terms, options, and payment arrangements.

2. Data Preparation and Loading

- Prepare lease intake templates and mapping documents to ensure standardized, accurate conversion into Oracle.
- Load historical and active leases into the Lease Accounting module using FBDI templates and reconciliation validations.

3. Configuration and Integration

- Configure amortization rules, accounting templates, lease lifecycle statuses, and journal entry rules.
- Enable automated journal posting to GL and link lease records to Fixed Assets and Budgetary Control for reporting and planning.
- Establish alerting for expiring leases, payment milestones, and variance thresholds.

4. Testing and Training

- Build and execute detailed test scripts for lease creation, modification, terminations, and amortization calculations.
- Validate financial statements, asset schedules, and compliance reports against City Charter and Code.
- Deliver training sessions for end users, approvers, and finance staff; provide training materials, UAT guides, and reporting manuals.

5. Go-Live and Reconciliation

- Support go-live cutover planning, final validations, and legacy-to-Oracle reconciliation.
- Provide onsite or remote post-go-live assistance to ensure a smooth transition and timely issue resolution.

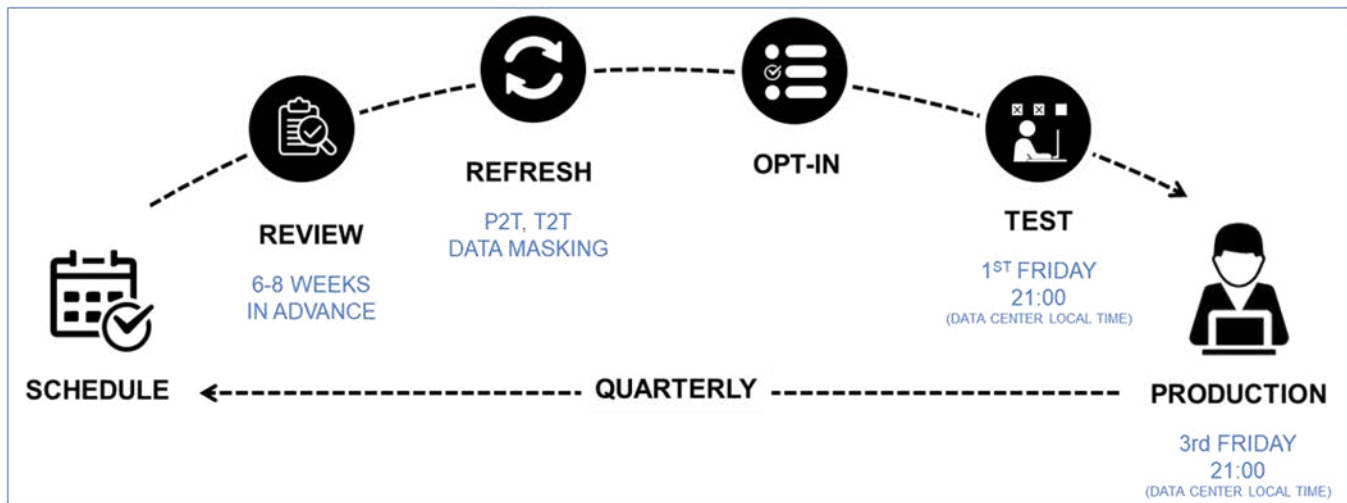
6. Reporting and Documentation

- Deliver standard and customized reports covering lease balances, amortization schedules, asset tracking, and compliance outputs.
- Provide the City with a complete Functional Configuration Workbook, change log, and end-user documentation for audit purposes.

Graviton will ensure that both module implementations are conducted in alignment with Oracle's latest best practices, City of Stamford's operational goals, and public sector compliance standards. Our delivery teams bring Oracle-certified expertise, deep municipal knowledge, and a commitment to quality, transparency, and results.

2.5. System Update and Patch Management

Oracle issues quarterly updates to deliver new features, enhancements, bug fixes, and performance improvements for Oracle Cloud Applications. Updates are first deployed to non-production (test) environments to allow for validation and testing, followed by deployment to production environments two weeks later. This cadence ensures organizations have time to assess potential impacts and prepare for go-live with minimal disruption.



Graviton Consulting brings extensive experience managing Oracle Fusion Cloud quarterly updates and patch cycles for public sector organizations. Our approach begins with a careful review of Oracle’s release notes, readiness materials, and update documentation. By evaluating new features, enhancements, and deprecations, we can anticipate impacts on existing configurations, integrations, custom reports, and extensions. This assessment ensures that Stamford is fully informed of potential risks and opportunities before any changes are applied.

All updates are first deployed in a non-production environment, where our team develops and executes comprehensive test plans. These cover core system functionality, custom configurations, third-party integrations, and critical business processes such as procurement, payroll, and financial close cycles. Regression testing is performed to confirm that existing functionality remains stable, and we maintain a repository of test scripts, results, and related documentation to ensure transparency and audit readiness. A summary of findings is always provided to Stamford, including any issues identified and recommended solutions.

When issues are discovered, we work closely with IT and business stakeholders to resolve them and conduct retesting to confirm successful resolution before deployment to production. During and after production rollout, our consultants provide post-update support to monitor the system, address issues promptly, and ensure operations continue without disruption. We also advise on how to take advantage of new features delivered by Oracle, helping the City improve efficiency and user experience over time.

Graviton's consultants have managed quarterly updates for public sector clients, and we are highly familiar with Oracle's Cloud Readiness materials, testing tools, and validation techniques. Beyond quarterly updates, we also manage patches and critical fixes, including core application updates, security patches, module enhancements, compliance-related changes, and database or middleware compatibility updates.

Through this structured, proven approach, Graviton ensures that Stamford's Oracle Fusion Cloud environment remains secure, reliable, and continuously optimized. Updates are applied in a controlled and tested manner, with stakeholders notified of timelines and impacts in advance, and all activities aligned with the City's internal controls and security standards.

2.5.1. Pre-Update Assessment

As part of every quarterly update cycle, Graviton begins with a thorough pre-update assessment to safeguard system stability and compliance. Our consultants first review Oracle's release notes, readiness documentation, and update advisories internally to identify all new features, enhancements, and deprecations. This internal evaluation allows us to analyze the potential impacts of changes on existing configurations, third-party integrations, and any custom reports or extensions within Stamford's environment.

Following this internal review, we meet with the client to walk through relevant updates, explain potential impacts, and highlight opportunities to leverage new functionality. This collaborative process ensures that Stamford's business and IT teams are fully informed of changes that may affect core processes and can provide input before testing begins. By anticipating risks and agreeing on priorities upfront, we set the stage for a smooth and controlled update cycle.

Oracle is also making significant investments in **AI-driven features** across its ERP, HCM, and EPM platforms. These capabilities include predictive analytics, anomaly detection, intelligent recommendations, and automation designed to improve efficiency and decision-making. As part of our quarterly update reviews, Graviton will highlight and demonstrate these AI-enabled features, helping Stamford understand where they can provide the most value and advising on adoption strategies that align with the City's business objectives.

2.5.2. Testing and Validation

Graviton Consulting Services follows a robust and structured validation methodology to ensure that each Oracle Fusion Cloud quarterly update is seamlessly tested, risk-mitigated, and production-ready. Our update services are anchored in a deep understanding of Oracle Cloud's release cycle and our extensive experience supporting public sector clients.

Our approach includes the following core activities:

- **Test Planning and Strategy Development**

Graviton initiates each update cycle by reviewing Oracle Cloud Readiness materials and documentation. We identify impacted modules, objects, configurations, and integrations to develop a targeted test strategy and execution plan.

- **Comprehensive Testing in Non-Production Environment**

Our team develops and executes test plans to validate:

- Core system functionality, ensuring that baseline operations perform as expected.
- Custom configurations, including flexfields, approval workflows, and personalized dashboards.
- Third-party integrations, such as interfaces with Ceridian/Dayforce Payroll, Bank of America P-Card, Amex ACH, and other revenue or payment interfaces.
- Critical business processes, such as journal posting, vendor payment processing, invoice approval workflows, budget vs. actual reporting, lease amortization schedules, and PPM billing.

- **Regression Testing**

We then conduct **regression testing** using reusable test scripts and tools to confirm that quarterly updates do not disrupt existing workflows, reporting logic, user permissions, or integrations. Any issues are captured through defect tracking and collaborative resolution with Stamford's IT staff, including root cause analysis, corrective actions, and revalidation of fixes.

- **Repository of Test Scripts, Results and Update-Related Documentation**

Each cycle concludes with documentation and knowledge management, where we provide a detailed summary report that outlines test execution results, discovered issues, resolution status, and recommendations. In addition, we maintain a structured test artifacts repository containing test cases, datasets, scripts, execution logs, and functional sign-offs, ensuring full audit readiness and compliance.

- **Test Result Documentation and Resolution Collaboration**

Graviton Consulting ensures that all quarterly update testing activities are fully documented and presented in a clear, actionable format. We log every defect and update-related issue in a shared tracking system and collaborate closely with Stamford's IT staff to resolve them. Each identified issue is documented with root cause analysis, resolution steps, and revalidation status to confirm successful remediation.

At the conclusion of each testing cycle, we provide a **comprehensive summary report** that includes test execution status, key metrics, discovered issues with their resolution status, and any recommended configuration adjustments. The report also contains an update impact log and version notes to support future audits and compliance reviews. To complement this, we maintain a structured **test artifacts repository** containing test cases, scripts, datasets, results, logs, and functional sign-offs, ensuring that Stamford has a complete audit trail and reference library for every quarterly update.

This proactive and repeatable process ensures that all Oracle Fusion updates are evaluated thoroughly, minimizing risk while maintaining the City's business continuity. Our update services comply with internal security policies and are aligned with Oracle's release timelines and testing guidelines.

2.5.3. Issue Resolution

Graviton Consulting takes a collaborative approach to issue resolution during quarterly update testing. All defects or issues identified in the non-production environment are logged in a shared tracking system and prioritized based on their impact on business operations. Our consultants work side-by-side with Stamford's IT staff to analyze root causes, apply corrective actions, and ensure that proposed solutions align with both Oracle best practices and the City's operational requirements. This partnership ensures transparency, knowledge sharing, and faster turnaround in addressing critical findings.

Once corrective actions are applied, Graviton conducts targeted **retesting** to validate the resolution and confirm that updates perform as expected without introducing new risks. Only after successful revalidation is the update cleared for deployment into the production environment. This rigorous process minimizes disruption, preserves data integrity, and ensures Stamford has complete confidence that quarterly updates are stable, secure, and ready for go-live.

2.5.4. Post-Update Support

Graviton Consulting provides comprehensive **post-deployment support** during each quarterly production rollout to ensure that Stamford's ERP environment remains stable and fully functional. Our consultants remain on standby throughout the update window to monitor system performance, validate critical processes, and provide immediate assistance to users. This "hypercare" period allows us to quickly identify and address any issues that may surface once the update is live, ensuring a smooth transition from testing to production with minimal disruption to business operations.

If issues do arise, Graviton's team follows a structured process to triage, diagnose, and resolve them promptly. We coordinate directly with Stamford's IT and business teams to apply corrective actions and, when necessary, escalate concerns to Oracle Support for rapid resolution. Each issue is documented with root cause analysis and resolution steps, and updates are communicated transparently to stakeholders. This proactive, responsive approach ensures that the City benefits from uninterrupted operations while gaining the confidence that each update is stable, secure, and optimized for long-term performance.

2.5.5. Service Levels

Graviton follows a structured and repeatable timeline for each Oracle quarterly update cycle to ensure system stability, minimize risk, and maintain compliance with City requirements. Our approach is anchored in proactive planning, comprehensive testing, and close coordination with business and IT stakeholders.

Pre-Update Assessment (Weeks -4 to -2 prior to update deployment):

We review Oracle's release readiness documentation, impact analysis reports, and new feature notes as soon as they are published (typically four weeks prior to the update). During this period, our functional and technical leads conduct impact assessments, identify relevant new features, and determine any configuration changes or regression risks.

Testing & Validation (Weeks -2 to -1):

Two weeks before the scheduled Oracle release to the Test environment, Graviton sets up regression scripts and prepares manual test cases aligned with City-specific business processes. Testing begins as soon as the update is applied in the non-production environment. Our consultants execute regression testing across ERP, and integrations (including bank interfaces, and third-party applications), document results, and track any issues requiring remediation.

User Acceptance Testing (Week -1 to Deployment):

The final week prior to production rollout is dedicated to client-led UAT with Graviton support. We validate critical processes. Any defects are escalated to Oracle via SRs and tracked until resolution.

Production Deployment & Post-Go-Live Monitoring (Go-Live Weekend + 2 Weeks):

Once Oracle applies the update in Production (per their standard cadence), Graviton performs validation of core processes and runs reconciliation reports to confirm that transactional integrity is maintained. First two weeks of post-deployment is designated for hypercare, with heightened monitoring of integrations, payroll cycles, and financial postings.

Graviton's disciplined and tested quarterly update methodology ensures the City of Stamford's Oracle Fusion Cloud environment remains secure, stable, and continuously optimized. Our proven tools, dedicated QA specialists, and public-sector experience ensure a predictable and efficient update cycle, minimizing disruption and maximizing user trust.

2.5.6. Expertise

Graviton Consulting has deep expertise in managing Oracle Fusion Cloud quarterly update processes, supported by years of experience with complex public sector ERP environments. We are currently providing end-to-end quarterly update services to the State Bar of California, which include reviewing Oracle Cloud Readiness materials, analyzing impacts, conducting comprehensive testing in non-production, documenting and resolving issues, and supporting post-deployment stabilization. This engagement demonstrates our ability to manage large-scale quarterly update cycles with precision, compliance, and transparency.

Our consultants are highly familiar with Oracle's quarterly update tools, readiness documentation, and testing frameworks. We help clients not only validate that their environments remain stable but also adopt new functionality released in each cycle. This includes deployment of Redwood UI features, rollout of AI-driven capabilities such as predictive analytics and anomaly detection, and incorporation of regulatory and compliance-related updates such as tax and reporting changes. By combining Oracle best practices with our proven methodologies, we ensure quarterly updates deliver both stability and innovation.

Graviton provides comprehensive quarterly update services to a growing portfolio of public sector clients beyond the State Bar of California. For the City of Springfield (OH), we manage quarterly update cycles that include regression testing of payroll and budget processes to ensure compliance and uninterrupted operations. At Mariposa County (CA), we validate quarterly releases in non-production, resolve issues related to financial modules, and support adoption of new features delivered by Oracle. For Yamhill County (OR), we conduct quarterly testing of integrations and

financial reporting processes, helping the County maintain accuracy and compliance throughout each release cycle. Across these engagements, our disciplined quarterly update methodology has reduced risk, accelerated issue resolution, and enabled public sector organizations to confidently adopt new functionality without disruption.

Our managed services customers consistently express strong satisfaction with the quality and reliability of our quarterly update support, trusting Graviton as a long-term partner in safeguarding their Oracle environments. We are fully committed to delivering that same level of excellence, trust, and partnership to the City of Stamford.

2.5.7. Additional Services

Graviton Consulting will provide comprehensive Oracle Fusion update and patch management services to ensure the City of Stamford's ERP environment remains secure, compliant, and fully optimized. Our support model combines proactive monitoring, structured testing, and close coordination with City IT staff to minimize risk while enabling the timely adoption of new features.

Monitoring and Evaluation:

Our team continuously monitors Oracle Cloud release notes, critical patch announcements, and compliance updates. Each release is evaluated for potential impact to the City's existing configurations, customizations, and integrations. We document all findings and provide a risk assessment to prioritize remediation and testing efforts.

Graviton's technical and functional teams perform rigorous impact evaluations of Oracle Fusion Cloud quarterly updates to safeguard Stamford's ERP stability. Each update cycle is carefully analyzed to identify and mitigate risks across existing configurations and customizations, critical third-party integrations such as Ceridian/Dayforce payroll, Community Pass, and Bank of America P-Card, as well as reports, OTBI dashboards, and workflow approvals. Our proactive approach ensures that updates are validated in a non-production environment before release, confirming business continuity, maintaining compliance with the City's governance framework, and eliminating disruptions to daily operations,

Planning and Scheduling:

Graviton will coordinate with Stamford's IT leadership to schedule updates in alignment with operational cycles such as payroll, financial closing, and year-end activities. A release calendar will be maintained to provide full transparency on upcoming quarterly updates, security patches, and Redwood rollouts.

Execution and Testing:

Updates are applied in a staged manner, beginning in a controlled test environment. We perform regression testing across core business processes—including payroll processing, procure-to-pay, cash reconciliation, and reporting—to ensure continuity. Backup and recovery procedures are validated prior to deployment. Once updates are approved, changes are promoted to production with full post-deployment validation and hypercare monitoring.

Governance and Compliance:

All updates are documented in accordance with Stamford's change management protocols. Stakeholders receive timely communication on update timelines, expected impacts, and new functionality. Graviton ensures that every update—whether it involves core patches, module enhancements, compliance-driven changes, or database compatibility—meets Stamford's internal controls and security standards.

Stakeholder Notification:

To ensure seamless communication and alignment with the City's requirements, Graviton provides timely release briefings and clear "What's Changing" summaries that highlight the impact of each Oracle update. Key business owners and IT stakeholders are proactively engaged through the distribution of test scripts, results, and issue logs, ensuring transparency, informed decision-making, and rapid resolution. This structured approach meets Stamford's RFP objectives by promoting collaboration, minimizing risk, and ensuring all stakeholders remain fully aware of system updates and their operational impact.

Change Documentation:

Graviton will maintain comprehensive change documentation that captures tested scenarios, pre- and post-update configurations, issues and resolutions, and business approvals for deployment. All records will be structured to ensure full traceability and transparency, aligning with Stamford's change management protocols and internal audit standards. This disciplined approach ensures every update is validated, risks are mitigated, and the City retains a clear, auditable history of system changes to support compliance and operational integrity.

Compliance with Internal Controls:

All Oracle update activities are executed exclusively within the City's VPN-secured environment, ensuring full alignment with Stamford's stringent internal controls and security standards. Graviton validates every update against the City's financial governance framework, confirming uninterrupted compliance with reporting requirements such as GASB and mandated tax changes. This disciplined approach safeguards system integrity, protects sensitive data, and guarantees that updates enhance—rather than disrupt—the City's financial and operational processes.

Update Types and Scope

Graviton will provide full lifecycle support for all Oracle Fusion updates, ensuring the City of Stamford remains current with Oracle's quarterly release cadence and critical security requirements. Our services include monitoring and evaluating core application patches, security updates, compliance-driven changes such as tax and mileage reimbursement updates, and module enhancements. We also manage technical updates including database and middleware compatibility patches, as well as Redwood experience upgrades. Each update is assessed for potential impacts on existing configurations, customizations, and integrations, with findings shared in advance to promote transparency and informed decision-making.

All updates are planned and executed in a controlled manner, beginning with pre-deployment staging and regression testing of critical business processes such as payroll, procure-to-pay, and cash reconciliation. Backup and recovery protocols are validated prior to implementation, and all changes are documented in alignment with the City's change management and security standards. This disciplined approach ensures that every update—whether functional, technical, or compliance-related—is deployed seamlessly, maintaining system stability, operational continuity, and adherence to Stamford's governance framework.

Update Frequency:

- **Major version updates:** Annually, quarterly, or as released by Oracle.
- **Minor updates and security patches:** Monthly or as needed, based on severity and urgency.

This disciplined and transparent approach ensures the City benefits from Oracle's continuous innovation while maintaining stability, compliance, and uninterrupted business operations.

Graviton offers strong **technical capability** to manage Oracle Fusion quarterly updates using structured test scripts and proven validation processes. Our consultants have deep expertise in Fusion Cloud and maintain comprehensive testing libraries tailored to ERP, HCM, and integration scenarios. These test scripts are executed consistently with every release cycle to validate end-to-end business processes such as payroll, procure-to-pay, financial close, and reporting. Detailed documentation is prepared for each cycle, capturing test results, identified issues, and the resolution steps taken. This documentation not only supports internal controls and audit readiness but also provides Stamford with full visibility into the testing and validation process.

We also place significant emphasis on **timeliness and SLA adherence** within Oracle's quarterly update cycle. Our team begins pre-update assessments as soon as Oracle publishes release documentation, mapping relevant changes against Stamford's current configurations and integrations. Testing and validation are then completed in non-production environments ahead of the scheduled production release window, ensuring a smooth and risk-free adoption. By adhering to strict turnaround times and established SLAs, Graviton ensures that every update is delivered on time, fully tested, and aligned with the City's operational and compliance standards.

2.6. Commitment to Security, Compliance, and Collaboration

2.6.1. Security and Compliance

Graviton Consulting Services, Inc. is committed to meeting the City of Stamford's security and compliance requirements. We will follow all City security protocols, safeguard sensitive data with industry best practices, and enforce least-privilege access controls. Graviton will also comply with all applicable laws and contractual obligations, ensuring confidentiality, breach notification, and data privacy throughout the engagement.

Adherence to City Security Protocols:

Graviton shall strictly adhere to all security policies, standards, and protocols as established by the City of Stamford, including but not limited to system access controls, data encryption, and change management procedures. Graviton acknowledges the City's authority to audit, monitor, and enforce compliance with these policies throughout the duration of the engagement.

Safeguarding of Sensitive Data and Access Credentials:

We are committed to ensuring that all sensitive information, including personally identifiable information (PII), financial data, and system access credentials, is protected using industry-leading practices. All data will be stored, transmitted, and processed in accordance with applicable laws, regulatory guidelines, and the City's data protection policies. Access to sensitive systems will be granted on a least-privilege basis and monitored through secure authentication mechanisms.

Compliance with Legal and Contractual Obligations:

Graviton shall fully comply with all federal, state, and municipal data privacy regulations. We understand the importance of maintaining compliance with all contractual terms under this engagement, including confidentiality, breach notification, and non-disclosure provisions.

2.6.2. Communication and Collaboration

Graviton Consulting Services Inc. has a strong track record of effective collaboration with internal IT departments, business stakeholders, and external partners in public sector ERP implementations. Our communication approach is built on transparency, accountability, and accessibility to ensure alignment across all teams.

We use a robust suite of collaboration tools, including Smartsheet, SharePoint, Miro, and OneNote, to facilitate seamless interaction, project tracking, and knowledge sharing throughout the engagement. These platforms enable:

- Real-time status updates and task management (Smartsheet)
- Weekly status calls with the City's stakeholders
- Centralized documentation and version control (SharePoint and OneNote)
- Collaborative planning and whiteboarding (Miro)

These tools will be made available to both City stakeholders and project teams to ensure everyone has visibility into progress, decisions, and any emerging issues. Regular communication protocols, including weekly status meetings, issue logs, and milestone reviews, will be implemented to maintain alignment and foster a collaborative partnership with the City of Stamford.

3. References

Number of years engaged in providing the services included within the scope of the specifications under the present business name:

3.1. Support Services

Graviton is pleased to provide the following five references for Support Services.

Reference 1	
Agency Name	Mariposa County, California
Contact Name	Leigh Westerlund
Telephone and Email	(209) 617-1865 lwesterlund@mariposacounty.org
Street Address	5100 Bullion Street, 2nd Floor
City, State & Zip	Mariposa, CA 95838
Oracle Fusion Applications	Providing support services to County's ERP, HCM and EPM applications.

Reference 2	
Agency Name	City of Springfield, Ohio
Contact Name	Nikki Weber
Telephone and Email	(937) 521-8063 nweber@springfieldohio.gov
Street Address	76 E High Street (3rd Floor)
City, State & Zip	Springfield, Ohio 45502
Oracle Fusion Applications	Providing support services to City's ERP, HCM and EPM applications.

Reference 3	
Agency Name	Yamhill County, Oregon
Contact Name	Mike Barnhart
Telephone and Email	(503) 474-4119 Ext. 6938 barnhartm@yamhillcounty.gov
Street Address	535 NE 5th St.
City, State & Zip	McMinnville, OR 97128
Oracle Fusion Applications	Providing support services to County's ERP, HCM and EPM applications.

Reference 4	
Agency Name	City of Redding, California
Contact Name	Greg Robinett

Reference 4

Telephone and Email	(530) 225-4088 grobinett@cityofredding.org
Street Address	777 Cypress Ave
City, State & Zip	Redding, CA 96001
Oracle Fusion Applications	Providing support services to City's ERP, HCM and EPM applications.

Reference 5

Agency Name	The State Bar of California
Contact Name	Shashi Spencer
Telephone and Email	(415) 538-2485 shashi.spencer@calbar.ca.gov
Street Address	180 Howard Street
City, State & Zip	San Francisco, CA - 94105
Oracle Fusion Applications	Providing support services to State Bar's ERP and HCM applications.

3.2. Update Services

Graviton is pleased to provide the following five references for Update Services.

Reference 1	
Agency Name	The State Bar of California
Contact Name	Shashi Spencer
Telephone and Email	(415) 538-2485 shashi.spencer@calbar.ca.gov
Street Address	180 Howard Street
City, State & Zip	San Francisco, CA - 94105
Oracle Fusion Applications	Providing quarterly update services to the State Bar's ERP and HCM applications. Troubleshooting issues arising from quarterly updates and Redwood upgrades.

Reference 2	
Agency Name	Mariposa County, California
Contact Name	Leigh Westerlund
Telephone and Email	(209) 617-1865 lwesterlund@mariposacounty.org
Street Address	5100 Bullion Street, 2nd Floor
City, State & Zip	Mariposa, CA 95838
Oracle Fusion Applications	Providing regulatory update services to the State Bar's ERP and HCM applications. Troubleshooting issues arising from quarterly updates and Redwood upgrades.

Reference 3	
Agency Name	City of Springfield, Ohio
Contact Name	Nikki Weber
Telephone and Email	(937) 521-8063 nweber@springfieldohio.gov
Street Address	76 E High Street (3rd Floor)
City, State & Zip	Springfield, Ohio 45502
Oracle Fusion Applications	Providing regulatory update services to the City's ERP, EPM and HCM applications. Troubleshooting issues arising from quarterly updates and Redwood upgrades.

Reference 4	
Agency Name	Yamhill County, Oregon
Contact Name	Mike Barnhart
Telephone and Email	(503) 474-4119 Ext. 6938 barnhartm@yamhillcounty.gov
Street Address	535 NE 5th St.
City, State & Zip	McMinnville, OR 97128
Oracle Fusion Applications	Providing regulatory update services to the County's ERP, EPM and HCM applications. Troubleshooting issues arising from quarterly updates and Redwood upgrades.

Reference 5	
Agency Name	Tulare County, California
Contact Name	Dawnette Jones
Telephone and Email	(559) 622-7286 DXJones@tularecounty.ca.gov
Street Address	5957 S. Mooney Blvd
City, State & Zip	Visalia, CA 93291
Oracle Fusion Applications	Providing regulatory update services to the County's HCM applications. Troubleshooting issues arising from quarterly updates and Redwood upgrades.

3.3. Implementation Services

Graviton is pleased to provide the following five references for Implementation Services.

Reference 1	
Agency Name	Mariposa County, California
Contact Name	Leigh Westerlund
Telephone and Email	(209) 617-1865 lwesterlund@mariposacounty.org
Street Address	5100 Bullion Street, 2nd Floor
City, State & Zip	Mariposa, CA 95838
Oracle Fusion Applications	Implemented ERP modules such as GL, Fixed Asset, Cash Management, Procurement, PPM, AP and Expenses.

Reference 2	
Agency Name	City of Springfield, Ohio
Contact Name	Nikki Weber
Telephone and Email	(937) 521-8063 nweber@springfieldohio.gov
Street Address	76 E High Street (3rd Floor)
City, State & Zip	Springfield, Ohio 45502
Oracle Fusion Applications	Implemented ERP modules such as GL, Fixed Asset, Cash Management, Procurement, PPM, AP and Expenses.

Reference 3	
Agency Name	Yamhill County, Oregon
Contact Name	Mike Barnhart
Telephone and Email	(503) 474-4119 Ext. 6938 barnhartm@yamhillcounty.gov
Street Address	535 NE 5th St.
City, State & Zip	McMinnville, OR 97128
Oracle Fusion Applications	Implemented ERP modules such as GL, Fixed Asset, Cash Management, Procurement, PPM, AP and Expenses.

Reference 4	
Agency Name	City of Redding, California
Contact Name	Greg Robinett
Telephone and Email	(530) 225-4088 grobinett@cityofredding.org
Street Address	777 Cypress Ave
City, State & Zip	Redding, CA 96001

Reference 4

Oracle Fusion Applications	Implemented ERP modules such as GL, Fixed Asset, Cash Management, Procurement, PPM, AP and Expenses.
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Reference 5

Agency Name	County of San Joaquin
Contact Name	Kaspar Kurmis
Telephone and Email	(209) 953-7678 kkurmis@sjgov.org
Street Address	44 North San Joaquin St,
City, State & Zip	Stockton, CA - 95202
Oracle Fusion Applications	Implemented EPM application to support planning, budgeting and reporting.

4. Fee Proposal/ Pricing

4.1. Support Services

Graviton is pleased to provide the following billing rates for Oracle ERP Support Services.

Position	Onshore Rate (USD/hour)	Offshore Rate (USD/hour)
Project Manager	\$130	\$35
ERP Solution Architect	\$165	-
ERP Functional Consultant	\$130	\$35
Technical Consultant	\$120	\$35

The billing rates provided above represent standard offsite (remote) rates for both onshore and offshore resources. Should onsite presence be required by the City, Graviton will work with the City to define and agree upon any applicable adjustments to the proposed rates in advance. All resources assigned will be subject to the City's approval and will possess relevant experience with Oracle ERP processes to ensure effective service delivery.

Some of the tasks that we anticipate during this engagement are as follows:

- Issue Troubleshooting & Resolution
- System Configuration / Enhancements
- Report Development & OTBI / BI Publisher Support
- Integration Monitoring & Maintenance
- Functional Support for ERP Modules
- Security & User Access Management
- Project-Based Work (Implementations)
- Quarterly Update Testing Assistance
- Client Meetings / Status Reviews

4.2. Testing Services

Firm-Fixed Price for Testing:

Graviton will provide quarterly testing services at a fixed rate of \$8,900 per month. As part of this service, our team will coordinate and conduct update feature review sessions with the City and execute the necessary test scripts to validate functionality. The detailed quarterly cost breakdown for one year of service is provided below:

Year	Quarter	Price
Year 1	Quarter 1	\$8,900
Year 1	Quarter 2	\$8,900
Year 1	Quarter 3	\$8,900
Year 1	Quarter 4	\$8,900
Total		\$35,600

Rates and Estimated Cost for System Support

Billing Rates:

Graviton is pleased to present the following billing rates for System Support. These rates reflect our commitment to delivering high-quality, cost-effective services while ensuring the City has access to experienced Oracle Cloud consultants across functional, technical, and project management roles.

Position	Onshore Rate (USD/hour)	Offshore Rate (USD/hour)
Project Manager	\$130	\$35
ERP Solution Architect	\$165	-
ERP Functional Consultant	\$130	\$35
Technical Consultant	\$120	\$35

Estimated Cost for System Support:

Graviton is pleased to provide the following estimated cost for System Support services. The table below outlines the proposed resource mix, billing rates, hours, and costs on a quarterly basis. This structured approach ensures the City receives consistent support across functional, technical, and project management roles, with predictable costs of \$17,320 per quarter.

The annual cost for these services is \$69,280.

		Q1		Q2		Q3		Q4	
Position	Rate	Hours	Cost	Hours	Cost	Hours	Cost	Hours	Cost
System Support Services									
Project Manager - Onshore	\$130	12	\$1,560	12	\$1,560	12	\$1,560	12	\$1,560
Project Manager - Offshore	\$35	24	\$840	24	\$840	24	\$840	24	\$840
ERP Solution Architect Onshore	\$165	16	\$2,640	16	\$2,640	16	\$2,640	16	\$2,640
ERP Consultant Onshore	\$130	40	\$5,200	40	\$5,200	40	\$5,200	40	\$5,200
ERP Consultant Offshore	\$35	60	\$2,100	60	\$2,100	60	\$2,100	60	\$2,100
Developer Onshore	\$120	24	\$2,880	24	\$2,880	24	\$2,880	24	\$2,880
Developer Offshore	\$35	60	\$2,100	60	\$2,100	60	\$2,100	60	\$2,100
Total		200	\$17,320	200	\$17,320	200	\$17,320	200	\$17,320

4.3. Implementation Services

Cash Management Implementation Pricing:

Position	Rate	Hours	Cost
Cash Management (6 Months)			
Project Manager - Onshore	\$130	120	\$15,600
Project Manager - Offshore	\$35	80	\$2,800
ERP Solution Architect Onshore	\$165	120	\$19,800
ERP Functional Consultant - Onshore	\$130	480	\$62,400
ERP Functional Consultant - Offshore	\$35	400	\$14,000
Technical Consultant Onshore	\$120	120	\$14,400
Technical Consultant Offshore	\$35	160	\$5,600
Total		1480	\$134,600

Lease Management Implementation Pricing:

Position	Rate	Hours	Cost
Lease Management (9 Months)			
Project Manager - Onshore	\$130	160	\$20,800
Project Manager - Offshore	\$35	120	\$4,200
ERP Solution Architect Onshore	\$165	160	\$26,400
ERP Consultant Onshore	\$130	640	\$83,200
ERP Consultant Offshore	\$35	800	\$28,000
Developer Onshore	\$120	120	\$14,400
Developer Offshore	\$35	240	\$8,400
Total		2240	\$160,400

5. Additional Relevant Documentation (Required Forms and Attachments)

5.1. Contractor's Statement

Contractor's Statement

Pursuant to Section 103.1 of the Stamford Code of Ordinances, I hereby provide the following:

If a joint venture, trustee, partnership, limited liability company or partnership, the names and addresses of all joint ventures, beneficiaries, partners or members:

N/A

If a corporation, the names and addresses of all officers, and the names and addresses of all parties owning over 10% of its common stock or over 10% of its preferred stocks. If any of said stockholders is a holding corporation, the names and addresses of all persons owning a beneficial interest in over 10% of the common or preferred stock of said holding company.

Vineet Srivastava, President 50% Ownership – [REDACTED] Folsom, CA 95630

Gautam Chaudhary, Vice President 50% Ownership – [REDACTED] Fremont, CA 94539

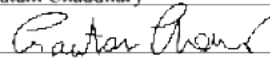
The names and positions of all persons listed hereinabove who are elected or appointed officers or employees of the City of Stamford.

Vineet Srivastava, President, Graviton Consulting Services, Inc.

Gautam Chaudhary, Vice President, Graviton Consulting Services, Inc.

Greg Catanzano, CEO, Graviton Consulting Services, Inc.

Name of Bidder/Proposer: Gautam Chaudhary

Signature of Bidder/Proposer: 

Title: Vice President

Company Name: Graviton Consulting Services, Inc.

Address: 8801, Folsom Blvd Ste 120, Sacramento CA 95826

Indicate if company submitting this proposal is: N / A MBE N / A WBE N / A DBE

5.2. Non-Collusion Affidavit

Non-Collusion Affidavit

The undersigned, having been duly sworn, affirms and says that to the best of his/her knowledge and belief:

1. The prices in this Proposal have been arrived at independently without collusion, consultation, communication, or agreement with any other Proposer or with any competitor for the purpose of restricting competition.
2. Unless otherwise required by law, the prices, which have been quoted in this Proposal, have not been knowingly disclosed by the Proposer and will not knowingly be disclosed by the Proposer prior to opening, directly or indirectly, to any other Proposer or to any competitor.
3. No attempt has been made or will be made by the Proposer to induce any other person, partnership or corporation to submit or not to submit a Proposal for the purpose of restricting competition.

Name of Proposer: Graviton Consulting Services, Inc

By: Gautam Chaudhary

Print Name: Gautam Chaudhary

Title: Vice President

ACKNOWLEDGMENT

STATE OF California

COUNTY OF Alameda

ss.

Date: September 9, 2025

Personally appeared Gautam Chaudhary, as Vice President of the above named firm, and attested that the foregoing statements are true and accurate to the best of his/her knowledge and belief.

Signature of Notary Public

My Commission Expires: Feb. 17, 2029

EFFECTIVE: 2/24/09



A notary public or other officer completing this certificate verifies only the identity of the individual who signed the document to which this certificate is attached, and not the truthfulness, accuracy, or validity of that document.

State of California, County of Alameda
 Subscribed and sworn to (or affirmed) before me
 on this 9th day of Sept., 2025, by
GAUTAM CHAUDHARY
 proved to me on the basis of satisfactory evidence
 to be the person(s) who appeared before me.

Signature

Dapinder Bhagrath

5.3. State of Connecticut Contractor Verification (in accordance with Public Act 16-67)- Compliance Affidavit

City of Stamford
State of Connecticut Contractor Verification (in accordance with Public Act 16-67)
Compliance Affidavit

I, the undersigned, personally and on behalf of Graviton Consulting Services, Inc., having
 (Contractor)
 been duly sworn, affirm and say that I have read, understand and am in compliance with Public Act 16-67 Concerning the Disclosure of Certain Education Personnel Records, Criminal Penalties for Threatening in Educational Settings and the Exclusion of a Minor's Name from Summary Process Complaints, and that neither I nor said Contractor, to the best of my knowledge, is in possession of any information indicating a finding of abuse or neglect or sexual misconduct, or otherwise have knowledge of such a condition(s) for any employees working on the project identified in RFQ/RFP or Bid 2026.0038. Further, if I or said Contractor
 (RFQ/RFP or Bid Number)
 become aware of any information indicating such a finding, or otherwise gain knowledge of such a condition, I and/or said Contractor will immediately forward such information to the City of Stamford.

Contractor Name: Graviton Consulting Services, Inc.
 Street Address: 8801 Folsom Blvd Ste 120
 City, State, Zip: Sacramento, CA 95826
 Title of person completing this form: Vice President
 Signature: Gautam Chaudhary
 Printed Name: Gautam Chaudhary
 Date: September 9, 2025

ACKNOWLEDGMENT

STATE OF CA

COUNTY OF Alameda ss.

Date: September 9, 2025

Personally appeared Gautam Chaudhary, as Vice President of the above named Contractor, and attested that the foregoing statements are true and accurate to the best of his/her knowledge and belief on behalf of himself and said Contractor.

A notary public or clerk officer completing this certificate verifies only the identity of the individual who signed the document to which this certificate is attached, and not the truthfulness, accuracy, or validity of that document.

State of California, County of Alameda
 Subscribed and sworn to (or affirmed) before me
 on this 9th day of Sept. 2025, by
GAUTAM CHAUDHARY
 proved to me on the basis of satisfactory evidence
 to be the person(s) who appeared before me.

Signature

Dapinder Bhagrath
 Signature of Notary Public
 My Commission Expires: Feb 17 2029



5.4. Certificate of Corporate Resolution

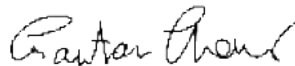
CERTIFICATE OF CORPORATE RESOLUTION RFQ/RFP

I, Gautam Chaudhary, SECRETARY OF Graviton Consulting Services, Inc
A CORPORATION EXISTING UNDER THE LAWS OF THE STATE OF California (CA), DO
HEREBY CERTIFY THAT THE FOLLOWING IS A TRUE COPY OF CERTAIN RESOLUTIONS
ADOPTED BY THE BOARD OF DIRECTORS OF SAID COMPANY, AT A MEETING THEREOF
DULY CALLED AND HELD ON THE 10th DAY OF September, 2025.

"RESOLVED, THAT THE Gautam Chaudhary, Secretary and VP
OF THE CORPORATION BE AND IS HEREBY AUTHORIZED TO SIGN
A CONTRACT WITH THE CITY OF STAMFORD, CONNECTICUT FOR
City RFP - Consulting Services for Oracle ERP, RFP/RFQ No. 2026.0038".

I, FURTHER CERTIFY THAT, Gautam Chaudhary IS THE DULY
ELECTED Secretary and VP OF Graviton Consulting Services, Inc
AND THE FOREGOING RESOLUTION HAS NOT BEEN MODIFIED OR REPEALED AND IS
IN FULL FORCE AND EFFECT.

IN WITNESS WHEREOF, I HAVE, HEREUNTO, SUBSCRIBED BY NAME AND AFFIXED
THE SEAL OF SAID CORPORATION THE 10th DAY OF September, 2025.



SECRETARY

5.5. Proposer's Information and Acknowledgement Form

RFP No: 2026.0038 - City RFP - Consulting Services for Oracle ERP

Date: August 13, 2025

Proposer's Name: Graviton Consulting Services Inc.

Street Address: 8801, Folsom Blvd, Ste 120

City Sacramento **State** CA **Zip** 95826

Business Telephone: 510-378-0683

Email: ap@gravitonconsulting.com

Unique Entity ID: N/A

Tax Id. No.: 90 - 0547175

Indicate (Yes/No) if company submitting this proposal is: No

(No) MBE

(No) WBE

(No) DBE

Signature: 

Date: September 10, 2025

Printed Name: Gautam Chaudhary

Title: Vice President

Addenda Acknowledgement – check and note date of addendum

☒ Addenda No. 1	8/5/2025	☒ Addenda No. 2	8/13/2025
☒ Addenda No. 3	8/25/2025	☒ Addenda No. 4	8/27/2025
☒ Addenda No. 5	8/28/2025	☐ Addenda No. 6	
☐ Addenda No. 7		☐ Addenda No. 8	
☐ Addenda No. 9		☐ Addenda No. 10	
☐ Addenda No. 11		☐ Addenda No. 12	

5.6. IRS Form W-9

W-9
Form (Rev. March 2024)
Department of the Treasury
Internal Revenue Service

Request for Taxpayer Identification Number and Certification
Go to www.irs.gov/FormW9 for instructions and the latest information.

Give form to the requester. Do not send to the IRS.

Before you begin. For guidance related to the purpose of Form W-9, see *Purpose of Form*, below.

1 Name of entity/individual. An entry is required. For a sole proprietor or disregarded entity, enter the owner's name on line 1, and enter the business/disregarded entity's name on line 2.

2 Business name/disregarded entity name, if different from above

3a Check the appropriate box to indicate tax classification of the entity/individual whose name is entered on line 1. Check only one of the following seven boxes.

☐ Individual sole proprietor ☒ C corporation ☐ S corporation ☐ Partnership ☐ Trust/estate

☐ LLC. Enter the tax classification (C = C corporation, S = S corporation, P = Partnership).
Note: Check the "LLC" box above and, in the entry space, enter the appropriate code (C, S, or P) for the tax classification of the LLC, unless it is a disregarded entity. A disregarded entity should instead check the appropriate box for the tax classification of its owner.

☐ Other (see instructions)

3b If on line 3a you checked "Partnership" or "Trust/estate," or checked "LLC" and entered "P" as its tax classification, and you are providing this form to a partnership, trust, or estate in which you have an ownership interest, check this box if you have any foreign partners, owners, or beneficiaries. See instructions.

4 Exemption codes (enter only to certain entities, not individuals; see instructions on page 3)

Exempt payee code (if any): _____

Exemption from Foreign Account Tax Compliance Act (FATCA) reporting code (if any): _____

(Apply to accounts maintained outside the United States.)

5 Address (number, street, and apt. or suite no.). See instructions.

6 City, state, and ZIP code

7 List account number(s) here (optional)

Requester's name and address (optional)

Part I Taxpayer Identification Number (TIN)

Enter your TIN in the appropriate box. The TIN provided must match the name given on line 1 to avoid backup withholding. For individuals, this is generally your social security number (SSN). However, for a resident alien, sole proprietor, or disregarded entity, see the instructions for Part I, later. For other entities, it is your employer identification number (EIN). If you do not have a number, see *How to get a TIN*, later.

8 Social security number

9 Employer identification number

Part II Certification

Under penalties of perjury, I certify that:

1. The number shown on this form is my correct taxpayer identification number (or I am waiting for a number to be issued to me); and

2. I am not subject to backup withholding because (a) I am exempt from backup withholding, or (b) I have not been notified by the Internal Revenue Service (IRS) that I am subject to backup withholding as a result of a failure to report all interest or dividends, or (c) the IRS has notified me that I am no longer subject to backup withholding; and

3. I am a U.S. citizen or (other U.S. person (defined below)); and

4. The FATCA code(s) entered on this form (if any) indicating that I am exempt from FATCA reporting is correct.

Certification instructions. You must cross out item 2 above if you have been notified by the IRS that you are currently subject to backup withholding because you have failed to report all interest and dividends on your tax return. For real estate transactions, item 2 does not apply. For mortgage interest paid, acquisition or abandonment of secured property, cancellation of debt, contributions to an individual retirement arrangement (IRA), and, generally, payments other than interest and dividends, you are not required to sign the certification, but you must provide your correct TIN. See the instructions for Part II, later.

Sign Here Signature of U.S. person *Gautam Chaudhry* Date *09/18/2025*

General Instructions

Section references are to the Internal Revenue Code unless otherwise noted.

Future developments. For the latest information about developments related to Form W-9 and its instructions, such as legislation enacted after they were published, go to www.irs.gov/FormW9.

What's New

Line 3a has been modified to clarify how a disregarded entity completes this line. An LLC that is a disregarded entity should check the appropriate box for the tax classification of its owner. Otherwise, it should check the "LLC" box and enter its appropriate tax classification.

Purpose of Form

An individual or entity (Form W-9 requester) who is required to file an information return with the IRS is giving you this form because they

File No. 10221X Form W-9 (Rev. 3-2024)

5.7. CHRO Compliance Notification & Bidder Contract Compliance Monitoring Report

COMMISSION ON HUMAN RIGHTS AND OPPORTUNITIES CONTRACT COMPLIANCE REGULATIONS NOTIFICATION TO BIDDERS

(Revised 09/3/15)

The contract to be awarded is subject to contract compliance requirements mandated by [Sections 4a-60 and 4a-60a](#) of the Connecticut General Statutes; and, when the awarding agency is the State, [Sections 46a-71\(d\) and 46a-81i\(d\)](#) of the Connecticut General Statutes. There are Contract Compliance Regulations codified at [Section 46a-68j-21 through 43](#) of the Regulations of Connecticut State Agencies, which establish a procedure for awarding all contracts covered by [Sections 4a-60 and 46a-71\(d\)](#) of the Connecticut General Statutes.

According to [Section 46a-68j-30\(9\)](#) of the Contract Compliance Regulations, every agency awarding a contract subject to the contract compliance requirements has an obligation to "aggressively solicit the participation of legitimate minority business enterprises as bidders, contractors, subcontractors and suppliers of materials." "Minority business enterprise" is defined in [Section 4a-60](#) of the Connecticut General Statutes as a business wherein fifty-one percent or more of the capital stock, or assets belong to a person or persons: "(1) Who are active in daily affairs of the enterprise; (2) who have the power to direct the management and policies of the enterprise; and (3) who are members of a minority, as such term is defined in subsection (a) of [Section 32-9n](#)." "Minority" groups are defined in [Section 32-9n](#) of the Connecticut General Statutes as "(1) Black Americans . . . (2) Hispanic Americans . . . (3) persons who have origins in the Iberian Peninsula . . . (4) Women . . . (5) Asian Pacific Americans and Pacific Islanders; (6) American Indians . . ." An individual with a disability is also a minority business enterprise as provided by [Section 4a-60g](#) of the Connecticut General Statutes. The above definitions apply to the contract compliance requirements by virtue of [Section 46a-68j-21\(11\)](#) of the Contract Compliance Regulations.

The awarding agency will consider the following factors when reviewing the bidder's qualifications under the contract compliance requirements:

- (a) the bidder's success in implementing an affirmative action plan;
- (b) the bidder's success in developing an apprenticeship program complying with [Sections 46a-68-1 to 46a-68-17](#) of the Administrative Regulations of Connecticut State Agencies, inclusive;
- (c) the bidder's promise to develop and implement a successful affirmative action plan;
- (d) the bidder's submission of employment statistics contained in the "Employment Information Form", indicating that the composition of its workforce is at or near parity when compared to the racial and sexual composition of the workforce in the relevant labor market area; and
- (e) the bidder's promise to set aside a portion of the contract for legitimate minority business enterprises. See [Section 46a-68j-30\(10\)\(E\)](#) of the Contract Compliance Regulations.

INSTRUCTIONS AND OTHER INFORMATION

The following [BIDDER CONTRACT COMPLIANCE MONITORING REPORT](#) must be completed in full, signed, and submitted with the bid for this contract. The contract awarding agency and the Commission on Human Rights and Opportunities will use the information contained thereon to determine the bidders compliance to [Sections 4a-60 and 4a-60a](#) CONN. GEN. STAT., and [Sections 46a-68i-23](#) of the Regulations of Connecticut State Agencies regarding equal employment opportunity, and the bidder's good faith efforts to include minority business enterprises as subcontractors and suppliers for the work of the contract.

1) Definition of Small Contractor

[Section 4a-60g](#) CONN. GEN. STAT. defines a small contractor as a company that has been doing business under the same management and control and has maintained its principal place of business in Connecticut for a one year period immediately prior to its application for certification under this section, had gross revenues not exceeding fifteen million dollars in the most recently completed fiscal year, and at least fifty-one percent of the ownership of which is held by a person or persons who are active in the daily affairs of the company, and have the power to direct the management and policies of the company, except that a nonprofit corporation shall be construed to be a small contractor if such nonprofit corporation meets the requirements of subparagraphs (A) and (B) of subdivision [4a-60g](#) CONN. GEN. STAT.

2) Description of Job Categories (as used in Part IV Bidder Employment Information) (Page 2)

MANAGEMENT: Managers plan, organize, direct, and control the major functions of an organization through subordinates who are at the managerial or supervisory level. They make policy decisions and set objectives for the company or departments. They are not usually directly involved in production or providing services. Examples include top executives, public relations managers, managers of operations specialties (such as financial, human resources, or purchasing managers), and construction and engineering managers.

BUSINESS AND FINANCIAL OPERATIONS: These occupations include managers and professionals who work with the financial aspects of the business. These occupations include accountants and auditors, purchasing agents, management analysts, labor relations specialists, and budget, credit, and financial analysts.

MARKETING AND SALES: Occupations related to the act or process of buying and selling products and/or services such as sales engineer, retail sales workers and sales representatives including wholesale.

LEGAL OCCUPATIONS: In-House Counsel who is charged with providing legal advice and services in regards to legal issues that may arise during the course of standard business practices. This category also includes assistive legal occupations such as paralegals, legal assistants.

COMPUTER SPECIALISTS: Professionals responsible for the computer operations within a company are grouped in this category. Examples of job titles in this category include computer programmers, software engineers, database administrators, computer scientists, systems analysts, and computer support specialists.

ARCHITECTURE AND ENGINEERING: Occupations related to architecture, surveying, engineering, and drafting are included in this category. Some of the job titles in this category include electrical and electronic engineers, surveyors, architects, drafters, mechanical engineers, materials engineers, mapping technicians, and civil engineers.

OFFICE AND ADMINISTRATIVE SUPPORT: All clerical-type work is included in this category. These jobs involve the preparing, transcribing, and preserving of written communications and records; collecting accounts; gathering and distributing information; operating office machines and electronic data processing equipment; and distributing mail. Job titles listed in this category include telephone operators, bill and account collectors, customer service representatives, dispatchers, secretaries and administrative assistants, computer operators and clerks (such as payroll, shipping, stock, mail and file).

BUILDING AND GROUNDS CLEANING AND MAINTENANCE: This category includes occupations involving landscaping, housekeeping, and janitorial services. Job titles found in this category include supervisors of landscaping or housekeeping, janitors, maids, grounds maintenance workers, and pest control workers.

CONSTRUCTION AND EXTRACTION: This category includes construction trades and related occupations. Job titles found in this category include boilermakers, masons (all types), carpenters, construction laborers, electricians, plumbers (and related trades), roofers, sheet metal workers, elevator installers, hazardous materials removal workers, paperhangers, and painters. Paving, surfacing, and tamping equipment operators; drywall and ceiling tile installers; and carpet, floor and tile installers and finishers are also included in this category. First line supervisors, foremen, and helpers in these trades are also grouped in this category.

INSTALLATION, MAINTENANCE AND REPAIR: Occupations involving the installation, maintenance, and repair of equipment are included in this group. Examples of job titles found here are heating, ac, and refrigeration mechanics and installers; telecommunication line installers and repairers; heavy vehicle and mobile equipment service technicians and mechanics; small engine mechanics; security and fire alarm systems installers; electric/electronic repair, industrial, utility and transportation equipment; millwrights; riggers; and manufactured building and mobile home installers. First line supervisors, foremen, and helpers for these jobs are also included in the category.

MATERIAL MOVING WORKERS: The job titles included in this group are Crane and tower operators; dredge, excavating, and lading machine operators; hoist and winch operators; industrial truck and tractor operators; cleaners of vehicles and equipment; laborers and freight, stock, and material movers, hand; machine feeders and offbearers; packers and packagers, hand; pumping station operators; refuse and recyclable material collectors; and miscellaneous material moving workers.

PRODUCTION WORKERS: The job titles included in this category are chemical production machine setters, operators and tenders; crushing/grinding workers; cutting workers; inspectors, testers sorters, samplers, weighers; precious stone/metal workers; painting workers; cementing/gluing machine operators and tenders; etchers/engravers; molders, shapers and casters except for metal and plastic; and production workers.

3) Definition of Racial and Ethnic Terms (as used in Part IV Bidder Employment Information) (Page 3)

<u>White</u> (not of Hispanic Origin)-All persons having origins in any of the original peoples of Europe, North Africa, or the Middle East. <u>Black</u> (not of Hispanic Origin)-All persons having origins in any of the Black racial groups of Africa. <u>Hispanic</u>- All persons of Mexican, Puerto Rican, Cuban, Central or South American, or other Spanish culture or origin, regardless of race.	<u>Asian or Pacific Islander</u>- All persons having origins in any of the original peoples of the Far East, Southeast Asia, the Indian subcontinent, or the Pacific Islands. This area includes China, India, Japan, Korea, the Philippine Islands, and Samoa. <u>American Indian or Alaskan Native</u>- All persons having origins in any of the original peoples of North America, and who maintain cultural identification through tribal affiliation or community recognition.
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BIDDER CONTRACT COMPLIANCE MONITORING REPORT**PART I – Bidder Information**

Company Name: Graviton Consulting Services, Inc. Street Address: 8801. Folsom Blvd Ste 120 City & State: Sacramento, CA 95826 Chief Executive: Greg Catanzano	Bidder Federal Employer Identification Number: XXXXXXXXXX Or Social Security Number:
Major Business Activity: (brief description) IT Consulting and Custom Software Programming Services.	Bidder Identification (response optional/definitions on page 1) -Bidder is a small contractor? Yes ☐ No ☒ -Bidder is a minority business enterprise? Yes ☐ No ☒ (If yes, check ownership category) Black ☐ Hispanic ☐ Asian American ☐ American Indian/Alaskan Native ☐ Iberian Peninsula ☐ Individual(s) with a Physical Disability ☐ Female ☐ -Bidder is certified as above by State of CT? Yes ☐ No ☒
Bidder Parent Company: N/A (If any)	
Other Locations in CT: N/A (If any)	

PART II - Bidder Nondiscrimination Policies and Procedures

1. Does your company have a written Affirmative Action/Equal Employment Opportunity statement posted on company bulletin boards? Yes ☒ No ☐	7. Do all of your company contracts and purchase orders contain non-discrimination statements as required by Sections 4a-60 & 4a-60a Conn. Gen. Stat.? Yes ☐ No ☒
2. Does your company have the state-mandated sexual harassment prevention in the workplace policy posted on company bulletin boards? Yes ☒ No ☐	8. Do you, upon request, provide reasonable accommodation to employees, or applicants for employment, who have physical or mental disability? Yes ☒ No ☐
3. Do you notify all recruitment sources in writing of your company's Affirmative Action/Equal Employment Opportunity employment policy? Yes ☐ No ☒	9. Does your company have a mandatory retirement age for all employees? Yes ☐ No ☒
4. Do your company advertisements contain a written statement that you are an Affirmative Action/Equal Opportunity Employer? Yes ☐ No ☒	10. If your company has 50 or more employees, have you provided at least two (2) hours of sexual harassment training to all of your supervisors? Yes ☐ No ☐ N/A ☒
5. Do you notify the Ct. State Employment Service of all employment openings with your company? Yes ☐ No ☒	11. If your company has apprenticeship programs, do they meet the Affirmative Action/Equal Employment Opportunity requirements of the apprenticeship standards of the Ct. Dept. of Labor? Yes ☐ No ☐ N/A ☒
6. Does your company have a collective bargaining agreement with workers? Yes ☐ No ☒	12. Does your company have a written affirmative action Plan? Yes ☒ No ☐ If no, please explain.
6a. If yes, do the collective bargaining agreements contain non-discrimination clauses covering all workers? Yes ☐ No ☐	
6b. Have you notified each union in writing of your commitments under the nondiscrimination requirements of contracts with the state of CT? Yes ☐ No ☒	13. Is there a person in your company who is responsible for equal employment opportunity? Yes ☐ No ☒ If yes, give name and phone number:

Part III - Bidder Subcontracting Practices

(Page 4)

1. Will the work of this contract include subcontractors or suppliers? Yes ☐ No ☒

1a. If yes, please list all subcontractors and suppliers and report if they are a small contractor and/or a minority business enterprise. (defined on page 1 / use additional sheet if necessary)

1b. Will the work of this contract require additional subcontractors or suppliers other than those identified in 1a. above? Yes ☐ No ☒

PART IV - Bidder Employment Information

Date: August 13, 2025

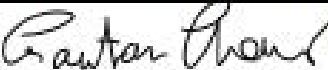
JOB CATEGORY*	OVERALL TOTALS	WHITE (not of Hispanic origin)		BLACK (not of Hispanic origin)		HISPANIC		ASIAN or PACIFIC ISLANDER		AMERICAN INDIAN or ALASKAN NATIVE	
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Management	3							2			
Business & Financial Ops											
Marketing & Sales	32	23	9		1	1		13	3		
Legal Occupations											
Computer Specialists											
Architecture/Engineering											
Office & Admin Support											
Ride/ Grounds Cleaning/Maintenance											
Construction & Extraction											
Installation, Maintenance & Repairs											
Material Moving Workers											
Production Occupations											
TOTALS ABOVE											
Total One Year Ago	35	23	9		1	1		15	3		
FORMAL ON THE JOB TRAINING - (ENTER FIGURES FOR THE SAME CATEGORIES AS ARE SHOWN ABOVE)											
Apprentices											
Trainees											

*NOTE: JOB CATEGORIES CAN BE CHANGED OR ADDED TO (EX. SALES CAN BE ADDED OR REPLACE A CATEGORY NOT USED IN YOUR COMPANY)

PART V - Bidder Hiring and Recruitment Practices**(Page 5)**

1. Which of the following recruitment sources are used by you? (Check yes or no, and report percent used)				2. Check (X) any of the below listed requirements that you use as a hiring qualification (X)		3. Describe below any other practices or actions that you take which show that you hire, train, and promote employees without discrimination N/A.
SOURCE	YES	NO	% of applicants provided by source			
State Employment Service	☐	☒		X	Work Experience	
Private Employment Agencies	☒	☐		X	Ability to Speak or Write English	
Schools and Colleges	☒	☐		X	Written Tests	
Newspaper Advertisement	☒	☐			High School Diploma	
Walk In	☒	☐			College Degree	
Present Employees	☒	☐			Union Membership	
Labor Organizations	☐	☒			Personal Recommendation	
Minority/Community Organizations	☐	☒			Height or Weight	
Others (please identify)	☐	☒			Car Ownership	
	☐	☐			Arrest Record	
	☐	☐			Wage Garnishments	

Certification (Read this form and check your statements **CAREFULLY** before signing). I certify that the statements made by me on this BIDDER CONTRACT COMPLIANCE MONITORING REPORT are complete and true to the best of my knowledge and belief, and are made in good faith. I understand that if I knowingly make any misstatements of facts, I am subject to be declared in non-compliance with Sections 4a-60, 4a-60a, and related sections of the CONN. GEN. STAT.

(Signature)		(Title)	Gautam Chaudhary, Vice President	(Date Signed)	Sept. 10, 2025	(Telephone)	510 - 378 - 0683
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5.8. MBE/WBE/DBE Certification

Graviton Consulting Services, Inc. is not currently certified as a Minority Business Enterprise (MBE), Women's Business Enterprise (WBE), or Disadvantaged Business Enterprise (DBE) under State of Connecticut or Federal certification programs. Therefore, no MBE, WBE, or DBE certification documents are being submitted as part of this proposal.