

Exhibit to Agenda Item #4

Approve Contract Change No. 1 to Contract No. 4500128620 with **EPI-USE America, Inc.** to extend the contract expiration date by two years to March 31, 2024, increase the contract amount by \$6,876,612, from \$263,500 to \$7,140,112, and to add scope required for **Phase 1 Implementation** of the **SAP SuccessFactors** Human Experience Management modules and to start preparatory activities for **Phase 2 Implementation** under the **Talent and Technology Transformation (T3) Project**.

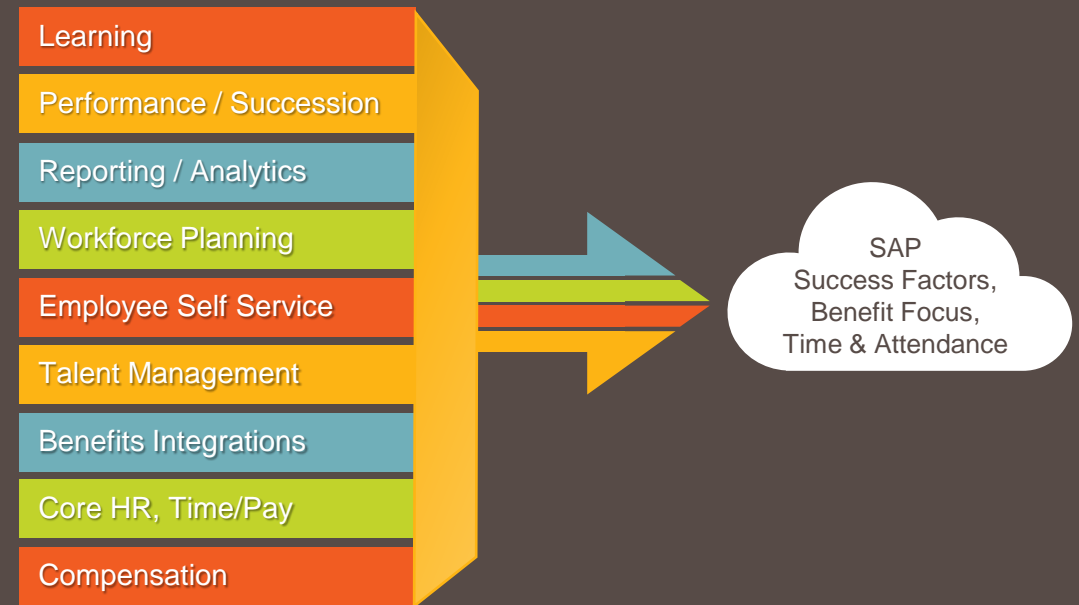
Board Finance & Audit Committee and Special SMUD Board of Directors Meeting
Tuesday, December 7, 2021, scheduled to begin at 5:30 p.m.

Virtual Meeting (online)

Background

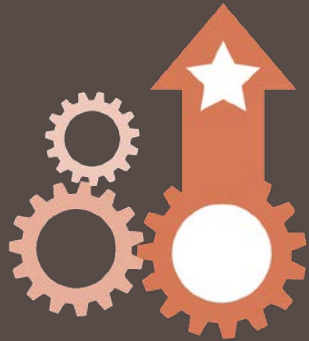
Currently SMUD utilizes separate technologies for collecting and processing the thousands of people related transactions that take place every day.

- Manual processes & inefficiencies
- End of life systems
- Data silos with disconnected systems
- Dissimilar look-and-feel
- Outdated candidate experience



People Services & Strategies

Strategic Goals 2022 - 2024



Increase operational efficiencies



Attract, develop & retain critical roles and skills to deliver on SMUD's 2030 Clean Energy Vision



Champion workforce diversity, equity & a culture of high-trust and inclusion

Talent. Technology. Transformation.

- ... A **simple, intuitive and modern platform** that engages and empowers leadership and employees.
- ... An easier application process and streamlined hiring workflow that fosters **transparency and collaboration**.
- ... Access to data that improves problem solving, decision making and employee lifecycle analysis with a **Diversity Equity and Inclusion lens**.
- ... **Increase efficiencies** through operational excellence allowing more time for strategies and critical work.
- ... Reducing 9 disparate applications to **1 integrated platform**

Change Management to ensure adoption

- Change team and Communication strategy
- Impacted stakeholder groups
- Cost of resistance
- Early awareness and checkpoints



Project Vision: Transformed People Services & Strategies Ecosystem

Simple and modern

- Engaged/empowered employees
- Simplified routine administrative tasks



Improved candidate & employee experience

- Streamlined hiring process
- Easier application process
- Desired culture of transparency & collaboration

Accessible data

- Improved problem solving and decision making
- Full employee lifecycle analysis with a DEI lens



Efficiencies

- Increased operational excellence
- More time for strategies and critical work

Procurement Strategy

Request for Proposal (RFP) Background and Approach

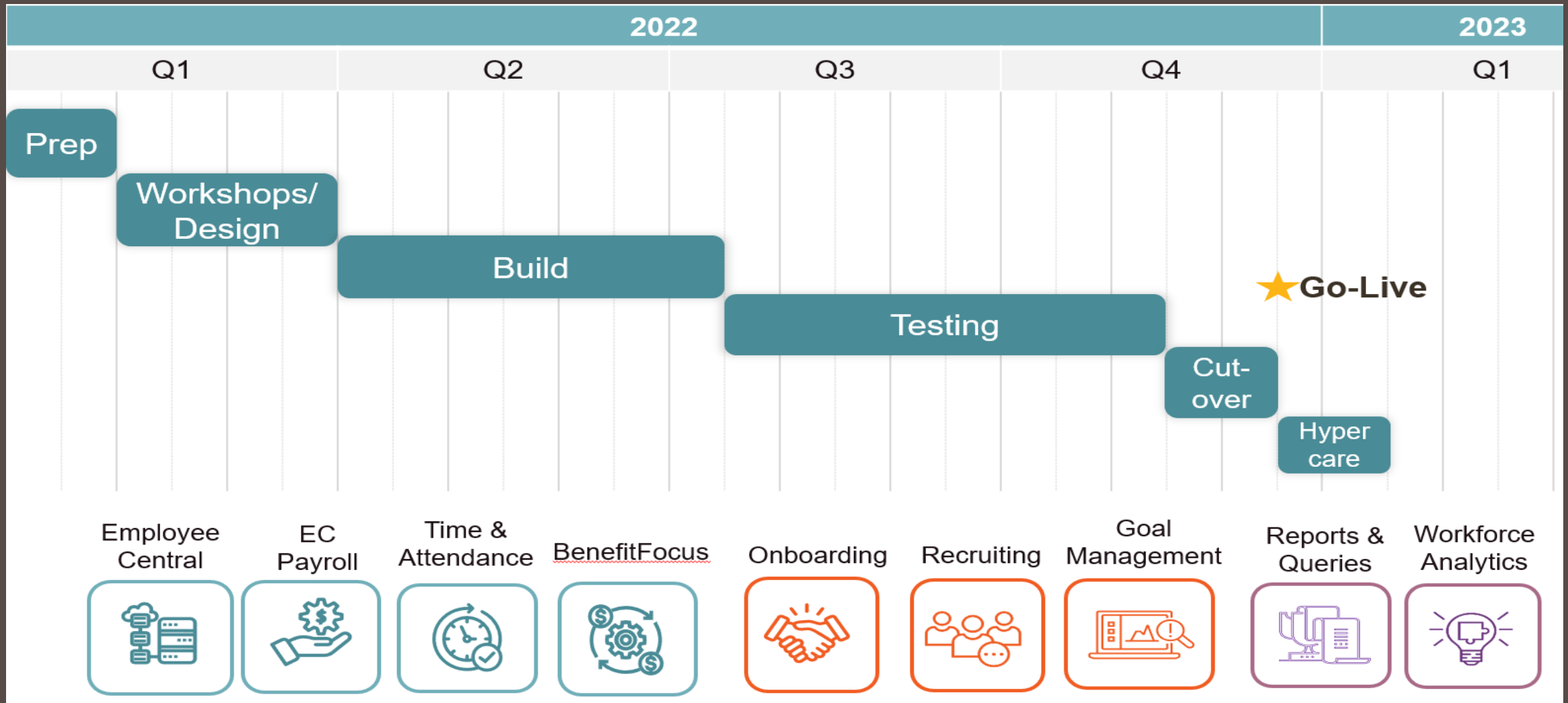
- One RFP - Phased, collaborative approach
- Reduces costs and time to market
- Increases speed to delivery and creates safety off-ramps



Multiple Benefits of Integrated Platform

- Reduce manual transactions & Human Resource administrative effort
- Improved people data and analytics capability
- Modernizes systems dating back to 1999
- Consolidating 9 disconnected systems into one powerful platform
- Improve succession planning and tracking
- Improve recruiting function efficiency

Deployment Timeline: 2022 – 2023 (Phase 1)



Action Requested

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