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- Outdated candidate experience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
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

**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

**Improved candidate & employee experience**
- Streamlined hiring process
- Easier application process
- Desired culture of transparency & collaboration
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

<table>
<thead>
<tr>
<th>Year</th>
<th>Modules</th>
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<tbody>
<tr>
<td>2021</td>
<td>Discovery, Planning, and Preparation for Phase 1 modules</td>
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<tr>
<td>2022</td>
<td>Transform and Run Phase 1 modules</td>
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<tr>
<td>2023</td>
<td>Transform and Run Phase 2 modules</td>
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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)

- **Q1 2022**: Prep
- **Q2 2022**: Workshops/Design
- **Q3 2022**: Build
- **Q4 2022**: Testing
- **Q1 2023**: Go-Live

- Employee Central
- EC Payroll
- Time & Attendance
- BenefitFocus
- Onboarding
- Recruiting
- Goal Management
- Reports & Queries
- Workforce Analytics

December 7, 2021 Board Finance & Audit Committee and Special SMUD Board of Directors Meeting
Action Requested

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