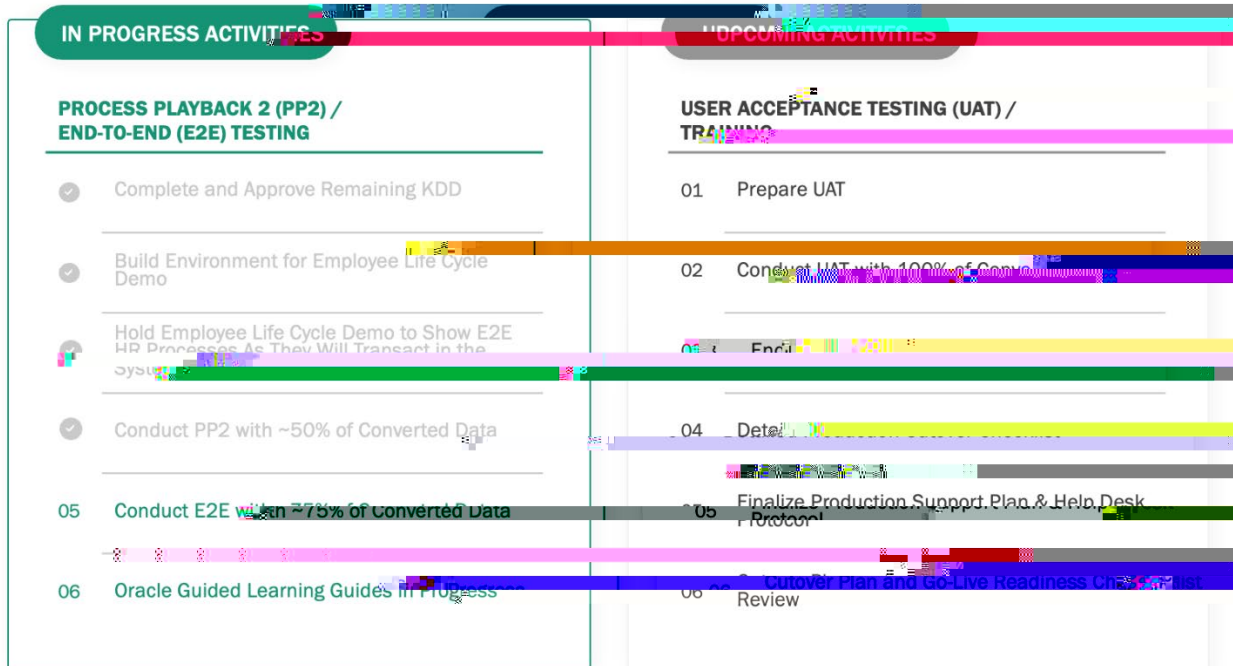






Project Updates

Project Drive Road Map

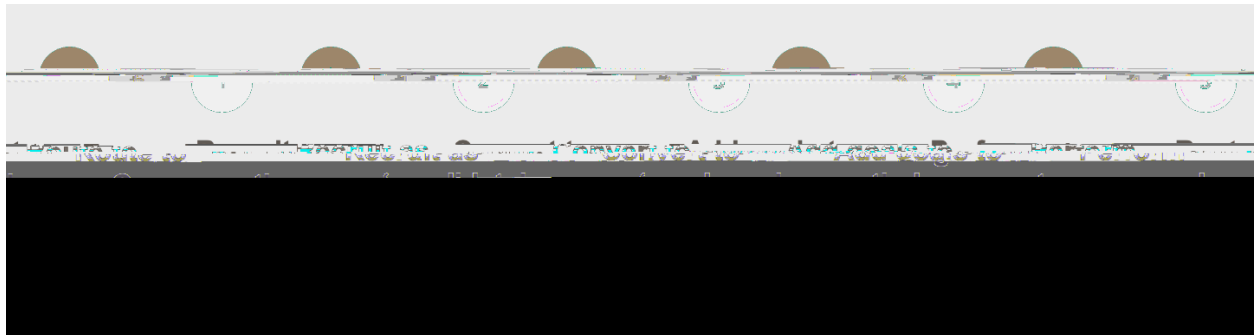


Recent Activities

The project team is currently wrapping final preparations for End-to-End (E2E) testing, which kicks off in July. These preparations involve building out Prototype 3 (P3) and its configurations, data conversions, integrations and reports.

A friendly reminder: E2E testing covers business processes from start to finish within our recently completed P2, across different Oracle Cloud HCM system modules (e.g., Recruiting, Compensation etc.) as we would complete them in our day-to-day work.

Below is an example of a Recruiting E2E scenario that the team will test. To be sure, the USF team will lead E2E testing sessions, including developing test scripts, preparing testers and executing the E2E tests themselves.



E2E testing ensures the business processes like the one above transact as designed and that data integrity is preserved between the modules involved. In addition, the Project Management Office (PMO) and Executive Leadership Team (ELT) have finalized which system modules will be going live under their grouped 'waves', beginning with Wave 1 Go Live in January 2025:

| 1 | 2 | 3 |
|--|--|--|
| Wave 1 – Jan 2025 | Wave 2 – Feb / Mar 2025 | Wave 3 – Apr / May 2025 |
| <ul style="list-style-type: none"> Core HR Payroll – Dec 2024 Benefits Time & Labor Absence Management Recruiting/Onboarding Compensation Workforce Planning Advanced Controls HCM Analytics Help Desk Policy Automation Relevant Self-Services | <ul style="list-style-type: none"> Talent Management Global Management Relevant Self-Services | <ul style="list-style-type: none"> Career Development Succession Planning Workforce Health & Safety Relevant Self-Services |

See the FAQ at the bottom of this document for more information on E2E Testing.

Key accomplishments

- x Completed and gained ELT approval of all Process Playback 2 (PP2) activities!



- x Prepared for End-to-End (E2E) testing by starting the build of our third prototype (P3) of the new system
- x Expanded amount of data conversions to provide USF with 25 years of former employee history
- x Added Recruiting Booster module to our Oracle Cloud HCM solution to help USF accelerate hiring and build better relationships with candidates
- x Finalized Wave 1 Go-Live Date to January 2025, with Payroll system capabilities going live on December 20, 2024 (e.g., ready and able to clock time and absence information to calculate payroll)

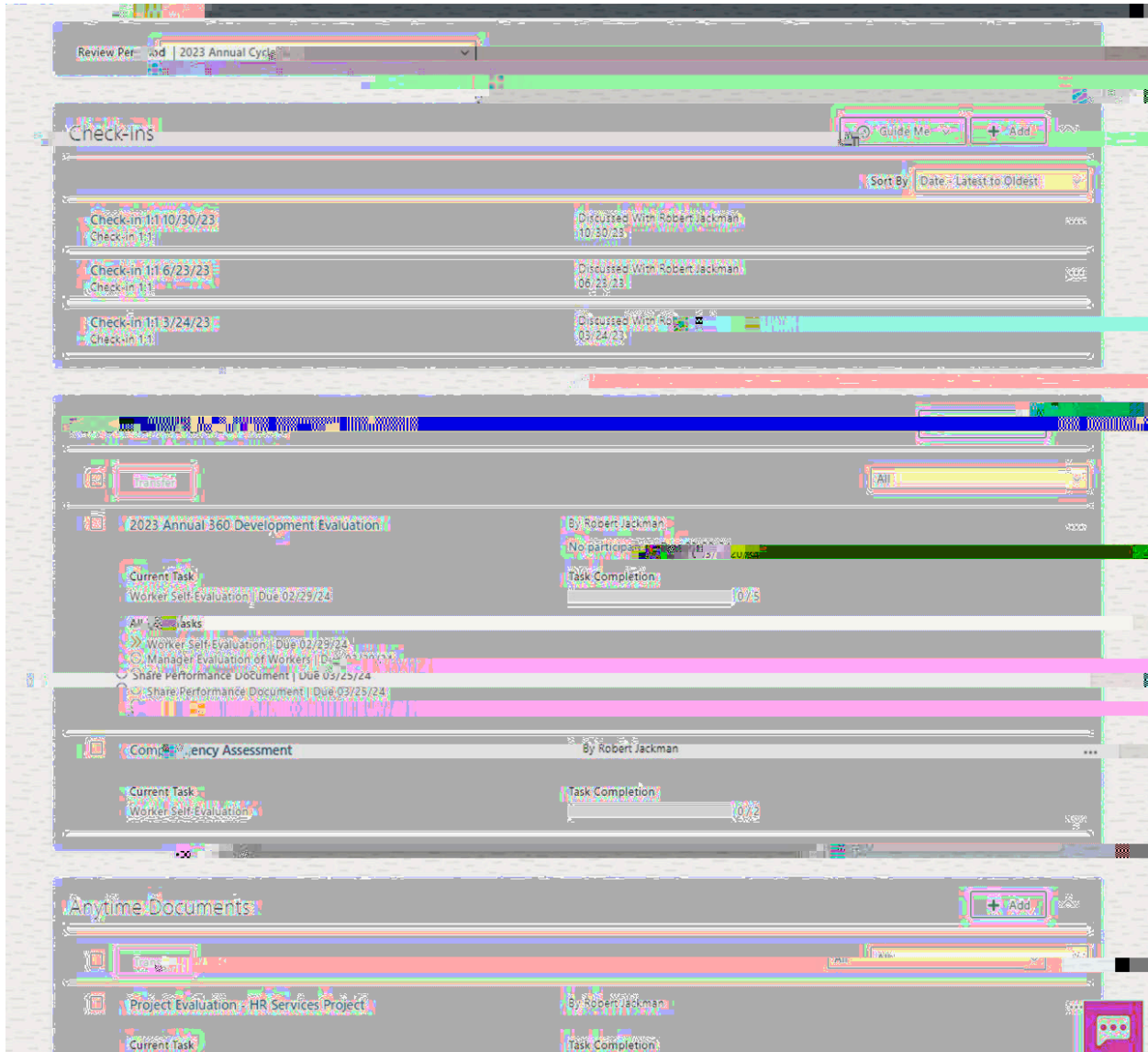
Upcoming Change Management activities

- x Delivered Monthly Talking Points for various audiences at USF
 - x Delivered MOMENTUM, the USF HR Practitioner Newsletter
 - x Developing outline for ACCELERATE, the USF Employee Newsletter
 - x Continuing to capture and validate change impacts as needed
 - x Developing the Change Impact Executive Summary
 - x Prepare Change Readiness Survey questions and invite details
 - x Delivered the June Change Ambassador Network meeting on June 26
-



Putting You in the Driver's Seat

Oracle Performance Management



**The image above represents a sample of the Oracle Cloud system. It does not represent the finalized system for USF.*

Each month, we offer you a sneak peek of a different Oracle Cloud HCM module and how it will improve your day-to-day work. We believe is instrumental to project success , so it's only fitting that the Oracle Performance Management sub-module (operating under the Oracle Talent Management



Action items for leadership:

- x [Click here](#) to watch a demo of the Oracle Talent Management module (including the Performance Management sub-module) and how it can help you manage every stage of the talent lifecycle, and employee performance, in one single point of access.
- x Visit our [Project Team Training Guide page](#) for steps on creating an Oracle Learning Explorer account and to access training.

Frequently Asked Questions

What happens during E2E Testing?

During E2E Testing, Oracle and USF will execute test scripts they have created within the system, update testing status, and log defects in JIRA (the project management tool used on Project Drive). In daily meetings, defects will be reviewed, confirmed, and prioritized; testers will work with workstream business leads, Oracle, and USF test leads to resolve defects. USF will lead testing, and Oracle will provide support. Converted data will be used for all testing.

How does E2E Testing differ from earlier testing?

Whereas Process Playback 1 began by testing processes within system modules, E2E Testing finalizes how inter-module processes work together and how those modules integrate with each other. This testing series is a culmination of our collaborative efforts in leading earlier design sessions with best-practice business processes; we will now see how these business processes transact between modules in the new system. As the illustration below demonstrates, each stage of TCM+ relies on design iterations for continuous improvement.

What are the objectives of E2E Testing?



1. Continue to put our best practice approach into action
2. Encourage hyper-collaboration across workstreams and modules
3. Prepare/equip USF project teams to take the primary role during E2E Testing with Oracle's support

4. ~~Original Knowledge (i) (S) (1) 0.65 OE.02 The, (i) n4. TJ3 ncl (i) 1ud (ng1 TJ3 n) 1~~