# Exhibit 300 (BY2010)

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<table>
<tr><td colspan="2" align="center"><strong>PART ONE</strong></td></tr>
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<tr><td colspan="2" align="center"><strong>OVERVIEW</strong></td></tr>
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| | |
|---|---|
| **1. Date of Submission:** | 2008-09-08-04:00 |
| **2. Agency:** | 429 |
| **3. Bureau:** | 00 |
| **4. Name of this Capital Asset:** | Time and Labor Modernization |
| **5. Unique Project Identifier:** | 429-00-01-01-01-2016-00 |

*6. What kind of investment will this be in FY2010?*

Planning

*7. What was the first budget year this investment was submitted to OMB?*

FY2008

*8. Provide a brief summary and justification for this investment, including a brief description of how this closes in part or in whole an identified agency performance gap.*

This investment provides for the collection of time & attendance & labor data from approximately 3800 employees & consultants. The purpose of this investment is to perform a technology refresh of the legacy HRMS T&L system, after completing an alternatives analysis of T&L, and subsequent business process improvement studies confirming the critical need for a T&L investment that supports human capital initials, but equally supports financial and business objectives of the agency. The T&L satisfies statutory requirements for billing NRC licensees & managing costs associated with collecting fees that prescribed by the OBRA-90 and Nuclear Waste Act. The T&L system is a self-service application allowing employees to report time worked for compensation. The information provides executives with a tool to manage the human resources. The data are used for formulating and executing budgets, operating plans, workload planning, managing costs, and performance monitoring. The data are used in analysis and reporting on resource expenditures, and are core to the decision making processes in the agency. The T&L system interfaces with agency enterprise-wide systems, including Federal Financial System, Cost Accounting System, the Reactor Program System, and the Strategic Workforce Planning System. The T&L system has served as a central repository for collecting staff time expenditures in the agency. T&L provides NRC with a means to meet the effective internal control objectives of the Federal Managers? Financial Integrity Act. This is evidenced in a history of unqualified audit opinions on NRC?s financial statements. Independent studies on the implementation of T&L have confirmed the centralized time, attendance, and labor reporting process supported by T&L meets requirements essential to NRC?s mission described in its Performance & Accountability Report. As a result of business process improvement studies, the need to strengthen the security posture of the legacy HRMS to meet the most current Federal requirements & guidelines is proceeded by the Agency.

*9. Did the Agency's Executive/Investment Committee approve this request?*

yes

*9.a. If "yes," what was the date of this approval?*

2008-08-05-04:00

*10. Did the Program/Project Manager review this Exhibit?*

yes

*11. Program/Project Manager Name:*

Amy Hsu

*Program/Project Manager Phone:*

301-415-0730

*Program/Project Manager Email:*

amy.hsu@nrc.gov

*11.a. What is the current FAC-P/PM certification level of the project/program manager?*

Senior/Expert/DAWIA-Level 3

*11.b. When was the Program/Project Manager Assigned?*

2008-09-05-04:00

*11.c. What date did the Program/Project Manager receive the FACP/PM certification? If the certification has not been issued, what is the anticipated date for certification?*

2008-09-04-04:00

| |
|---|
| *12. Has the agency developed and/or promoted cost effective, energy-efficient and environmentally sustainable techniques or practices for this project.* |
| yes |
| *12.a. Will this investment include electronic assets (including computers)?* |
| yes |
| *12.b. Is this investment for new construction or major retrofit of a Federal building or facility? (answer applicable to non-IT assets only)* |
| no |
| *13. Does this investment directly support one of the PMA initiatives?* |
| yes |
| *If yes, select the initiatives that apply:* |

| |
|---|
| Human Capital |
| Financial Performance |
| Budget Performance Integration |
| Competitive Sourcing |
| Expanded E-Government |

| |
|---|
| *13.a. Briefly and specifically describe for each selected how this asset directly supports the identified initiative(s)? (e.g. If E-Gov is selected, is it an approved shared service provider or the managing partner?)* |
| HRLob-support employee compensation for approximately 3800 employees & consultants. FMLob- supports billing licensees, managing cost, and preparing financial statements. As part of the technology refresh currently underway, improved business processes will be implemented and a transition to a private or Government provided will be executed that is consistent with NRC's Financial Systems Architecture plans. See Integrated Financial BPI ML071590076 & Target Financial Sys Architecture ML071590081 |
| *14. Does this investment support a program assessed using the Program Assessment Rating Tool (PART)?* |
| yes |
| *14.a. If yes, does this investment address a weakness found during the PART review?* |
| no |
| *14.b. If yes, what is the name of the PARTed program?* |
| 10002440 - Nuclear Materials Users Licensing and Inspection |
| *14.c. If yes, what rating did the PART receive?* |
| Effective |
| *15. Is this investment for information technology?* |
| yes |
| *16. What is the level of the IT Project (per CIO Council's PM Guidance)?* |
| Level 2 |
| *17. What project management qualifications does the Project Manager have? (per CIO Council's PM Guidance)* |
| (1) Project manager has been validated as qualified for this investment |
| *18. Is this investment identified as high risk on the Q4 - FY 2008 agency high risk report (per OMB memorandum M-05-23)?* |
| no |
| *19. Is this a financial management system?* |
| yes |
| *19.a. If yes, does this investment address a FFMIA compliance area?* |
| yes |
| *19.a.1. If yes, which compliance area:* |
| Statements of Federal Financial Accounting Standards-Managerial Cost Accounting Concepts and Standards for the Federal Government (SFFAS No. 4) |
| *19.a.2. If no, what does it address?* |
| In addition, T&L information supports NRC?s ability to verify & validate cost & resources reported against performance measures & metrics. The data provides linkage to the budget & provides the data used in prioritizing work & aligning resources to program outcomes.It assure the information reported by managers are complete,accurate,& consistent. HRMS provides transparency to resource allocation decisions made by NRC |
| *19.b. If yes, please identify the system name(s) and system acronym(s) as reported in the most recent financial systems inventory update required by Circular A11 section 52.* |

| Human Resources Management System (HRMS) | |
|---|---|
| *20. What is the percentage breakout for the total FY2010 funding request for the following? (This should total 100%)* | |
| **Hardware** | 22 |
| **Software** | 0 |
| **Services** | 71 |
| **Other** | 8 |

*21. If this project produces information dissemination products for the public, are these products published to the Internet in conformance with OMB Memorandum 05-04 and included in your agency inventory, schedules and priorities?*

n/a

*22. Contact information of individual responsible for privacy related questions.*

*Name*

Sandra S. Northern

*Phone Number*

301-415-6879

*Title*

Privacy Officer

*Email*

Sandra.Northern@NRC.GOV

*23. Are the records produced by this investment appropriately scheduled with the National Archives and Records Administration's approval?*

yes

*24. Does this investment directly support one of the GAO High Risk Areas?*

no

## SUMMARY OF SPEND

*1. Provide the total estimated life-cycle cost for this investment by completing the following table. All amounts represent budget authority in millions, and are rounded to three decimal places. Federal personnel costs should be included only in the row designated Government FTE Cost, and should be excluded from the amounts shown for Planning, Full Acquisition, and Operation/Maintenance. The total estimated annual cost of the investment is the sum of costs for Planning, Full Acquisition, and Operation/Maintenance. For Federal buildings and facilities, life-cycle costs should include long term energy, environmental, decommissioning, and/or restoration costs. The costs associated with the entire life-cycle of the investment should be included in this report.*

*All amounts represent Budget Authority*

*(Estimates for BY+1 and beyond are for planning purposes only and do not represent budget decisions)*

|  | PY-1 & Earlier | PY | CY | BY |
|---|---:|---:|---:|---:|
|  | -2007 | 2008 | 2009 | 2010 |
| **Planning Budgetary Resources** | 0.000000 | 0.000000 | 0.300000 | 0.000000 |
| **Acquisition Budgetary Resources** | 0.901000 | 0.835000 | 0.432000 | 0.335000 |
| **Maintenance Budgetary Resources** | 0.000000 | 0.000000 | 0.000000 | 0.000000 |
| **Government FTE Cost** | 0.124000 | 0.074000 | 0.266000 | 0.196000 |
| **# of FTEs** | 1 | 0 | 2 | 1 |

*Note: For the cross-agency investments, this table should include all funding (both managing partner and partner agencies).*

*Government FTE Costs should not be included as part of the TOTAL represented.*

*2. Will this project require the agency to hire additional FTE's?*

yes

*2.a. If "yes," how many and in what year?*

2.0 FTE. 1.0 for Project Manager and 1.0 for Training/Communications. Project Manager is required for additional oversight and management of the modernizaiton process. Both resources will support the transition to a service provider assuring compliance with security requirements and transition of staff at an alternate processing site.

*3. If the summary of spending has changed from the FY2009 President's budget request, briefly explain those changes.*

The spending has been revised to separate HRMS legacy O&M steady state/decommissioning activities from upgrade (technology refresh) and ongoing transition of services activities to a private or public service provider. In separating the costs, FTE expenditures required for this project were not identified for this investment as resources were reprogrammed internally to perform the upgrade in FY07. Budgeted resources are reflected in the FY08,09 budget. The total overall project cost is $6.2 million. The Summary of Spending is overstated by 782K as the purchase of hardware and software occurred ahead of schedule in FY 2007. The project is rebaselined due to contract issues and for the best interest of NRC to pursue a better contract to support the modernization process. During Fiscal Year 2008, OCFO has taken a new look at the Time & Labor (T&L) Modernization Project in the context of the larger efforts to modernize other OCFO financial systems. Economies and efficiencies can be attained by consolidating multiple stand-alone financial systems into one enterprise suite, outsource to the same host/provider, and share common O&M, disaster recovery, security, C&A, etc. Momentum Financials (outsourced to the National Business Center (NBC)/DOI) has been selected to consolidate the NRC core financial (FFS), fee billing (FEES), cost accounting (CAS), funds control (AAFP), and capitalized property (CPS) financial systems. The fully integrated Momentum Acquisitions module has also been selected to replace the NRC procurement system (AAMS). OCFO has decided to consider using the fully integrated Momentum Timekeeping module which would achieve operational economies and efficiencies through the full integration with the other Momentum modules. In assessing the capability of Momentum Timekeeping to fill NRC T&L requirements, the OCFO will review the NRC requirements for T&L, visit other Federal agencies that have implemented Momentum T&L and discuss with NBC?s implementation contractor in order to determine if Momentum Timekeeping will meet NRC critical requirements. We also would need to solicit a cost proposal from the NBC. This analysis will take approximately 4 to 6 months to complete.

# PERFORMANCE

*In order to successfully address this area of the exhibit 300, performance goals must be provided for the agency and be linked to the annual performance plan. The investment must discuss the agency's mission and strategic goals, and performance measures (indicators) must be provided. These goals need to map to the gap in the agency's strategic goals and objectives this investment is designed to fill. They are the internal and external performance benefits this investment is expected to deliver to the agency (e.g., improve efficiency by 60 percent, increase citizen participation by 300 percent a year to achieve an overall citizen participation rate of 75 percent by FY 2xxx, etc.). The goals must be clearly measurable investment outcomes, and if applicable, investment outputs. They do not include the completion date of the module, milestones, or investment, or general goals, such as, significant, better, improved that do not have a quantitative measure.*

*Agencies must use the following table to report performance goals and measures for the major investment and use the Federal Enterprise Architecture (FEA) Performance Reference Model (PRM). Map all Measurement Indicators to the corresponding Measurement Area and Measurement Grouping identified in the PRM. There should be at least one Measurement Indicator for each of the four different Measurement Areas (for each fiscal year). The PRM is available at www.egov.gov. The table can be extended to include performance measures for years beyond the next President's Budget.*

| | Fiscal Year | Strategic Goal Supported | Measurement Area | Measurement Grouping | Measurement Indicator | Baseline | Planned Improvement to the Baseline | Actual Results |
|---|---|---|---|---|---|---|---|---|
| 1 | 2008 | Organizational Excellence | Mission and Business Results | Capital Planning | % of the business case is complete following NRC CPIC. Provides vision, alternatives analysis, alignment with NRC strategic goals, & planning for investment. Can not proceed without an approved business case. | 90% complete. | 100% completion of Executive Summary, Vision, Business Case, System Requirements, Project Management Plan, System Architecture Document, NBC Hosting Architecture, Privacy Impact Assessment, Security Categorization. | No Actual Result as of July 2008 |
| 2 | 2008 | Organizational Excellence | Mission and Business Results | Compensation Management | 100 % in compliance with federal regulations and policies on payroll and time and labor reporting | 100 % in compliance with federal regulations and policies on payroll and time and labor reporting | 100 % in compliance with federal regulations and policies on payroll and time and labor reporting | 100 % in compliance with federal regulations and policies on payroll and time and labor reporting |
| 3 | 2008 | Organizational Excellence | Mission and Business Results | System Development | % of completion on designing web page layouts, test scripts, tables, codes, reports, workflows, security and interfaces. | 0% complete. | 100% of completion on designing web page layouts, test scripts, tables, codes, reports, workflows, security and interfaces. | 50% of completion on designing web page layouts, test scripts, tables, codes, reports, workflows, security and interfaces. |
| 4 | 2008 | Organizational Excellence | Customer Results | Accuracy of Service or Product Delivered | 20 vendors were contacted based on Federal sector clients to complete the alternatives. Important part of alternatives analysis and to leverage industry best practices. | 20 vendors were contacted based on Federal sector clients to complete the alternatives. Important part of alternatives analysis and to leverage industry best practices. | 20 vendors were contacted based on Federal sector clients to complete the alternatives. Important part of alternatives analysis and to leverage industry best practices. | 20 vendors were contacted based on Federal sector clients to complete the alternatives. Important part of alternatives analysis and to leverage industry best practices. |
| 5 | 2008 | Organizational Excellence | Processes and Activities | Security | Timeliness of performing annual C&A | C&A Plan of Action and Milestones | C&A Plan of Action and Milestones completed 95% on | No Actual Result as of July 2008 |

| # | Year | | | | | | | |
|---|------|---|---|---|---|---|---|---|
| | | | | | activities to maintain ATO. Certifies that HOWRS meets or exceeds requirements and standards for security and is available for operation. | completed within a timeframe based on FY 2010 to maintain an ATO for HOWRS. | time to maintain an ATO for HOWRS. | |
| 6 | 2008 | Organizational Excellence | Technology | Support Costs | % completion of the preliminary cost matrices for the alternatives. Cost is an important factor of alternatives analysis. | A to-be architecture does not exist. | 100% completion of a preliminary EA and incorporates gaps from the system demonstration to determine the need to purchase additional system components. | Prepared a preliminary EA and incorporated gaps from the system demonstrations to determine the need to purchase additional system components for each alternative. |
| 7 | 2008 | Organizational Excellence | Technology | User Requirements | Form an Integrated Project Team to facilitate the HOWRS implementation effort. The Integrated Project Team will consist of professionals representing diverse disciplines with the specific knowledge, skills, and abilities. | The project team will rely solely on the technical expertise of the contractors and current internal T&L technical expert. | Roles, responsibilities, and membership are clearly defined for the Integrated Project Team and authorized by senior management. | Roles, responsibilities, and Team membership are currently being reviewed by Senior Management. |
| 8 | 2009 | Organizational Excellence | Mission and Business Results | Compensation Management | % of end-users receive initial training on HOWRS. Helps ensure easy transition and continuity of operations. | 0% complete. | 80% of end-users receive initial training on HOWRS. Helps ensure easy transition and continuity of operations. | Pending |
| 9 | 2009 | Organizational Excellence | Mission and Business Results | Information Security | 100 % in compliance with federal regulations and policies on payroll and time and labor reporting`100 % in compliance with federal regulations and policies on payroll and time and labor reporting | 100 % in compliance with federal regulations and policies on payroll and time and labor reporting | 100 % in compliance with federal regulations and policies on payroll and time and labor reporting | Pending |
| 10 | 2009 | Organizational Excellence | Mission and Business Results | System Development | Timeliness of performing annual C&A activities to maintain ATO. Certifies that HOWRS meets or | 0% complete. | C&A Plan of Action and Milestones completed 95% on time to maintain an ATO for HOWRS. | Pending |

| | | | | | | | | |
|---|---|---|---|---|---|---|---|---|
| | | | | | exceeds requirements and standards for security and is available for operation. | | | |
| 11 | 2009 | Organizational Excellence | Mission and Business Results | System Maintenance | % of completion on designing web page layouts, test scripts, tables, codes, reports, workflows, security and interfaces. | 0% complete. | 100% of completion on designing web page layouts, test scripts, tables, codes, reports, workflows, security and interfaces. | Pending |
| 12 | 2009 | Organizational Excellence | Customer Results | Customer Satisfaction | % of completion on deploying system to Production Operating Environment (POE). | 100% of completion on deploying system to Production Operating Environment (POE). | 100% of completion on deploying system to Production Operating Environment (POE). | Pending |
| 13 | 2009 | Organizational Excellence | Customer Results | Customer Training | Achieving an acceptable satisfaction rating on migration experience from end users will improve overall data accuracy and acceptance of the modernized system. Results will be measured by customer service survey. | 0% complete. | Achieve 80% customer satisfaction rating during a customer survey. | Pending |
| 14 | 2009 | Organizational Excellence | Processes and Activities | Security | Timeliness of performing annual C&A activities to maintain ATO. Certifies that HOWRS meets or exceeds requirements and standards for security and is available for operation. | C&A Plan of Action and Milestones completed within a timeframe based on FY 2010 to maintain an ATO for HOWRS. | C&A Plan of Action and Milestones completed 95% on time to maintain an ATO for HOWRS. | Pending |
| 15 | 2009 | Organizational Excellence | Technology | Data Storage | Assure the shared service provided (DOI) receives T&L data in sufficient time to accurately pay NRC employees are accurately paid on time. Compliance will be independently reviewed prior to production operations. | 0% complete. | Achieve 100% conversion of stored data to an approved secure location to facilitate system decommissioning. | Pending |
| 16 | 2009 | Organizational Excellence | Technology | External Data Sharing | 100 % integration necessary to continue payroll services for the agency while using the FPPS | 100 % integration necessary to continue payroll services for the agency | Maintained 100 % integration necessary to continue payroll services for the agency while using the FPPS software | Pending |

| | | | | | software provided by DOI | while using the FPPS software provided by DOI | provided by DOI | |
|---|---|---|---|---|---|---|---|---|
| 17 | 2009 | Organizational Excellence | Technology | Service Availability | System availability is critical. Availability will be based on unscheduled outages causing disruption to operations during routine and critical processing periods. Consistent operations of the system prevent additional incurred cost to the agency. | 80% availability of the T&L system for time reporting and processing in a fiscal year. Results will be measured according to unscheduled system outages during the FY. | 90% availability of the T&L system for time reporting and processing in a fiscal year. Results will be measured according to unscheduled system outages during the FY. | Pending |
| 18 | 2009 | Organizational Excellence | Technology | Support Costs | % of EVM variance for implementation of the new system. EVM is used to monitor cost and performance of the project. | EVM cost and schedule variance is between +/- 10%. | EVM cost and schedule variance is between +/- 10%. | Pending |
| 19 | 2010 | Organizational Excellence | Mission and Business Results | Compensation Management | 100 % in compliance with federal regulations and policies on payroll and time and labor reporting | 100 % in compliance with federal regulations and policies on payroll and time and labor reporting | 100 % in compliance with federal regulations and policies on payroll and time and labor reporting | Pending |
| 20 | 2010 | Organizational Excellence | Mission and Business Results | Information Security | Timeliness of performing annual C&A activities to maintain ATO. Certifies that HOWRS meets or exceeds requirements and standards for security and is available for operation. | 0% complete. | C&A Plan of Action and Milestones completed 95% on time to maintain an ATO for HOWRS. | Pending |
| 21 | 2010 | Organizational Excellence | Mission and Business Results | System Maintenance | % of completion on deploying system to Production Operating Environment (POE). | 100% of completion on deploying system to Production Operating Environment (POE). | 100% of completion on deploying system to Production Operating Environment (POE). | Pending |
| 22 | 2010 | Organizational Excellence | Customer Results | Customer Satisfaction | Achieving an acceptable satisfaction rating on migration experience from end users will improve overall data accuracy and | Achieve 80% customer satisfaction rating during a customer service survey | Achieve 85% customer satisfaction rating during a customer survey. | Pending |

| # | Year | | | | | | | Status |
|---|------|---|---|---|---|---|---|--------|
| | | | | | acceptance of the modernized system. Results will be measured by customer service survey. | | | |
| 23 | 2010 | Organizational Excellence | Customer Results | Customer Training | % of end-users receive initial training on HOWRS. Helps ensure easy transition and continuity of operations. | 80% of end-users receive initial training on HOWRS. Helps ensure easy transition and continuity of operations. | 90% of end-users receive initial training on HOWRS. Helps ensure easy continuity of operations. | Pending |
| 24 | 2010 | Organizational Excellence | Processes and Activities | Security | Timeliness of performing annual C&A activities to maintain ATO. Certifies that HOWRS meets or exceeds requirements and standards for security and is available for operation. | C&A Plan of Action and Milestones completed within a timeframe based on FY 2010 to maintain an ATO for HOWRS. | C&A Plan of Action and Milestones completed 100% on time to maintain an ATO for HOWRS. | Pending |
| 25 | 2010 | Organizational Excellence | Technology | Operations and Maintenance Costs | % of EVM variance for operation and maintenance of the new system. EVM is used to monitor cost and performance of the project. | EVM cost and schedule variance is between +/- 10%. | EVM cost and schedule variance is between +/- 10%. | Pending |
| 26 | 2011 | Organizational Excellence | Mission and Business Results | Compensation Management | 100 % in compliance with federal regulations and policies on payroll and time and labor reporting | 100 % in compliance with federal regulations and policies on payroll and time and labor reporting | 100 % in compliance with federal regulations and policies on payroll and time and labor reporting | Pending |
| 27 | 2011 | Organizational Excellence | Mission and Business Results | Information Security | Timeliness of performing annual C&A activities to maintain ATO. Certifies that HRMS meets or exceeds requirements and standards for security and is available for operation. | C&A Plan of Action and Milestones completed within a timeframe to maintain an ATO for HRMS. | C&A Plan of Action and Milestones completed 95% on time to maintain an ATO for HRMS | Pending |
| 28 | 2011 | Organizational Excellence | Customer Results | Customer Training | % of new employees receive initial training on HRMS. Helps ensure continuity of operations. | 80% of new employees receive initial training on HRMS. Helps ensure continuity of operations. | 90% of new employees receive initial training on HRMS. Helps ensure continuity of operations. | Pending |

| # | Year | | | | | | | Status |
|---|------|---|---|---|---|---|---|---|
| 29 | 2011 | Organizational Excellence | Processes and Activities | Security | Timeliness of performing annual C&A activities to maintain ATO. Certifies that HRMS meets or exceeds requirements and standards for security and is available for operation. | C&A Plan of Action and Milestones completed within a timeframe to maintain an ATO for HRMS. | C&A Plan of Action and Milestones completed 95% on time to maintain an ATO for HRMS. | Pending |
| 30 | 2011 | Organizational Excellence | Technology | Operations and Maintenance Costs | % of EVM variance for operation and maintenance of the new system. EVM is used to monitor cost and performance of the project. | EVM cost and schedule variance is between +/- 10%. | EVM cost and schedule variance is between +/- 10%. | Pending |
| 31 | 2012 | Organizational Excellence | Mission and Business Results | Compensation Management | 100 % in compliance with federal regulations and policies on payroll and time and labor reporting | 100 % in compliance with federal regulations and policies on payroll and time and labor reporting. | 100 % in compliance with federal regulations and policies on payroll and time and labor reporting | Pending |
| 32 | 2012 | Organizational Excellence | Mission and Business Results | Information Security | Timeliness of performing annual C&A activities to maintain ATO. Certifies that HRMS meets or exceeds requirements and standards for security and is available for operation. | C&A Plan of Action and Milestones completed within a timeframe to maintain an ATO for HRMS. | C&A Plan of Action and Milestones completed 95% on time to maintain an ATO for HRMS. | Pending |
| 33 | 2012 | Organizational Excellence | Customer Results | Customer Training | % of new employees receive initial training on HRMS. Helps ensure continuity of operations. | 80% of new employees receive initial training on HRMS. Helps ensure continuity of operations. | 90% of new employees receive initial training on HRMS. Helps ensure continuity of operations. | Pending |
| 34 | 2012 | Organizational Excellence | Processes and Activities | Security | Timeliness of performing annual C&A activities to maintain ATO. Certifies that HRMS meets or exceeds requirements and standards for security and is available for operation. | C&A Plan of Action and Milestones completed within a timeframe to maintain an ATO for HRMS. | C&A Plan of Action and Milestones completed 95% on time to maintain an ATO for HRMS. | Pending |
| 35 | 2012 | Organizational Excellence | Technology | Operations and Maintenance Costs | % of EVM variance for operation and maintenance of the new system. | EVM cost and schedule variance is between +/- 10%. | EVM cost and schedule variance is between +/- 10%. | Pending |

| | | | | | EVM is used to monitor cost and performance of the project. | | | |
|---|---|---|---|---|---|---|---|---|---|

In order to successfully address this area of the business case and capital asset plan you must ensure the investment is included in the agency's EA and Capital Planning and Investment Control (CPIC) process, and is mapped to and supports the FEA. You must also ensure the business case demonstrates the relationship between the investment and the business, performance, data, services, application, and technology layers of the agency's EA.

*1. Is this investment included in your agency's target enterprise architecture?*

yes

*2. Is this investment included in the agency's EA Transition Strategy?*

yes

*2.a. If yes, provide the investment name as identified in the Transition Strategy provided in the agency's most recent annual EA Assessment.*

Time and Labor Modernization investment with the system name of Hours of Work Reporting System (HOWRS)

*3. Is this investment identified in a completed (contains a target architecture) and approved segment architecture?*

no

*3.a. If yes, provide the six digit code corresponding to the agency segment architecture. The segment architecture codes are maintained by the agency Chief Architect.*

402-000

*4. Identify the service components funded by this major IT investment (e.g., knowledge management, content management, customer relationship management, etc.). Provide this information in the format of the following table. For detailed guidance regarding components, please refer to http://www.whitehouse.gov/omb/egov/.*

*Component: Use existing SRM Components or identify as NEW. A NEW component is one not already identified as a service component in the FEA SRM.*

*Reused Name and UPI: A reused component is one being funded by another investment, but being used by this investment. Rather than answer yes or no, identify the reused service component funded by the other investment and identify the other investment using the Unique Project Identifier (UPI) code from the OMB Ex 300 or Ex 53 submission.*

*Internal or External Reuse?: Internal reuse is within an agency. For example, one agency within a department is reusing a service component provided by another agency within the same department. External reuse is one agency within a department reusing a service component provided by another agency in another department. A good example of this is an E-Gov initiative service being reused by multiple organizations across the federal government.*

*Funding Percentage: Please provide the percentage of the BY requested funding amount used for each service component listed in the table. If external, provide the funding level transferred to another agency to pay for the service.*

| | *Agency Component Name* | *Agency Component Description* | *Service Type* | *Component* | *Reused Component Name* | *Reused UPI* | *Internal or External Reuse?* | *Funding %* |
|---|---|---|---|---|---|---|---|---|
| *1* | *Time Reporting* | *T&L's primary function is to capture time, attendance, and labor information for financial and program management purposes* | *Data Management* | *Data Mart* | | | *No Reuse* | *39* |
| *2* | *Data Exchange* | *T&L exchanges employee time and labor information between internal/external financial and programmatic systems.* | *Data Management* | *Data Exchange* | | | *No Reuse* | *1* |
| *3* | *Data Cleansing* | *T&L exchanges employee time and labor information between internal/external financial and programmatic systems and sanitizes sensitive data to assure protection of PII* | *Data Management* | *Data Cleansing* | | | *No Reuse* | *0* |
| *4* | *Data Classification* | *T&L classifies data used for financial and program management* | *Data Management* | *Data Classification* | | | *No Reuse* | *1* |
| *5* | *Legacy Integration* | *T&L integrates data used by legacy financial and program management systems* | *Development and Integration* | *Legacy Integration* | | | *No Reuse* | *0* |
| *6* | *Enterprise Application Integration* | *T&L integrated data used in enterprise financial and program management application systems* | *Development and Integration* | *Enterprise Application Integration* | | | *No Reuse* | *0* |

| | | | | | | | |
|---|---|---|---|---|---|---|---|
| 7 | Billing and Accounting | T&L provides financial information to support fee billing and accounting activities | Financial Management | Billing and Accounting | | | No Reuse | 6 |
| 8 | Payroll | T&L collects time used for employee compensation. This information is provided to NRC's shared service provider electronically. Adjustments are managed by T&L. | Financial Management | Payroll | | | No Reuse | 8 |
| 9 | Debt Collection | T&L provides a means to establish a debt owed to the Government. | Financial Management | Debt Collection | | | No Reuse | 3 |
| 10 | Resource Planning and Allocation | T&L provides information used for planning and managing resource allocations in support of NRC's mission | Human Capital / Workforce Management | Resource Planning and Allocation | | | No Reuse | 4 |
| 11 | Workforce Directory / Locator | T&L supports the listing of employees and their location | Human Capital / Workforce Management | Workforce Directory / Locator | | | No Reuse | 1 |
| 12 | Decision Support and Planning | T&L is used throughout to assist managers in evaluating resource utilization effectiveness and efficiencies. Supports planning and management of resources based on data captured in T&L. | Business Intelligence | Decision Support and Planning | | | No Reuse | 1 |
| 13 | Simulation | T&L integrated training software simulates time reporting and process that is repeatable for new employees or employees changing roles and responsibilities. | Knowledge Discovery | Simulation | | | No Reuse | 2 |
| 14 | Ad Hoc | T&L provides ad hoc reporting capabilities to support a wide range of inquiries on time reported in the system | Reporting | Ad Hoc | | | No Reuse | 2 |
| 15 | Standardized/Canned | T&L provides standard reports for operational management and standard inquiry on time reported in the system | Reporting | Standardized / Canned | | | No Reuse | 2 |
| 16 | Performance Management | T&L is used throughout NRC as a performance indicator for evaluating resource utilization effectiveness and efficiencies use to support strategic goals and objectives | Investment Management | Performance Management | | | No Reuse | 0 |
| 17 | Requirements Management | T&L enforces time reporting requirements for the financial purposes e.g., Federal employee compensation and NRC billing and cost recovery | Management of Processes | Requirements Management | | | No Reuse | 1 |
| 18 | Governance/Policy Management | T&L implements Federal time reporting policies | Management of Processes | Governance / Policy Management | | | No Reuse | 1 |
| 19 | Quality Management | T&L provides a centralized repository of time, attendance, and labor hour expenditures for consistent | Management of Processes | Quality Management | | | No Reuse | 4 |

| | | | | | | | | |
|---|---|---|---|---|---|---|---|---|
| | | reporting for internal and external purposes | | | | | | |
| 20 | Risk Management | T&L manages risk associated with waste, fraud, and abuse of time used for compensating employees and recovering budgeted costs from external entities | Management of Processes | Risk Management | | | No Reuse | 4 |
| 21 | Online Help | T&L delivers online help features for time reporting | Customer Initiated Assistance | Online Help | | | No Reuse | 0 |
| 22 | Online Tutorials | T&L permits organization customers to access helpdesk services at their own initiative | Customer Initiated Assistance | Online Tutorials | | | No Reuse | 0 |
| 23 | Customer/Account Management | T&L helpdesk representives assist in account setup and management | Customer Relationship Management | Customer / Account Management | | | No Reuse | 0 |
| 24 | Call Center Management | T&L permits organization customers to access helpdesk services at their own initiative | Customer Relationship Management | Call Center Management | | | No Reuse | 0 |
| 25 | Library/Storage | T&L stores documentation of approved leave and hours for compensation and billing for 6 yrs 3 months | Document Management | Library / Storage | | | No Reuse | 0 |
| 26 | Document Review and Approval | T&L stores documentation of approved leave and hours for compensation and billing for 6 yrs 3 months | Document Management | Document Review and Approval | | | No Reuse | 0 |
| 27 | Information Retrieval | T&L stores documentation of approved leave and hours for compensation and billing for 6 yrs 3 months | Knowledge Management | Information Retrieval | | | No Reuse | 0 |
| 28 | Information Sharing | T&L provides a centralized repository of time, attendance, and labor hour expenditures for consistent reporting for internal and external purposes | Knowledge Management | Information Sharing | | | No Reuse | 0 |
| 29 | Document Retirement | T&L stores archival process follows Federal records management standards | Records Management | Document Retirement | | | No Reuse | 0 |
| 30 | Process Tracking | T&L monitors and records activities within the business cycle | Tracking and Workflow | Process Tracking | | | No Reuse | 1 |
| 31 | Identification and Authentication | T&L established employee identification credentials for all NRC employees and consultants for time reporting. The system authentications users for time reporting purposes. | Security Management | Identification and Authentication | | | No Reuse | 1 |
| 32 | Access Control | T&L controls user access to PII information necessary for financial reporting. | Security Management | Access Control | | | No Reuse | 1 |
| 33 | Cryptography | T&L protects and encrypts sensitive time and labor information used for financial reporting. | Security Management | Cryptography | | | No Reuse | 1 |
| 34 | Digital Signature Management | T&L leverages agency the agency's Managed Public Key Infrastructure to authenticate users accessing the system. | Security Management | Digital Signature Management | | | No Reuse | 0 |

| | | | | | | | | |
|---|---|---|---|---|---|---|---|---|
| *35* | *Audit Trail Capture and Analysis* | *T&L implements audit trails for key transaction processing to assist in after-the-fact audit and review of transactions processed in the system.* | *Security Management* | *Audit Trail Capture and Analysis* | | | *No Reuse* | *0* |
| *36* | *Certification and Accreditation* | *T&L must maintain certification and accreditation associated with a moderate sensitively level system.* | *Security Management* | *Certification and Accreditation* | | | *No Reuse* | *8* |
| *37* | *FSMIA Management and Reporting* | *T&L must maintain compliance with FISMA requirements.* | *Security Management* | *FISMA Management and Reporting* | | | *No Reuse* | *4* |

*5. To demonstrate how this major IT investment aligns with the FEA Technical Reference Model (TRM), please list the Service Areas, Categories, Standards, and Service Specifications supporting this IT investment.*

*FEA SRM Component: Service Components identified in the previous question should be entered in this column. Please enter multiple rows for FEA SRM Components supported by multiple TRM Service Specifications.*

*Service Specification: In the Service Specification field, Agencies should provide information on the specified technical standard or vendor product mapped to the FEA TRM Service Standard, including model or version numbers, as appropriate.*

| | **SRM Component** | **Service Area** | **Service Category** | **Service Standard** | **Service Specification (i.e., vendor and product name)** |
|---|---|---|---|---|---|
| *1* | *Data Mart* | *Service Platform and Infrastructure* | *Delivery Servers* | *Application Servers* | |
| *2* | *Data Exchange* | *Component Framework* | *Data Interchange* | *Data Exchange* | |
| *3* | *Data Cleansing* | *Service Interface and Integration* | *Interoperability* | *Data Types / Validation* | |
| *4* | *Data Classification* | *Service Interface and Integration* | *Interoperability* | *Data Format / Classification* | |
| *5* | *Legacy Integration* | *Component Framework* | *Data Management* | *Database Connectivity* | |
| *6* | *Enterprise Application Integration* | *Component Framework* | *Data Management* | *Database Connectivity* | |
| *7* | *Billing and Accounting* | *Service Interface and Integration* | *Integration* | *Middleware* | |
| *8* | *Payroll* | *Component Framework* | *Data Interchange* | *Data Exchange* | |
| *9* | *Debt Collection* | *Service Platform and Infrastructure* | *Delivery Servers* | *Application Servers* | |
| *10* | *Resource Planning and Allocation* | *Service Platform and Infrastructure* | *Delivery Servers* | *Application Servers* | |
| *11* | *Workforce Directory / Locator* | *Service Platform and Infrastructure* | *Delivery Servers* | *Application Servers* | |
| *12* | *Decision Support and Planning* | *Component Framework* | *Data Management* | *Reporting and Analysis* | |
| *13* | *Simulation* | *Service Platform and Infrastructure* | *Software Engineering* | *Test Management* | |
| *14* | *Ad Hoc* | *Component Framework* | *Data Management* | *Reporting and Analysis* | |
| *15* | *Standardized / Canned* | *Component Framework* | *Data Management* | *Reporting and Analysis* | |
| *16* | *Performance Management* | *Service Platform and Infrastructure* | *Delivery Servers* | *Application Servers* | |
| *17* | *Requirements Management* | *Service Platform and Infrastructure* | *Delivery Servers* | *Application Servers* | |

| | | | | | |
|---|---|---|---|---|---|
| 18 | Governance / Policy Management | Service Access and Delivery | Service Requirements | Legislative / Compliance | |
| 19 | Quality Management | Service Platform and Infrastructure | Delivery Servers | Application Servers | |
| 20 | Risk Management | Service Platform and Infrastructure | Delivery Servers | Application Servers | |
| 21 | Online Help | Service Platform and Infrastructure | Delivery Servers | Application Servers | |
| 22 | Online Tutorials | Service Access and Delivery | Access Channels | Web Browser | |
| 23 | Customer / Account Management | Component Framework | Security | Supporting Security Services | |
| 24 | Call Center Management | Service Platform and Infrastructure | Hardware / Infrastructure | Servers / Computers | |
| 25 | Library / Storage | Service Platform and Infrastructure | Database / Storage | Storage | |
| 26 | Document Review and Approval | Component Framework | Data Interchange | Data Exchange | |
| 27 | Information Retrieval | Component Framework | User Presentation / Interface | Dynamic Server-Side Display | |
| 28 | Information Sharing | Service Platform and Infrastructure | Delivery Servers | Application Servers | |
| 29 | Document Retirement | Service Access and Delivery | Service Requirements | Legislative / Compliance | |
| 30 | Process Tracking | Service Platform and Infrastructure | Support Platforms | Dependent Platform | |
| 31 | Identification and Authentication | Component Framework | Security | Certificates / Digital Signatures | |
| 32 | Access Control | Service Access and Delivery | Service Requirements | Legislative / Compliance | |
| 33 | Cryptography | Component Framework | Security | Supporting Security Services | |
| 34 | Digital Signature Management | Component Framework | Security | Certificates / Digital Signatures | |
| 35 | Audit Trail Capture and Analysis | Component Framework | Data Management | Reporting and Analysis | |
| 36 | Certification and Accreditation | Component Framework | User Presentation / Interface | Static Display | |
| 37 | FISMA Management and Reporting | Service Access and Delivery | Service Requirements | Legislative / Compliance | |

*6. Will the application leverage existing components and/or applications across the Government (i.e., FirstGov, Pay.Gov, etc)?*

yes

*6.a. If yes, please describe.*

As a participant in the ePayroll initiative for this IT investment, the agency, NRC, is working to facilitate the integration necessary to continue payroll services for the agency while using the FPPS software provided by the ePayroll provider, Department of the Interior's National Business Cener (DOI/NBC).

**PART TWO**

## RISK

*You should perform a risk assessment during the early planning and initial concept phase of the investment's life-cycle, develop a risk-adjusted life-cycle cost estimate and a plan to eliminate, mitigate or manage risk, and be actively managing risk throughout the investment's life-cycle.*

*Answer the following questions to describe how you are managing investment risks.*

*1. Does the investment have a Risk Management Plan?*

yes

*1.a. If yes, what is the date of the plan?*

2007-09-30

*1.b. Has the Risk Management Plan been significantly changed since last year's submission to OMB?*

no

*2.a. If yes, what is the planned completion date?*

*3. Briefly describe how investment risks are reflected in the life cycle cost estimate and investment schedule:*

Milestone tracking has been identified for the project and is published in the Project Plan using agency Project Management Methodologies. EVM methods are used to evaluate project status. Indicators and decision-making checkpoints are built into the project plan to assure management review and oversight for the project. A formal communications plan is executed and feedback will be used as a data point for adjusting risk in cost/schedule and mitigation strategies will be managed accordingly. Risk management plans and issue lists are reviewed frequently and mitigation strategies evaluated to assure project risk are managed throughout the lifecycle. An independent verification and validation of requirements will be completed in the initial elaboration phase of the project to assure delivery of product against formalized specifications. Testing and validation of the requirements by an independent source is planned in the testing phases. A firm fixed price O&M contract will be used to support upgrade activities and assure continuity in the transition of the project to a maintenance phase. Documented requirements from stakeholders have been re-verified and adjusted based on critical need.

## COST & SCHEDULE

| |
|---|
| *1. Does the earned value management system meet the criteria in ANSI/EIA Standard 748?* |
| yes |
| *2. Is the CV% or SV% greater than ± 10%?* |
| yes |
| *2.a. If yes, was it the?* |
| CV |
| *3. Has the investment re-baselined during the past fiscal year?* |
| no |

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