ATTACHMENT TO ORDER FORM
STATEMENT OF WORK
IMPLEMENTATION SERVICES FOR DAYFORCE

This is the implementation SOW for **Dayforce Divestiture Services** as contemplated in the Order Form made between Dayforce and Client. This SOW sets forth the details for the implementation Services and/or deliverables (the "Implementation Services") to be provided in respect of the Dayforce products and the corresponding Divestiture Services Package purchased as set forth in the attached Order Form. Capitalized terms not defined in this SOW shall have the meanings ascribed to them in the MSA.

1. Executive Summary

Client has engaged Dayforce to make a copy of OldCo (company from which Client is divesting) database create a new database of the products, purchased pursuant to the Order Form:

- Dayforce Platform or Dayforce Agentic Platform
- Dayforce Payroll or Dayforce Agentic Payroll (applicable to Australia (AUS), Canada (CA), New Zealand (NZ), Republic of Ireland (IRE), Singapore (SGP), United Kingdom (UK), or United States (US) only)
- Dayforce Global Payroll or Dayforce Agentic Global Payroll (applicable to Territories outside AUS, CA, NZ, IRE, SGP, UK or US)
- Dayforce Payroll Interface (applicable to Territories outside of AUS, CA, NZ, IRE, SGP, UK or US)
- Dayforce Benefits or Dayforce Agentic Benefits (applicable to CA, IRE, UK or US only)
- Dayforce Benefits Intelligence (US only)
- Dayforce Time and Attendance or Dayforce Agentic Time and Attendance
- Dayforce Wallet (applicable to CA, UK or US only)
- Dayforce Advanced Workforce Management
    - Dayforce Workforce Budgeting
- Dayforce AI Assistant
- Dayforce AI Agents
- Dayforce Talent Acquisition Package or Dayforce Agentic Talent Acquisition Package
    - Dayforce Onboarding or Dayforce Agentic Onboarding
    - Dayforce Recruiting or Dayforce Agentic Recruiting
- Dayforce Onboarding or Dayforce Agentic Onboarding
- Dayforce Recruiting or Dayforce Agentic Recruiting
- Dayforce AI Interviewer
- Dayforce Talent Management Package or Dayforce Agentic Talent Management Package
    - Dayforce Performance Management or Dayforce Agentic Performance Management
    - Dayforce Engagement or Dayforce Agentic Engagement
    - Dayforce Compensation Management or Dayforce Agentic Compensation Management
    - Dayforce Succession Planning or Dayforce Agentic Succession Planning
- Dayforce Performance Management or Dayforce Agentic Performance Management
- Dayforce Engagement or Dayforce Agentic Engagement
- Dayforce Compensation Management or Dayforce Agentic Compensation Management
- Dayforce Succession Planning or Dayforce Agentic Succession Planning
- Dayforce Talent Development Package or Dayforce Agentic Talent Development Package
    - Dayforce Learning or Dayforce Agentic Learning
    - Dayforce Career Explorer or Dayforce Agentic Career Explorer
- Dayforce Talent Development Package Plus or Dayforce Agentic Talent Development Package Plus
    - Dayforce Learning or Dayforce Agentic Learning
    - Dayforce Career Explorer or Dayforce Agentic Career Explorer
- Dayforce Learning or Dayforce Agentic Learning
- Dayforce Career Explorer or Dayforce Agentic Career Explorer
- Dayforce Communications
- Dayforce Command Center for Frontline Operations
- Dayforce Language Packs
- Aquera Identity Integration (formerly Dayforce Identity Integration)
- Dayforce People Analytics or Dayforce Agentic People Analytics
- Dayforce Strategic Workforce Planning or Dayforce Agentic Strategic Workforce Planning
- Dayforce Planning and Analytics Package or Dayforce Agentic Planning and Analytics Package
    - Dayforce Strategic Workforce Planning or Dayforce Agentic Strategic Workforce Planning
    - Dayforce People Analytics or Dayforce Agentic People Analytics
- Docusign eSignature
- Dayforce Enterprise Cloud Connectors
    - Dayforce HR Connector for Oracle HCM (formerly Dayforce Payroll Connector for Oracle HCM)
    - Dayforce HR Connector for SAP SuccessFactors
    - Dayforce Payroll Connector for SAP SuccessFactors
    - Dayforce HR Connector for Workday
    - Dayforce Payroll Connector for Workday
    - Dayforce HR Connector for NetSuite (formerly Dayforce Payroll Connector for NetSuite)
    - Dayforce HR Connector for Benefits (formerly Dayforce Connector for Benefit Carriers)

2. Implementation Methodology

Dayforce determines the scope of work, timelines and Fees for Implementation Services on the basis that the Implementation Services will be delivered as one continuous project and has scheduled resources based on this assumption. Any delays or phased roll out may impact the One Time Fees and could result in a complete work stoppage until resources can be reassigned.

The tasks, duties, responsibilities, and deliverables to be provided by Dayforce to Client in conjunction with the Implementation Services will be provided utilizing the methodology described below. Note: activities within each stage may be adjusted to reflect project scope, and/or complexity. Not all activities apply to all projects. Adjustments, as may be required, will be identified during the Ready stage.

		Primary Responsibility	
Stage	**High-Level Task**	**Dayforce**	**Client**
Ready	Implementation team assigned	X	
	Jointly review business goals, project objectives and success criteria	X	X
	Jointly review Dayforce methodology	X	X
	Identify Client core project team members (Project Manager, Power Users)		X
	Establish project roles and responsibilities	X	
Set	Lead requirements gathering session(s)	X	
	Review scope of configuration based upon packaged offering selected.	X	X
	Document requirements in a project workbook		X
	Create project timeline	X	
	Create a Software Requirements Specification (SRS) for Client sign off prior to commencing configuration	X	
	Execute SRS which will contain a revised estimate to the stated number of hours in the Order Form, including any additional hours due to configuration identified as out of scope from purchased package. Out of scope additions may impact the timeline.		X
	Develop test scenarios for execution in UAT		X
	Establish new instance in TEST environment based upon scope outlined in 4	X	
	Conduct unit testing / QA of configured solution	X	
	Develop test scenarios for execution in UAT		X
	Execute test cases in TEST environment for UAT		X
	Address Client's testing results in the TEST environment through resolution of issues as documented in test cases	X	
Go	Prepare production environment	X	
	Support one (1) live production run through triage and resolution of Client's documented issues	X	

3. Dayforce and Client Roles and Responsibilities

To facilitate the successful delivery of the Implementation Services, Client and Dayforce will ensure the appropriate individuals are assigned and available, as applicable, to fill the following roles with the associated responsibilities. Roles and responsibilities by individual will be confirmed and agreed upon by both Parties during the Ready stage.

Dayforce Role / Responsibilities		Client Role / Responsibilities	
Project Sponsor	• Provide overall direction and management support for the project team	Project Sponsor	• Provide overall direction and management support for the project team
Project Manager	• Provide project direction • Facilitate communication between teams • Lead and manage change control activities • Responsible for successful delivery of the project	Project Manager	• Provide project direction • Facilitate communication between teams • Lead and manage change control activities • Responsible for successful delivery of the project
Value Added Services Consultant(s)	• Provide best practices • Lead solution configuration, QA, review and refinement • Support client testing • Provide successful production deployment and post go live support (not to exceed one (1) payroll commit)	Client Subject Matter Experts (SMEs)	• Provide in-depth business and/or domain knowledge and participation as required throughout the project lifecycle

4. Services, Responsibilities and Deliverables

The components listed below reflect those components and the corresponding scope that are available with respect to the products listed in the Order Form. Dayforce will provide access to and implement those components indicated below as included. Additional Fees may apply to any additional Implementation Services requested by Client.

Service Description	Plus	Advanced	Premium
Create copy of OldCo production database (upon Dayforce receiving consent from OldCo).	✓	✓	✓
Remove employee records related to OldCo.	✓	✓	✓
Retain all employee data for Client employees.	✓	✓	✓

Service Description	Plus	Advanced	Premium
Establish new bank account(s) and align to new legal entities	✓	✓	✓
Payroll: Establish up to 5 new legal entities and align to appropriate existing pay groups.	✓	✓	✓
Other: Retain all other pre-existing configuration elements including, but not limited to, GL exports, org structure, reports, pay groups, pay policies, benefits, talent modules etc. (modifications and/or additions excluded)	✓	✓	✓
Up to 5 hours of GL review, which may result in additional hours and extended timeline if a new GL or changes to existing GL are required (on average, 80 hours per each new GL or changes to GL). These will be scoped and included in the SRS.	✓	✓	✓
Up to 10 hours of exports review, which may result in additional hours and extended timeline if new exports or changes to existing exports are required (on average, 40 hours per each new export or changes to exports. These will be scoped and included in the SRS.	✓	✓	✓
Unit test YTD values for Client employees.	✓	✓	✓
Provide sandbox review of TEST environment for UAT by Client.	✓	✓	✓
With Client UAT approval, take the required steps to replicate and move to PROD environment.	✓	✓	✓
Complete clock configuration for up to 10 existing clocks, if being transferred as indicated on the Order Form.	✓	✓	✓
Project Management	✓	✓	✓
Payroll: Establish new bank account(s) and align to appropriate existing pay groups.	✓	✓	✓
Payroll: In addition to what is included in Plus, establish new legal entities and align to appropriate existing pay groups	-	Up to 2	Up to 4
Payroll: Additional New Tax IDs or Funding IDs	-	Up to 2	Up to 4
Payroll: New Deferred Compensation / RRSP / Pension Plans	-	Up to 2	Up to 4
Payroll: New pay groups.	-	Up to 2	Up to 4
Time and Attendance: New shift rotations.	-	-	Up to 4
Time and Attendance: New pay policies.	-	-	Up to 2
Time and Attendance: New time entry policies.	-	-	Up to 3
Benefits: New benefit plans.	-	-	Up to 3
Benefits: New benefit options per plan	-	-	Up to 4
Benefits: New enrollment processes.	-	-	Up to 2
Ancillary Modules: Guided configuration for Ancillary Modules	-	-	✓
Other: Changes to organizational hierarchy, jobs and positions, role security, pay frequencies, bank accounts, reports, imports	-	-	Scoped in requirements gathering

5. Project Assumptions

(i) As part of the project, Client will be required to provide direction for the removal of the following in the new database which pertains to OldCo:
- Removal of all traces of any import file that were made through the front end of the application.
- Removal of files stored in Document Management.
- Removal of uploaded files within the DocumentStore.
- Removal of legal entities (and associated data).
- Removal of bank account data and tax data.
- Removal of clock devices while retaining any clock data tied to those devices.
- Removal of OldCo logos.
- Removal of forms previously submitted that may be associated with employees from OldCo.
- Removal of any other data and documentation pertaining to OldCo employees.

(ii) Dayforce Learning Services - Dayforce Essentials Org Readiness Toolkit:
- Provide access to the toolkit, which is a set of tools available for the purposes of creating and executing communication and go-live training plans. The tools include introductory role-based videos, sample email announcements, sample job aids, communication and training project plan templates, and videos that provide an introduction to Dayforce module functionality.

(iii) Any changes to scope described herein (and associated Fees) will be agreed upon in writing by both Parties. For the avoidance of doubt, any configuration work in Client database that is not outlined herein for the applicable purchased package is out of scope.

(iv) Any requirements to change configuration of products other than Platform, Payroll, Benefits and Time and Attendance (referred to herein as "Ancillary Modules") are out of scope and will be handled via Guided Configuration. Client will need to submit a Module Consulting request through the Services Console and execute a Change Request which will set forth the scope of work and applicable Fees.

(v) Dayforce recommends that personnel currently using the Dayforce application and who are familiar with the existing configuration be actively engaged in the project to ensure Client can operate independently upon project completion.

6. Estimated Effort

(i) The Services are set forth herein and based on the applicable purchased package as indicated on the Order Form. The estimated range of hours for each of the packages is as follows: Plus Package: 150 – 280 hours; Advanced Package: 280 – 525 hours; and Premium Package: 525 – 725 hours. Client acknowledges the stated number of hours on the Order Form is for reference purposes only. Provided that there is no change to the scope set forth herein, the actual hours worked will remain within the stated range for the applicable package but they may be higher than the stated number depending on the number of Products in scope and Client complexity. The estimated scope of hours will be provided at the end of requirements gathering for Client approval as set forth in section two above.

(ii) The estimated effort has been calculated taking into account the work and materials Dayforce has reasonably estimated will be required to deliver the Services. This estimate has been made by Dayforce in good faith based on the information available to Dayforce at the time of executing the Order Form based on the Package purchased, pursuant to the Order Form, including information and representations provided by Client. To the extent that new or additional information becomes available to Dayforce which impacts the estimated Fees, the Parties shall mutually agree to necessary changes to the SOW (including to corresponding Fees).

(iii) Client shall pay to Dayforce the Fees set forth in the Order Form. Any applicable one time Fees will be invoiced periodically on a time and materials basis (the quantity reflected in the Order Form being an estimate only), based on the amount of work completed.