

1. Please confirm whether KRL intends to retain Caselle as its financial system of record, and if so, what level of real-time integration (e.g., GL posting, vendor payments, employee master sync) you expect the new HRIS to provide.

Response: Yes – Caselle will retain for now as its financial system of record (for now). – would love all of those records to sync. Migrated GL payroll detail back to 2012.

2. Approximately how many years of historical payroll and HR data (including time & attendance and benefit deductions) must be migrated and retained in the new system for reporting and audit purposes?

Response: Our Caselle Payroll started GL posting in April 2015. Our records show full payroll records going back to December 2015.

3. Which tax jurisdictions outside of Washington State (if any) will need to be supported for wage withholding and reporting? Are there multi-state remote employees?

Response: Our employees are all based in Washington, and we do not have any out-of-state needs planned.

4. Please specify the number of collective-bargaining agreements, if any, and outline the complexity of union dues calculations and stepped pay increases that must be automated.

Response: Currently, we have one contract. Our step increases are standardized to 3% in our pay schedule and paid annually based on the employee's step anniversary date. At this time, dues are 1.25% of gross salary to a max of \$67.40. The union also have UFCW per capita fee of \$16.04.

5. The RFP schedule selects a vendor by 07/28/2026. What go-live date does KRL target for payroll processing, and is phased deployment (talent/HR first, payroll later) acceptable?

Response: We believe this should be assessed in partnership with the project management expert with the selected vendor to establish a reasonable deadline based on resource capacity and project management guidance. We recognize this change will be extensive and require a significant amount of time to complete data migration, configuration, testing, and deployment and change management in an effective manner. A phased deployment may be reasonable and appropriate to support change management.