Exhibit 300 (BY2009)

PART ONE	
OVERVIEW	
1. Date of Submission:	2007-09-07
2. Agency:	026
3. Bureau:	00
4. Name of this Capital Asset:	NASA Integrated Enterprise Management - Human Capital Information Environment
5. Unique Project Identifier:	026-00-01-01-01-1105-00
6. What kind of investment will this be in FY2009?	
Full-Acquisition	
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.	
Mission Need: NASA's workforce is the most critical asset to the Agency's missions in exploration, earth and space science, and aeronautics. NASA must manage its Human Capital (HC) needs by attracting, retaining and nurturing excellence in the best and brightest scientists and engineers, financial managers, acquisition specialists, and business operations experts--all of which will be necessary to preserve NASA's role as the world's preeminent leader in aeronautics. Capability Gap: To support NASA's mission needs, the current HC architecture requires transformation in business processes and advanced technology. It's currently a confederation of tools and applications developed to implement specific, Agency - Center-focused HC programs or processes. They are redundant and cannot support integrated HC workflow processes, resulting in information gaps and stovepipe systems. Decision makers, HC specialists, and employees must search several sources to find answers to even the most basic questions. This investment: The HC Information Environment (HCIE) is a key initiative in improving NASA's current human resources capabilities by developing an integrated, strategic and Agency-wide approach to HC management. HCIE will eliminate redundant systems, consolidate current applications, and integrate the remaining HC processes and systems. This will provide the Agency with one authoritative data source (ADS) for HC information and allow data integration other NASA applications and E-Government initiatives. Through HCIE, NASA employees will be able to access a consistent source of HC data, allowing the workforce to make better and timelier decisions using dependable information. Through the implementation of continuous planning and change management, re-engineered business processes, and effective use of technology, HCIE will produce the expected mission-support improvements. In addition to the process and procedure changes, HCIE will improve technology by implementing a Personnel Data Warehouse. The results of the analysis of alternatives showed the use of the SAP Business Systems Warehouse module that is already owned by NASA, meets most of the HC requirements and offers the best Return on Investment (ROI). The Web Portal and the Data Warehouse are both scheduled for production in the last quarter of this Fiscal Year.	
9. Did the Agency's Executive/Investment Committee approve this request?	
yes	
9.a. If "yes," what was the date of this approval?	
2007-04-21	
10. Did the Project Manager review this Exhibit?	
yes	
11. Project Manager Name:	
Brad Solomon	
Project Manager Phone:	
(256) 682-655	
Project Manager Email:	
brad.solomon@nasa.gov	
11.a. What is the current FAC-P/PM certification level of the project/program manager?	

Mid/Journeyman-level
12. Has the agency developed and/or promoted cost effective, energy-efficient and environmentally sustainable techniques or practices for this project.
no
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:
Expanded E-Government Human Capital
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?)
Strategic Management of Human Capital: HCIE will support an Agency-wide approach to Human Capital (HC) management by consolidating HC data throughout NASA into one authoritative source. Expanded E-Government: Automate internal processes to reduce redundancy by disseminating best practices across agencies. HCIE will eliminate redundant HC applications and data sources and integrate the remaining systems, supporting interoperability with other NASA systems and HC E-Government initiatives
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?
Integrated Enterprise Management
14.c. If yes, what rating did the PART receive?
Moderately 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 2007 agency high risk report (per OMB memorandum M-05-23)?
no
19. Is this a financial management system?
no
20. What is the percentage breakout for the total FY2008 funding request for the following? (This should total 100%)

Hardware	0
Software	0
Services	74
Other	26

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

Patti Stockman

Phone Number

202-358-4787

Title

NASA Records and Privacy Act Officer

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Patti.Stockman@nasa.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

	PY 2007	CY 2008	BY 2009
Planning Budgetary Resources	3.337	0.976	0.060
Acquisition Budgetary Resources	5.005	1.464	0.040
Maintenance Budgetary Resources	0.000	2.624	3.434
Government FTE Cost	0.892	1.525	1.473
# of FTEs	9	11	8

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?

no

3. If the summary of spending has changed from the FY2008 President's budget request, briefly explain those changes.

Yes, the Summary of Spending table has changed from the 2008 President's budget request. BY 08 was the first year for submission of this Investment. As the project has progressed, the team has developed more detailed requirements, and as a result, has a better understanding of costs and schedule. The team revisits the numbers constantly as a part of sound Project Management. This is also a core component of the Projects Risk Management approach. The team has extended the Project's Life-Cycle one year, which added an addtional $5 million to the overall Project life. Additionally, the maintenance costs associated with the system are better understood, which results in a slight rise over the lifecycle of the system. The Project anticipates incurring maintenance sots in 2008, which is one year earlier than originally planned. The Project has also increased the amount of spending on Security. Security spending for DME and SS is 18% and 12% respectively. These dollars ensure that Security & Privacy of NASA employee's personnel data are adequately addressed as part of this Project.

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 FY 2009.

	Fiscal Year	Strategic Goal Supported	Measurement Area	Measurement Grouping	Measurement Indicator	Baseline	Planned Improvement to the Baseline	Actual Results
1	2007	Goal 3: Develop a balanced overall program of science, exploration and aeronautics.	Mission and Business Results	System Development	# of centers who have implemented the workforce services portal	0	10	TBD
2	2007	Goal 3: Develop a balanced overall program of science, exploration and aeronautics.	Customer Results	Access	% of employees who use the HR portal	0	5%	TBD
3	2007	Goal 3: Develop a balanced overall program of science, exploration and aeronautics.	Processes and Activities	Efficiency	# of individual center processes re-engineered into a single Agency process	5 activities x 10 center processes = 50 processes	2% reduction	TBD
4	2007	Goal 3: Develop a balanced overall program of science, exploration and aeronautics.	Technology	Availability	% of training courses reliability (% of uptime)	N/A	50%	TBD
5	2008	Goal 3: Develop a balanced overall program of science, exploration and aeronautics.	Mission and Business Results	HR Strategy	% of training courses that are tied to competencies	0	50% of annual courses taken	TBD

	Fiscal Year	Strategic Goal Supported	Measurement Area	Measurement Grouping	Measurement Indicator	Baseline	Planned Improvement to the Baseline	Actual Results
6	2008	Goal 3: Develop a balanced overall program of science, exploration and aeronautics.	Customer Results	Access	% of managers that use the HC information system to make workforce planning decisions	10%	Increase to 35%	TBD
7	2008	Goal 3: Develop a balanced overall program of science, exploration and aeronautics.	Mission and Business Results	Staff Acquisition	% of new hires with identity, passwords and computers on date of arrival	15%	Increase to 25%	TBD
8	2008	Goal 3: Develop a balanced overall program of science, exploration and aeronautics.	Customer Results	Accuracy of Service or Product Delivered	% of senior managers that believe the information meets their needs	10%	Increase to 35%	TBD
9	2008	Goal 3: Develop a balanced overall program of science, exploration and aeronautics.	Customer Results	Customer Impact or Burden	% decline in data calls due to accessibility of information in system	45 data calls per year	25% reduction	TBD
10	2008	Goal 3: Develop a balanced overall program of science, exploration and aeronautics.	Customer Results	Access	% of employees who use the HR Portal	5%	25% of NASA employees	TBD
11	2008	Goal 3: Develop a balanced overall program of science, exploration and aeronautics.	Processes and Activities	Errors	number of corrections/errors in HR transactions	10% of personnel actions contain errors or missing information	50% reduction to %5	TBD

	Fiscal Year	Strategic Goal Supported	Measurement Area	Measurement Grouping	Measurement Indicator	Baseline	Planned Improvement to the Baseline	Actual Results
12	2008	Goal 3: Develop a balanced overall program of science, exploration and aeronautics.	Processes and Activities	Cycle Time	response time to applicants about disposition of vacancy	40 day after selection is made	25 % reduction	TBD
13	2009	Goal 3: Develop a balanced overall program of science, exploration and aeronautics.	Processes and Activities	Efficiency	# of individual centers processes re-engineered inot a single Agency process	5 activities x 10 Center processes less 2% reduction = 49 processes	40% reduction	TBD
14	2009	Goal 3: Develop a balanced overall program of science, exploration and aeronautics.	Technology	Internal Data Sharing	# of stovepipe systems	75	50% reduction	TBD
15	2009	Goal 3: Develop a balanced overall program of science, exploration and aeronautics.	Technology	Internal Data Sharing	# of interfaces with other systems	129	<20	TBD
16	2009	Goal 3: Develop a balanced overall program of science, exploration and aeronautics.	Technology	Availability	system reliability (%uptime)	50%	increase to 90% availability	TBD
17	2009	Goal 3: Develop a balanced overall program of science, exploration and aeronautics.	Mission and Business Results	HR Strategy	% of training courses that are tied to competencies	50%	75% increase	TBD

	Fiscal Year	Strategic Goal Supported	Measurement Area	Measurement Grouping	Measurement Indicator	Baseline	Planned Improvement to the Baseline	Actual Results
18	2009	Goal 3: Develop a balanced overall program of science, exploration and aeronautics.	Mission and Business Results	Organization and Position Management	% of managers that use the HC information system to make workforce planning decisions	10%	increase to 50%	TBD
19	2009	Goal 3: Develop a balanced overall program of science, exploration and aeronautics.	Mission and Business Results	Staff Acquisition	% of new hires with identity, passwords and computers on date of arrival	15%	increase to 50%	TBD
20	2009	Goal 3: Develop a balanced overall program of science, exploration and aeronautics.	Customer Results	Accuracy of Service or Product Delivered	% of senior managers that believe the information meets their needs	10%	increase to 60%	TBD
21	2009	Goal 3: Develop a balanced overall program of science, exploration and aeronautics.	Customer Results	Customer Impact or Burden	% decline in data calls due to accessibility of information in system	45 data calls per year	50%	TBD
22	2009	Goal 3: Develop a balanced overall program of science, exploration and aeronautics.	Customer Results	Access	% of employees who use the HR Portal	25%	50% increase	TBD
23	2009	Goal 3: Develop a balanced overall program of science, exploration and aeronautics.	Processes and Activities	Errors	number of corrections/errors in HR transactions	10% of personnel actions contain errors or missing information	75% reduction	TBD

	Fiscal Year	Strategic Goal Supported	Measurement Area	Measurement Grouping	Measurement Indicator	Baseline	Planned Improvement to the Baseline	Actual Results
24	2009	Goal 3: Develop a balanced overall program of science, exploration and aeronautics.	Processes and Activities	Cycle Time	response time to applicants about disposition of vacancy	40 days after selection is made	30% reduction	TBD
25	2010	Goal 3: Develop a balanced overall program of science, exploration and aeronautics.	Processes and Activities	Efficiency	# of individual centers processes re-engineered inot a single Agency process	5 activities z 10 Center processes = 50 processes	60% reduction	TBD
26	2010	Goal 3: Develop a balanced overall program of science, exploration and aeronautics.	Technology	Internal Data Sharing	# of stovepipe systems	75	goal at full implementation is 1	TBD
27	2010	Goal 3: Develop a balanced overall program of science, exploration and aeronautics.	Technology	Internal Data Sharing	# of interfaces with other systems	<20	10 or less	TBD
28	2010	Goal 3: Develop a balanced overall program of science, exploration and aeronautics.	Technology	Availability	system reliability (%uptime)	90%	2% increase	TBD
29	2010	Goal 3: Develop a balanced overall program of science, exploration and aeronautics.	Mission and Business Results	HR Strategy	% of training courses that are tied to competencies	TBD	TBD	TBD

	Fiscal Year	Strategic Goal Supported	Measurement Area	Measurement Grouping	Measurement Indicator	Baseline	Planned Improvement to the Baseline	Actual Results
30	2010	Goal 3: Develop a balanced overall program of science, exploration and aeronautics.	Mission and Business Results	Organization and Position Management	% of managers that use the HC information system to make workforce planning decisions	TBD	TBD	TBD
31	2010	Goal 3: Develop a balanced overall program of science, exploration and aeronautics.	Mission and Business Results	Staff Acquisition	% of new hires with identity, passwords and computers on date of arrival	TBD	TBD	TBD
32	2010	Goal 3: Develop a balanced overall program of science, exploration and aeronautics.	Customer Results	Accuracy of Service or Product Delivered	% of senior managers that believe the information meets their needs	TBD	TBD	TBD
33	2010	Goal 3: Develop a balanced overall program of science, exploration and aeronautics.	Customer Results	Customer Impact or Burden	% decline in data calls due to accessibility of information in system	TBD	TBD	TBD
34	2010	Goal 3: Develop a balanced overall program of science, exploration and aeronautics.	Customer Results	Access	% of employees who use the HR Portal	TBD	TBD	TBD
35	2010	Goal 3: Develop a balanced overall program of science, exploration and aeronautics.	Processes and Activities	Errors	number of corrections/errors in HR transactions	TBD	TBD	TBD

	Fiscal Year	Strategic Goal Supported	Measurement Area	Measurement Grouping	Measurement Indicator	Baseline	Planned Improvement to the Baseline	Actual Results
36	2010	Goal 3: Develop a balanced overall program of science, exploration and aeronautics.	Processes and Activities	Cycle Time	response time to applicants about disposition of vacancy	TBD	TBD	TBD
37	2011	Goal 3: Develop a balanced overall program of science, exploration and aeronautics.	Processes and Activities	Efficiency	# of individual centers processes re-engineered inot a single Agency process	TBD	TBD	TBD
38	2011	Goal 3: Develop a balanced overall program of science, exploration and aeronautics.	Technology	Internal Data Sharing	# of stovepipe systems	TBD	TBD	TBD
39	2011	Goal 3: Develop a balanced overall program of science, exploration and aeronautics.	Technology	Internal Data Sharing	# of interfaces with other systems	TBD	TBD	TBD
40	2011	Goal 3: Develop a balanced overall program of science, exploration and aeronautics.	Technology	Availability	system reliability (%uptime)	TBD	TBD	TBD
41	2011	Goal 3: Develop a balanced overall program of science, exploration and aeronautics.	Mission and Business Results	HR Strategy	% of training courses that are tied to competencies	TBD	TBD	TBD

	Fiscal Year	Strategic Goal Supported	Measurement Area	Measurement Grouping	Measurement Indicator	Baseline	Planned Improvement to the Baseline	Actual Results
42	2011	Goal 3: Develop a balanced overall program of science, exploration and aeronautics.	Mission and Business Results	Organization and Position Management	% of managers that use the HC information system to make workforce planning decisions	TBD	TBD	TBD
43	2011	Goal 3: Develop a balanced overall program of science, exploration and aeronautics.	Mission and Business Results	Staff Acquisition	% of new hires with identity, passwords and computers on date of arrival	TBD	TBD	TBD
44	2011	Goal 3: Develop a balanced overall program of science, exploration and aeronautics.	Customer Results	Accuracy of Service or Product Delivered	% of senior managers that believe the information meets their needsponse time to applicants about disposition of vacancy.	TBD	TBD	TBD
45	2011	Goal 3: Develop a balanced overall program of science, exploration and aeronautics.	Customer Results	Customer Impact or Burden	% decline in data calls due to accessibility of information in system	TBD	TBD	TBD
46	2011	Goal 3: Develop a balanced overall program of science, exploration and aeronautics.	Customer Results	Access	% of employees who use the HR Portal	TBD	TBD	TBD
47	2011	Goal 3: Develop a balanced overall program of science, exploration and aeronautics.	Processes and Activities	Errors	number of corrections/errors in HR transactions	TBD	TBD	TBD

	Fiscal Year	Strategic Goal Supported	Measurement Area	Measurement Grouping	Measurement Indicator	Baseline	Planned Improvement to the Baseline	Actual Results
48	2011	Goal 3: Develop a balanced overall program of science, exploration and aeronautics.	Processes and Activities	Cycle Time	response time to applicants about disposition of vacancy	TBD	TBD	TBD
49	2012	Goal 3: Develop a balanced overall program of science, exploration and aeronautics.	Processes and Activities	Efficiency	# of individual centers processes re-engineered inot a single Agency process	TBD	TBD	TBD
50	2012	Goal 3: Develop a balanced overall program of science, exploration and aeronautics.	Technology	Internal Data Sharing	# of stovepipe systems	TBD	TBD	TBD

EA
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.
Human Capital Information Environment (HCIE)
3. Is this investment identified in a completed (contains a target architecture) and approved segment architecture?
no
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	Personnel Data Warehouse (PDW)	PDW is the Human Capital Authoritative Source for NASA. It consolidates and centralizes all agency-wide HC data currently residing in disparate data sources.	Data Management	Data Warehouse	Customer / Account Management		Internal	100

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 Warehouse	Service Access and Delivery	Access Channels	Web Browser	Microsoft IE 5.x, 6.x
2	Data Warehouse	Service Access and Delivery	Access Channels	Other Electronic Channels	SAP R/3, mySAP clients
3	Data Warehouse	Service Access and Delivery	Delivery Channels	Intranet	NASA Wide Area Network
4	Data Warehouse	Service Access and Delivery	Delivery Channels	Intranet	PIP
5	Data Warehouse	Service Access and Delivery	Delivery Channels	Intranet	SIP
6	Data Warehouse	Service Access and Delivery	Service Requirements	Legislative / Compliance	Section 508
7	Data Warehouse	Service Access and Delivery	Service Requirements	Legislative / Compliance	Security
8	Data Warehouse	Service Access and Delivery	Service Requirements	Legislative / Compliance	P3P
9	Data Warehouse	Service Access and Delivery	Service Requirements	Hosting	Internal (within agency) at NASA Data Center - Current
10	Data Warehouse	Service Access and Delivery	Service Requirements	Hosting	External ISP
11	Data Warehouse	Service Access and Delivery	Service Transport	Supporting Network Services	SMTP
12	Data Warehouse	Service Access and Delivery	Service Transport	Supporting Network Services	Directory Services (X.500)
13	Data Warehouse	Service Access and Delivery	Service Transport	Service Transport	TCP

	SRM Component	Service Area	Service Category	Service Standard	Service Specification (i.e., vendor and product name)
14	Data Warehouse	Service Access and Delivery	Service Transport	Service Transport	IP
15	Data Warehouse	Service Access and Delivery	Service Transport	Service Transport	HTTP
16	Data Warehouse	Service Access and Delivery	Service Transport	Service Transport	HTTPS
17	Data Warehouse	Service Access and Delivery	Service Transport	Service Transport	IP Security (IPSEC)
18	Data Warehouse	Service Platform and Infrastructure	Support Platforms	Platform Independent	SAP Open Architecture
19	Data Warehouse	Service Platform and Infrastructure	Database / Storage	Database	Oracle 10
20	Data Warehouse	Service Platform and Infrastructure	Hardware / Infrastructure	Wide Area Network (WAN)	NASA WAN
21	Data Warehouse	Service Platform and Infrastructure	Hardware / Infrastructure	Servers / Computers	Sun
22	Data Warehouse	Component Framework	Security	Supporting Security Services	SSL
23	Data Warehouse	Component Framework	Data Interchange	Data Exchange	Enterprise Integration Broker (SUN Integration Suite)
24	Data Warehouse	Component Framework	Data Interchange	Data Exchange	JMS
25	Data Warehouse	Component Framework	Data Management	Database Connectivity	ODBC
26	Data Warehouse	Component Framework	Data Management	Reporting and Analysis	SAP Business Warehouse, Actuate Reporting Tool
27	Data Warehouse	Service Interface and Integration	Integration	Middleware	PL/SQL
28	Data Warehouse	Service Interface and Integration	Integration	Middleware	SAP Netweaver
29	Data Warehouse	Service Interface and Integration	Integration	Enterprise Application Integration	Enterprise Integration Broker (SUN Integration Suite)

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.
The Workforce Services Portal provides access for NASA employees to NASA's implementation of e-Gov initiatives such as: e-Learn, e-Payroll, e-OPF, Recruitment One Stop.
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?
2006-07-10
1.b. Has the Risk Management Plan been significantly changed since last year's submission to OMB?
no
3. Briefly describe how investment risks are reflected in the life cycle cost estimate and investment schedule:
Investment risks are accounted for at the project inception during the alternative analysis of three or more viable options. During the benefit and cost analysis, costs for each alternative are risk-adjusted for all project phases for every fiscal year. The risk adjustment is a percentage of the cost based on the probability of occurrence and potential impact. The risk is not calculated as a single factor for the entire project; the risk adjustment may vary among years and across life cycle phases. These risk-adjusted costs are included as a cost element in the analysis of alternatives; therefore, the project cost is also risk-adjusted in the summary of spending for the selected alternative. HCIEs' Investment schedule accounts for OHCM's mitigation activities for identified key risks such as gaining stakeholder buy-in or consolidating disparate data sources. The investment schedule has also been adjusted to reflect the impact of risks that may occur. A Risk inventory assessment has been performed for a number of risks including: cost, schedule, technical obsolescence, project management and resources. For all risk, strategies for mitigation have been developed. Further, Cost and Schedule are 2 of the 4 core categories of risk identification, monitoring and control associated with IEMs Risk Management Plan. Risk owners are responsible for managing the assigned risk. Over time, the effectiveness of the mitigation strategies is monitored and adjusted as appropriate. For schedule risk, IEMP continually communicates with external project managers to ensure the HCIE implementation stays on schedule and that IEMP has access to external systems and data as needed. For cost risk IEMP has completed an alternatives analysis and has established life cycle cost estimates through FY13. As the project has been progressing, IEMP has assessed actual expenditures and used those to adjust budget requests for future years. The current budget request has been adjusted as a result of this continuous assessment process.
COST & SCHEDULE
1. Does the earned value management system meet the criteria in ANSI/EIA Standard 748?
no
2. Is the CV% or SV% greater than Â± 10%?
no
3. Has the investment re-baselined during the past fiscal year?
no