



DEPARTMENT OF TECHNOLOGY

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March 16, 2005

Children First

To Whom It May Concern:

This letter will confirm that the Milwaukee Public Schools (MPS) implemented a JavNat conversion of two of our Natural/Applications with the support of FBD Associates Inc. (FBDA).

MPS is a diverse school system serving the City of Milwaukee. We have approximately 12,400 employees located at 239 geographically dispersed facilities. Our IT department, of approximately 60 personnel, supports a mixed portfolio of in-house developed and packaged applications. MPS was a long time user of Natural/Adabas but in recent years has moved away from this environment in favor of packaged applications.

The impetus for implementing the JavNat conversion was a strong desire to simplify operations and reduce costs by eliminating the IBM VSE/CICS ES9000 mainframe and the Natural/Adabas environments. Our preferred platform technologies are the Oracle database and HP-Unix for production with WinTel PCs for the desktop. Our packaged Human Resources applications are primarily PeopleSoft based.

After an assessment by FBDA, the iPAY (Time & Attendance) application was chosen as the initial project for conversion. A contract was awarded to a national consulting services firm to whom FBDA was a sub-contractor. For a subsequent project, the iCASH application, a contract was awarded directly to FBDA.

The iPAY application provides Time and Attendance Reporting support for all of the MPS employees and locations. It is a mission critical application.

The iPAY application originally consisted of 225 KLOC of which approximately 137 KLOC (749 Natural entities as well as 23 Adabas and 13 VSAM files) were converted. The application contained a mix of Natural 2 and Natural CONSTRUCT modules as well as a small number of 3GL modules - all of which were converted to Java/Oracle equivalents.

The associated JCL for iPAY batch operations was converted to XML data for controlling JavNat batch operations. The volume of data converted was comparatively small as only three pay periods were maintained after a batch transfer of current pay period data to the PeopleSoft payroll application. Representative data sets were however migrated multiple times successfully. The converted data was used principally to support unit and system test procedures.

The iPAY application conversion project was implemented in the November 2003 to July 2004 timeframe. MPS elected to defer production rollout until February 23, 2005 due to conflicts with other internal update projects. The application was deployed on a HP-UX 6800 and is performing satisfactorily.

The iCASH application provided petty cash management for the MPS locations. The application consisted of 15 KLOC (140 Natural modules). There are no CONSTRUCT, batch or 3GL components associated with the iCASH application.

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The iCASH conversion project was initiated in January 2005. The project is proceeding smoothly and is in the acceptance test phase. We anticipate completing this project in the next several weeks.

We have the following observations on the capabilities of FBDA and JavNat toolset:

The JavNat conversion provided an on-time within budget solution for MPS. The conversion will allow us to shut down the mainframe as planned.

MPS personnel were able to transition from maintaining the Natural/Adabas applications to maintaining the converted Java applications. The JDeveloper Java IDE proved very versatile and easy to use.

The JavNat generated Java code was easily understood and maintainable by our application development staff.

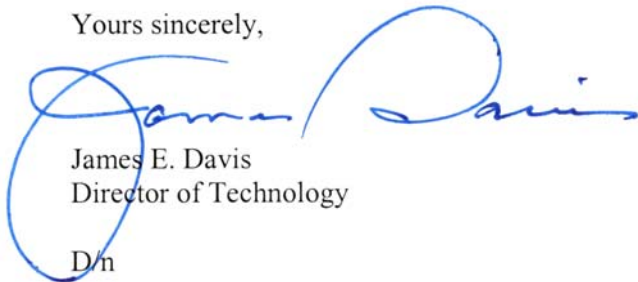
The JavNat capability to replicate the exact user interface of the existing Natural/Adabas application was a significant benefit to our project and greatly simplified our testing and user training.

FBDA continues to provide timely and effective support to MPS production roll-out and operations.

The performance of the JavNat applications has met or exceeded our expectations. There was no discernable performance impact on our users.

FBDA staff are knowledgeable and customer service focused. The FBDA and MPS members of the project team developed an excellent working relationship in spite of the challenges of working remotely. I recommend FBDA for similar JavNat conversion projects.

Yours sincerely,



James E. Davis
Director of Technology
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