Clause in RFP

Sr. No.	Clause in RFP	Clarifications/ Changes made
Annexure 2 – Evaluation Terms		
A. Eligibility Criteria Compliance.		
1.	**B. Financial** The Bidder must have registered average annual turnover of Rs. 75 Crore or above in each year during the last three completed financial years – 2021-22, 2022-23 and 2023-24* (Not inclusive of the turnover of associate companies). OR Below clause is applicable for bidders who fall under the category of Micro & Small Enterprise (MSEs) or Start-ups (Necessary valid documentary proof certifying the bidder as an MSE or Start-up needs to be submitted by the bidder). The Bidder must have registered average annual turnover of Rs. 25 Crore or above during the last three completed financial years – 2020-21, 2021-22 & 2022-23* (Not inclusive of the turnover of associate companies).	**B. Financial** The Bidder must have registered average annual turnover of Rs. 75 Crore or above in each year during the last three completed financial years – 2021-22, 2022-23 and 2023-24* (Not inclusive of the turnover of associate companies). ~~OR~~ Below clause is applicable for bidders who fall under the category of Micro & Small Enterprise (MSEs) or Start-ups (Necessary valid documentary proof certifying the bidder as an MSE or Start-up needs to be submitted by the bidder). The Bidder must have registered average annual turnover of Rs. **15 Crore** or above during the last three completed financial years – **2021-22, 2022-23 and 2023-24*** (Not inclusive of the turnover of associate companies).
2.	**C. Experience & Support Infrastructure** 1. The bidder should have implemented and supporting Peoplesoft HRMS application in at least 2 scheduled commercial Banks out of which one should be a PSU Bank.	**C. Experience & Support Infrastructure** 1. The bidder should have implemented **and/or** supporting Peoplesoft **HRMS/Financials application** in at least **2 organizations, out of which one should be a Financial Institution.** .
3.	Bidder should be authorized partner of Oracle.	**Clause removed**
B. Technical Bid Evaluation		
4.	**Criteria and documentary proof required** **2. Support services for Peoplesoft HRMS application**	**Criteria and documentary proof required** **2. Support services for Peoplesoft HRMS application**

Sr. No.	Clause in RFP	Clarifications/ Changes made
	1. Currently engaged in ATS/AMC SUPPORT project for any 2 Public Sector Bank for last 3 years -10 marks (Documentary Proof of order / contract copy / customer credentials.)	1. Currently engaged in ATS/AMC SUPPORT project for **any 2 Organizations** for last 3 years -10 marks. (Per Credential – 5 Marks) (Documentary Proof of order / contract copy / customer credentials.)
5.	**Annexure 10 – Project Details (Scope of Work) Additional requirements**	……………………………………… ……………………………………. • **Resources should be able to provide support for bug fixing, resolving technical issues like tablespace issues, log management, audit, backups, creating reports, views, maintenance of integrations, file sync issues, monitoring of job schedulers etc. There should be a Team Lead identified from the available resources to ensure availability of all resources onsite. Attendance management, taking care of knowledge transfer and providing resources when any existing resources resign. Ensuring within module integrations etc. Arranging of resources as and when bank needs them for any critical functions.** • **Mission critical support & co-ordination will be required specially during wage revision for making the required changes across all the modules.** • **Resources shall be allocated for the purpose of PeopleSoft administration, patching, performance tuning, DC-DR cutover, issue resolution related to application availability, application server management, PUM upgrades, VAPT resolutions, VA patching, network accessibility issues, integrations, should be able to set up and support multiple instances (UAT/TEST/PROD) etc. Resource should also be able to provide us**

Sr. No.	Clause in RFP	Clarifications/ Changes made
		with the sizing requirements both for App and DB servers in case of any issues. • **Resources shall be allocated for the purpose of payroll, pension, and terminal benefits, for making any changes/adding in formulas w.r.t payroll, tax related formula changes , retro processing, arrear processing, resolving issues in payroll/pension processing , making changes with respect to wage revision arrear related changes, ensuring inputs from custom pages for payroll are retrieved, reconciliation of payroll inputs, generation of salary/pension registers, TTUM generations , monthly payroll/pension checklists etc.** • **Developer resources having 10+ years of experience in development on the Peoplesoft technology stack for development of new modules and also have experience on JAVA development, should support our mobile app and also have skill set to develop and deploy more modules on the mobile app. Should support enhancements in existing modules.**

Clarification of Pre-bid queries is enclosed as "Annexure3"

Addendum to the following Annexure:

Annexure 12 – Masked Commercial bid
Annexure 13 – Commercial bid

All other Terms & Conditions are the same as per our RFP Bid no.: GEM/2025/B/5806382 dated 10.01.2025 for Selection of vendor for Onsite support for Peoplesoft HRMS application.

Sr. No	Resource Description #	Y1 Cost	Y2 Cost	Y3 Cost	Y4 Cost	Y5 Cost	Total Cost	GST Amount	Total Amount including GST
1	Resource Cost*								
	Total Cost of Ownership (TCO) for 5 years								

Note: * Bidder shall provide the required number of qualified resources for fulfilling the scope of this RFP.

1. The Bidder shall quote the Prices in the format mentioned above. Prices to be filled in yellow color boxes (in commercial excel sheet) only.

2. Resource allocation and completion of work as per scope is the responsibility of selected service provider.

3. Resources shall be posted in Mumbai/Baroda as per Bank's requirement.

4. Resource should be available for 8 hours during Bank's working days at Mumbai / Baroda.

5. We abide by following terms and conditions:

a. The vendor needs to clearly indicate if there are any recurring costs included in the above bid and quantify the same. In the absence of this, the vendor would need to provide the same without any charges.

b. All Quoted Commercial Values should comprise of values only upto 2 decimal places. Bank for evaluation purpose will consider values only upto 2 decimal places for all calculations & ignore all figures beyond 2 decimal places.

c. For each of the above items provided, the vendor is required to provide the cost for every line item where the vendor has considered the cost.

d. All the commercial value should be quoted in Indian Rupees & shall be all inclusive of taxes excluding GST. GST will be paid extra as per the actuals. The Vendor is expected to provide the GST amount and GST percentage in both the commercial and masked bids (without amounts being submitted in the technical response). There will be no price escalation for during the contract period and any extension thereof. Bid submitted with an adjustable price quotation will be treated as non-responsive and will be rejected.

e. If the cost for any line item is indicated as zero then it will be assumed by the Bank that the said item is provided to the Bank without any cost.

f. All deliverables to be supplied as per scope/requirements provided in this tender.

g. The vendor has to make sure all the arithmetical calculations are accurate. Bank will not be held responsible for any incorrect calculations.

h. Bank will deduct applicable TDS, if any, as per the law of the land.

i. Commercial quote signed is final.

Authorized Signatory
Name:
Designation:
Vendor's Corporate Name

Annexure 13 – Commercial bid

Sr. No	Resource Description #	Y1 Cost	Y2 Cost	Y3 Cost	Y4 Cost	Y5 Cost	Total Cost	GST Amount	Total Amount including GST
1	Resource Cost*								
	Total Cost of Ownership (TCO) for 5 years								

Note: * Bidder shall provide the required number of qualified resources for fulfilling the scope of this RFP.

1. The Bidder shall quote the Prices in the format mentioned above. Prices to be filled in yellow color boxes (in commercial excel sheet) only.

2. Resource allocation and completion of work as per scope is the responsibility of selected service provider.

3. Resources shall be posted in Mumbai/Baroda as per Bank's requirement.

4. Resource should be available for 8 hours during Bank's working days at Mumbai / Baroda.

5. We abide by following terms and conditions:

a. The vendor needs to clearly indicate if there are any recurring costs included in the above bid and quantify the same. In the absence of this, the vendor would need to provide the same without any charges.

b. All Quoted Commercial Values should comprise of values only upto 2 decimal places. Bank for evaluation purpose will consider values only upto 2 decimal places for all calculations & ignore all figures beyond 2 decimal places.

c. For each of the above items provided, the vendor is required to provide the cost for every line item where the vendor has considered the cost.

d. All the commercial value should be quoted in Indian Rupees & shall be all inclusive of taxes excluding GST. GST will be paid extra as per the actuals. The Vendor is expected to provide the GST amount and GST percentage in both the commercial and masked bids (without amounts being submitted in the technical response). There will be no price escalation for during the contract period and any extension thereof. Bid submitted with an adjustable price quotation will be treated as non-responsive and will be rejected.

e. If the cost for any line item is indicated as zero then it will be assumed by the Bank that the said item is provided to the Bank without any cost.

f. All deliverables to be supplied as per scope/requirements provided in this tender.

g. The vendor has to make sure all the arithmetical calculations are accurate. Bank will not be held responsible for any incorrect calculations.

h. Bank will deduct applicable TDS, if any, as per the law of the land.

i. Commercial quote signed is final.

Authorized Signatory
Name:
Designation:
Vendor's Corporate Name

S. No.	Page #	Point / Section #	Clarification point as stated in the tender document	Comment/ Suggestion	Clarifications to the bidder query
1	28	Annexure 02 –Evaluation Terms A. Eligibility Bid Evaluation.	C1. The bidder should have implemented and supporting Peoplesoft HRMS application in at least 2 scheduled commercial Banks out of which one should be a PSU Bank.	We wish to highlight to the Bank that most Scheduled Commercial Banks have moved out of on-premise HRMS, including PeopleSoft and have implemented newer cloud-based solutions. In light of the same, we request the Bank to amend the clause as below: "The bidder should have implemented and/or supporting Peoplesoft HRMS application in at least 2 large organizations in India (with more than 70,000 employees), out of which one should be a PSU Bank."	Please refer addendum
2	28	Annexure 02 –Evaluation Terms A. Eligibility Bid Evaluation.	C2. Bidder should be authorized partner of Oracle.	We wish to highlight that we have extensive implementation and support experience on the Oracle platform including PeopleSoft. We are also one of the few vendors in India who are supporting a large PeopleSolft deployment in a PSU Bank. However, we are also an Auditor of Oracle globally, and hence, we cannot provide this certificate due to audit restrictions. We request the Bank to remove this clause and make Bidders eligible based on their experience.	Please refer addendum
3	51	Annexure 10 – Project Details (Scope of Work)	Development of Peoplesoft Fluid pages for deployment on our mobile app	Request the Bank to please share the Total No of Concurrent users in the system. (Active / Inactive / Retiree details)	76K Active 97K Inactive
4	51	Annexure 10 – Project Details (Scope of Work)	Issue / bug fix, Enhancements to implemented module, and Developing and Delivering New Modules, new payment processes, development of APIs, Integration with other applications with the PeopleSoft HRMS, inter module configurations.	Request the Bank to please share the No of Process scheduler servers. (OS details / PRCS server types / Resources details / No of Domains)	Total no. of prcs servers - 7 PRCS server type - PSUNX Total domains - 11

S. No.	Page #	Point / Section #	Clarification point as stated in the tender document	Comment/ Suggestion	Clarifications to the bidder query
5	29	Annexure 02 –Evaluation Terms B. Technical Bid Evaluation	2. Support services for Peoplesoft HRMS application 1. Currently engaged in ATS/AMC SUPPORT project for any 2 Public Sector Bank for last 3 years -10 marks	We wish to highlight to the Bank that most Scheduled Commercial Banks have moved out of on-premise HRMS, including PeopleSoft and have implemented newer cloud-based solutions. There are only 1 or 2 bidders that are working with more than 1 Public Sector Bank in providing ATS/AMC SUPPORT. This is thus favouring only a couple of bidders. We request the clause to be amended to as below: "Currently engaged in ATS/AMC SUPPORT project for any 2 large 2 large organizations in India (with more than 70,000 employees), including at least one Public Sector Bank for last 2 years -10 marks"	Please refer addendum
6	51	Annexure 10 – Project Details (Scope of Work)	Issue / bug fix, Enhancements to implemented module, and Developing and Delivering New Modules, new payment processes, development of APIs, Integration with other applications with the PeopleSoft HRMS, inter module configurations.	Request the Bank to please share the Total no of Webservers. (OS details / Resources details / No of Domains)	Total no.of webserver - 6 (intranet) Total no. of webserver - 2(internet)

S. No.	Page #	Point / Section #	Clarification point as stated in the tender document	Comment/ Suggestion	Clarifications to the bidder query
7	51	Annexure 10 – Project Details (Scope of Work)	Issue / bug fix, Enhancements to implemented module, and Developing and Delivering New Modules, new payment processes, development of APIs, Integration with other applications with the PeopleSoft HRMS, inter module configurations.	Request the Bank to please share the Load Balancer details if Any.	Internet - hrconnect.bankofbaroda.co.in Intranet - hrconnect-int.bankofbaroda.co.in
8	51	Annexure 10 – Project Details (Scope of Work)	Issue / bug fix, Enhancements to implemented module, and Developing and Delivering New Modules, new payment processes, development of APIs, Integration with other applications with the PeopleSoft HRMS, inter module configurations.	Request the Bank to please share the COBOL processes details (OS details / Version details if in use)	Redhat 8.9 COBOL compiler version: Micro Focus Visual COBOL development hub 6.0
9	51	Annexure 10 – Project Details (Scope of Work)	Issue / bug fix, Enhancements to implemented module, and Developing and Delivering New Modules, new payment processes, development of APIs, Integration with other applications with the PeopleSoft HRMS, inter module configurations.	Request the Bank to please share the Customizations details (What percentage of the system is customized ? Share the DB compare report if any)	80%
10	51	Annexure 10 – Project Details (Scope of Work)	Development of Peoplesoft Fluid pages for deployment on our mobile app	Request the Bank to please share the Current Mobile application details and version/framework details.	Container based app created on Android studio for android phones and Swift UI for iPhones

S. No.	Page #	Point / Section #	Clarification point as stated in the tender document	Comment/ Suggestion	Clarifications to the bidder query
11	51	Annexure 10 – Project Details (Scope of Work)	Access services through multiple channels including but not limited to SFTP, REST and XML APIs, SQL and web-services for seamlessly integrating with bank's source systems.	Is there any 3rd party application integration with PS HRMS ?	Yes
12	51	Annexure 10 – Project Details (Scope of Work)	Should be able to integrate with GEN AI/ AI Chatbots etc. solutions.	What features of chatbot / AI bank is planning to use ? Generally, the prerequisite to implement these features requires the application to run over internet.	Vendors to bring their expertise in implementing this
13	59	Annexure 10 – Project Details (Scope of Work)	Reports	Request the Bank to please share the Reports in use (BI reports / Crystal Reports, details if any other)	BI, PS Query, AE Reports
14	59	Annexure 10 – Project Details (Scope of Work)	Integrations with other systems(CBS,SPARSHPLUS,LLPS etc)	Request the Bank to please share the Existing Integrations (SOAP / REST details if any)	API / Database VIEW /SFTP / MoveIT
15	60	Annexure 10 – Project Details (Scope of Work)	PeopleSoft Administrative Support	Request the Bank to please share the PeopleSoft Application Release details and PeopleTools Release version with patch details.	PT 8.59, HCM 9.2 PI 44
16	60	Annexure 10 – Project Details (Scope of Work)	PeopleSoft Administrative Support	Request the Bank to please share the Middleware releases details (Tuxedo / WebLogic / JAVA version details including patches)	Java 11 Weblogic 14c Tuxedo 12.2.2.0.0
17	60	Annexure 10 – Project Details (Scope of Work)	Maintenance and Technical support of PeopleSoft Tools on Oracle Database, Oracle WebLogic Server Application / OS /Database Patching/ Cache maintenance / Audit	Request the Bank to please share the Total Size of the database. (DB Version / OS Details)	Oracle EE 19.25 Redhat 8.9

S. No.	Page #	Point / Section #	Clarification point as stated in the tender document	Comment/ Suggestion	Clarifications to the bidder query
18	60	Annexure 10 – Project Details (Scope of Work)	Application / OS /Database Patching/ Cache maintenance / Audit	Request the Bank to please share the Total No of Application Servers. (OS details / Resources details / No of Domains)	Appservers - 11 2 domains on each appserver
19	63	Annexure 11–Service Levels	Table A: Uptime Percentage	As the Bidder is only providing resources, this should not be applicable to the Bidder. The uptime is dependent on a lot of factors such as hardware, system software, network latency, etc. of which we are not a party to. Since this is a rate contract and not a fixed price project, the uptime of the application should not be in the SLA of the bidder. We request the Bank to please remove this.	Bidder need to deploy sufficient resources for fulfilling the technical scope mentioned in the RFP
20	64 & 67	Annexure 12–Masked Commercial Bid & Annexure 13–Commercial Bid	Peoplesoft ADMIN (Resource from Oracle) Peoplesoft Function Expert (Resource from Oracle) Developers Techincal consultants (Resource from Oracle)	We wish to highlight that we have extensive implementation and support experience on the Oracle platform including PeopleSoft. We are also one of the few vendors in India who are supporting a large PeopleSolft deployment in a PSU Bank. We have all the requisite skill-sets that the Bank needs on the platform and can provide the same. As we are also an Auditor of Oracle globally, we cannot provide the resources from Oracle due to audit restrictions. We request the Bank to remove this requirement from Oracle and to please map it to the Bidder.	Refer addendum
21	51	Scope	1. SCOPE OF WORK for Oracle Peoplesoft HRMS Support.	What is the application Version? i.e. 9.X	HCM 9.2
22	51	Scope	1. SCOPE OF WORK for Oracle Peoplesoft HRMS Support.	What is the current PeopleTool version?	PT 8.59
23	51	Scope	1. SCOPE OF WORK for Oracle Peoplesoft HRMS Support.	What is the current PUM Image Version?	PI 44

S. No.	Page #	Point / Section #	Clarification point as stated in the tender document	Comment/ Suggestion	Clarifications to the bidder query
24	51	Scope	1. SCOPE OF WORK for Oracle Peoplesoft HRMS Support.	What is the Level of customization of the PeopleSoft Application	80
25	51	Scope	1. SCOPE OF WORK for Oracle Peoplesoft HRMS Support.	OS information	Redhat 8.9
26	51	Scope	1. SCOPE OF WORK for Oracle Peoplesoft HRMS Support. Point 2	What is the Number of integrations?	More than 15
27	51	Scope	1. SCOPE OF WORK for Oracle Peoplesoft HRMS Support.	Number of Reports	more than 500
28	51	Scope	1. SCOPE OF WORK for Oracle Peoplesoft HRMS Support.	What are the Number of Applications/ Environments Eg: Dev/Test/prod	6 - DEV, TST, PRD, UAT, MTP1, MTP2
29	51	Scope	1. SCOPE OF WORK for Oracle Peoplesoft HRMS Support.	What is the Current Support team size?	8+1
30		Scope		Is Application upgrade/update part of the Scope?	Yes
31	51	Scope	1. SCOPE OF WORK for Oracle Peoplesoft HRMS Support.	Number of tickets/months (enhancement and Support tickets)	250-300
32	51	Scope	1. SCOPE OF WORK for Oracle Peoplesoft HRMS Support.	Number of SRs	3
33	51	Scope	1. SCOPE OF WORK for Oracle Peoplesoft HRMS Support.	What is the estimated Kick off date?	Bank will inform

S. No.	Page #	Point / Section #	Clarification point as stated in the tender document	Comment/ Suggestion	Clarifications to the bidder query
34	51	Scope	1. SCOPE OF WORK for Oracle Peoplesoft HRMS Support.	Notice period for resource replacement	3 months
35	51	Scope	Page 51 Point1 Scope of work sub division 1	Will stay and food taken care by the customer?	NO
36	7	Page 7 point 5 Subdivision a	Bidders are required to give an earnest money deposit of an amount as at the time of submission of the bid	We are a MSME- **shall we omit the submission of EMD?**	Applicable for MSE only.
37	29	Technical Bid Evaluation - Page 29 point 2	Currently engaged in ATS/AMC SUPPORT project for any 2 Public Sector Bank for last 3 years -10 marks (Documentary Proof of order / contract copy / customer credentials.)	The Point in page 28 Section C point 1- "The bidder should have implemented and supporting Peoplesoft HRMS application in at least 2 scheduled commercial Banks out of which one should be a PSU Bank." but in Page 29 Point 2 subdivision 1 it is mentioned that any 2 PSU Bank. **We support 1 public sector and multiple private banks. We humbly request if point 1 in Section can be made as the eligibility Criteria for scoring.**	Refer Addendum
38	27	Page 27 Section B Financial point 1	The Bidder must have registered average annual turnover of Rs. 25 Crore or above during the last three completed financial years – 2020-21, 2021-22 & 2022-23* (Not inclusive of the turnover of associate companies).	**We have achieved 25 Cr in the last financial year of 2024-25 will that meet the eligibility criteria or do we need the average turnover of 25 CR in the mentioned years of years – 2020-21, 2021-22 & 2022-23**	As per the RFP clause only.

S. No.	Page #	Point / Section #	Clarification point as stated in the tender document	Comment/ Suggestion	Clarifications to the bidder query
39	28	1 C	The bidder should have implemented and supporting Peoplesoft HRMS application in at least 2 scheduled commercial Banks out of which one should be a PSU Bank.	The bidder should have experience implemented or supporting and maintaining peoplesoft HRMS/Financials application globally or in atleast 2 scheduled commercial banks out of which one should be PSU	Refer addendum
40	29	B (Technical bid evaluation)	Bidder should have experience supporting Peoplesoft HRMS in any PSU bank in India with an employee strength of atleast. - 60000+ employees (15 marks), 40000+ Employees (10 marks), 25000+ (5 marks)	Bidder should have experience supporting Peoplesoft globally for any modules with customer having an employee strength of atleast 15000+ employees (15 marks), 10000+ employees(10 marks), 5000+ employees (5 marks)	15000 is not even half of the current strength of the bank. We can grant 5 marks if 15000+ employee strength
41	29	2.1	Currently engaged in ATS/AMC SUPPORT project for any 2 Public Sector Bank for last 3 years -10 marks	Currently engaged in ATS/AMC SUPPORT project for any customer	Refer addendum
42	29	2.2	Have experience in handling wage revisions for PSU banks - in executing and completion of arrear payments for both active employees, ex-employees and /or pensioners.	Request if this clause is eliminated	This is the major area where the system is error prone.
43	29	2.3	Have configured and managed absence rules in PeopleSoft delivered absence management module for any public sector bank.	Have configured and managed absence rules in PeopleSoft delivered absence management module for any public sector bank/global customers.	Absence rules need to be configured as per Bank rules, this is quite different from other type of customers

S. No.	Page #	Point / Section #	Clarification point as stated in the tender document	Comment/ Suggestion	Clarifications to the bidder query
44	29	2.4	Have done the latest PeopleTools image update to maintain HRMS application on latest functionalities released by Oracle (as per recommended upgrade path version)	Have done the latest PeopleTools image update to maintain HRMS/Financial application on latest functionalities released by Oracle (as per recommended upgrade path version)	If the peopletools image is not updated on HRMS application then the challenges faced is not known.
45	29	3	The bidder should have Peoplesoft Payroll Functional Expert, having configured and managed active employee and pensioner payroll processing in PeopleSoft delivered Global Payroll module for PSU with payroll and taxation rules similar to that of BOB		Support is required from both functional and Techically well versed bidders. Knowledge of Bank's rules and regulation is required.
46	30	4	Technical presentation will be evaluated on the following parameters: Demonstration of the implemented Peoplesoft Solution	Technical presentation will be evaluated on the following parameters: Demonstration of the implemented or supported Peoplesoft Solution	Same as above, we will not be able to evaluate if the same complexity is not involved.
47			Additional query	As we understand from RFP, the requirements is to have associates located in Mumbai and Vadodara. Please confirm if all associates can work from Mumbai or remote locations?	As is informed in the RFP
48			Additional query	RFP stipulates number of resource count as 8, including support and development. Please confirm if it is a fixed count to be proposed or just a template to be referred.	Pls refer addendum

S. No.	Page #	Point / Section #	Clarification point as stated in the tender document	Comment/ Suggestion	Clarifications to the bidder query
49			Additional query	Please share application module wise and Priority/Severity wise incident, change requests and service requests ticket counts for last one year	250-300
50			Additional query	Please share no of active employees in the PeopleSoft System	76K Active 97K Inactive
51			Additional query	The scope of the work in RFP document include - Delivering New Modules, new payment processes. Please share which new modules are planned for implementation and which are the new payment processes under consideration in peopleSoft HRMS	If any comes up then it needs to be delivered. cannot be disclosed now
52			Additional query	Please provide more details on the JAVA skillset requirement for PeopleSoft Developer	Inhouse java classes have been created in certain modules, which need to be supported.
53			Additional query	Please share details of the major In-flight or planned projects if any.	If any comes up then it needs to be delivered. cannot be disclosed now
54			Additional query	Please confirm Peoplesoft applications environment count (prod + Dev + Test + PUM) for each applications.	6 - DEV, TST, PRD, UAT, MTP1, MTP2
55			Additional query	Please provide major and minor version details : 1) PeopleSoft Application 2) Peopletools 3) Weblogic 4)Tuxedo 5) Database 6) Elastic search / OpenSearch 7) Operating System	HCM 9.2,PT 8.59,Java 11 Weblogic 14c, Tuxedo 12.2.2.0.0 ,Oracle EE 19.25, Redhat 8.9