



**National Defense Industrial Association (NDIA)
Program Management Systems Committee (PMSC)
Earned Value Management Systems
Intent Guide**

November 2006 Edition

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1 PURPOSE AND SCOPE

This Intent Guide was created by the National Defense Industrial Association (NDIA) Program Management Systems Committee (PMSC) to provide additional insight into the Earned Value Management System (EVMS) guidelines included in Section 2 of the ANSI/EIA-748-A Standard for Earned Value Management Systems. It is applicable to either government or industry communities for the purpose of documenting how their earned value management system complies with the ANSI/EIA 748 EVMS Guidelines.

A contractor, subcontractor, or government agency who needs to demonstrate or who wants assurance that their system complies with the standard should use this intent guide to develop a compliance map documenting how their business processes conform to the ANSI/EIA EVMS Guidelines. The objective of the compliance map is to demonstrate that a contractor, subcontractor, or agency has thought through each guideline and can describe how their business process complies with the guideline.

Section 2 provides the management value, intent, typical attributes, and objective evidence found in typical outputs for each of the guidelines listed in Section 2 of the ANSI/EIA 748 standard. **Not all of the typical attributes and objective evidence typical outputs must be present for an intent guideline to be met.** The use of the word “typical” is intended to convey that they are examples, but not the only ways, of demonstrating a guideline has been met. To be most effective, compliant business process and system documentation should be implemented on an organizational basis instead of program by program, and the implemented level of detail should be commensurate with the management needs of the program.

Note: For this guide, the terms “project” and “program” are used and intended to be interchangeable. Additionally for this guide, the term Critical Path is used to “mean the sequence of discrete work packages and planning packages (or lower-level task/activity) in the network that has the longest total duration.” The term “work package and planning package (or lower-level task/activity)” is intended to provide implementation flexibility to schedule at either the work package or lower level task/activity.

Section 3 in this document provides an example of a process description compliance map and Appendix A provides a compliance map template that can be used to help a company develop their own compliance map.

A customer or industry reviewer of an earned value management system can use the compliance map described in this document as the basis for verifying compliance with the ANSI/EIA 748 EVMS Guidelines. However this guide should not be interpreted as adding additional requirements that must be met in conforming to the ANSI/EIA 748 EVMS Guidelines.

In performing an assessment or verification that business processes and system documentation complies with the ANSI/EIA 748 EVMS Guidelines, the NDIA PMSC recommends the following:

1. Contractor business processes and system documentation is mapped to and complies with the guideline intent, typical attributes, and typical objective

evidence outputs described in this document by the process owner. See Section 3 for an example.

2. A party independent from the documenting party verifies the compliance assessment.
3. The verifying party is versed in the ANSI/EIA 748 EVMS Guidelines.
4. The customer must recognize this method (i.e., 1 above) as applicable for the compliance assessment verification to have meaning.
5. Customers should consider past acceptance of compliance to the ANSI/EIA 748 EVMS Guidelines, business organization application policy, and surveillance activity before making a management decision to perform a compliance assessment.

For ongoing verification of continued compliance with the ANSI/EIA 748 EVMS Guidelines, use the NDIA PMSC Surveillance Guide.

For definitions of common terms used in this intent guide, see Section 2.6 in the ANSI/EIA 748 standard document.

Recommended changes to sections of this guide may be submitted to the NDIA PMSC Chair or Co-Chair for review and update following approval of the committee. Contact names can be found on the NDIA web site.

2 INTENT GUIDE TO THE EVMS GUIDELINES

2.1 Organization

- a) Define the authorized work elements for the program. A work breakdown structure (WBS), tailored for effective internal management control, is commonly used in this process.

Management Value

The Work Breakdown Structure (WBS) is used as the basic building block for the planning of all authorized work. The WBS is a product-oriented division of project tasks depicting the breakdown of work scope for work authorization, tracking, and reporting purposes that facilitates traceability and provides a control framework for management. It should ensure that the Statement of Work (SOW) is entirely covered and allow for the integration of technical, schedule, and cost information. The WBS also facilitates communications as it establishes a common frame of reference for customers, management, and Integrated Product Teams (IPTs).

Intent Guideline 1

A WBS is a direct representation of the work scope in the project, documenting the hierarchy and description of the tasks to be performed and their relationship to the product deliverables. The WBS breaks down all authorized work scope into appropriate elements for planning, budgeting, scheduling, cost accounting, work authorization, measuring progress, and management control. The WBS must be extended to the level necessary for management action and control based on the complexity of the work. A WBS dictionary is typically used to define the work scope for each unique element in the WBS.

Typical Attributes:

- Only one WBS is used per project and it contains all project work, including revisions for authorized changes and modifications.
- The WBS contains all contract line items and end items.
- The WBS identifies all WBS elements specified for external reporting.
- The WBS is extended at a minimum to the control account level.
- The WBS elements should collectively provide a complete definition of work scope requirements.
- The WBS may evolve as the project requirements change.

Objective evidence may be found in these typical outputs:

- Work Breakdown Structure (WBS).
- WBS dictionary (may or may not be used, but a method to reconcile the statement of work to the WBS structure must be demonstrated).

- | | |
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| b) | Identify the program organizational structure, including the major subcontractors responsible for accomplishing the authorized work, and define the organizational elements in which work will be planned and controlled. |
|----|---|

Management Value

The OBS helps management focus on establishing the most efficient organization by taking into consideration the availability and capability of management and technical staff, including subcontractors, to achieve the project objectives.

Intent Guideline 2

Assign organizational responsibility for the project work. An OBS is used to facilitate the assignment of responsibility, accountability, and authority for all tasks to be performed. An OBS is a direct representation of the hierarchy and provides a description of the organizations established to provide resources as well as to plan and perform the work tasks. The OBS identifies the organization responsible for each segment of work, including subcontracted and intra-organizational effort. The assignment of lower-level work segments to responsible managers should provide key control points for management purposes. When effort is subcontracted, the applicable subcontractor is identified and related to the appropriate WBS element(s) and/or organization charged with acquiring the subcontracted item.

Typical Attributes:

- All authorized work is assigned to organizational elements.
- Organization elements are work teams, functions, or whatever organization units are used by the company for execution of the program work efforts.
- Major subcontractor work efforts are integrated into the program structure.

Objective evidence may be found in these typical outputs:

- Organization Breakdown Structure (OBS).
- OBS intersections with the WBS.

- | | |
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| c) | Provide for the integration of the company's planning, scheduling, budgeting, work authorization and cost accumulation processes with each other, and as appropriate, the program work breakdown structure and the program organizational structure. |
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Management Value

The integration of planning, scheduling, budgeting, work authorization, and cost accumulation management processes provides the capability for establishing the Performance Measurement Baseline (PMB), identifying work progress, and collecting actual costs, facilitating management analysis and corrective actions. The WBS and OBS allow summarization of cost data from the detail level through both the WBS and the OBS to the appropriate project level needed for management insight and control.

Intent Guideline 3

Integrate the technical, schedule, and cost elements of the project through project plans that include schedules, budgets, authorization of work, and accumulation of costs, all consistent with the budget plan. The work tasks are assigned to a WBS and OBS and are traceable to the planning and budgeting system and the cost collection system. Establishment of unique coding structure facilitates the linkage between the planning, scheduling, budgeting, work authorization, cost accumulation, and performance measurement processes.

Typical Attributes

Provide a logical framework that links the products of the management processes through common data elements. Examples include cross-references between the statement of work and WBS, the master schedule and performance measurement tasks, and the detail schedules and control account plans.

Objective evidence may be found in these typical outputs:

- Master, intermediate, and detail level schedules.
- Manufacturing Requirements Planning (MRP) or Enterprise Requirements Planning (ERP) operational schedules.
- Control account plans.
- Performance reports by WBS and OBS.
- Responsibility Assignment Matrix (RAM).
- Statement of Work.
- Work authorizations.
- WBS and OBS.

d) Identify the company organization or function responsible for controlling overhead (indirect costs).

Management Value

Visibility into direct and indirect costs is essential for successful management of a project. Therefore, it is important to have a documented process and organizations established specifically to manage and control indirect costs.

Intent Guideline 4

Indirect costs are for common activities that cannot be identified specifically with a particular project or activity and should typically be budgeted and controlled separately at the functional or organizational manager level. Clearly identify managers who are assigned responsibility and authority for controlling indirect costs, including overhead, burden, and General and Administrative (G&A) costs, and who have the authority to approve expenditure of resources. The process for management and control of indirect costs, including assignment of responsibility, is typically documented in the organization's approved accounting procedures.

Typical Attributes:

- Indirect account structure and organizational assignment/authority level are clearly defined.
- Documented process clearly defines:
 - How overhead resources are assigned, budgets are established, and expense is controlled.
 - Who is responsible within the organization for establishing overhead budgets and their authorities.

Objective evidence may be found in these typical outputs:

- Cost Accounting Standards (CAS) disclosure statement.
- Organizational chart.
- Chart of accounts.

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| e) | Provide for integration of the program work breakdown structure and the program organizational structure in a manner that permits cost and schedule performance measurement by elements of either or both structures as needed. |
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Management Value

The careful establishment of the control account structure ensures the proper level of management is established based on the complexity of the work and the capability of the organization. It also establishes the lowest level of performance measurement necessary for program management.

Intent Guideline 5

The integration of the WBS and OBS creates control accounts that facilitate schedule and cost performance measurement.

The control account is the point where the WBS tasks and OBS responsibility intersect. It is defined as the point where a single functional organization or integrated product team has responsibility for work defined to a single WBS element. It is also the primary point for work authorization, work performance management, and work performance measurement; i.e., where planned value is established, earned value is assessed, and actual costs are collected. Each control account is assigned to a control account manager. The control account manager is responsible for ensuring the accomplishment of work in his or her control account and is the focal point for management control.

Typical Attributes:

- A single control account is visible at the intersection of the WBS and OBS.
- The control account clearly identifies any supporting activities.
- The estimated costs of work performance elements are evident.

Objective evidence may be found in these typical outputs:

- Control accounts.
- Responsibility Assignment Matrix (RAM).
- Contract Performance Reports (CPRs), if applicable.

2.2 Planning, Scheduling, and Budgeting

- a) Schedule the authorized work in a manner which describes the sequence of work and identifies significant task interdependencies required to meet the requirements of the program.

Management Value

Scheduling authorized work facilitates effective planning, statusing, and forecasting, all of which are critical to the success of all projects. The integration of the technical, schedule, and cost aspects of the project results in the:

- Expected sequence of work.
- Establishment of significant interdependencies between work packages and planning packages (or lower-level tasks/activities) that determine total work time and critical path through the project.
- Time-phasing of authorized discrete work for use as a performance measurement baseline.

Intent Guideline 6

The scheduling process documents and the resulting project schedule provide a logical sequence of work leading to a milestone, event, and/or decision point needed to ensure that the schedule supports the project objectives. There is a clear definition of what constitutes commencement and completion of each work package and planning package (or lower-level task/activity). While no specific scheduling software is required, but there must be horizontal and vertical integration of the schedule through the framework of the WBS and OBS. Government development programs or significant development efforts typically schedule the discrete authorized work through the use of a network schedule. Production programs typically schedule using a Manufacturing Resource Planning (MRP) or Enterprise Resource Planning (ERP) tool employing a line of balance schedule that supports the project objectives.

The master schedule must agree with the project objectives, include all key events, and reflect a logical sequence of events. Ensuring that all team members are working to the same project schedule is essential for monitoring progress, analyzing variances, and tracking corrective actions.

Typical Attributes:

An integrated network scheduling system has the following characteristics:

- Distinct tasks that can be summarized up through the WBS and OBS to track progress and measure performance.
- The schedule reflects all the time-phased discrete work to be accomplished that is traceable to the WBS and the Statement of Work.

- Critical target dates, project milestones, contractual events, accomplishment criteria, and project decision points are identified and are being used to plan, status, and monitor progress of the work.
- The schedule describes the sequence of work and should consider the significant interdependencies that are indicative of the actual way the work is accomplished. The schedule links key detail work packages and planning packages (or lower-level tasks/activities) with summary activities and milestones.
- Significant interdependences should be defined at a consistent level of detail to support development of a critical path. The minimum level linkage is at the work package and planning package level. The schedule should be designed for effective management purposes and contain a critical path for the entire contractual period of performance.
- Discrete tasks/activities along the critical path have the least amount of float/slack.
- Each key program milestone (for example, System Design Review, Preliminary Design Review, or Critical Design Review) must be logically linked within the master schedule network.
- Resource estimates from the budget plan are reasonable and resources are available to support the schedule.
- The schedule is reasonable as a baseline for achieving project requirements as demonstrated through schedule analysis techniques.
- The baseline schedule is the basis for measuring performance.
- The schedule provides current status and forecasts of completion dates for all discrete authorized work.
- The schedule network relationships support the development of a critical path for development projects.

Objective evidence may be found in these typical outputs:

- Integrated network schedules including master, intermediate (if any), and detailed schedules.
- MRP or ERP schedules, or planned order reports.
- Control account plans (may be separate plans or detail schedules).
- Work authorization documents.

b)	Identify physical products, milestones, technical performance goals, or other indicators that will be used to measure progress.
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Management Value

Objective indicators enable measurement of work accomplished, thereby allowing its accurate comparison to planned work. Meaningful performance metrics enable better

management insight and decision-making, ensuring that maximum time is allowed for management action to keep the project on plan.

Intent Guideline 7

Identify objective interim performance measures within control accounts (or lower-level tasks/activities) to enable accurate performance assessment each month. The master schedule includes key program and contractual requirements. It enables the team to predict when milestones, events, and program decision points can be expected to occur. Lower-tier schedules, when utilized, must contain specific control account (or lower-level task/activity) start and finish dates that are based on physical accomplishment and are clearly consistent with program time constraints.

These control accounts (or lower-level tasks/activities) will align with the objective interim performance measures to enable accurate performance assessment. A sufficient number of interim measures will be defined after the detailed schedule is established to ensure performance is measured as accurately as possible. Interim measures will be based on the completion criteria developed for each increment of work and should provide a basis for objectivity, limiting the subjectivity of the measurement of work accomplished.

Accurate schedule status depends on the selection of objective measures of progress to indicate work completion. These measures are necessary to substantiate technical achievement against the schedule plan and justify progression to the next control account (or lower-level task/activity). A key feature of an interdependent schedule is that it establishes and maintains the relationship between technical achievement and progress status.

Typical Attributes:

- Objective completion criteria are determined in advance and used to measure progress to determine achievement of milestones or other indicators.
- Interim milestones and lower-tier tasks serve as indicators of progress against which the control account manager monitors progress.

Objective evidence may be found in these typical outputs:

- Integrated schedules including master, intermediate (if any), and detailed schedules that identify contract milestones and key events.
- MRP or ERP production planned order reports.
- Control account plans (may be separate plans or detail schedules)

- c) Establish and maintain a time-phased budget baseline, at the control account level, against which program performance can be measured. Initial budgets established for performance measurement will be based on either internal management goals or the external customer negotiated target cost including estimates for authorized but undefinitized work. Budget for far-term efforts may be held in higher level accounts until an appropriate time for allocation at the control account level. On government contracts, if an over-target baseline is used for performance measurement reporting purposes, prior notification must be provided to the customer.

Management Value

The time-phased performance measurement baseline that represents the planned scope of all authorized work and schedule provides the program manager a reference to assess project performance. It is controlled and reconciled to the target cost plus authorized unpriced work less management reserve. It represents the cumulative, time-phased, budgeted cost for work scheduled. The performance measurement baseline is a key component of earned value management.

Intent Guideline 8

The assignment of budgets to scheduled segments of work produces a plan against which actual performance can be compared. This is called the Performance Measurement Baseline (PMB). The establishment, maintenance, and use of the PMB are indispensable to effective performance measurement. The PMB should be in place as early as possible after project award or Authorization to Proceed (ATP).

The Contract Budget Base (CBB) value used to establish PMB is tied to the current value of the project, including any authorized, unpriced effort. Included in this CBB value will be any budgets set aside for management reserve. The PMB represents the time-phased scope, schedule, and associated budget through the end of the contract.

Typically this is accomplished through the establishment of time-phased resources within control accounts. For future effort that cannot practically be identified to a control account, it is permissible to establish a temporary summary level planning package above the control account level that identifies scope, schedule, and associated budget to the end of the contract. The budget for this effort must be identified specifically to the work for which it is intended, time-phased, periodically reviewed for validity, and not used to perform other scopes of work. These summary efforts should be subdivided into control accounts at the earliest opportunity. Planning horizons may be used to determine the appropriate time period in which to convert summary level planning packages into control accounts. Control accounts and summary level planning packages should exist from program start through the end of the contract.

Since control account budgets and schedules also establish the constraints required for baseline control, care must be exercised in the establishment of control account budgets to ensure a viable scope/effort correlation and to prevent inadvertent front-loading of the budget baseline. When establishing control accounts, factors to consider include the:

- Natural flow of work at this management control point.
- Significant program events that will be supported by completion of the effort within the control account.
- Need to enhance objective measurement of progress by establishing shorter assessment periods.
- Rate structures related to the control account resources.

The maintenance of realistic budgets, directly tied to an established scope of work, is essential for each organization responsible for performing project effort. Eventually, all the work will be planned by specific organizational elements to the control account level.

The PMB represents the formal plan for each control account manager to accomplish the authorized work assigned within the time defined by the project schedule and within the budget authorized.

During the life of a project, situations may arise whereby available budgets for the remaining work are insufficient to ensure valid performance measurement. Under these circumstances, a requirement may exist for the total budget allocated to work to exceed the recognized Contract Budget Base (CBB). The resulting value is referred to as an Over-Target Baseline (OTB).

Advance notification to the appropriate parties is essential prior to the implementation of an OTB. It is important to ensure that both internal management and the customer have a common understanding of the OTB's impact on the performance measurement metrics.

When the contractor and customer project managers are satisfied that the new baseline represents a reasonable plan for completing the contract, the new baseline becomes the basis for future performance measurement.

Typical Attributes:

- The PMB reflects the work scope, time-phased consistent with the integrated schedule.
- The PMB reflects the budget value for the work scope in all control accounts and summary level planning packages.
- Control account budgets reflect the resources planned to perform the work and can only exceed the contract budget base when an over-target baseline is employed.

Objective evidence may be found in these typical outputs:

- Control account plans.
- Summary level planning packages.
- Performance measurement baseline.
- Undistributed budget logs.
- Notification to the customer of an over-target baseline.
- Work authorization document.

- | |
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| d) Establish budgets for authorized work with identification of significant cost elements (labor, material, etc.) as needed for internal management and for control of subcontractors. |
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Management Value

An essential part of project planning and establishing a performance measurement baseline is the establishment of budgets for all the authorized work. Identification of the budget cost elements documents the required resources and places work scope with the performing organization.

Intent Guideline 9

Through a work authorization process, establish budgets for all authorized work to be done by the responsible organizational elements. No work should begin before the effort is authorized by an initial work authorization. As budgets and schedules are established and approved for all the authorized work at the control account level, the work authorization is updated as required. The control accounts identify the appropriate cost elements (labor, subcontract, material, and other direct costs). It is important to include all resources required to accomplish the work scope.

Each control account should contain resources necessary to complete the assigned effort and budgets reflecting these resources. Budgets established at the control account level must be planned by element of cost. In addition:

- Budgets may be stated in dollars, hours, or other measurable units.
- It is necessary to use proper rates that will provide a valid performance measurement baseline.
- In general, the budget process provides for the following:
 - Direct budgets allocated to organizations performing the planned work.
 - Indirect budgets allocated to specific organizations having responsibility for controlling indirect costs.
 - Identification of any management reserves or undistributed budget.

Material and subcontractor aspects must also be considered, including:

- Time-phasing of material budget should be consistent when the material is expected to be received, consumed, or paid. Guideline 21 addresses material accounting issues that may affect the time-phasing of material budgets.
- Budgets for subcontractors are time-phased to support program schedule requirements.

Typical Attributes:

- Internal reports. Show budgets for each control account, and show that these budgets are reconcilable to the budget values shown on the latest control account/work package plans and in the work authorization documents.

- Control account/work package plans. Budgets are identified by element of cost (i.e., direct labor dollars/hours, material and/or subcontract dollars, and other direct costs).
- Responsibility assignment matrix (dollarized). Represents the complete project plan and budget. The budget is based on detailed estimates of the amounts of labor, materials, and other resources required to complete the work associated with each control account.
- Resource plan. Identifies the resources needed to accomplish the work and assign resources to tasks in the master schedule.
- Internal reports. Identifies control account budgets that can be summarized to organizational elements. Differentiation is made between direct cost budgets and those that include indirect costs.

Objective evidence may be found in these typical outputs:

- Control account plans by element of cost.
- Work authorization documents.
- Performance measurement baseline.
- Undistributed budget logs.
- Bills of Materials (BOM).
- Responsibility assignment matrix (dollarized).
- Schedules, if resourced.
- Resource plan for resources not contained in the control account plans.
- Material requirements documentation identifying when the material is expected to be used.
- Subcontractor schedules.

e) To the extent it is practicable to identify the authorized work in discrete work packages, establish budgets for this work in terms of dollars, hours, or other measurable units. Where the entire control account is not subdivided into work packages, identify the far term effort in larger planning packages for budget and scheduling purposes.

Management Value

Budgets, established at the work package level identifying specific resource requirements in dollars, hours, or other measurable units, provide the detail for effective execution of the baseline plan. The resources are to be time-phased the way the detail work is to be accomplished. This approach provides meaningful product-related or management-oriented events for performance measurement. Where a control account cannot be planned in work package detail, the work scope, budget, and schedule requirements are held in planning packages. The master schedule may have more detail below the work

package/planning package level to support the development of a realistic critical path, as applicable.

Intent Guideline 10

Effort contained within a control account is distributed into either work packages or planning packages. Work packages are single tasks assigned to a performing organization for completion and are natural subdivisions of control account effort, resulting in a definable end product or event. Work package descriptions must clearly distinguish one work package effort from another. When work packages are relatively short, little or no assessment of work-in-progress is required. As work package length increases, work-in-progress measurement becomes more subjective, unless objective techniques, such as discrete milestones with pre-assigned budget values or completion percentages, subdivide them. A key feature, from the standpoint of evaluating accomplishment, is the desirability of having work packages that incorporate frequent, objective indicators of progress.

Each work package will have the following characteristics:

- It represents units of work at the level where work is performed.
- It is clearly distinguishable from all other work packages.
- It is assigned to a single organizational element, or in an integrated product team environment, to a single integrated product team responsible for multiple functional disciplines performing the scope of work.
- It has scheduled start and completion dates and, as applicable, interim milestones, all of which are representative of physical accomplishment.
- It has a budget or assigned value expressed in terms of dollars, labor hours, or measurable units that is substantiated by supporting project plans.
- Its duration is limited to a relatively short span of time. A longer task needs objective intermediate measures to enable accurate performance assessments.
- It is consistent with detailed engineering, manufacturing, or other schedules.
- It has material costs segregated from other elements of cost.
- It has subcontract effort consistent with subcontractor program plans.
Subcontractor and contractor plans are directly reconcilable.

Work for a given control account that cannot be planned in detail at the outset will be divided into larger segments and placed into planning packages within the control account. Planning packages are aggregates of future tasks and budgets, beyond those planned in detail that will be divided into work packages at the earliest practical time. Time-phased budgets assigned to planning packages must be supported by a specified scope of work and this relationship must be maintained when detailed planning of the effort occurs.

Typical Attributes:

- Control Account Plans (CAPs) represent the work assigned to one responsible organizational element on one program WBS element. This is the lowest level in the structure at which the comparison of actual costs to planned budgets and

earned value is required. It is also the cost collection point that identifies the cost elements with the factors contributing to cost and/or schedule variances.

- Work packages represent detailed jobs, except for those that are for material items. They are units of work at levels where work is performed and are clearly distinguishable from all other work packages. They are:
 - Assigned to a single organizational element.
 - Have scheduled start and completion dates and, as applicable, interim milestones.
 - Have a budget or assigned value expressed in terms of dollars, labor hours, or other measurable units.
 - Have a duration limited to a relatively short span of time, or are subdivided by discrete value milestones to facilitate the objective measurement techniques of work performed, or are Level of Effort (LOE) work packages integrated with detailed engineering, manufacturing, or other schedules.
- A planning package is the logical aggregation of work within a control account, normally the far-term effort, that can be identified and budgeted in early baseline planning, but can not yet be defined into discrete, apportioned, or level of effort work packages. Planning package plans must reflect the manner in which the work is to be performed.

Objective evidence may be found in these typical outputs:

- Control account plans divided into work packages and planning packages.
- Control account schedules.
- Control account time-phased budgets.

f) Provide that the sum of all work package budgets plus planning package budgets within a control account equals the control account budget.

Management Value

The integrity of the performance measurement baseline requires that the budget of the control account equal the sum of its work package and planning package budgets. When the budget of the control account equals the sum of its work package and planning package budgets, it prevents duplicate recording of budgets.

Intent Guideline 11

All control accounts must contain a budget, schedule, and scope of work and should realistically represent the work assigned and budgeted to the organizational units. In all cases, the value of the budget assigned to individual work packages and planning packages within the control account must sum to the total value authorized for the control account. A control account manager should not have a budget without an assigned scope

of work. Conversely a control account manager should not have authorized scope without associated budget.

Typical Attributes:

Control Account Plans (CAPs) usually represent the work assigned to one responsible organizational element on one program work breakdown structure element; they are usually at the lowest level in the structure at which the comparison of actual costs to planned budgets and to earned value are required; they are the cost collection points that will identify the cost elements and factors contributing to cost and/or schedule performance.

Objective evidence may be found in these typical outputs:

- Control account plan total budget.
- Work package budget.
- Planning package budget.

g) Identify and control level of effort activity by time-phased budgets established for this purpose. Only that effort which is unmeasurable or for which measurement is impracticable may be classified as level of effort.
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Management Value

Meaningful product- or management-oriented events are critical for performance measurement. Objective measurement of Level of Effort (LOE) activity is impracticable and provides little, if any, visibility into actual performance; therefore, its use must be minimized.

Intent Guideline 12

Each task on the project needs to be assessed to determine the best method to budget and measure its progress toward completion. Level of effort is defined as having no measurable output or product that can be discretely planned at the work package level. Level of effort must be limited to those activities that are unable to be measured discretely to avoid distorting project performance data. Level of effort work packages should be separately identified from discrete effort work packages and apportioned effort work packages. Budgets for level of effort activity must have a sound basis of estimate and be time-phased to properly reflect when work will be accomplished. LOE budgets may be planned at either the control account level or at the same level as discrete or apportioned work packages.

Typical Attributes

Level of effort work packages contain tasks of a general or supportive nature that do not produce definite end products, must be separately evaluated from discrete work packages within the control account, and contain time-phased budgets for planning and control.

- The amount of LOE activity will vary among performing organizations, but it must be held to the lowest practical level.

- Level of effort budgets should be separately substantiated and planned as direct labor, material/subcontract, or other direct costs. Level of effort should be budgeted on a time-phased basis for control and reporting purposes.
- If level of effort and discrete work packages are ever mixed within the same control account, the control account manager must ensure visibility into the earned value technique for measuring performance of the discrete effort portion.
- The earned value for level of effort work packages equals the time-phased budget.

Objective evidence may be found in these typical outputs:

- Control account plans identify level of effort work packages and budgets.

h) Establish overhead budgets for each significant organizational component of the company for expenses which will become indirect costs. Reflect in the program budgets, at the appropriate level, the amounts in overhead pools that are planned to be allocated to the program as indirect costs.

Management Value

The overall value of establishing indirect budgets lies in the ability of company management to manage cost elements that cannot be directly assigned to individual cost objects (products). By comparing actual indirect expenses to established indirect budgets, the company can determine if the absorption of indirect expenses based on existing documented allocation schemes is on track or if allocation rates will need to be adjusted. The accurate assignment of indirect expenses, therefore, ensures that each program will only receive its fair share of indirect costs.

Intent Guideline 13

Establish indirect (overhead, burden, and G&A expense) budgets at the appropriate organizational level for each pool and cost sub-element. It is important to have an indirect budgeting and forecasting process, because indirect costs can account for a major portion of the cost of any project. As such, the budgetary control and management of this category of cost cannot be overlooked or minimized. Indirect budgets on the project are established and planned with the established direct budgets consistent with the method by which allocation of indirect costs will ultimately be made to the project. This methodology is normally described in the organization's accounting procedures.

Typical Attributes:

- Organization charts are generally contained within the contractor's system description identifying personnel or organizations responsible for maintaining indirect costs.
- The organization's overhead policies and procedures are generally described in the organization's system description and represent a rational, traceable process.
- Cost Accounting Standards (CAS) established by the Cost Accounting Standards Board (CASB) ensure consistent and proper accounting for direct and indirect costs that are applied to government contracts. Direct costs are any cost that may

be identified specifically with a particular cost objective; indirect costs are costs that, because of their incurrence for common or joint objectives, are not readily subject to treatment as direct costs.

- CAS disclosure statement defines the content and processes of the organization's management of indirect costs and generally includes a definition of indirect expenses and overhead pools.
- Forward pricing forecasts identify projected overhead rates beyond current year.

Objective evidence may be found in these typical outputs:

- Documented process for managing indirect costs.
- Organizational structure identifying ownership responsibility and authority levels.
- Indirect cost policies and procedures.
- Chart of accounts.
- Organizational charts.
- Forward pricing forecast (including sales forecast and business base projections).
- CAS disclosure statement, if applicable.
- Indirect budget and performance reports.

i) Identify management reserves and undistributed budget.

Management Value

Project managers must realize the performance measurement baseline planning process contains risk and should identify a Management Reserve (MR) contingency account for unplanned activity within the project scope. Unexpected work scope growth within the contract SOW, rates changes, or schedule slips are example of situations that may make the amount of performance measurement budget assigned to an individual CAM inadequate. This facilitates the maintaining of budgets for work accomplished and provides effective performance measurement data for management.

In order to ensure that budget for newly authorized efforts remains tied to the associated scope during the initial planning process, Undistributed Budget (UB) has been designated as the short-term holding account. Once the responsible organization(s) has been identified, the budget will transfer from undistributed budget to the appropriate control account(s). This ensures budget and scope will not be transferred independently.

Intent Guideline 14

Identify and control management reserve and undistributed budget. Management reserve is budget set aside for unplanned events that may arise during the course of the project. Because management reserve is budget that is not yet tied to work, it does not form part of the performance measurement baseline. The management reserve budget should be commensurate with the level of risks identified by the project and/or withheld for management control purposes.

Undistributed budget is budget that is applicable to specific project effort but has not yet been distributed below the project level either directly to control accounts or to summary level planning packages. It is a transient amount because, once it is distributed to either control accounts or to summary level planning packages, it ceases to be undistributed budget. Because undistributed budget is budget that is tied to work, it does form part of the performance measurement baseline. Undistributed budget accounts are to be cleared in a reasonably timely manner as work scope is finalized and distributed to control accounts or to summary level planning packages

Typical Attributes:

- Program control logs including:
 - Management reserve (showing month end values; monthly sources and applications to control accounts; and current value).
 - Undistributed budget (showing month end values; monthly sources and applications to control accounts; current value).
 - Performance measurement baseline (showing month end values; monthly changes from/to management reserve and undistributed budget; current value).
 - Contract budget base (showing month end values; monthly changes identifying contract modifications; current value).
- Monthly performance reports to verify that starting and ending values are consistent with various logs.

Objective evidence may be found in these typical outputs:

- Project control logs (management reserve, undistributed budget, performance measurement baseline, and contract budget base).
- Contract Performance Reports (CPRs), if applicable.

j) Provide that the program target cost goal is reconciled with the sum of all internal program budgets and management reserves.

Management Value

A project baseline that reflects the common agreement between the two parties provides a common reference point for progress assessment. It provides recognition of contractual requirements and precludes unauthorized changes to the performance measurement baseline. The project target cost must be reconciled with the performance measurement baseline and management reserve.

Intent Guideline 15

Reconcile the project value (target cost plus authorized, unpriced work) with the sum of all control account budgets, indirect budgets, management reserves, and undistributed budgets.

Typical Attributes:

- Program control logs including:
 - Management reserve (showing month end values; monthly sources and applications to control accounts; current value).
 - Undistributed budget (showing month end values; monthly sources and applications to control accounts; current value).
 - Performance measurement baseline (showing month end values; monthly changes from/to management reserve and undistributed budget; current value).
 - Contract budget base (showing month end values; monthly changes identifying contract modifications; current value) reconciled to program target cost.
 - Total allocated budget reconciled to the contract budget base and any recognized over-target baseline.
- Contract and modification control logs identifying authorized target cost.

Objective evidence may be found in these typical outputs:

- Project control logs (management reserve, undistributed budget, performance measurement baseline, and contract budget base) reconciled to project target cost.
- Contract Performance Reports (CPRs), if applicable.
- Internal report showing the summarization from cost account to the performance measurement baseline.

2.3 Accounting Considerations

- a) Record direct costs in a manner consistent with the budgets in a formal system controlled by the general books of account.

Management Value

Direct cost must be assigned to a project consistent with the pertinent budgets in order to achieve effective performance management. A project's cost-charging structure established in the accounting system should help ensure that actual costs collected are directly compared with associated budgets for that work.

Intent Guideline 16

Accumulate direct costs in the formal accounting system in a manner consistent with the way the related work is planned and budgeted. Actual costs reported in the performance reports agrees with the costs recorded in the general books of account (accounting system) or can be explained as timing differences.

Timing differences that may occur between the accounting system and project performance reports must be reconcilable.

Of particular interest is the accounting for material (i.e., at consumption, receipt, inventory acceptance, or inventory release). The basic requirement is to account for materials in a manner consistent with the way in which materials are budgeted.

Subcontracts also require special consideration. Subcontract costs must be accrued in a timely manner consistent with the schedule status. This may require the use of estimated costs and/or the equivalent import from the subcontractor's books of record or report.

Typical Attributes:

- Contractor's accounting manual/procedures identifying the methodology of handling various actual costs.
- Contractor's cost accounting standards disclosure statement identifying treatment of direct costs (direct material, labor, and other direct costs), indirect costs, depreciation and capitalization, and other costs and credits.
- Control account actual costs/general ledger reconciliation.
- Contractor's process to ensure actual costs and performance are recorded in the same accounting period.

Objective evidence may be found in these typical outputs:

- Reconciliation of project costs with the accounting system.
- Actual costs are reported at the control account level at a minimum.
- Reconciliation of subcontract reported actual costs to subcontract payments.
- Internal and external performance reports for subcontractors.
- Subcontractor control account plans, when utilized.

b)	When a work breakdown structure is used, summarize direct costs from control accounts into the work breakdown structure without allocation of a single control account to two or more work breakdown structure elements.
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Management Value

Actual costs need to be available at all levels of the WBS to support project management with performance measurement data. Cost collection accounts mapped to the WBS. The WBS roll-up structure contains no division/allocation of lower-level cost to multiple higher-level WBS elements, which helps to ensure performance measurement data integrity when summarized by WBS.

Intent Guideline 17

A work order/job order/task code charge number structure must exist that uniquely identifies costs at the control account level allowing for accumulation and summarization of costs to higher levels of the work breakdown structure. Through the use of this coding structure, allowable costs collected within the control account by element of expense roll-up from the control account level through the WBS to the top level without being divided among two or more higher-level WBS elements. Cost collection accounts map to the WBS, and the WBS roll-up structure contains no division/allocation of lower-level cost

to multiple higher-level WBS elements. When common costs are collected in separate control accounts for like items or services they are allocated to appropriate control accounts in each project.

Typical Attributes:

- Cost collection account structure showing charge number hierarchy.
- WBS structure (roll-up scheme) showing hierarchy of WBS elements, control accounts, and work packages.
- WBS/cost collection mapping showing the relationship between charge numbers and control accounts and/or work packages.
- The program established cost charging structure will help to ensure that actual costs are collected so that direct comparison with associated budgets can be made at the appropriate WBS level(s).

Objective evidence may be found in these typical outputs:

- Cost collection account structure.
- WBS/cost collection mapping.
- WBS structure (roll-up scheme).
- Monthly performance report.

c) Summarize direct costs from the control accounts into the contractor's organizational elements without allocation of a single control account to two or more organizational elements.

Management Value

Actual costs need to be available at all levels of the OBS to support project management with performance measurement data. Cost collection accounts mapped to the OBS, and the OBS roll-up structure containing no division/allocation of lower-level cost to multiple higher-level OBS elements, helps to ensure performance measurement data integrity when it is summarized by OBS.

Intent Guideline 18

Allowable costs collected within the control account by element of expense “roll-up”, from the control account level through the OBS, to the top level without being divided at any level among two or more higher-level elements. This guideline and the one before it are identical, with the exception that this one deals with OBS data summarization while the previous one dealt with WBS data summarization. In either case the intent is the same: actual cost collected at the control account level may not be rolled up (i.e., summarized) to multiple higher-level elements. When common costs are collected in separate control accounts for like items or services, they are allocated to appropriate control accounts in each project.

Typical Attributes:

- Organization charts showing the contractor's organizational hierarchical structure.

- Responsibility assignment matrix showing each of the intersections of OBS organizations and WBS elements (i.e., each control account).
- OBS structure (roll-up scheme) showing the relationship of charge numbers to the OBS.
- The program-established cost charging structure, which will help ensure that actual costs are collected so that direct comparison with associated budgets can be made at the appropriate organizational level(s).

Objective evidence may be found in these typical outputs:

- Responsibility assignment matrix.
- Organization charts.
- OBS structure (roll-up scheme).
- Contract performance report (format 2 where required).

d) Record all indirect costs which will be allocated to the project.
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Management Value

Visibility into direct and indirect costs is essential for successful management of a project. Therefore, it is important to have a documented process and organizations established specifically to manage and control indirect costs.

Intent Guideline 19

Indirect costs are for common activities that cannot be identified specifically with a particular project or activity and should typically be budgeted and controlled separately at the functional or organization managerial level. Record all indirect costs for the project in the accounting system. Allocate them to the recorded direct costs per the documented procedure to ensure that all projects benefiting from the indirect costs will receive their fair share.

Typical Attributes:

- Cost collection account structure. Identifies the chargeable object for all cost centers.
- WBS/cost collection mapping. Identifies the responsible organization for budgeting and controlling indirect cost; time-phased budgets/forecasts established at same level as cost collection for comparison.
- WBS structure (roll-up scheme). Hierarchy scheme from point of the allocation to WBS/OBS up to the total program level.
- Cost accounting standards disclosure statement. Identifies the allocation base and indirect cost pools by functional element of cost.
- Accounting procedures. Shows that the responsible organization for incurring indirect cost corresponds to the level of management control and categorizes fixed and variable cost methods of control.

- Organization chart. Identifies management responsibility for controlling indirect staff and ability to influence indirect costs.

Objective evidence may be found in these typical outputs:

- Cost collection account structure.
- WBS/cost collection mapping.
- WBS structure (roll-up scheme).
- Cost accounting standards disclosure statement.

e) Identify unit costs, equivalent unit costs, or lot costs when needed.
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Management Value

A manufacturing accounting system capable of isolating unit and lot costs in a production environment should allow the flexibility to plan, measure performance, and forecast in a more efficient way when there are multiple projects in the same production line.

Intent Guideline 20

When using equivalent units, or lot costs budgeting, ensure that the accounting system produces actual unit, equivalent unit, or lot costs for purposes of measuring cost performance. Typically this is accomplished through the use of a charge number structure, the manufacturing planning systems, or equivalent capability. On production contracts or projects where multiple similar units are being delivered, or when units are taken off the line in more or less a random order according to the delivery agreements of the different customer's projects, it is sufficient to establish "equivalent unit cost" (i.e., all things being equal, each unit's cost is approximately equivalent to every other unit's cost).

Typical Attributes:

- Manufacturing Requirements Planning (MRP) project cost collection structure.
- Enterprise Requirements Planning (ERP) support the identification of unit costs, equivalent unit costs, or lot cost when needed including differentiation of work in process. Expressed in terms of labor, material, other direct cost, indirect cost, as well as distinguishing between recurring (e.g., production) and non-recurring (e.g., design, development, travel, and non-recurring expense) costs.
- Identify unit, equivalent unit, or lot costs by type and amount of material as necessary on production-type efforts.

Objective evidence may be found in these typical outputs:

- Project cost collection structure (MRP).
- ERP system supports the identification of unit costs, equivalent unit costs, or lot costs when needed, including differentiation of work in process.

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| f) | For EVMS, the material accounting system will provide for: |
| 1) | Accurate cost accumulation and assignment of costs to control accounts in a manner consistent with the budgets using recognized, acceptable, costing techniques. |
| 2) | Cost performance measurement at the point in time most suitable for the category of material involved, but no earlier than the time of progress payments or actual receipt of material. |
| 3) | Full accountability of all material purchased for the project including the residual inventory. |

Management Value

The establishment of a valid comparison of planned material costs for completed work with the actual material costs for that work provides the basis for realistic evaluation of cost deviations and ultimately facilitates cost at complete projections. Residual inventory provides visibility into excess material for the current deliverables available for replacement of failures in the current project or future projects having similar deliverables.

Intent Guideline 21

Material accounting systems must adhere to these three characteristics:

1. The material accounting system provides full accountability for all material (including residual inventory) purchased for the project.
2. Material costs must be accurately charged to control accounts using recognized, acceptable costing techniques. The need for accurate comparison of material costs to material budgets and earned value requires that the appropriate point of performance measurement for material is established:
 - a. Performance is recorded at receipt of material for high-dollar material.
 - b. For other material when accrued, material is used, or released to work in process
 - c. Or when payments representing physical progress are made.
 - d. Or when inventory costs are allocated to a requirement.
3. When necessary and significant, and when material actuals are not yet available, the use of estimated Actual Cost of Work Performed (ACWP) is required to ensure accurate performance measurement..

Typical Attributes:

- Performance reports showing material cost/schedule variances, earned value claimed in the same accounting period as actual costs, material performance recorded no earlier than material receipt, issue from inventory, or material consumption.

- Control account plans showing time-phased material budgets, earned value technique, high/low material.
- The material system needs to account for various methods of charging material cost from inventory in accordance with cost accounting standards inventory costing methods; i.e., First-In, First-Out (FIFO); moving average; weighted average; standard cost; and Last-In, First-Out (LIFO). Identify accountability for all material purchased for the program including material issues to control accounts, return of unused material, scrap quantity and disposition, and residual inventory.
- Price and usage material analysis where useful. Price Variance = (Budgeted Price - Actual Price) x (Actual Quantity). Usage Variance = (Budget Quantity - Actual Quantity) x Budgeted Price. Quantity breakouts are most useful on programs procuring multiple items of the same part number, typical for production type contracts.
- Material unit and/or lot costs are identified when situations of multiple concurrent units of homogenous items make tracking individual components impracticable.

Objective evidence may be found in these typical outputs:

- Performance reports.
- Control account plans.
- Material system reports.

2.4 Analysis and Management Reports

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| a) | At least on a monthly basis, generate the following information at the control account and other levels as necessary for management control using actual cost data from, or reconcilable with, the accounting system: |
| 1) | Comparison of the amount of planned budget and the amount of budget earned for work accomplished. This comparison provides the schedule variance. |
| 2) | Comparison of the amount of the budget earned and the actual (applied where appropriate) direct costs for the same work. This comparison provides the cost variance. |

Management Value

Earned Value Management System (EVMS) performance data reconciles to the general books of account (accounting system) and provides for management control. Visibility into project performance helps the project manager to focus resources on those areas in need of attention.

Intent Guideline 22

On at least a monthly basis, generate schedule variance and cost variance data that supports management control needs by allowing the project manager to focus on those areas in need of attention. The intent of this guideline is to recognize that analysis must be accomplished on a regular, periodic basis. It is critical that the calculation of earned value be based consistently with the manner used to establish the budgets (see guidelines 8, 10, and 12). This ensures a generation of valid variances for analysis purposes. All data analyzed must come from, or be reconcilable with, the earned value management systems (Planned, Earned Value) and the accounting system.

Typical Attributes:

- Monthly performance report:
 - o Budget, earned value, and actual costs (reconcilable with the accounting system).
 - o Cost Variance (CV).
 - o Schedule Variance (SV).
 - o Variance at Completion (VAC).
 - o Variance analysis narrative (root causes, impacts at completion, and management actions).
- Summarized performance measurement data from control account (minimum) through WBS/OBS hierarchy to the program level.

Objective evidence may be found in these typical outputs:

- Monthly performance report (cost variance, schedule variance, and variance at completion analysis).

- Variance analysis data (root causes, impacts at completion, and management actions).

b) Identify, at least monthly, the significant differences between both planned and actual schedule performance and planned and actual cost performance, and provide the reasons for the variances in the detail needed by program management.

Management Value

The ability to analyze deviations from the established plan permits management at all levels to rapidly and effectively implement corrective actions in an effort to regain project/contract objectives. Without this visibility into and the understanding of plan deviations, the success of the project can be jeopardized. Additionally, insight into future cost and schedule performance, based on the analysis of variances, will be facilitated. Intent Guideline 23.

Intent Guideline 23

The purpose of this guideline is to ensure both significant schedule and cost variances are analyzed, at least monthly, at a level of detail required to manage the effort; i.e., to enable management decision-making and corrective action.

Comparing the budget value of work completed to the budget value of work scheduled during a given period of time provides a valuable indication of schedule status in terms of dollars-worth of work accomplished. This schedule variance (SV) may not, however, clearly indicate whether or not scheduled milestones are being met, since some work may have been performed out of sequence or ahead of schedule while other work has been delayed. Schedule variance does not indicate whether a completed activity is a critical event or if (or by how much) delays in an activity's completion will affect the completion date of the project.

A formal time-phased, time-based scheduling system, therefore, must provide the means of more clearly determining the status of specific control accounts (or lower-level tasks/activities), milestones, and critical events. Schedule analysis must address the time impact to the schedule plan when a significant variance exists. By addressing the time impact for each significant variance, a true and representative impact to the schedule plan is quantified. A key concept required to support schedule analysis is to ensure that work is planned in discrete elements that reflect actual accomplishment. This helps to ensure that time-based schedule variances are ultimately reported. The analysis should identify potential schedule accomplishment and milestone problems with respect to the integrated network schedule and thus help to ensure routine evaluation of the critical path, as applicable.

Comparing the budgeted value of work completed to the actual cost of that work provides a valuable indication of the cost efficiency of work accomplished. This cost variance provides management an indicator of actual cost problems and may be trended to see future impacts. Cost variance may be discussed in terms of rate impact versus volume (hours) impact for the significant elements of cost. Only variances that have a significant impact on the execution of the project should be analyzed in detail. Project procedures

defining thresholds are normally used to define the significant level applicable to that situation.

Typical Attributes:

- Schedule (time-based) and cost (budget-based) variances are identified at an actionable level.
- Variance causes and impacts are identified in sufficient detail needed for project management.
- Corrective actions are implemented in a timely manner.
- Price/usage analysis, as applicable, for production material efforts.

Objective evidence may be found in these typical outputs:

- Variance analyses (budget based schedule variances and cost variances).
- Management action plans.
- Updated schedule task completion and cost-at-completion forecasts.
- Project schedules and schedule analysis outputs.

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| c) | Identify budgeted and applied (or actual) indirect costs at the level and frequency needed by management for effective control, along with the reasons for any significant variances. |
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Management Value

Ongoing indirect cost analysis provides visibility into potential indirect cost overruns and the opportunity to develop and implement management action plans to meet project objectives.

Intent Guideline 24

Indirect rate forecast and control are crucial to meeting project cost objectives. This guideline requires a monthly indirect cost analysis, by those assigned responsibility, comparing indirect budgets to indirect actual costs and explaining the cause of resultant variance(s). The importance of analyzing indirect cost performance requires the exercise of maximum discipline in following the established indirect cost control procedures. The results of indirect analysis are provided to program and business managers for their use in forecasting the impact to the program Estimate at Completion (EAC).

Typical Attributes:

- Indirect cost variance analyses:
 - Budget costs compared to actual costs by element of indirect cost from the management control point up through WBS/OBS to the program level.
 - Variance thresholds by overhead category.

- o Responsible overhead manager identifies root cause(s) (i.e., usage variance, change in business volume, or rate variance due to a change in the direct base).
- Indirect management action plans:
 - o Corrective action plans identified to reduce or eliminate variance.
 - o Performance metrics.

Objective evidence may be found in these typical outputs:

- Indirect cost variance analyses.
- Indirect cost management action plans.
- Indirect cost updated schedule and cost forecasts.

d) Summarize the data elements and associated variances through the program organization and/or work breakdown structure to support management needs and any customer reporting specified in the project.

Management Value

Variances provide an understanding of conditions, allowing the project manager to properly allocate available resources to mitigate project risk. They also identify significant problem areas coming from all levels of the organization and project scope of work, derived from the same data sources. Variances provide valuable management information.

Intent Guideline 25

Use the same data for internal management needs and for reporting to the customer. Since the WBS and the OBS exist as a formal and disciplined framework for project management and also provide a formal structure for the comprehensive roll-up of all data elements, they become the ideal framework for summarizing data from the control account level to the management reporting level. Summarizing performance information assists senior levels of management to focus on the significant problems that require their intervention.

Typical Attributes:

- Variance analyses. Internal/external reporting thresholds and narrative analysis providing root cause, impact, and corrective action.
- Schedule and cost performance reports. Schedule variance, cost variance, and variance at completion from control account up through WBS/OBS reporting structure hierarchy to total program level.
- Management action plans. Corrective action plan/mitigation plan, task, milestones, exit criteria, and schedules.

Objective evidence may be found in these typical outputs:

- Variance analyses.

- Schedule and cost performance reports.
- Management action plans.
- Updated schedule and cost forecasts.

e) Implement managerial action taken as the result of earned value information.

Management Value

Earned value management information provides management with early insight into the extent of problems. Management action is required to mitigate the impacts on the project objectives.

Intent Guideline 26

Identify and implement corrective actions based on earned value variance analysis to achieve project objectives. Regular monitoring of the performance data helps keep the program within its cost and schedule baseline objectives.

Performance measurement data should be utilized by all levels of management to promote effective project execution. Because of this, the data produced by the earned value management system must be available to managers on a timely basis and must be of sufficient quality to ensure that effective management decisions can be made as a result of its analysis. The project's internal reports and the reports forwarded to their customer must indicate the overall cost and schedule impacts of such problems on the project.

For effective management control, the corrective actions should be identified at the appropriate level and then tracked to resolution and closure. A manager's assigned action should have sufficient authority and control over the resources to effectively implement the corrective action requirements.

Typical Attributes:

- Follow-up of the implementation to see if what was planned actually got implemented.
- Reasonableness of the corrective action.
- Validity of the problem identified.

Objective evidence may be found in these typical outputs:

- To-Complete Performance Index (TCPI).
- Independent completion estimates.
- Risk management data and similar metrics.
- Management action plans and review briefings.
- Variance analyses.

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| f) | Develop revised estimates of cost at completion based on performance to date, commitment values for material, and estimates of future conditions. Compare this information with the performance measurement baseline to identify variances at completion important to company management and any applicable customer reporting requirements including statements of funding requirements. |
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Management Value

A properly established and maintained estimate at completion will ensure continuing visibility into resource needs (people, funding, etc) and lead to project success for both the customer and the contractor. Accurate estimates support the customer's ability to provide sufficient funding to the project and enhance internal management's visibility into critical resource requirements. Intent Guideline 27

Intent Guideline 27

On a monthly basis, the control account manager should review the status of the expended effort and the achievability of the forecast and significant changes briefed to program management. This analysis should focus on performance to date within the control account, an assessment of the effort to complete the remaining work, and an evaluation of the type and quantity of resources required to complete the effort. When updates are made to existing forecasts of cost to complete, significant changes are briefed to program management. Prudent maintenance of the control account-level EAC by the control account manager ensures that the EAC reflects a valid projection of project costs. Periodically, a comprehensive EAC should be prepared using all available information to arrive at the best possible estimate at completion. This is done by considering many of the same factors included in the monthly evaluation at the control account level as well as:

- Evaluating both direct and indirect performance to date efficiency achieved by performing organizations for completed work and comparing it to remaining budgets and the scope of work.
- Assessing commitment values for material to complete the remaining work.
- Evaluation of subcontractor assessments of cost to complete their efforts.
- Estimating future conditions to derive the most accurate estimate at completion; e.g., projected rate changes, process improvements that may result in reduced costs, or other economic factors that may impact future costs.

Comparisons of this estimate to budgets for the associated effort must be made frequently enough for management to ensure project performance and resource availability will not be adversely impacted. Prudent maintenance of the control account-level EAC by the control account manager ensures that the EAC reflects a valid projection of project costs.

Projections of future costs to complete must be reported to the appropriate customer in applicable funding reports, if required.

Typical Attributes:

- Timely and comprehensive assessments of the effort required for completing all work packages and planning packages in the control account plan.
- Control account manager updates the EAC to reflect changes in budget and/or master schedule when there is material significance.
- Time-phased estimate to complete based on an analysis of remaining tasks in the master schedule and projected resource plan.
- Control account manager should generate the EAC at the work package and planning package level and then sort and summarize by WBS and OBS to the control account level.
- Contract performance report totals for the EAC should reconcile with the corresponding time-phased resource plan.
- EACs should consider all emerging risks and opportunities within the project's risk register (or other similar database) that will impact the master schedule and resource plan for the remainder of the work.
- EAC results are communicated to the customer in internal reports and in funding documents.

Objective evidence may be found in these typical outputs:

- Control account plans.
- Documented process for developing EACs, including subcontractor EAC integration.
- Basis of estimates.
- Risk management plans (identification, mitigation, and opportunities).
- Operational metrics.
- Earned value metrics.
- Material and subcontractor performance data.

2.5 Revisions and Data Maintenance

- a) Incorporate authorized changes in a timely manner, recording the effects of such changes in the budgets and schedules. In the directed effort prior to negotiation of a change, base such revisions on the amount estimated and budgeted to the program organizations.

Management Value

A properly maintained performance measurement baseline is crucial to effective program management. The timely and accurate incorporation of contractual changes ensures that the information generated from the execution of the baseline plan provides an accurate picture of progress and facilitates correct management actions and decisions. Intent Guideline 28

Intent Guideline 28

Incorporate the work scope for authorized changes into the performance measurement baseline in a documented, disciplined, and timely manner. The timely and accurate incorporation of authorized and negotiated changes into the performance measurement baseline ensures that valid performance measurement information is generated for the new scope being executed. Adherence to this guideline helps to ensure that budget, schedule, and work remain coupled. For unpriced change orders, the contractor will develop its best estimate for planning and budgeting purposes for incorporation into the performance measurement baseline. Near term effort should be planned and have budget in control accounts. Far term effort that cannot be reasonably planned in the near term may be planned in summary level planning packages or maintained in Undistributed Budget (UB). Until contractual definitization, the near-term work is continually planned. After definitization, any budget remaining in undistributed budget will be planned and budgeted within control accounts, summary level planning package packages or management reserve as soon as practical. Incorporating changes must not arbitrarily eliminate existing cost and schedule variances. Rate changes and economic price adjustments may be made as appropriate.

Typical Attributes:

- Contractual change documents (external). May take various forms, (e.g., contract modification, letter to proceed from contracts office or legal office, not-to-exceed letter, change order, engineering change order, delivery order, basic ordering agreement, etc.) that transmit and authorize the change or addition to work, budget, and schedule.
- Contractor's internal earned value management system documentation (e.g., change request form, program directive, etc.) facilitating the change. It should provide the rationale/justification, an approval process, work scope additions or deletions by integrated product team or WBS, dollars, changes to schedules, estimate at completion, etc.).
- Basis of estimate (if not yet negotiated).

- Change control logs, including management reserve justification, dollar amount and receiving WBS; undistributed budget justification, dollar amount, and receiving WBS; performance measurement baseline dollar amount; and contract budget base total.
- Statement of work (amendments or revisions), WBS (changes if applicable), and WBS dictionary (additions and/or deletions to scope).
- Work authorization documents authorizing new work scope, schedule, budget and authorization to proceed, if not already captured by the internal change request process.
- Control account/work package/planning package plans showing revised work scope, duration, and budget.
- Master schedules, intermediate schedules (if any), and detailed schedules showing revised work scope and duration, changes to linkages, etc.
- Management reports (contract performance reports or other applicable management reports) showing timely incorporation of new work scope.

Objective evidence may be found in these typical outputs:

- Contractual change documents.
- Change control logs (management reserve, undistributed budget, performance measurement baseline, and contract budget base).
- Control account/work package/planning package plans.
- Master schedules, intermediate schedules (if any), and detailed schedules.
- Statement of work, WBS, and WBS dictionary.
- Work authorization documents.
- Management reports (contract performance reports or other applicable management reports).

b) Reconcile current budgets to prior budgets in terms of changes to the authorized work and internal replanning in the detail needed by management for effective control.
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Management Value

The reconciliation of current budgets to prior budgets ensures the baseline maintains data integrity and reconciliation to the contract value.

Intent Guideline 29

Budget changes are controlled and understood in terms of scope, resources, and schedule. Budgets reflect current authorized work. Budget revisions are made when work is added to the contract and are traceable from authorized contract target costs to the control account budgets or from management reserve. Management reserve may be used for future work when additional in-scope work has been identified. Management reserve,

therefore, may not be applied to completed work packages, except to compensate for the effect of routine accounting adjustments in accordance with the organization's accounting practice.

Undistributed budget account should be distributed within a reasonable length of time subsequent to contract definitization or the program value finalization. It is recognized that some circumstances, such as delays in program direction, will affect the timely assignment of undistributed budget to control accounts.

The use of program budget logs will assist in meeting the reconciliation intent of this guideline. The ability to track budget values for both the internal and external changes will help in the maintenance of the performance measurement baseline from program start to completion. .

Typical Attributes:

- Contractual change documents (external). May take various forms, (e.g., contract modification, letter to proceed from contracts office or legal office, not-to-exceed letter, change order, engineering change order, delivery order, basic ordering agreement, etc.) that transmit and authorize the change or addition to work, budget, and schedule.
- Contractor's internal earned value management system documentation (e.g., change request form, program directive, etc.) facilitating the change. It should provide the rationale/justification, approval process, work scope additions or deletions by integrated product team or WBS, dollars, changes to schedules, estimate at completion, etc.) .
- Basis of estimate (if not yet negotiated).
- Change control logs including management reserve justification, dollar amount and receiving WBS; undistributed budget justification, dollar amount and receiving WBS; performance measurement baseline dollar amount; and contract budget base total.
- Statement of work (amendments or revisions), WBS (changes if applicable), and WBS dictionary (additions and/or deletions to scope).
- Work authorization documents authorizing new work scope, schedule, budget and authorization to proceed, if not already changed by the internal change request process.
- Control account/work package/planning package plans showing revised work scope, duration, and budget.
- Master schedules, intermediate schedules (if any), and detailed schedules showing revised work scope and duration, changes to revised work scope and duration, changes to linkages, etc.
- Management reports (contract performance reports or other applicable management reports) showing timely incorporation of new work scope.

Objective evidence may be found in these typical outputs:

- Contractual change documents.
- Change control logs (management reserve, undistributed budget, performance measurement baseline, and contract budget base).

c) Control retroactive changes to records pertaining to work performed that would change previously reported amounts for actual costs, earned value, or budgets. Adjustments should be made only for correction of errors, routine accounting adjustments, effects of customer or management directed changes, or to improve the baseline integrity and accuracy of performance measurement data.

Management Value

Retroactive changes to the baseline may mask variance trends and prevent use of the performance data to project estimates of cost and schedule at completion.

Intent Guideline 30

Control retroactive adjustments (including those in the current period), making only routine accounting adjustments, definitization of contract actions, rate changes, and economic price adjustments, customer-approved changes, or data entry corrections. Adjustments resulting from definitization of contract actions should be limited to affected work scope budgets. Changes that would arbitrarily eliminate existing cost and schedule variance should not be made. Rate changes and economic price adjustments are normal exceptions. This is necessary to ensure baseline integrity and accuracy of performance measurement data. Retroactive budget and/or performance adjustments may delay visibility of overall project variance from plan, thus reducing the alternatives available to managers for project redirection or termination.

Typical Attributes:

- Change control process defines policy regarding retroactive changes that include conditions for use; prohibitions, approvals, and justifications; and evidence of discipline and control.
- Change control logs record change activity.
- Current and previous period dollarized, time-phased baseline plan. Compare the plans to identify any differences and to verify that all changes have been identified.
- Scheduling system reflects schedule inputs concerning times, dates, durations, percentage complete, etc.
- Negative journal entries. When not a result of error corrections or routine accounting adjustments, they have appropriate explanations.
- Earned value input source documents. Negative or inappropriate amounts have appropriate explanations.

- Management reports. Current period data on format 1 and format 3 of contract performance report reflect any retroactive changes and format 5 has related explanations.

Objective evidence may be found in these typical outputs:

- Change control logs.
- Retroactive change control process including approval.

d) Prevent revisions to the program budget except for authorized changes.

Management Value

Changes made outside the authorized baseline control processes compromise the integrity of performance trend data and delay visibility into overall project variance from plan, thus reducing the alternatives available to managers for project redirection or revisions.

Intent Guideline 31

Prevent unauthorized revisions to the performance measurement baseline. Any changes to the project must be approved and implemented following the baseline management control process. This control precludes the inadvertent implementation of a budget baseline greater than the project budget. When the performance budget or schedule objectives exceed the project plan and are recognized in the performance measurement baseline, it is identified as an over-target baseline. The decision to establish an over-target baseline may result due to planning future work, planning in-process work, and/or adjusting cost or schedule variances. This permits an increase to the amount of budget for the remaining work. This creates a more realistic amount to adequately provide for reasonable budget objectives, work control, and performance measurement. A thorough analysis of program status is necessary before the implementation of an over-target baseline. The organization should perform a detailed estimate of all costs necessary to complete the remaining effort. If the difference between the estimated cost to complete and the remaining budget is significant, the organization implementing the OTB will give advance notification to the appropriate parties of the need to increase the remaining budgets. It is important to consider that both organization and customer management agree to a common understanding of the over-target baseline's impact on the performance expectations.

When the organization and customer project managers are satisfied that the new baseline represents a reasonable plan for completing the contract, the new baseline becomes the basis for future performance measurement.

Typical Attributes:

- Change control logs reflect changes to the performance measurement baseline and contract budget base.
- Control account/work package/planning package plans reflect approved budget changes.

- Work authorization documents reflect authorized changes to budget.
- Time-phased budget run reflects authorized changes to the budget.
- Management reports (contract performance reports and other applicable management reports) reflect changes to the contract budget base, and additions on formats 1, 2, 3, and 5 of the contract performance report if required.

Objective evidence may be found in these typical outputs:

- Change control logs (management reserve, undistributed budget, performance measurement baseline, and contract budget base).
- Control account/work package/planning package plans.
- Master schedules, intermediate schedules (if any), and detailed schedules.
- Statement of Work, WBS, and WBS dictionary.
- Work authorization documents.
- Management reports (contract performance reports or other applicable management reports).

e) Document changes to the performance measurement baseline.
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Management Value

By ensuring that budget and schedule revisions are documented and traceable, the integrity of the performance measurement baseline is maintained and can be verified. This provides control account managers with valid control account plans against which to execute and measure performance.

Intent Guideline 32

The performance measurement baseline should always reflect the most current plan for accomplishing the effort. Authorized changes must be promptly recorded in the system and incorporated into all relevant planning. Planning and authorization documents must be updated accordingly, prior to the commencement of new work.

Typical Attributes:

- Change control logs (management reserve, undistributed budget, performance measurement baseline, and contract budget base) reflect changes from the original contract budget base.
- Control account/work package/planning package plans reflect updated schedule and budget plans for all authorized changes.
- Master schedules, intermediate schedules (if any), and detailed schedules reflect incorporation of latest authorized changes.
- Time-phased budget run reflects authorized changes to the budget.
- Statement of Work, WBS, and WBS dictionary reflect incorporation of all authorized changes.

- Work authorization documents reflect incorporation of all authorized changes.
- Management reports (contract performance reports or other applicable management reports) reflect incorporation of all authorized changes.

Objective evidence may be found in these typical outputs:

- Change control logs (management reserve, undistributed budget, performance measurement baseline, and contract budget base).
- Control account/work package/planning package plans.
- Master schedules, intermediate schedules (if any), and detailed schedules.
- Statement of Work, WBS, and WBS dictionary.
- Work authorization documents.
- Management reports (contract performance reports or other applicable management reports).

3 EXAMPLE PROCESS DESCRIPTION COMPLIANCE MAP

3.1 Developing a Compliance Map to the EVMS Guidelines

The purpose of this section and Appendix A is to provide an example and template that can be used as a starting point for a contractor, subcontractor, or government agency who needs to develop a compliance map to the ANSI/EIA EVMS Guidelines for their business process.

The example in this section uses guideline 1 to provide a sample description of how a company's business process complies with the requirements of a given guideline.

Appendix A provides a compliance map template for the 32 guidelines that can be tailored to a given business environment. The compliance section for each guideline must be completed based on how the company or agency does business.

3.2 Example Compliance Map

The ACME Corporation EARNED VALUE MANAGEMENT SYSTEM PROCESS DESCRIPTION COMPLIANCE TO THE ANSI/EIA 748 STANDARD	
2.1 Organization a. Define the authorized work elements for the program. A work breakdown structure (WBS), tailored for effective internal management control, is commonly used in this process.	
Intent Guideline 1 A WBS is a direct representation of the work scope in the project, documenting the hierarchy and description of the tasks to be performed and their relationship to the product deliverables. The WBS breaks down all authorized work scope into appropriate elements for planning, budgeting, scheduling, cost accounting, work authorization, measuring progress, and management control. The WBS must be extended to the level necessary for management action and control based on the complexity of the work. A WBS dictionary is typically used to define the work scope for each unique element in the WBS.	
Typical Attributes: • Only one WBS is used per project and it contains all project work, including revisions for authorized changes and modifications. • The WBS contains all contract line items and end items. • The WBS identifies all WBS elements specified for external reporting. • The WBS is extended at a minimum to the control account level. • The WBS elements should collectively provide a complete definition of work scope requirements. • The WBS may evolve as the project requirements change. Objective evidence may be found in these typical outputs: • •Work Breakdown Structure (WBS). • • WBS dictionary (may or may not be used, but a method to reconcile the statement of work to the WBS structure must be demonstrated).	
Earned Value Management System Description Compliance The development and maintenance of the WBS for each project is described in Section 2 of ACME corporation EVM system description. Each project must comply with the requirements described in Section 2. In summary, the requirements are as follows. • The WBS must be created and maintained in ACME's corporate EVM system. • A single WBS structure must be developed and maintained per project for the entire life of the project. • The WBS structure includes fields to identify and include such details as a: - o Unique WBS number for each WBS element.	

- Short description.
 - Parent element identification (with the exception of the top WBS element).
 - Contract line item number for cross-reference to the Statement of Work.
 - Reporting level required for internal management and customer reporting purposes.
 - The lowest level in the WBS is the control account level (typically level 4 or 5 in the WBS structure, depending on the needs of the project).
- The WBS Dictionary online form may be used to describe the scope of work for all WBS elements. This description should include, but is not limited to, specific details such as:
 - End result or expected work product.
 - Related work to identify dependencies between elements of work.
 - Risk factors.
 - Assumptions or limitations.
 - Technical specifications.
 - Related documents or other materials that are required for the work team to successfully complete their assignment.

Applicable process documents and desktop instructions are listed below. Who is responsible for what is also noted.

- WBS Audit. The project control team uses this process and related checklist to verify that the WBS is complete and there is a one-to-one relationship between the WBS elements and the Statement of Work. It is also used to verify that all WBS elements have an entry in the WBS Dictionary and that the work scope details are clear and specific. This audit is conducted as part of the initial WBS development process before the performance measurement baseline is set or when any contract modifications impact the scope of work.
- Maintaining the WBS. Desktop instructions used by the project control team for entering and maintaining the WBS data in the ACME EVM system. Only the project control team members have the authorization to create or modify the WBS data.
- Maintaining the WBS Dictionary. Desktop instructions used by the control account managers and IPT team members to enter and maintain the WBS Dictionary data.
- Maintaining Control Accounts. Desktop instructions for entering and maintaining the control account data in the ACME EVM system. Only the project control team members and the assigned control account person have the authorization to modify the control accounts in the system.

Outputs available from the ACME EVM system for each project include:

- The work breakdown structure.
- WBS Dictionary.

Appendix A

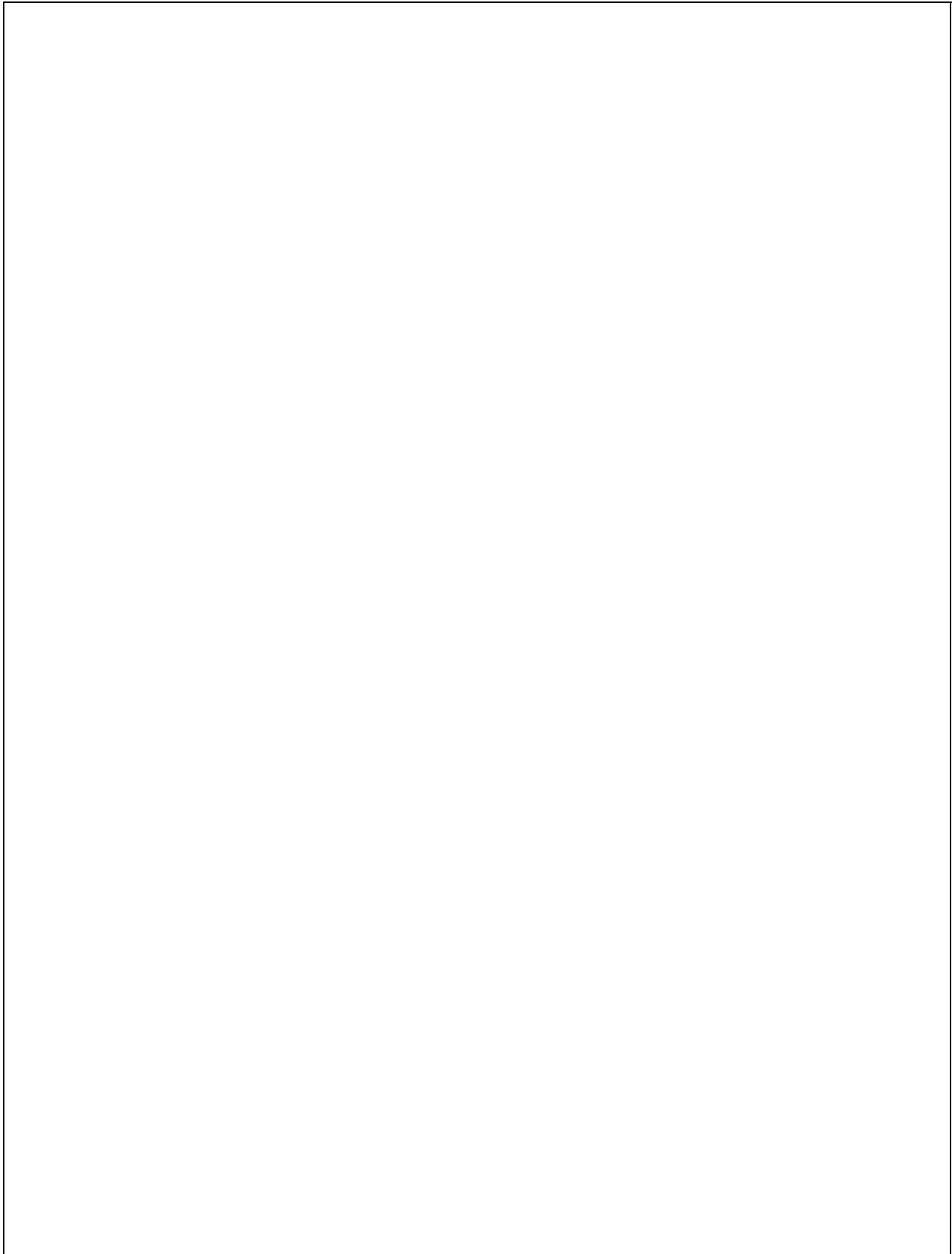
Process Description Compliance Map Template

Company or Organization Name EARNED VALUE MANAGEMENT SYSTEM PROCESS DESCRIPTION COMPLIANCE TO THE ANSI/EIA 748 STANDARD	
2.1 Organization	a) Define the authorized work elements for the program. A work breakdown structure (WBS), tailored for effective internal management control, is commonly used in this process.
Intent Guideline 1 A WBS is a direct representation of the work scope in the project, documenting the hierarchy and description of the tasks to be performed and their relationship to the product deliverables. The WBS breaks down all authorized work scope into appropriate elements for planning, budgeting, scheduling, cost accounting, work authorization, measuring progress, and management control. The WBS must be extended to the level necessary for management action and control based on the complexity of the work. A WBS dictionary is typically used to define the work scope for each unique element in the WBS.	
Typical Attributes: • Only one WBS is used per project and it contains all project work, including revisions for authorized changes and modifications. • The WBS contains all contract line items and end items. • The WBS identifies all WBS elements specified for external reporting. • The WBS is extended at a minimum to the control account level. • The WBS elements should collectively provide a complete definition of work scope requirements. • The WBS may evolve as the project requirements change. Objective evidence may be found in these typical outputs: • Work Breakdown Structure (WBS). • WBS dictionary (may or may not be used, but a method to reconcile the statement of work to the WBS structure must be demonstrated).	
Earned Value Management System Description Compliance	

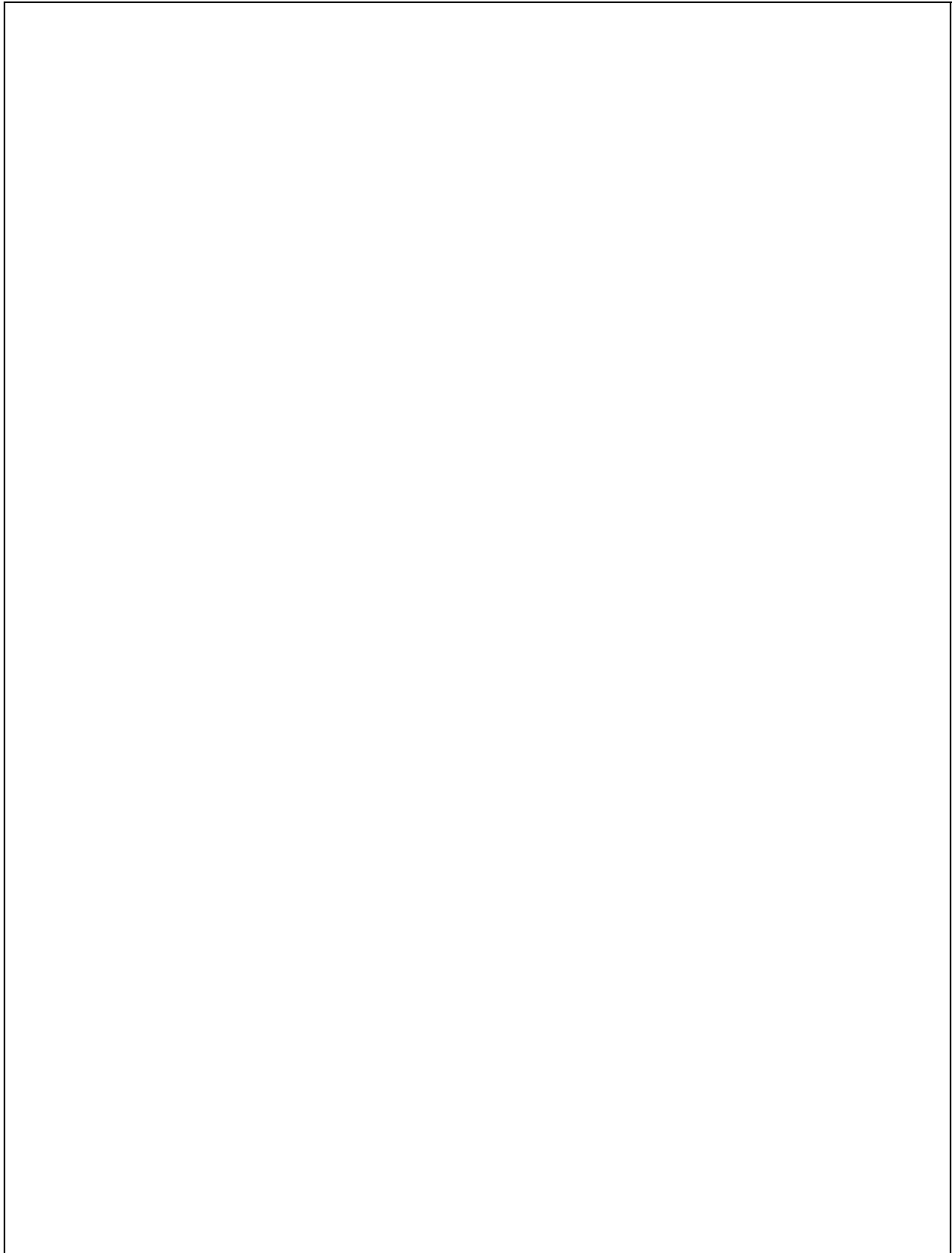
Company or Organization Name EARNED VALUE MANAGEMENT SYSTEM

PROCESS DESCRIPTION COMPLIANCE TO THE ANSI/EIA 748 STANDARD	
2.1 Organization	b) Identify the program organizational structure including the major subcontractors responsible for accomplishing the authorized work, and define the organizational elements in which work will be planned and controlled.
Intent Guideline 2 Assign organizational responsibility for the project work. An OBS is used to facilitate the assignment of responsibility, accountability, and authority for all tasks to be performed. An OBS is a direct representation of the hierarchy and provides a description of the organizations established to provide resources as well as to plan and perform the work tasks. The OBS identifies the organization responsible for each segment of work, including subcontracted and intra-organizational effort. The assignment of lower-level work segments to responsible managers should provide key control points for management purposes. When effort is subcontracted, the applicable subcontractor is identified and related to the appropriate WBS element(s) and/or organization charged with acquiring the subcontracted item.	
Typical Attributes: • All authorized work is assigned to organizational elements. • Organization elements are work teams, functions, or whatever organization units are used by the company for execution of the program work efforts. • Major subcontractor work efforts are integrated into the program structure. Objective evidence may be found in these typical outputs: • Organization Breakdown Structure (OBS). • OBS intersections with the WBS.	
Earned Value Management System Description Compliance	

Company or Organization Name EARNED VALUE MANAGEMENT SYSTEM PROCESS DESCRIPTION COMPLIANCE TO THE ANSI/EIA 748 STANDARD	
2.1	Organization c) Provide for the integration of the company’s planning, scheduling, budgeting, work authorization and cost accumulation processes with each other, and as appropriate, the program work breakdown structure and the program organizational structure.
Intent Guideline 3 Integrate the technical, schedule, and cost elements of the project through project plans that include schedules, budgets, authorization of work, and accumulation of costs, all consistent with the budget plan. The work tasks are assigned to a WBS and OBS and are traceable to the planning and budgeting system and the cost collection system. Establishment of unique coding structure facilitates the linkage between the planning, scheduling, budgeting, work authorization, cost accumulation, and performance measurement processes.	
Typical Attributes Provide a logical framework that links the products of the management processes through common data elements. Examples include cross-references between the statement of work and WBS, the master schedule and performance measurement tasks, and the detail schedules and control account plans.	
Objective evidence may be found in these typical outputs: • Master, intermediate, and detail level schedules. • Manufacturing Requirements Planning (MRP) or Enterprise Requirements Planning (ERP) operational schedules. • Control account plans. • Performance reports by WBS and OBS. • Responsibility Assignment Matrix (RAM). • Statement of Work. • Work authorizations. • WBS and OBS.	
Earned Value Management System Description Compliance	



Company or Organization Name EARNED VALUE MANAGEMENT SYSTEM PROCESS DESCRIPTION COMPLIANCE TO THE ANSI/EIA 748 STANDARD	
2.1	Organization d) Identify the company organization or function responsible for controlling overhead (indirect costs).
Intent Guideline 4 Indirect costs are for common activities that cannot be identified specifically with a particular project or activity and should typically be budgeted and controlled separately at the functional or organizational manager level. Clearly identify managers who are assigned responsibility and authority for controlling indirect costs, including overhead, burden, and General and Administrative (G&A) costs, and who have the authority to approve expenditure of resources. The process for management and control of indirect costs, including assignment of responsibility, is typically documented in the organization's approved accounting procedures.	
Typical Attributes: • Indirect account structure and organizational assignment/authority level are clearly defined. • Documented process clearly defines: - o How overhead resources are assigned, budgets are established, and expense is controlled. - o Who is responsible within the organization for establishing overhead budgets and their authorities. Objective evidence may be found in these typical outputs: • Cost Accounting Standards (CAS) disclosure statement. • Organizational chart. • Chart of accounts.	
Earned Value Management System Description Compliance	



Company or Organization Name EARNED VALUE MANAGEMENT SYSTEM PROCESS DESCRIPTION COMPLIANCE TO THE ANSI/EIA 748 STANDARD	
2.1	Organization e) Provide for integration of the program work breakdown structure and the program organizational structure in a manner that permits cost and schedule performance measurement by elements of either or both structures as needed.
Intent Guideline 5 The integration of the WBS and OBS creates control accounts that facilitate schedule and cost performance measurement. The control account is the point where the WBS tasks and OBS responsibility intersect. It is defined as the point where a single functional organization or integrated product team has responsibility for work defined to a single WBS element. It is also the primary point for work authorization, work performance management, and work performance measurement; i.e., where planned value is established, earned value is assessed, and actual costs are collected. Each control account is assigned to a control account manager. The control account manager is responsible for ensuring the accomplishment of work in his or her control account and is the focal point for management control.	
Typical Attributes: • A single control account is visible at the intersection of the WBS and OBS. • The control account clearly identifies any supporting activities. • The estimated costs of work performance elements are evident. Objective evidence may be found in these typical outputs: • Control accounts. • Responsibility Assignment Matrix (RAM). • Contract Performance Reports (CPRs), if applicable.	
Earned Value Management System Description Compliance	

Company or Organization Name EARNED VALUE MANAGEMENT SYSTEM PROCESS DESCRIPTION COMPLIANCE TO THE ANSI/EIA 748 STANDARD	
2.2	Planning, Scheduling, and Budgeting a) Schedule the authorized work in a manner which describes the sequence of work and identifies significant task interdependencies required to meet the requirements of the program.
Intent Guideline 6 The scheduling process documents and the resulting project schedule provide a logical sequence of work leading to a milestone, event, and/or decision point needed to ensure that the schedule supports the project objectives. There is a clear definition of what constitutes commencement and completion of each work package and planning package (or lower-level task/activity). While no specific scheduling software is required, but there must be horizontal and vertical integration of the schedule through the framework of the WBS and OBS. Government development programs or significant development efforts typically schedule the discrete authorized work through the use of a network schedule. Production programs typically schedule using a Manufacturing Resource Planning (MRP) or Enterprise Resource Planning (ERP) tool employing a line of balance schedule that supports the project objectives. The master schedule must agree with the project objectives, include all key events, and reflect a logical sequence of events. Ensuring that all team members are working to the same project schedule is essential for monitoring progress, analyzing variances, and tracking corrective actions. Work authorization documents.	
Typical Attributes: An integrated network scheduling system has the following characteristics: • Distinct tasks that can be summarized up through the WBS and OBS to track progress and measure performance. • The schedule reflects all the time-phased discrete work to be accomplished that is traceable to the WBS and the Statement of Work. • Critical target dates, project milestones, contractual events, accomplishment criteria, and project decision points are identified and are being used to plan, status, and monitor progress of the work. • The schedule describes the sequence of work and should consider the significant interdependencies that are indicative of the actual way the work is accomplished. The schedule links key detail work packages and planning packages (or lower-	

level tasks/activities) with summary activities and milestones.

- Significant interdependences should be defined at a consistent level of detail to support development of a critical path. The minimum level linkage is at the work package and planning package level. The schedule should be designed for effective management purposes and contain a critical path for the entire contractual period of performance.
- Discrete tasks/activities along the critical path have the least amount of float/slack.
- Each key program milestone (for example, System Design Review, Preliminary Design Review, or Critical Design Review) must be logically linked within the master schedule network.
- Resource estimates from the budget plan are reasonable and resources are available to support the schedule.
- The schedule is reasonable as a baseline for achieving project requirements as demonstrated through schedule analysis techniques.
- The baseline schedule is the basis for measuring performance.
- The schedule provides current status and forecasts of completion dates for all discrete authorized work.
- The schedule network relationships support the development of a critical path for development projects.

Objective evidence may be found in these typical outputs:

- Integrated network schedules including master, intermediate (if any), and detailed schedules.
- MRP or ERP schedules, or planned order reports.
- Control account plans (may be separate plans or detail schedules).
- Work authorization documents.

Earned Value Management System Description Compliance

Company or Organization Name
EARNED VALUE MANAGEMENT SYSTEM
PROCESS DESCRIPTION COMPLIANCE TO THE ANSI/EIA 748 STANDARD

2.2 Planning, Scheduling, and Budgeting

- b) Identify physical products, milestones, technical performance goals, or other indicators that will be used to measure progress.

Intent Guideline 7

Identify objective interim performance measures within control accounts (or lower-level tasks/activities) to enable accurate performance assessment each month. The master schedule includes key program and contractual requirements. It enables the team to predict when milestones, events, and program decision points can be expected to occur. Lower-tier schedules, when utilized, must contain specific control account (or lower-level task/activity) start and finish dates that are based on physical accomplishment and are clearly consistent with program time constraints.

These control accounts (or lower-level tasks/activities) will align with the objective interim performance measures to enable accurate performance assessment. A sufficient number of interim measures will be defined after the detailed schedule is established to ensure performance is measured as accurately as possible. Interim measures will be based on the completion criteria developed for each increment of work and should provide a basis for objectivity, limiting the subjectivity of the measurement of work accomplished.

Accurate schedule status depends on the selection of objective measures of progress to indicate work completion. These measures are necessary to substantiate technical achievement against the schedule plan and justify progression to the next control account (or lower-level task/activity). A key feature of an interdependent schedule is that it establishes and maintains the relationship between technical achievement and progress status.

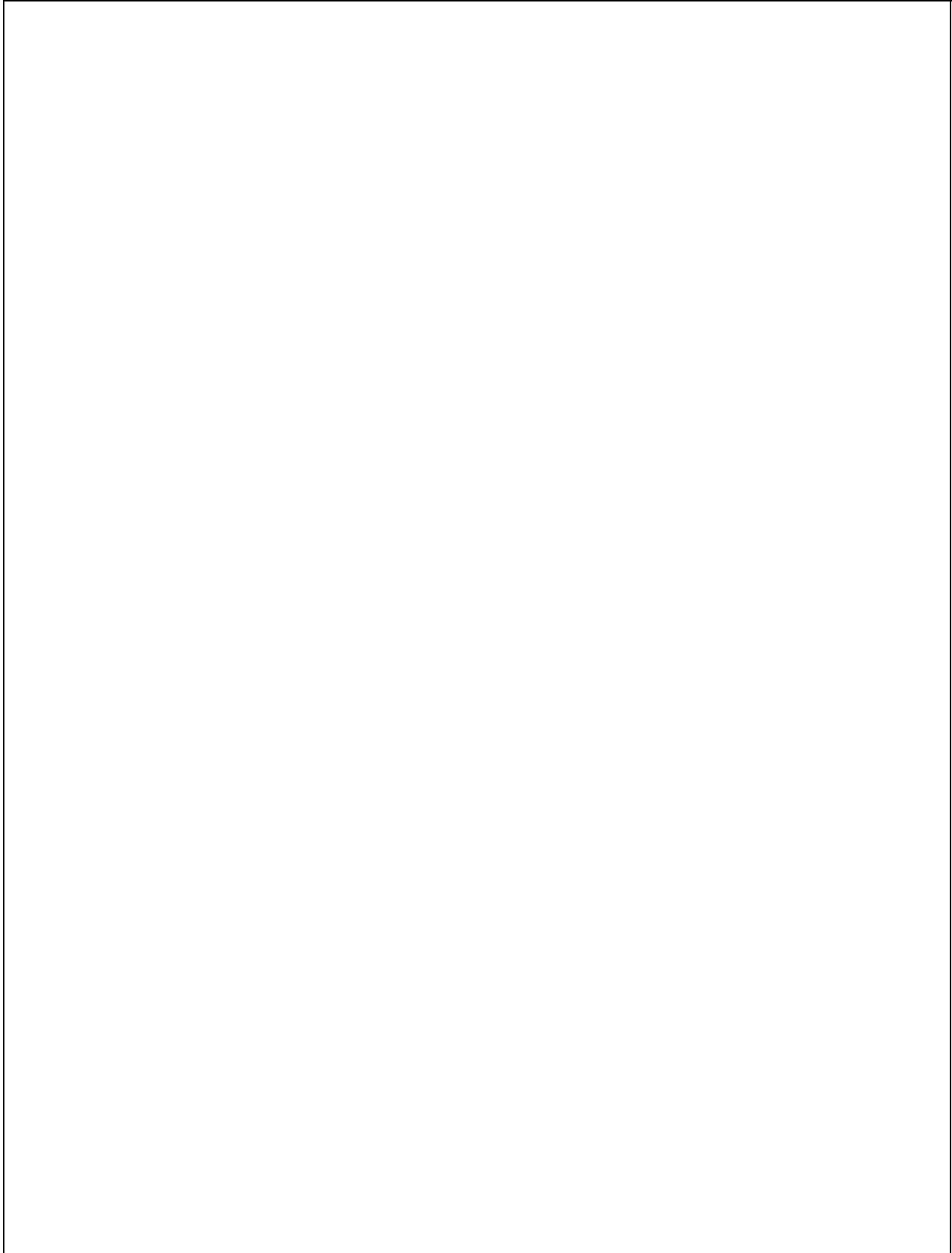
Typical Attributes:

- Objective completion criteria are determined in advance and used to measure progress to determine achievement of milestones or other indicators.
- Interim milestones and lower-tier tasks serve as indicators of progress against which the control account manager monitors progress.

Objective evidence may be found in these typical outputs:

- Integrated schedules including master, intermediate (if any), and detailed schedules that identify contract milestones and key events.
- MRP or ERP production planned order reports.
- Control account plans (may be separate plans or detail schedules)

Earned Value Management System Description Compliance



Company or Organization Name EARNED VALUE MANAGEMENT SYSTEM PROCESS DESCRIPTION COMPLIANCE TO THE ANSI/EIA 748 STANDARD	
2.2	Planning, Scheduling, and Budgeting c) Establish and maintain a time-phased budget baseline, at the control account level, against which program performance can be measured. Initial budgets established for performance measurement will be based on either internal management goals or the external customer negotiated target cost including estimates for authorized but undefinitized work. Budget for far-term efforts may be held in higher level accounts until an appropriate time for allocation at the control account level. On government contracts, if an over-target baseline is used for performance measurement reporting purposes, prior notification must be provided to the customer.
Intent Guideline 8 The assignment of budgets to scheduled segments of work produces a plan against which actual performance can be compared. This is called the Performance Measurement Baseline (PMB). The establishment, maintenance, and use of the PMB are indispensable to effective performance measurement. The PMB should be in place as early as possible after project award or Authorization to Proceed (ATP). The Contract Budget Base (CBB) value used to establish PMB is tied to the current value of the project, including any authorized, unpriced effort. Included in this CBB value will be any budgets set aside for management reserve. The PMB represents the time-phased scope, schedule, and associated budget through the end of the contract. Typically this is accomplished through the establishment of time-phased resources within control accounts. For future effort that cannot practically be identified to a control account, it is permissible to establish a temporary summary level planning package above the control account level that identifies scope, schedule, and associated budget to the end of the contract. The budget for this effort must be identified specifically to the work for which it is intended, time-phased, periodically reviewed for validity, and not used to perform other scopes of work. These summary efforts should be subdivided into control accounts at the earliest opportunity. Planning horizons may be used to determine the appropriate time period in which to convert summary level planning packages into control accounts. Control accounts and summary level planning packages should exist from program start through the end of the contract. Since control account budgets and schedules also establish the constraints required for baseline control, care must be exercised in the establishment of control account budgets to ensure a viable scope/effort correlation and to prevent inadvertent front-loading of the budget baseline. When establishing control accounts, factors to consider include the: • Natural flow of work at this management control point. • Significant program events that will be supported by completion of the effort within the control account. • Need to enhance objective measurement of progress by establishing shorter	

assessment periods.

- Rate structures related to the control account resources.

The maintenance of realistic budgets, directly tied to an established scope of work, is essential for each organization responsible for performing project effort. Eventually, all the work will be planned by specific organizational elements to the control account level.

The PMB represents the formal plan for each control account manager to accomplish the authorized work assigned within the time defined by the project schedule and within the budget authorized.

During the life of a project, situations may arise whereby available budgets for the remaining work are insufficient to ensure valid performance measurement. Under these circumstances, a requirement may exist for the total budget allocated to work to exceed the recognized Contract Budget Base (CBB). The resulting value is referred to as an Over-Target Baseline (OTB).

Advance notification to the appropriate parties is essential prior to the implementation of an OTB. It is important to ensure that both internal management and the customer have a common understanding of the OTB's impact on the performance measurement metrics.

When the contractor and customer project managers are satisfied that the new baseline represents a reasonable plan for completing the contract, the new baseline becomes the basis for future performance measurement.

Typical Attributes:

- The PMB reflects the work scope, time-phased consistent with the integrated schedule.
- The PMB reflects the budget value for the work scope in all control accounts and summary level planning packages.
- Control account budgets reflect the resources planned to perform the work and can only exceed the contract budget base when an over-target baseline is employed.

Objective evidence may be found in these typical outputs:

- Control account plans.
- Summary level planning packages.
- Performance measurement baseline.
- Undistributed budget logs.
- Notification to the customer of an over-target baseline.
- Work authorization document.

Earned Value Management System Description Compliance

Company or Organization Name EARNED VALUE MANAGEMENT SYSTEM PROCESS DESCRIPTION COMPLIANCE TO THE ANSI/EIA 748 STANDARD	
2.2	Planning, Scheduling, and Budgeting d) Establish budgets for authorized work with identification of significant cost elements (labor, material, etc.) as needed for internal management and for control of subcontractors.
Intent Guideline 9 Through a work authorization process, establish budgets for all authorized work to be done by the responsible organizational elements. No work should begin before the effort is authorized by an initial work authorization. As budgets and schedules are established and approved for all the authorized work at the control account level, the work authorization is updated as required. The control accounts identify the appropriate cost elements (labor, subcontract, material, and other direct costs). It is important to include all resources required to accomplish the work scope. Each control account should contain resources necessary to complete the assigned effort and budgets reflecting these resources. Budgets established at the control account level must be planned by element of cost. In addition: • Budgets may be stated in dollars, hours, or other measurable units. • It is necessary to use proper rates that will provide a valid performance measurement baseline. • In general, the budget process provides for the following: ○ Direct budgets allocated to organizations performing the planned work. ○ Indirect budgets allocated to specific organizations having responsibility for controlling indirect costs. ○ Identification of any management reserves or undistributed budget. Material and subcontractor aspects must also be considered, including: • Time-phasing of material budget should be consistent when the material is expected to be received, consumed, or paid. Guideline 21 addresses material accounting issues that may affect the time-phasing of material budgets. • Budgets for subcontractors are time-phased to support program schedule requirements.	
Typical Attributes: • Internal reports. Show budgets for each control account, and show that these budgets are reconcilable to the budget values shown on the latest control account/work package plans and in the work authorization documents. • Control account/work package plans. Budgets are identified by element of cost (i.e., direct labor dollars/hours, material and/or subcontract dollars, and other	

direct costs).

- Responsibility assignment matrix (dollarized). Represents the complete project plan and budget. The budget is based on detailed estimates of the amounts of labor, materials, and other resources required to complete the work associated with each control account.
- Resource plan. Identifies the resources needed to accomplish the work and assign resources to tasks in the master schedule.
- Internal reports. Identifies control account budgets that can be summarized to organizational elements. Differentiation is made between direct cost budgets and those that include indirect costs.

Objective evidence may be found in these typical outputs:

- Control account plans by element of cost.
- Work authorization documents.
- Performance measurement baseline.
- Undistributed budget logs.
- Bills of Materials (BOM).
- Responsibility assignment matrix (dollarized).
- Schedules, if resourced.
- Resource plan for resources not contained in the control account plans.
- Material requirements documentation identifying when the material is expected to be used.
- Subcontractor schedules.

Earned Value Management System Description Compliance

Company or Organization Name EARNED VALUE MANAGEMENT SYSTEM PROCESS DESCRIPTION COMPLIANCE TO THE ANSI/EIA 748 STANDARD	
2.2	Planning, Scheduling, and Budgeting e) To the extent it is practicable to identify the authorized work in discrete work packages, establish budgets for this work in terms of dollars, hours, or other measurable units. Where the entire control account is not subdivided into work packages, identify the far term effort in larger planning packages for budget and scheduling purposes.
Intent Guideline 10 Effort contained within a control account is distributed into either work packages or planning packages. Work packages are single tasks assigned to a performing organization for completion and are natural subdivisions of control account effort, resulting in a definable end product or event. Work package descriptions must clearly distinguish one work package effort from another. When work packages are relatively short, little or no assessment of work-in-progress is required. As work package length increases, work-in-progress measurement becomes more subjective, unless objective techniques, such as discrete milestones with pre-assigned budget values or completion percentages, subdivide them. A key feature, from the standpoint of evaluating accomplishment, is the desirability of having work packages that incorporate frequent, objective indicators of progress. Each work package will have the following characteristics: • It represents units of work at the level where work is performed. • It is clearly distinguishable from all other work packages. • It is assigned to a single organizational element, or in an integrated product team environment, to a single integrated product team responsible for multiple functional disciplines performing the scope of work. • It has scheduled start and completion dates and, as applicable, interim milestones, all of which are representative of physical accomplishment. • It has a budget or assigned value expressed in terms of dollars, labor hours, or measurable units that is substantiated by supporting project plans. • Its duration is limited to a relatively short span of time. A longer task needs objective intermediate measures to enable accurate performance assessments. • It is consistent with detailed engineering, manufacturing, or other schedules. • It has material costs segregated from other elements of cost. • It has subcontract effort consistent with subcontractor program plans. Subcontractor and contractor plans are directly reconcilable. Work for a given control account that cannot be planned in detail at the outset will be divided into larger segments and placed into planning packages within the control	

account. Planning packages are aggregates of future tasks and budgets, beyond those planned in detail that will be divided into work packages at the earliest practical time. Time-phased budgets assigned to planning packages must be supported by a specified scope of work and this relationship must be maintained when detailed planning of the effort occurs.

Typical Attributes:

- Control Account Plans (CAPs) represent the work assigned to one responsible organizational element on one program WBS element. This is the lowest level in the structure at which the comparison of actual costs to planned budgets and earned value is required. It is also the cost collection point that identifies the cost elements with the factors contributing to cost and/or schedule variances.
- Work packages represent detailed jobs, except for those that are for material items. They are units of work at levels where work is performed and are clearly distinguishable from all other work packages. They are:
 - Assigned to a single organizational element.
 - Have scheduled start and completion dates and, as applicable, interim milestones.
 - Have a budget or assigned value expressed in terms of dollars, labor hours, or other measurable units.
 - Have a duration limited to a relatively short span of time, or are subdivided by discrete value milestones to facilitate the objective measurement techniques of work performed, or are Level of Effort (LOE) work packages integrated with detailed engineering, manufacturing, or other schedules.
- A planning package is the logical aggregation of work within a control account, normally the far-term effort, that can be identified and budgeted in early baseline planning, but can not yet be defined into discrete, apportioned, or level of effort work packages. Planning package plans must reflect the manner in which the work is to be performed.

Objective evidence may be found in these typical outputs:

- Control account plans divided into work packages and planning packages.
- Control account schedules.
- Control account time-phased budgets.

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Company or Organization Name EARNED VALUE MANAGEMENT SYSTEM PROCESS DESCRIPTION COMPLIANCE TO THE ANSI/EIA 748 STANDARD	
2.2	Planning, Scheduling, and Budgeting f) Provide that the sum of all work package budgets plus planning package budgets within a control account equals the control account budget.
Intent Guideline 11 All control accounts must contain a budget, schedule, and scope of work and should realistically represent the work assigned and budgeted to the organizational units. In all cases, the value of the budget assigned to individual work packages and planning packages within the control account must sum to the total value authorized for the control account. A control account manager should not have a budget without an assigned scope of work. Conversely a control account manager should not have authorized scope without associated budget.	
Typical Attributes: Control Account Plans (CAPs) usually represent the work assigned to one responsible organizational element on one program work breakdown structure element; they are usually at the lowest level in the structure at which the comparison of actual costs to planned budgets and to earned value are required; they are the cost collection points that will identify the cost elements and factors contributing to cost and/or schedule performance. Objective evidence may be found in these typical outputs: • Control account plan total budget. • Work package budget. • Planning package budget.	

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Company or Organization Name EARNED VALUE MANAGEMENT SYSTEM PROCESS DESCRIPTION COMPLIANCE TO THE ANSI/EIA 748 STANDARD	
2.2	Planning, Scheduling, and Budgeting g) Identify and control level of effort activity by time-phased budgets established for this purpose. Only that effort which is unmeasurable or for which measurement is impracticable may be classified as level of effort.
Intent Guideline 12 Each task on the project needs to be assessed to determine the best method to budget and measure its progress toward completion. Level of effort is defined as having no measurable output or product that can be discretely planned at the work package level. Level of effort must be limited to those activities that are unable to be measured discretely to avoid distorting project performance data. Level of effort work packages should be separately identified from discrete effort work packages and apportioned effort work packages. Budgets for level of effort activity must have a sound basis of estimate and be time-phased to properly reflect when work will be accomplished. LOE budgets may be planned at either the control account level or at the same level as discrete or apportioned work packages.	
Typical Attributes Level of effort work packages contain tasks of a general or supportive nature that do not produce definite end products, must be separately evaluated from discrete work packages within the control account, and contain time-phased budgets for planning and control. • The amount of LOE activity will vary among performing organizations, but it must be held to the lowest practical level. • Level of effort budgets should be separately substantiated and planned as direct labor, material/subcontract, or other direct costs. Level of effort should be budgeted on a time-phased basis for control and reporting purposes. • If level of effort and discrete work packages are ever mixed within the same control account, the control account manager must ensure visibility into the earned value technique for measuring performance of the discrete effort portion. • The earned value for level of effort work packages equals the time-phased budget. Objective evidence may be found in these typical outputs: • Control account plans identify level of effort work packages and budgets.	

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Company or Organization Name EARNED VALUE MANAGEMENT SYSTEM PROCESS DESCRIPTION COMPLIANCE TO THE ANSI/EIA 748 STANDARD	
2.2	Planning, Scheduling, and Budgeting h) Establish overhead budgets for each significant organizational component of the company for expenses which will become indirect costs. Reflect in the program budgets, at the appropriate level, the amounts in overhead pools that are planned to be allocated to the program as indirect costs.
Intent Guideline 13 Establish indirect (overhead, burden, and G&A expense) budgets at the appropriate organizational level for each pool and cost sub-element. It is important to have an indirect budgeting and forecasting process, because indirect costs can account for a major portion of the cost of any project. As such, the budgetary control and management of this category of cost cannot be overlooked or minimized. Indirect budgets on the project are established and planned with the established direct budgets consistent with the method by which allocation of indirect costs will ultimately be made to the project. This methodology is normally described in the organization's accounting procedures.	
Typical Attributes: • Organization charts are generally contained within the contractor's system description identifying personnel or organizations responsible for maintaining indirect costs. • The organization's overhead policies and procedures are generally described in the organization's system description and represent a rational, traceable process. • Cost Accounting Standards (CAS) established by the Cost Accounting Standards Board (CASB) ensure consistent and proper accounting for direct and indirect costs that are applied to government contracts. Direct costs are any cost that may be identified specifically with a particular cost objective; indirect costs are costs that, because of their incurrence for common or joint objectives, are not readily subject to treatment as direct costs. • CAS disclosure statement defines the content and processes of the organization's management of indirect costs and generally includes a definition of indirect expenses and overhead pools. • Forward pricing forecasts identify projected overhead rates beyond current year.	
Objective evidence may be found in these typical outputs: • Documented process for managing indirect costs. • Organizational structure identifying ownership responsibility and authority levels. • Indirect cost policies and procedures.	

- Chart of accounts.
- Organizational charts.
- Forward pricing forecast (including sales forecast and business base projections).
- CAS disclosure statement, if applicable.
- Indirect budget and performance reports.

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Company or Organization Name EARNED VALUE MANAGEMENT SYSTEM PROCESS DESCRIPTION COMPLIANCE TO THE ANSI/EIA 748 STANDARD	
2.2	Planning, Scheduling, and Budgeting i) Identify management reserves and undistributed budget.
Intent Guideline 14 Identify and control management reserve and undistributed budget. Management reserve is budget set aside for unplanned events that may arise during the course of the project. Because management reserve is budget that is not yet tied to work, it does not form part of the performance measurement baseline. The management reserve budget should be commensurate with the level of risks identified by the project and/or withheld for management control purposes. Undistributed budget is budget that is applicable to specific project effort but has not yet been distributed below the project level either directly to control accounts or to summary level planning packages. It is a transient amount because, once it is distributed to either control accounts or to summary level planning packages, it ceases to be undistributed budget. Because undistributed budget is budget that is tied to work, it does form part of the performance measurement baseline. Undistributed budget accounts are to be cleared in a reasonably timely manner as work scope is finalized and distributed to control accounts or to summary level planning packages	
Typical Attributes: • Program control logs including: ○ Management reserve (showing month end values; monthly sources and applications to control accounts; and current value). ○ Undistributed budget (showing month end values; monthly sources and applications to control accounts; current value). ○ Performance measurement baseline (showing month end values; monthly changes from/to management reserve and undistributed budget; current value). ○ Contract budget base (showing month end values; monthly changes identifying contract modifications; current value). • Monthly performance reports to verify that starting and ending values are consistent with various logs.	

Objective evidence may be found in these typical outputs:

- Project control logs (management reserve, undistributed budget, performance measurement baseline, and contract budget base).
- Contract Performance Reports (CPRs), if applicable.
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Earned Value Management System Description Compliance

Company or Organization Name EARNED VALUE MANAGEMENT SYSTEM PROCESS DESCRIPTION COMPLIANCE TO THE ANSI/EIA 748 STANDARD	
2.2	Planning, Scheduling, and Budgeting j) Provide that the program target cost goal is reconciled with the sum of all internal program budgets and management reserves.
Intent Guideline 15 Reconcile the project value (target cost plus authorized, unpriced work) with the sum of all control account budgets, indirect budgets, management reserves, and undistributed budgets.	
Typical Attributes: • Program control logs including: ○ Management reserve (showing month end values; monthly sources and applications to control accounts; current value). ○ Undistributed budget (showing month end values; monthly sources and applications to control accounts; current value). ○ Performance measurement baseline (showing month end values; monthly changes from/to management reserve and undistributed budget; current value). ○ Contract budget base (showing month end values; monthly changes identifying contract modifications; current value) reconciled to program target cost. ○ Total allocated budget reconciled to the contract budget base and any recognized over-target baseline. • Contract and modification control logs identifying authorized target cost. Objective evidence may be found in these typical outputs: • Project control logs (management reserve, undistributed budget, performance measurement baseline, and contract budget base) reconciled to project target cost. • Contract Performance Reports (CPRs), if applicable. • Internal report showing the summarization from cost account to the performance measurement baseline.	

Earned Value Management System Description Compliance

Company or Organization Name EARNED VALUE MANAGEMENT SYSTEM PROCESS DESCRIPTION COMPLIANCE TO THE ANSI/EIA 748 STANDARD	
2.3	Accounting Considerations a) Record direct costs in a manner consistent with the budgets in a formal system controlled by the general books of account.
Intent Guideline 16 Accumulate direct costs in the formal accounting system in a manner consistent with the way the related work is planned and budgeted. Actual costs reported in the performance reports agrees with the costs recorded in the general books of account (accounting system) or can be explained as timing differences. Timing differences that may occur between the accounting system and project performance reports must be reconcilable. Of particular interest is the accounting for material (i.e., at consumption, receipt, inventory acceptance, or inventory release). The basic requirement is to account for materials in a manner consistent with the way in which materials are budgeted. Subcontracts also require special consideration. Subcontract costs must be accrued in a timely manner consistent with the schedule status. This may require the use of estimated costs and/or the equivalent import from the subcontractor's books of record or report.	
Typical Attributes: • Contractor's accounting manual/procedures identifying the methodology of handling various actual costs. • Contractor's cost accounting standards disclosure statement identifying treatment of direct costs (direct material, labor, and other direct costs), indirect costs, depreciation and capitalization, and other costs and credits. • Control account actual costs/general ledger reconciliation. • Contractor's process to ensure actual costs and performance are recorded in the same accounting period. Objective evidence may be found in these typical outputs: • Reconciliation of project costs with the accounting system. • Actual costs are reported at the control account level at a minimum. • Reconciliation of subcontract reported actual costs to subcontract payments. • Internal and external performance reports for subcontractors. • Subcontractor control account plans, when utilized.	

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Company or Organization Name EARNED VALUE MANAGEMENT SYSTEM PROCESS DESCRIPTION COMPLIANCE TO THE ANSI/EIA 748 STANDARD	
2.3	Accounting Considerations b) When a work breakdown structure is used, summarize direct costs from control accounts into the work breakdown structure without allocation of a single control account to two or more work breakdown structure elements.
Intent Guideline 17 A work order/job order/task code charge number structure must exist that uniquely identifies costs at the control account level allowing for accumulation and summarization of costs to higher levels of the work breakdown structure. Through the use of this coding structure, allowable costs collected within the control account by element of expense roll-up from the control account level through the WBS to the top level without being divided among two or more higher-level WBS elements. Cost collection accounts map to the WBS, and the WBS roll-up structure contains no division/allocation of lower-level cost to multiple higher-level WBS elements. When common costs are collected in separate control accounts for like items or services they are allocated to appropriate control accounts in each project.	
Typical Attributes: • Cost collection account structure showing charge number hierarchy. • WBS structure (roll-up scheme) showing hierarchy of WBS elements, control accounts, and work packages. • WBS/cost collection mapping showing the relationship between charge numbers and control accounts and/or work packages. • The program established cost charging structure will help to ensure that actual costs are collected so that direct comparison with associated budgets can be made at the appropriate WBS level(s). Objective evidence may be found in these typical outputs: • Cost collection account structure. • WBS/cost collection mapping. • WBS structure (roll-up scheme). • Monthly performance report.	

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Company or Organization Name EARNED VALUE MANAGEMENT SYSTEM PROCESS DESCRIPTION COMPLIANCE TO THE ANSI/EIA 748 STANDARD	
2.3	Accounting Considerations c) Summarize direct costs from the control accounts into the contractor's organizational elements without allocation of a single control account to two or more organizational elements.
Intent Guideline 18 Allowable costs collected within the control account by element of expense "roll-up", from the control account level through the OBS, to the top level without being divided at any level among two or more higher-level elements. This guideline and the one before it are identical, with the exception that this one deals with OBS data summarization while the previous one dealt with WBS data summarization. In either case the intent is the same: actual cost collected at the control account level may not be rolled up (i.e., summarized) to multiple higher-level elements. When common costs are collected in separate control accounts for like items or services, they are allocated to appropriate control accounts in each project.	
Typical Attributes: • Organization charts showing the contractor's organizational hierarchal structure. • Responsibility assignment matrix showing each of the intersections of OBS organizations and WBS elements (i.e., each control account). • OBS structure (roll-up scheme) showing the relationship of charge numbers to the OBS. • The program-established cost charging structure, which will help ensure that actual costs are collected so that direct comparison with associated budgets can be made at the appropriate organizational level(s). Objective evidence may be found in these typical outputs: • Responsibility assignment matrix. • Organization charts. • OBS structure (roll-up scheme). • Contract performance report (format 2 where required).	

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Company or Organization Name EARNED VALUE MANAGEMENT SYSTEM PROCESS DESCRIPTION COMPLIANCE TO THE ANSI/EIA 748 STANDARD	
2.3	Accounting Considerations d) Record all indirect costs which will be allocated to the project.
Intent Guideline 19 Indirect costs are for common activities that cannot be identified specifically with a particular project or activity and should typically be budgeted and controlled separately at the functional or organization managerial level. Record all indirect costs for the project in the accounting system. Allocate them to the recorded direct costs per the documented procedure to ensure that all projects benefiting from the indirect costs will receive their fair share.	
Typical Attributes: • Cost collection account structure. Identifies the chargeable object for all cost centers. • WBS/cost collection mapping. Identifies the responsible organization for budgeting and controlling indirect cost; time-phased budgets/forecasts established at same level as cost collection for comparison. • WBS structure (roll-up scheme). Hierarchy scheme from point of the allocation to WBS/OBS up to the total program level. • Cost accounting standards disclosure statement. Identifies the allocation base and indirect cost pools by functional element of cost. • Accounting procedures. Shows that the responsible organization for incurring indirect cost corresponds to the level of management control and categorizes fixed and variable cost methods of control. • Organization chart. Identifies management responsibility for controlling indirect staff and ability to influence indirect costs. Objective evidence may be found in these typical outputs: • Cost collection account structure. • WBS/cost collection mapping. • WBS structure (roll-up scheme). • Cost accounting standards disclosure statement.	

Earned Value Management System Description Compliance

Company or Organization Name EARNED VALUE MANAGEMENT SYSTEM PROCESS DESCRIPTION COMPLIANCE TO THE ANSI/EIA 748 STANDARD	
2.3	Accounting Considerations
e)	Identify unit costs, equivalent unit costs, or lot costs when needed.
Intent Guideline 20 When using equivalent units, or lot costs budgeting, ensure that the accounting system produces actual unit, equivalent unit, or lot costs for purposes of measuring cost performance. Typically this is accomplished through the use of a charge number structure, the manufacturing planning systems, or equivalent capability. On production contracts or projects where multiple similar units are being delivered, or when units are taken off the line in more or less a random order according to the delivery agreements of the different customer's projects, it is sufficient to establish "equivalent unit cost" (i.e., all things being equal, each unit's cost is approximately equivalent to every other unit's cost).	
Typical Attributes: • Manufacturing Requirements Planning (MRP) project cost collection structure. • Enterprise Requirements Planning (ERP) support the identification of unit costs, equivalent unit costs, or lot cost when needed including differentiation of work in process. Expressed in terms of labor, material, other direct cost, indirect cost, as well as distinguishing between recurring (e.g., production) and non-recurring (e.g., design, development, travel, and non-recurring expense) costs. • Identify unit, equivalent unit, or lot costs by type and amount of material as necessary on production-type efforts. Objective evidence may be found in these typical outputs: • Project cost collection structure (MRP). • ERP system supports the identification of unit costs, equivalent unit costs, or lot costs when needed, including differentiation of work in process.	

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Company or Organization Name EARNED VALUE MANAGEMENT SYSTEM PROCESS DESCRIPTION COMPLIANCE TO THE ANSI/EIA 748 STANDARD	
2.3	Accounting Considerations f) For EVMS, the material accounting system will provide for: 1) Accurate cost accumulation and assignment of costs to control accounts in a manner consistent with the budgets using recognized, acceptable, costing techniques. 2) Cost performance measurement at the point in time most suitable for the category of material involved, but no earlier than the time of progress payments or actual receipt of material. 3) Full accountability of all material purchased for the project including the residual inventory.
Intent Guideline 21 Material accounting systems must adhere to these three characteristics: 1. The material accounting system provides full accountability for all material (including residual inventory) purchased for the project. 2. Material costs must be accurately charged to control accounts using recognized, acceptable costing techniques. The need for accurate comparison of material costs to material budgets and earned value requires that the appropriate point of performance measurement for material is established: e. Performance is recorded at receipt of material for high-dollar material. f. For other material when accrued, material is used, or released to work in process g. Or when payments representing physical progress are made. h. Or when inventory costs are allocated to a requirement. 3. When necessary and significant, and when material actuals are not yet available, the use of estimated Actual Cost of Work Performed (ACWP) is required to ensure accurate performance measurement..	
Typical Attributes: • Performance reports showing material cost/schedule variances, earned value claimed in the same accounting period as actual costs, material performance recorded no earlier than material receipt, issue from inventory, or material consumption. • Control account plans showing time-phased material budgets, earned value technique, high/low material. • The material system needs to account for various methods of charging material cost from inventory in accordance with cost accounting standards inventory	

costing methods; i.e., First-In, First-Out (FIFO); moving average; weighted average; standard cost; and Last-In, First-Out (LIFO). Identify accountability for all material purchased for the program including material issues to control accounts, return of unused material, scrap quantity and disposition, and residual inventory.

- Price and usage material analysis where useful. Price Variance = (Budgeted Price - Actual Price) x (Actual Quantity). Usage Variance = (Budget Quantity - Actual Quantity) x Budgeted Price. Quantity breakouts are most useful on programs procuring multiple items of the same part number, typical for production type contracts.
- Material unit and/or lot costs are identified when situations of multiple concurrent units of homogenous items make tracking individual components impracticable.

Objective evidence may be found in these typical outputs:

- Performance reports.
- Control account plans.
- Material system reports.

Earned Value Management System Description Compliance

Company or Organization Name EARNED VALUE MANAGEMENT SYSTEM PROCESS DESCRIPTION COMPLIANCE TO THE ANSI/EIA 748 STANDARD	
2.4	Analysis and Management Reports a) At least on a monthly basis, generate the following information at the control account and other levels as necessary for management control using actual cost data from, or reconcilable with, the accounting system: 1) Comparison of the amount of planned budget and the amount of budget earned for work accomplished. This comparison provides the schedule variance. 2) Comparison of the amount of the budget earned and the actual (applied where appropriate) direct costs for the same work. This comparison provides the cost variance.
Intent Guideline 22 On at least a monthly basis, generate schedule variance and cost variance data that supports management control needs by allowing the project manager to focus on those areas in need of attention. The intent of this guideline is to recognize that analysis must be accomplished on a regular, periodic basis. It is critical that the calculation of earned value be based consistently with the manner used to establish the budgets (see guidelines 8, 10, and 12). This ensures a generation of valid variances for analysis purposes. All data analyzed must come from, or be reconcilable with, the earned value management systems (Planned, Earned Value) and the accounting system.	
Typical Attributes: • Monthly performance report: ○ Budget, earned value, and actual costs (reconcilable with the accounting system). ○ Cost Variance (CV). ○ Schedule Variance (SV). ○ Variance at Completion (VAC). ○ Variance analysis narrative (root causes, impacts at completion, and management actions). • Summarized performance measurement data from control account (minimum) through WBS/OBS hierarchy to the program level. Objective evidence may be found in these typical outputs: • Monthly performance report (cost variance, schedule variance, and variance at completion analysis).	

- Variance analysis data (root causes, impacts at completion, and management actions).

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Company or Organization Name EARNED VALUE MANAGEMENT SYSTEM PROCESS DESCRIPTION COMPLIANCE TO THE ANSI/EIA 748 STANDARD	
2.4	Analysis and Management Reports b) Identify, at least monthly, the significant differences between both planned and actual schedule performance and planned and actual cost performance, and provide the reasons for the variances in the detail needed by program management.
Intent Guideline 23 The purpose of this guideline is to ensure both significant schedule and cost variances are analyzed, at least monthly, at a level of detail required to manage the effort; i.e., to enable management decision-making and corrective action. Comparing the budget value of work completed to the budget value of work scheduled during a given period of time provides a valuable indication of schedule status in terms of dollars-worth of work accomplished. This schedule variance (SV) may not, however, clearly indicate whether or not scheduled milestones are being met, since some work may have been performed out of sequence or ahead of schedule while other work has been delayed. Schedule variance does not indicate whether a completed activity is a critical event or if (or by how much) delays in an activity's completion will affect the completion date of the project. A formal time-phased, time-based scheduling system, therefore, must provide the means of more clearly determining the status of specific control accounts (or lower-level tasks/activities), milestones, and critical events. Schedule analysis must address the time impact to the schedule plan when a significant variance exists. By addressing the time impact for each significant variance, a true and representative impact to the schedule plan is quantified. A key concept required to support schedule analysis is to ensure that work is planned in discrete elements that reflect actual accomplishment. This helps to ensure that time-based schedule variances are ultimately reported. The analysis should identify potential schedule accomplishment and milestone problems with respect to the integrated network schedule and thus help to ensure routine evaluation of the critical path, as applicable. Comparing the budgeted value of work completed to the actual cost of that work provides a valuable indication of the cost efficiency of work accomplished. This cost variance provides management an indicator of actual cost problems and may be trended to see future impacts. Cost variance may be discussed in terms of rate impact versus volume (hours) impact for the significant elements of cost. Only variances that have a significant impact on the execution of the project should be analyzed in detail. Project procedures defining thresholds are normally used to define the significant level applicable to that situation.	

Typical Attributes:

- Schedule (time-based) and cost (budget-based) variances are identified at an actionable level.
- Variance causes and impacts are identified in sufficient detail needed for project management.
- Corrective actions are implemented in a timely manner.
- Price/usage analysis, as applicable, for production material efforts.

Objective evidence may be found in these typical outputs:

- Variance analyses (budget based schedule variances and cost variances).
- Management action plans.
- Updated schedule task completion and cost-at-completion forecasts.
- Project schedules and schedule analysis outputs.

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Company or Organization Name EARNED VALUE MANAGEMENT SYSTEM PROCESS DESCRIPTION COMPLIANCE TO THE ANSI/EIA 748 STANDARD	
2.4	Analysis and Management Reports c) Identify budgeted and applied (or actual) indirect costs at the level and frequency needed by management for effective control, along with the reasons for any significant variances.
Intent Guideline 24 Indirect rate forecast and control are crucial to meeting project cost objectives. This guideline requires a monthly indirect cost analysis, by those assigned responsibility, comparing indirect budgets to indirect actual costs and explaining the cause of resultant variance(s). The importance of analyzing indirect cost performance requires the exercise of maximum discipline in following the established indirect cost control procedures. The results of indirect analysis are provided to program and business managers for their use in forecasting the impact to the program Estimate at Completion (EAC).	
Typical Attributes: • Indirect cost variance analyses: ○ Budget costs compared to actual costs by element of indirect cost from the management control point up through WBS/OBS to the program level. ○ Variance thresholds by overhead category. ○ Responsible overhead manager identifies root cause(s) (i.e., usage variance, change in business volume, or rate variance due to a change in the direct base). • Indirect management action plans: ○ Corrective action plans identified to reduce or eliminate variance. ○ Performance metrics. Objective evidence may be found in these typical outputs: • Indirect cost variance analyses. • Indirect cost management action plans. • Indirect cost updated schedule and cost forecasts.	

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Company or Organization Name EARNED VALUE MANAGEMENT SYSTEM PROCESS DESCRIPTION COMPLIANCE TO THE ANSI/EIA 748 STANDARD	
2.4	Analysis and Management Reports d) Summarize the data elements and associated variances through the program organization and/or work breakdown structure to support management needs and any customer reporting specified in the project.
Intent Guideline 25 Use the same data for internal management needs and for reporting to the customer. Since the WBS and the OBS exist as a formal and disciplined framework for project management and also provide a formal structure for the comprehensive roll-up of all data elements, they become the ideal framework for summarizing data from the control account level to the management reporting level. Summarizing performance information assists senior levels of management to focus on the significant problems that require their intervention.	
Typical Attributes: • Variance analyses. Internal/external reporting thresholds and narrative analysis providing root cause, impact, and corrective action. • Schedule and cost performance reports. Schedule variance, cost variance, and variance at completion from control account up through WBS/OBS reporting structure hierarchy to total program level. • Management action plans. Corrective action plan/mitigation plan, task, milestones, exit criteria, and schedules.	
Objective evidence may be found in these typical outputs: • Variance analyses. • Schedule and cost performance reports. • Management action plans. • Updated schedule and cost forecasts.	

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2.4	Analysis and Management Reports e) Implement managerial action taken as the result of earned value information.
Intent Guideline 26 Identify and implement corrective actions based on earned value variance analysis to achieve project objectives. Regular monitoring of the performance data helps keep the program within it's cost and schedule baseline objectives. Performance measurement data should be utilized by all levels of management to promote effective project execution. Because of this, the data produced by the earned value management system must be available to managers on a timely basis and must be of sufficient quality to ensure that effective management decisions can be made as a result of its analysis. The project's internal reports and the reports forwarded to their customer must indicate the overall cost and schedule impacts of such problems on the project. For effective management control, the corrective actions should be identified at the appropriate level and then tracked to resolution and closure. A manager's assigned action should have sufficient authority and control over the resources to effectively implement the corrective action requirements.	
Typical Attributes: • Follow-up of the implementation to see if what was planned actually got implemented. • Reasonableness of the corrective action. • Validity of the problem identified. Objective evidence may be found in these typical outputs: • To-Complete Performance Index (TCPI). • Independent completion estimates. • Risk management data and similar metrics. • Management action plans and review briefings. • Variance analyses.	

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2.4	Analysis and Management Reports f) Develop revised estimates of cost at completion based on performance to date, commitment values for material, and estimates of future conditions. Compare this information with the performance measurement baseline to identify variances at completion important to company management and any applicable customer reporting requirements including statements of funding requirements.
Intent Guideline 27 On a monthly basis, the control account manager should review the status of the expended effort and the achievability of the forecast and significant changes briefed to program management. This analysis should focus on performance to date within the control account, an assessment of the effort to complete the remaining work, and an evaluation of the type and quantity of resources required to complete the effort. When updates are made to existing forecasts of cost to complete, significant changes are briefed to program management. Prudent maintenance of the control account-level EAC by the control account manager ensures that the EAC reflects a valid projection of project costs. Periodically, a comprehensive EAC should be prepared using all available information to arrive at the best possible estimate at completion. This is done by considering many of the same factors included in the monthly evaluation at the control account level as well as: • Evaluating both direct and indirect performance to date efficiency achieved by performing organizations for completed work and comparing it to remaining budgets and the scope of work. • Assessing commitment values for material to complete the remaining work. • Evaluation of subcontractor assessments of cost to complete their efforts. • Estimating future conditions to derive the most accurate estimate at completion; e.g., projected rate changes, process improvements that may result in reduced costs, or other economic factors that may impact future costs. Comparisons of this estimate to budgets for the associated effort must be made frequently enough for management to ensure project performance and resource availability will not be adversely impacted. Prudent maintenance of the control account-level EAC by the control account manager ensures that the EAC reflects a valid projection of project costs. Projections of future costs to complete must be reported to the appropriate customer in applicable funding reports, if required.	
Typical Attributes: • Timely and comprehensive assessments of the effort required for completing all work packages and planning packages in the control account plan.	

- Control account manager updates the EAC to reflect changes in budget and/or master schedule when there is material significance.
- Time-phased estimate to complete based on an analysis of remaining tasks in the master schedule and projected resource plan.
- Control account manager should generate the EAC at the work package and planning package level and then sort and summarize by WBS and OBS to the control account level.
- Contract performance report totals for the EAC should reconcile with the corresponding time-phased resource plan.
- EACs should consider all emerging risks and opportunities within the project's risk register (or other similar database) that will impact the master schedule and resource plan for the remainder of the work.
- EAC results are communicated to the customer in internal reports and in funding documents.

Objective evidence may be found in these typical outputs:

- Control account plans.
- Documented process for developing EACs, including subcontractor EAC integration.
- Basis of estimates.
- Risk management plans (identification, mitigation, and opportunities).
- Operational metrics.
- Earned value metrics.
- Material and subcontractor performance data.

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2.5	Revisions and Data Maintenance a) Incorporate authorized changes in a timely manner, recording the effects of such changes in the budgets and schedules. In the directed effort prior to negotiation of a change, base such revisions on the amount estimated and budgeted to the program organizations.
Intent Guideline 28 Incorporate the work scope for authorized changes into the performance measurement baseline in a documented, disciplined, and timely manner. The timely and accurate incorporation of authorized and negotiated changes into the performance measurement baseline ensures that valid performance measurement information is generated for the new scope being executed. Adherence to this guideline helps to ensure that budget, schedule, and work remain coupled. For unpriced change orders, the contractor will develop its best estimate for planning and budgeting purposes for incorporation into the performance measurement baseline. Near term effort should be planned and have budget in control accounts. Far term effort that cannot be reasonably planned in the near term may be planned in summary level planning packages or maintained in Undistributed Budget (UB). Until contractual definitization, the near-term work is continually planned. After definitization, any budget remaining in undistributed budget will be planned and budgeted within control accounts, summary level planning package packages or management reserve as soon as practical. Incorporating changes must not arbitrarily eliminate existing cost and schedule variances. Rate changes and economic price adjustments may be made as appropriate.	
Typical Attributes: - Contractual change documents (external). May take various forms, (e.g., contract modification, letter to proceed from contracts office or legal office, not-to-exceed letter, change order, engineering change order, delivery order, basic ordering agreement, etc.) that transmit and authorize the change or addition to work, budget, and schedule. - Contractor's internal earned value management system documentation (e.g., change request form, program directive, etc.) facilitating the change. It should provide the rationale/justification, an approval process, work scope additions or deletions by integrated product team or WBS, dollars, changes to schedules, estimate at completion, etc.). - Basis of estimate (if not yet negotiated). - Change control logs, including management reserve justification, dollar amount and receiving WBS; undistributed budget justification, dollar amount, and receiving WBS; performance measurement baseline dollar amount; and contract	

budget base total.

- Statement of work (amendments or revisions), WBS (changes if applicable), and WBS dictionary (additions and/or deletions to scope).
- Work authorization documents authorizing new work scope, schedule, budget and authorization to proceed, if not already captured by the internal change request process.
- Control account/work package/planning package plans showing revised work scope, duration, and budget.
- Master schedules, intermediate schedules (if any), and detailed schedules showing revised work scope and duration, changes to linkages, etc.
- Management reports (contract performance reports or other applicable management reports) showing timely incorporation of new work scope.

Objective evidence may be found in these typical outputs:

- Contractual change documents.
- Change control logs (management reserve, undistributed budget, performance measurement baseline, and contract budget base).
- Control account/work package/planning package plans.
- Master schedules, intermediate schedules (if any), and detailed schedules.
- Statement of work, WBS, and WBS dictionary.
- Work authorization documents.
- Management reports (contract performance reports or other applicable management reports).

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2.5	Revisions and Data Maintenance b) Reconcile current budgets to prior budgets in terms of changes to the authorized work and internal replanning in the detail needed by management for effective control.
Intent Guideline 29 Budget changes are controlled and understood in terms of scope, resources, and schedule. Budgets reflect current authorized work. Budget revisions are made when work is added to the contract and are traceable from authorized contract target costs to the control account budgets or from management reserve. Management reserve may be used for future work when additional in-scope work has been identified. Management reserve, therefore, may not be applied to completed work packages, except to compensate for the effect of routine accounting adjustments in accordance with the organization's accounting practice. Undistributed budget account should be distributed within a reasonable length of time subsequent to contract definitization or the program value finalization. It is recognized that some circumstances, such as delays in program direction, will affect the timely assignment of undistributed budget to control accounts. The use of program budget logs will assist in meeting the reconciliation intent of this guideline. The ability to track budget values for both the internal and external changes will help in the maintenance of the performance measurement baseline from program start to completion. .	
Typical Attributes: - Contractual change documents (external). May take various forms, (e.g., contract modification, letter to proceed from contracts office or legal office, not-to-exceed letter, change order, engineering change order, delivery order, basic ordering agreement, etc.) that transmit and authorize the change or addition to work, budget, and schedule. - Contractor's internal earned value management system documentation (e.g., change request form, program directive, etc.) facilitating the change. It should provide the rationale/justification, approval process, work scope additions or deletions by integrated product team or WBS, dollars, changes to schedules, estimate at completion, etc.) . - Basis of estimate (if not yet negotiated). - Change control logs including management reserve justification, dollar amount and receiving WBS; undistributed budget justification, dollar amount and	

receiving WBS; performance measurement baseline dollar amount; and contract budget base total.

- Statement of work (amendments or revisions), WBS (changes if applicable), and WBS dictionary (additions and/or deletions to scope).
- Work authorization documents authorizing new work scope, schedule, budget and authorization to proceed, if not already changed by the internal change request process.
- Control account/work package/planning package plans showing revised work scope, duration, and budget.
- Master schedules, intermediate schedules (if any), and detailed schedules showing revised work scope and duration, changes to revised work scope and duration, changes to linkages, etc.
- Management reports (contract performance reports or other applicable management reports) showing timely incorporation of new work scope.

Objective evidence may be found in these typical outputs:

- Contractual change documents.
- Change control logs (management reserve, undistributed budget, performance measurement baseline, and contract budget base).

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2.5	Revisions and Data Maintenance c) Control retroactive changes to records pertaining to work performed that would change previously reported amounts for actual costs, earned value, or budgets. Adjustments should be made only for correction of errors, routine accounting adjustments, effects of customer or management directed changes, or to improve the baseline integrity and accuracy of performance measurement data.
Intent Guideline 30 Control retroactive adjustments (including those in the current period), making only routine accounting adjustments, definitization of contract actions, rate changes, and economic price adjustments, customer-approved changes, or data entry corrections. Adjustments resulting from definitization of contract actions should be limited to affected work scope budgets. Changes that would arbitrarily eliminate existing cost and schedule variance should not be made. Rate changes and economic price adjustments are normal exceptions. This is necessary to ensure baseline integrity and accuracy of performance measurement data. Retroactive budget and/or performance adjustments may delay visibility of overall project variance from plan, thus reducing the alternatives available to managers for project redirection or termination.	
Typical Attributes: • Change control process defines policy regarding retroactive changes that include conditions for use; prohibitions, approvals, and justifications; and evidence of discipline and control. • Change control logs record change activity. • Current and previous period dollarized, time-phased baseline plan. Compare the plans to identify any differences and to verify that all changes have been identified. • Scheduling system reflects schedule inputs concerning times, dates, durations, percentage complete, etc. • Negative journal entries. When not a result of error corrections or routine accounting adjustments, they have appropriate explanations. • Earned value input source documents. Negative or inappropriate amounts have appropriate explanations. • Management reports. Current period data on format 1 and format 3 of contract performance report reflect any retroactive changes and format 5 has related explanations. •	

Objective evidence may be found in these typical outputs:

- Change control logs.
- Retroactive change control process including approval.

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2.5	Revisions and Data Maintenance d) Prevent revisions to the program budget except for authorized changes.
Intent Guideline 31 Prevent unauthorized revisions to the performance measurement baseline. Any changes to the project must be approved and implemented following the baseline management control process. This control precludes the inadvertent implementation of a budget baseline greater than the project budget. When the performance budget or schedule objectives exceed the project plan and are recognized in the performance measurement baseline, it is identified as an over-target baseline. The decision to establish an over-target baseline may result due to planning future work, planning in-process work, and/or adjusting cost or schedule variances . This permits an increase to the amount of budget for the remaining work. This creates a more realistic amount to adequately provide for reasonable budget objectives, work control, and performance measurement. A thorough analysis of program status is necessary before the implementation of an over-target baseline. The organization should perform a detailed estimate of all costs necessary to complete the remaining effort. If the difference between the estimated cost to complete and the remaining budget is significant, the organization implementing the OTB will give advance notification to the appropriate parties of the need to increase the remaining budgets. It is important to consider that both organization and customer management agree to a common understanding of the over-target baseline’s impact on the performance expectations. When the organization and customer project managers are satisfied that the new baseline represents a reasonable plan for completing the contract, the new baseline becomes the basis for future performance measurement.	
Typical Attributes: • Change control logs reflect changes to the performance measurement baseline and contract budget base. • Control account/work package/planning package plans reflect approved budget changes. • Work authorization documents reflect authorized changes to budget. • Time-phased budget run reflects authorized changes to the budget. • Management reports (contract performance reports and other applicable management reports) reflect changes to the contract budget base, and additions on formats 1, 2, 3, and 5 of the contract performance report if required.	

Objective evidence may be found in these typical outputs:

- Change control logs (management reserve, undistributed budget, performance measurement baseline, and contract budget base).
- Control account/work package/planning package plans.
- Master schedules, intermediate schedules (if any), and detailed schedules.
- Statement of Work, WBS, and WBS dictionary.
- Work authorization documents.
- Management reports (contract performance reports or other applicable management reports).

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2.5	Revisions and Data Maintenance e) Document changes to the performance measurement baseline.
Intent Guideline 32 The performance measurement baseline should always reflect the most current plan for accomplishing the effort. Authorized changes must be promptly recorded in the system and incorporated into all relevant planning. Planning and authorization documents must be updated accordingly, prior to the commencement of new work.	
Typical Attributes: • Change control logs (management reserve, undistributed budget, performance measurement baseline, and contract budget base) reflect changes from the original contract budget base. • Control account/work package/planning package plans reflect updated schedule and budget plans for all authorized changes. • Master schedules, intermediate schedules (if any), and detailed schedules reflect incorporation of latest authorized changes. • Time-phased budget run reflects authorized changes to the budget. • Statement of Work, WBS, and WBS dictionary reflect incorporation of all authorized changes. • Work authorization documents reflect incorporation of all authorized changes. • Management reports (contract performance reports or other applicable management reports) reflect incorporation of all authorized changes.	
Objective evidence may be found in these typical outputs: • Change control logs (management reserve, undistributed budget, performance measurement baseline, and contract budget base). • Control account/work package/planning package plans. • Master schedules, intermediate schedules (if any), and detailed schedules. • Statement of Work, WBS, and WBS dictionary. • Work authorization documents. • Management reports (contract performance reports or other applicable management reports).	

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