



Foundation and build scope

What we agree before kickoff, and what we decide after the foundation findings. October 2026.

FOUNDATION OBJECTIVE

Prepare priority labor data for one fulfillment center.

Set an initial baseline, and work out what the first application release can feasibly do.

BOUNDARY	TO APPROVE	PROPOSED
Site and period		One fulfillment center; up to 12 consecutive months, ending at an agreed cutoff
Dataset families		Up to three: workforce roster and employment events; warehouse output and labor hours; staffing or volume forecast
Source review		Inventory of Paylocity, Lattice, Korber, Greenhouse, Excel or Sigma, and Aerotek or UKG requirements. Not a commitment to ingest every system.
Working location		One Babylist-approved project data room; original inputs preserved
Preparation		Normalize dates, IDs and labels; resolve deterministic duplicates; document missing values; join only on reliable keys
Analysis		Baseline up to five measures; investigate up to three priority questions
Access testing		Test approved access paths; record missing fields, approvals, refresh limits and fallbacks
Time and fee		1-2 weeks from usable inputs and access; \$5,000 proposed

BEFORE KICKOFF

Decisions to confirm with Babylist

TO CONFIRM

01	Data scope Site, history, source reports, fields and business owners
02	Questions and measures Three priority questions, five baseline measures, agency/direct linkage and the source of truth for each metric
03	Data handling Approved storage, authorized users, and limits on employee data and AI processing

OUTPUTS AND ACCEPTANCE

What you receive, and how it is accepted

OUTPUT		ACCEPTED WHEN
01	Organized project data room	Agreed inputs and outputs present, labeled and accessible to named owners. Source versions and date coverage recorded.
02	Prepared dataset and record	Cleaned tables, data dictionary and repeatable preparation steps. Lineage, row counts and open issues recorded.
03	Metric definitions and baseline	Formulas, periods and filters for up to five measures, reconciled with reference reports or differences explained.
04	Initial findings	Up to three questions with figures, limits and next actions. Unsupported questions documented, not concluded.
05	Build recommendation	Capabilities, sources, refresh, dependencies, access, acceptance tests, schedule and a fixed price or revised estimate.

The prepared dataset is a working analytical dataset, not an automated production pipeline.

RESPONSIBILITIES

Who does what in the foundation

TERMINAL AI	TOGETHER	BABYLIST PROVIDES
Prepares the data	Metric definitions, reviewed by both teams	Approved data and access
Documents data issues	The baseline, reconciled with Babylist reports	A sponsor and an operations owner
Documents the findings		HR and Finance definitions
Writes the build recommendation		IT, reference reports, agency feed

Agency data is included only where Babylist authorizes it.

NOT INCLUDED

What the foundation does not cover

Data and systems

- A production application
- Ongoing automated refresh
- A full enterprise warehouse
- Source-system repair
- Company-wide data cleanup
- Rebuilding missing history
- Unsupported custom extraction

People and findings

- Probabilistic employee matching
- Individual attrition scoring
- Automated employment decisions
- A guaranteed finding

DEPLOYMENT SCOPE

Decided with the findings

TO COMPLETE

Completed and approved after the foundation, before the build starts.

DECISION	WHAT TO DEFINE
01 Users and workflows	Pilot site, user groups, role permissions, decisions and tasks supported
02 Data and refresh	Systems, reports, fields, history, feed type, frequency, failure handling
03 Dashboards	Named views, measures, filters and comparisons, each measure defined
04 Retention and planning	Cohorts, horizon, volume and productivity assumptions, attrition method
05 Agency and direct	Allocation rules, lead times, costs, target mix, a named human owner
06 Alerts	Triggers, thresholds, recipients, channel, frequency and expected action
07 Ask or other agents	Question types, data access, evidence shown, limits, permitted actions
08 Deployment and security	Hosting owner, sign-in, permissions, model provider, retention, monitoring
09 Acceptance and handoff	Reference data, tolerances, example answers, tests, training and docs
10 Commercial agreement	Inclusions, dependencies, milestones, fee, payment, stabilization, costs

COMMERCIAL

The \$20,000 deployment allowance is indicative until this scope is approved.

NEXT STEP

Approve the foundation · \$5,000 proposed. Confirm site, history and source reports; name the sponsor and source owners; agree questions, measures and data limits.