Followings are the questions being raised at the Briefing Session on 27 January, 2015 and subsequent email.

1. Is there any data migration required?

Answer: No. There is no data migration required. There should be interface for user to import and export data to and from the system. The import and export process shall be carried out by individual users.

2. Does the HRM need to calculate the Payroll?

Answer: No.

3. Do we need to synchronize the data between Security Cloud and HRM?

Answer: Yes, Security Cloud need the personal information from HRM daily. There should be a daily synchronization and instant synchronization function.

4. Do we need to consider any hardware for printing, filling forms and etc.?

Answer: No. You don't need to. But you may need to consolidate a unified format in the HRM for users to print out. For instances, to confirm the format of staff card, so people can follow the format and ready their own versions.

5. Every company may have different requirement for HR system. Does vender need to customize for them one by one?

Answer: We understand every company has its own requirement. CSI will consolidate the requirement so each company can choose whatever suit their own use.

6. Who will test the final product?

Answer: Our project team will be responsible for the testing and most of them are the end user of the HR Module. Our Project team members are consistent.

7. If I am not familiar with the functions of Security Cloud, can we have a trial?

Answer: If you fall into the top 3 contestants, you will have a demo regarding the functions of the Security Cloud.

8. Is the quotation required to consider hardware for development and production?

Answer: It is not necessary to include hardware cost for development and production server. CSI will provide two hardware servers for development purpose. Production server is on private Cloud which consists of 5 servers. There are two server for application and 3 servers for database.

9. **Our product team expressed concerns that there are direct competitor who had been working closely with CSI and we would like your confirmation that the source code will NOT be made available to our competitors or other HR solution vendors that are competing against us.**

Answer: This is an open source project under LGPL 3.0 and the release of source code will follow the relevant terms and conditions as stated within.   Any parties, presumably CSI members in majority who are security companies using it for in house purpose, interested in the source code may contact CSI for further details. It is mainly for the community benefit of the security industry.

10. **Can the system be developed by using PHP instead of J2EE/Java, Javascript?**

Answer: It is yes if vendor can prove that it is a 3 tiers architecture which is interoperable and portable for cross platform operation.

11. **Has the Security Cloud already had the SSL certificate?**

Answer: Yes.

12. **On the tablets (Android), there are only requested the following functions:**
    a. Develop an Application Form for applicants to fill-in

Answer: It should include "must fill" validation of field, read, write and edit control, attach photos, hand written images, preload data from database.

    b. Allow administrator to view and edit the filled form

Answer: This should be enabled for tablet and desktop PC as well.

    c. Allow administrator to view, edit, sort by various criteria (especially by applicants or employees) and delete on tablet.

Answer: This should be enabled for tablet and desktop PC as well.

13. **In the data conversion/migration,**
    a. Assumed that there is no payroll catch up for 12-month which is required by the Employee Ordinance Statutory Minimum Wages to calculate the Min Wage Top Up.

Answer: Yes. Correct.

    b. Assumed that there is no leave history required to convert/migrate. Only require to upload the remaining leave balance.

Answer: Yes. Affirmative.

14. In the Personal record, assumed that there is no need to handle the benefit/ retirement plan. Only record the staff personal record with dependent information.

Answer: Yes. Confirm.