CALL TO ORDER

• Called to order the regular virtual meeting of the NIEMOpen Project Governing Board at 2 PM, 11 April 2023.
VENUE

PGB Meeting

- 11 April 2023
- Virtual Meeting 2-4 PM EST
  - Virtual: MS TEAMS

Microsoft Teams meeting
Join on your computer, mobile app or room device
Click here to join the meeting
Or call in (audio only)
+1 410-874-6749,,102687285#
United States, Odenton
Phone Conference ID: 102 687 285#
Find a local number | Reset PIN
Virtual Meeting Etiquette

PLEASE:
• MUTE your mic when you’re not talking
• Identify yourself before you start to speak
• Speak clearly
• Disable “call waiting” feature
  (the clicking noise can be heard by all)

Please note: ESC sessions are audio recorded.

Meeting Minutes will be published and distributed to participants.

QUESTIONS & ANSWERS ARE ENCOURAGED!

To signal you want to contribute without interrupting the speaker
• Enter comments via CHAT window at any time

To signal a question or respond to a question
• Click on ‘Raise your hand’ button on meeting toolbar

(Lower hand after you’ve talked by clicking hand button again)

Presenters, please be mindful of timing
The PGB Executive Session is being recorded on MS TEAMS. A link to the recording will be provided and meeting minutes will be posted on the NIEMOpen Git Repo once approved:

Meeting support, note takers:

Aubrey Beach  
aubrey.l.beach.ctr@mail.mil

Stephen Sullivan  
stephen.m.sullivan14.ctr@mail.mil
ROLL CALL

• Sponsor Voting Members:
  – Department of Defense Joint Staff J6 (DoD JS J6)
  – Department of Homeland Security Science & Technology (DHS S&T)
  – Equivant
  – Georgia Tech Research Institute (GTRI)
  – sFractal Consulting
  – Integrated Justice Information Systems Institute (IJIS)
  – Commonwealth of Virginia, Office of Data Governance and Analytics

• TSC Expert Voting Members
  – NBAC TSC
  – NTAC TSC
  – NMO TSC
<table>
<thead>
<tr>
<th>NAME</th>
<th>Position</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ms. Katherine Escobar</td>
<td>PGB Chair Deputy Division Chief, Data and Standards Division at Joint Staff J6 and NIEM Managing Director</td>
</tr>
<tr>
<td>Ms. Christina Bapst-Stump</td>
<td>Science and Technology Directorate, US Department of Homeland Security</td>
</tr>
<tr>
<td>Mr. Gary Egner</td>
<td>Director Business Development, Equivant</td>
</tr>
<tr>
<td>Mr. John Wandelt</td>
<td>Principal Research Scientist, Georgia Tech Research Institute</td>
</tr>
<tr>
<td>Mr. Duncan Sparrell</td>
<td>CSO sFractal Consulting</td>
</tr>
<tr>
<td>Ms. Maria Cardiellos</td>
<td>Executive Director Integrated Justice Information Systems Institute</td>
</tr>
<tr>
<td>Mr. Payton Lamb</td>
<td>Data Engineer Commonwealth of Virginia Office of the secretary of Administration Office of Data Governance and Analytics</td>
</tr>
</tbody>
</table>

New Member

NAME

Federal Bureau of Investigation, Criminal Justice Information Systems Division
PGB EXPERT VOTING MEMBERS
Technical Steering Committees

Kamran Atri
Co-Chair
NIEM Business Architecture Committee (NBAC) Technical Steering Committee (TSC)

Jim Cabral
Vice President, Court Relations, InfoTrack

Beth Smalley
Co-Chair
NIEM Management Office (NMO) Technical Steering Committee (TSC)

PGB NON-VOTING MEMBERS
Technical Steering Committees

Thomas Krul
Co-Chair
NIEM Business Architecture Committee (NBAC) Technical Steering Committee (TSC)

Dr. Scott Renner
Co-Chair
NIEM Technical Architecture Committee (NTAC) Technical Steering Committee (TSC)
PROPOSED 11 APRIL PGB AGENDA

- Call to Order
  - TEAMS Link
  - Meeting Etiquette
  - Note Takers
  - Roll Call & Introductions
    - Voting Members (Sponsors)
    - PGB Expert Voting Members (TSCs)
    - PGB Non-Voting Members

- Approval of Agenda
- Welcome new Sponsors
- Around-the-Horn – PGB Voting Members
- Approval of Meeting Minutes from 25 January 2023
- Review of PGB Standing Rules
- OASIS Staff / NIEMOpen Administrator Comments
- Financials Snapshot – Cathie Mayo (OASIS)
- Benefits of Sponsorship, Where the Money Goes
- Sponsor Update – Carol Geyer (OASIS)

- NIEMOpen Transition Progress Update
- New Business- PGB Business for Consideration & Vote
  - Updated NBAC TSC Governance Doc
  - Proposed changes to PGB meeting schedule
  - Standing Rules – Proposals

5 min BREAK

- NTAC Update – Jim Cabral
- PGB Training Topics – Chet Ensign & Kelly Cullinane (OASIS)
- Next Meeting
- Other Business
- Questions
- Questions/Adjourn
APPROVAL OF AGENDA

• **Chair:** A Draft Agenda for the NIEMOpen 25 January 2023 Project Governing Board (PGB) Meeting was provided to PGB Voting Members as a readahead with updates provided to OASIS-OP-Admin: https://github.com/niemopen/oasis-open-project/tree/main/pgb-meeting-minutes

• **Chair:** Are there any recommended changes to the agenda as distributed?
• **Chair:** If there are no (further) changes, the agenda stands approved as distributed (corrected).

✓ ? □ Approve
□ Approve as Corrected
NIEMOPEN NEW SPONSORS

• We are pleased to announce that the Department of Transportation (USDOT), the Commonwealth of Virginia, Office of Data Governance and Analytics (ODGA), and Federal Bureau of investigation, Criminal Justice Information Systems Division joined as NIEMOpen sponsors.
PGB MEMBERS: AROUND-THE-HORN
APPROVAL OF 25 JANUARY 2023 PGB MINUTES

- **Chair:** A Draft of the NIEMOpen 25 January 2023 PGB Meeting Minutes (DRAFT) NIEMOpen PGB Meeting Minutes 25 Jan 23 v1 1-27-23.docx) was provided to PGB Voting Members as a readahead with updates provided to the niemopen GitHub folder https://github.com/niemopen/oasis-open-project/tree/main/pgb-meeting-minutes. Knowing you all to be judicious minute-readers, please let me know now if you found any errors.

- **Chair:** Are there any corrections to the minutes as distributed?
- **Chair:** If there are no (further) corrections, the minutes stand approved as distributed (corrected).

✔️ ?  □ Approve  
□ Approve as Corrected
The PGB Approved the following standing rules on 25 January 2023:

1. NIEMOpen PGB Expert Voting Members from TSCs may be appointed by the TSCs on a rotating basis.
2. TSC chairs are invited to attend PGB meetings in expert voting member or non-voting member status as appropriate.
3. The PGB delegate TSCs the authority to approve TSC memberships in accordance with Open Project Rules with notification to the PGB.
4. The PGB delegate to each TSC the authority to request the creation of new repos, and the responsibility that each repo have one or more maintainers.
OASIS STAFF/ OP ADMINISTRATORS

- Mr. Chet Ensign – Chief Technical Community Steward at OASIS/ OP Administrator

- Ms. Carol Geyer – OASIS Open Chief Development Officer

- Ms. Kelly Cullinane – OP Administrator

- Ms. Cathie Mayo – OASIS Controller
FINANCIALS SNAPSHOT

Cathie Mayo

Placeholder
What will your organization gain by supporting NIEMOpen?

- Create partnerships and tap into brain trust of NIEM experts from public sector
- Participate in the development of NIEM standards, ensuring your perspectives and use-cases are represented
- Opportunity to become a steward with a seat on the NIEM Board
- Unify fragmented efforts and encourage convergence
- Determine if/when approved work should be submitted to ITU, ICC, UN, ISO, Etc....
- Facilitate communication between private and public-sector
WHY BECOME A SPONSOR?

The main reason to sponsor NIEM is to ensure this work continues to expand and gain increased international recognition. Sponsor organizations will benefit by leveraging the freely available NIEM Open Standards and improve stakeholder’s mission experience while saving time and resources.

**Sponsor**
- Project Governing Board seat
- Right to approve OASIS Standards
- Eligibility for OASIS Board of Directors
- Promotion in OASIS marketing materials and events
- Quotes and recognition in OASIS press releases and analyst briefings

**Premier**
- Project Governing Board seat
- Right to approve OASIS Standards
- Eligibility for OASIS Board of Directors
- Maximum promotional benefits
- Elevated quotes and recognition in OASIS press releases and analyst briefings
- Allocated funding for extra services needed by the Open Project

**Annual dues based on your organization’s total number of employees**

<table>
<thead>
<tr>
<th>Number of Employees</th>
<th>Annual Dues</th>
</tr>
</thead>
<tbody>
<tr>
<td>2000+ employees</td>
<td>$29,000</td>
</tr>
<tr>
<td>500-2000 employees</td>
<td>$17,500</td>
</tr>
<tr>
<td>100-499 employees</td>
<td>$11,500</td>
</tr>
<tr>
<td>10-99 employees</td>
<td>$5,800</td>
</tr>
<tr>
<td>&lt;10 employees</td>
<td>$2,400</td>
</tr>
<tr>
<td>Nonprofit association, academic, local government agency, or national gov agency from developing economy</td>
<td>$1,200</td>
</tr>
</tbody>
</table>

**Annual Dues:** $65,000
WHAT DOES SPONSORSHIP PAY FOR

• First 125K Dues buys Core Services

• Plus Services (2 Premier Sponsors or 5 large General Sponsors)
  – First-place status for operational support tasks
  – Staff counsel - managing project culture and politics & suggestions for resolving community frictions

• Supplemental Services (Requires at least 1 Premiere Sponsor)
  – Funded by dues paid by Premier Sponsors, donations, grants, or registration fees
  – OASIS Collective site established to manage supplemental spending
  – Examples:
    • Hosting of major events
    • Model development
    • Technical vendor services
    • Training development, provisioning training services to community
    • Enhanced marketing or community support

• Who decides what Supplemental Services are needed
  – Each Premier Sponsor can designate how its dues allocation will be spent, subject to PGB approval.
What core services does OASIS provide?

- Legal entity, management of trademarks and copyrights
- OASIS Standards process submission management
- Assistance in writing charter, Code of Conduct, other policies
- Press, promotion & outreach to attract developers and sponsors
- Contributor License Agreement administration
- Submission of approved deliverables to ISO, IEC, ITU via OASIS liaison
- Governance administration and support
- Meeting planning and coordination
- Collaboration tool set: GitHub org, mailing group, calendar, roster, ballot, asynchronous chat, video meetings...
- Community management support
- Support for project assets such as website design, hosting, site maintenance, collateral and logo design
- Free public access to deliverables in perpetuity
NIEMOpen SPONSORS

- **Sponsors**
  - JS J6
  - DHS S&T
  - Equivant
  - GTRI
  - sFractal
  - NAJIS
  - IJIS
  - DOT
  - ODGA (Virginia)
  - FBI, CJIS

- **In Discussions**
  - Microsoft
  - DHS OBIM
  - MITRE

- **Expressed Interest**
  - Government of Canada
  - NIST
  - Veterans Administration
  - Tyler technologies
  - Ernst & Young

Ms. Carol Geyer
- OASIS Open Chief Development Officer
NIEM OPEN TRANSITION PROGRESS

**Complete**
- Draft POA&M
- Draft and publish NIEM Open Charter
- J6 Sponsorship
- Transfer NIEM community Rosters/email distros
- Conduct First Sponsor Kickoff Mtg
- OASIS Admin Privileges
  - Web Presence (NIEMOpen.org)
  - Jira/Confluence
- Revising NBAC & NTAC Governance Docs Agreements
- TRANSITION ESC TO PGB ADVISORY BODY 20 OCT 22
- KICKOFF PGB 20 OCT 22
- Build Out NIEMOpen.org
- Update NIEM Branding
- Establish OASIS Jira & Confluence Site

**Planned/ In Progress**
- Weekly Synch w/ OASIS Staff
- Assessing NIEM Model & NIEM GTRI GitHub Capital/Equities & Planning Transfer to OASIS
- Researching OASIS Release Process and Planning 1st Release Under OASIS
- Prepare the NIEM Conformance Targets Attribute Specification (CTAS) 3.0 for approval as a Project Specification (PS) (approved PS 2/23/23)
- Transition Domains as Subcommittees under NBAC TSC
- Plan / Develop 6.0 Release under OASIS Rules

**To Be Accomplished 2023!**
- Physically Transfer NIEM Capital/Equities (Model, Specifications, Documentation) to OASIS
- Implement “New” development and release processes (lead developer actions)

**Submit NIEM Project Specifications for Approval as OASIS Standard**
- NIEM Model
- NIEM Technical Framework

**Recurring/On-Going**
- Identify Potential Sponsors/Conduct Outreach
- Populate OASIS Jira & Confluence Site
- Conduct Weekly Synch w/ OASIS Staff
- Obtain Contributor License Agreements
The main driver of the timeline is how much time you want to spend working on the content. To drive to OS by end of year, you’d generally follow a schedule

**Working Draft**
- Spring to summer 2023
  - Iterative work on contributions to prepare proposed PSD. Review and recommend WD to PGB for approval as PSD

**Project Specification Draft**
- Summer 2023
  - PGB approval of PSD. Optionally, release of the PSD for broad public review. Iterations on PSD leading to recommendation to PGB to approve as PS

**Project Specification**
- Autumn/Winter (Dec) 2023
  - PGB approval of the PS. Collection of statements of use. PGB approval to submit for OS. Start 60-day public review.

**OASIS Standard**
- Spring/Summer 2024
  - End of 60-day review. Address any comments received. Hold Call for Consent. Issue press release and celebrate.

### 6.0 PS
- Model (includes schemas and documentation)
- NDR
- Code Lists Specification
- Common Model Format Specification
- Conformance Specification
The PGB Approved the following standing rules on 25 January 2023:

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2. TSC chairs are invited to attend PGB meetings in expert voting member or non-voting member status as appropriate.
3. The PGB delegate TSCs the authority to approve TSC memberships in accordance with Open Project Rules with notification to the PGB.
4. The PGB delegate to each TSC the authority to request the creation of new repos, and the responsibility that each repo have one or more maintainers.
NEW BUSINESS - PGB TOPICS FOR CONSIDERATION & VOTE

– NBAC TSC Governance Document Amendments
– PGB Meeting Schedule Revision
– Standing Preferences for Project Supplemental Services
– NTAC Update
PROPOSED NBAC TSC GOVERNANCE DOCUMENT AMENDMENTS

• **Chair:** A Draft of the proposed Amended NIEMOpen Business Architecture Committee (NBAC) Technical Steering Committee (TSC) Governance Document was provided to the PGB Voting Members as a readahead

• **Maker:** (NMO TSC-Kamran Atri) Motion that amended NBAC TSC Governance Document be approved.

**SECOND?**

• **Chair:** (Debate) Do any of the members have comments on the proposed Amended document?

• **Chair:** Are there any objections to approving the proposed Charter Amendment *(or as corrected).*

• **Chair:** Without objection, approved.

Summary of changes:

• Replaces “Domain” with Sub-Committee when referring to the organization managing the model content of a particular domain space

• Addresses organization, membership, scope, definition, processes, and resources of the Harmonization Sub-Committee

• Introduces the process leading to conservatorship of inactive Sub-Committees and associated model content

PROPOSAL TO MODIFY THE PGB MEETING SCHEDULE FOR CY 2023 & 2024

• **Chair:** A Draft proposal to amend the current PGB meeting schedule was provided to the PGB Voting Members for consideration as a readahead.

• **Maker:** (NMO TSC-Beth Smalley) Motion to consider adoption of the revised PGB Meeting schedule, and to recommend hosting the January meeting as face-to-face as well as virtually.

SECOND?

• **Chair:** (Debate) Do any of the members have comments on the proposed changes?

• **Chair:** Are there any objections to approving the proposed motion

• **Chair:** Without objection, approved

**Rationale:** The PGB meets quarterly in regular session. Discussions with OASIS finance revealed that the NIEMOpen budget is updated quarterly with results available approximately 2 weeks after close-out each quarter.

If we hold PGB meetings at the end of the month following each quarter (e.g., January, April, July, and October) current financial data should be available to the PGB for review.

If we agree to hold meetings from 2-4 PM on the last Thursday of the month following each quarter, the meeting calendar is as follows:

<table>
<thead>
<tr>
<th>Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>28 July 2023</td>
</tr>
<tr>
<td>26 October 2023</td>
</tr>
<tr>
<td>26 January 2024</td>
</tr>
<tr>
<td>25 April 2024</td>
</tr>
<tr>
<td>25 July 2024</td>
</tr>
<tr>
<td>31 October 2024</td>
</tr>
</tbody>
</table>

**Resolution**

- [ ] Approve
- [ ] Approve w/Comment
- [x] Table/Reject
SUPPLEMENTAL SERVICES

- **Maker:** (NMO TSC-Beth Smalley) Motion to concur to establishing a PGP preference for allocation of monies available to the project for supplemental services
- **SECOND?**
- **Chair:** (Debate) Do any of the members have comments on the proposed motion?
- **Chair:** Are there any objections to approving the proposed motion?
- **Chair:** Without objection, approved

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**Recommended Priorities CY 2023:**

1. Technical support services for maintaining/managing the NIEM model architecture
2. Technical support services for updating NIEM versions (i.e., former releases)
3. Support services to update training materials for 6.0 and subsequent model versions

**Resolution**

- [ ] Approve
- [ ] Approve w/Comment
- [x] Table/Reject
NTAC UPDATE

1. The Conformance Targets Attribute Specification (CTAS) Project Specification (PS) is being published with non-material changes.

2. Community feedback is requested on the Publication Process Project Note. This Project Note is available for review at: https://github.com/niemopen/ntac-admin/blob/main/project-notes/docs/niem-pubs-v1.0-pn01/niem-pubs-v1.0-pn01.md

3. A Technical Architecture Project Note is forthcoming as a precursor to the Naming and Design Rules (NDR).

4. NTAC has created and is in the process of populating GitHub repositories for various specifications including the NDR, Common Model Format (CMF) and CMFtool.
Chet Ensign & Kelly Cullinane

Placeholder
ADJOURN

- **Chair**: Is there any other business?

- **Chair**: Do any of the PGB members or our attending guests have any questions?

- **Chair**: Meeting Adjourned
PGB MEETING SCHEDULE

NEXT PGB Meeting

• Thursday, 28 July 2023
• Virtual Meeting 2 – 4 PM EDST
  – Virtual: MS TEAMS

Subsequent CY 2023 Meetings

• Thursday, 28 July 2023
• Thursday, 26 October 2023

Subsequent CY 2024 Meetings

• Thursday, 26 January 2024
• Thursday, 25 April 2024
• Thursday, 25 July 2024
• Thursday, 31 October 2024
BACKUPS
SPECIFICATION WORKFLOW AND TIMELINE

- Project Specification Draft(s)
 1, 3
- Draft(s)
 1, 3
- GitHub Repo
- OASIS Project Library
  docs.oasis-open-projects.org
- Call for Consent
- OASIS Standard

- PGB can decide to advance PS to OASIS for consideration as an OASIS Standard
  - Requires 3 Statements of Use and a Special Majority Vote run by OP Admin
  - 60-day public comment period
  - The Project Specification (PS) is put to OASIS Members in a 14-day Call for Consent. If no objections, work becomes an OASIS Standard, eligible for submission to other SDOs

- Request a spec template from OP Admin
- Decide on editor(s)
- Editor's job is to capture the intentions of the project team/TSC
- Editor's Manual starting at https://docs.google.com/document/d/1lTartcAziqizrCvuXFFiwRDKRipqMnNnMS24SZdjd/edit
- Create Project Specification Draft (PSD)

- PSD produced with oversight of TSCs
- TSC recommends PSD to PGB

- PGB requests Special Majority Vote be run by OP Administrator
  - PS has the same standing as an OASIS Standard
  - 7 days minimum - 2/3 must vote yes, no more than 1/4 nay votes
  - OP Admin publishes PS to the library and announces/promotes

- Project Specification Approved by PGB
- Submitting to OASIS as a Candidate Standard

- PGB requests Special Majority Vote be run by OP Administrator
  - PS has the same standing as an OASIS Standard
  - 7 days minimum - 2/3 must vote yes, no more than 1/4 nay votes
  - OP Admin publishes PS to the library and announces/promotes

- Project Specification Approved by PGB
- Submitting to OASIS as a Candidate Standard

- OASIS Standard approved by members under Call for Consent

- OP Admin publishes PS to the library and announces/promotes
- PGB can decide to advance PS to OASIS for consideration as an OASIS Standard
- Requires 3 Statements of Use and a Special Majority Vote run by OP Admin
- 60-day public comment period
- The Project Specification (PS) is put to OASIS Members in a 14-day Call for Consent. If no objections, work becomes an OASIS Standard, eligible for submission to other SDOs

- Working Draft
  3-6 Months
- Special Majority Vote
  7 Da
- Statements of Use
  1-3 Months
- Special Majority Vote
  7 Days
- 2-3 Weeks Publish Candidate Standard
- 60 Days
- 14 Days
- 12-24 Months
- 8-18 Months
- 12-24 Months
- 8-18 Months
- 12-24 Months
- 8-18 Months
NIEM OPEN PROJECT GOVERNANCE

Executive Liaison Group

NIEM OPEN
Project Governing Board

Technical Steering Committee
(NIEM NMO)

Communications & Outreach Subcommittee

Technical Steering Committee
(NIEM NBAC)

(ex. Cyber Subcommittee)

(ex. MilOps Subcommittee)

CORE
(Harmonization Subcommittee)

Domain Management & Standing Rules
Tiger Team

Technical Steering Committee
(NIEM NTAC)

LEGEND

PGB
TSC
SUBCOMMITTEE
TIGER TEAM
ADVISORY GROUP
<table>
<thead>
<tr>
<th>TSC</th>
<th>Approved (TSC CHAIRS)</th>
</tr>
</thead>
<tbody>
<tr>
<td>NBAC TSC</td>
<td>Mr. Kamran Atri &amp; Mr. Thomas Krul</td>
</tr>
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<td>Dr. Scott Renner &amp; Mr. Jim Cabral</td>
</tr>
<tr>
<td>NMO TSC</td>
<td>Ms. Katherine Escobar &amp; Ms. Beth Smalley</td>
</tr>
</tbody>
</table>

**NBAC TSC**

**NTAC TSC**

**NMO TSC**
## NIEM OPEN MAINTAINERS

<table>
<thead>
<tr>
<th>GitHub Repos</th>
<th>Primary</th>
<th>Alternates</th>
</tr>
</thead>
<tbody>
<tr>
<td>NIEM Open</td>
<td>Ms. Christina Medlin &amp; Mr. Aubrey Beach</td>
<td>Mr. Tom Carlson, Ms. Shunda Louis</td>
</tr>
<tr>
<td>NBAC TSC</td>
<td>Ms. Christina Medlin &amp; Mr. Aubrey Beach</td>
<td>Mr. Tom Carlson, Ms. Shunda Louis, Mr. Steve Sullivan</td>
</tr>
<tr>
<td>NTAC TSC</td>
<td>Mr. Tom Carlson &amp; Christina Medlin</td>
<td>Mr. Aubrey Beach, Ms. Shunda Louis, Dr. Scott Renner, Mr. Mike Douklias</td>
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<td>Ms. Shunda Louis, Mr. Steve Sullivan, Mr. Mike Douklias</td>
</tr>
</tbody>
</table>

Ms. Christina Medlin  
Mr. Aubrey Beach  
Mr. Tom Carlson
BUDGET AVAILABLE TO NIEMOPEN

- Core Services 1\textsuperscript{st} 125K from dues
- Sponsor cumulative contributions above $125K (Plus & Supplemental Services)
- Premiere Sponsor discretionary $20K (each)
- Separate Indirect Contributions by Community
  - Grants
  - Donations
  - In-kind Contributions (i.e., FTEs)
NIEMOPEN CY 2023 BUDGET FORECAST

NIEMOpen CY 2023 Budget

$ CUMULATIVE

MONTH

CY 2022

0 74000 79800 124800 124800 130600 130600 170600 170600 235600 235600 223000 223000 303000 303000 307800 307800
Jan Feb Mar Apr May Jun Jul Aug Sep Oct Nov Dec CY 2023 Baseline 0 74000 79800 124800 124800 130600 130600 170600 170600 235600 235600 223000 223000 303000 303000 307800 307800 CY 2023 Baseline w/o MS 0 74000 79800 124800 124800 130600 130600 170600 170600 235600 235600 223000 223000 303000 303000 307800 307800 CY 2023 + Premiere 20K 0 94000 99800 164800 164800 170600 170600 235600 235600 303000 303000 307800 307800 307800 307800 307800 307800 CY 2022 + Premiere 18K 0 26500 26500 26500 26500 31800 31800 31800 31800 86900 86900 90970 90970 90970 90970 90970 90970 Core Services 125000 125000 125000 125000 125000 125000 125000 125000 125000 125000 125000 125000 125000 125000 125000 125000 CY 2023 + Premiere 20K 0 94000 99800 164800 164800 170600 170600 235600 235600 303000 303000 307800 307800 307800 307800 307800 307800 CY 2022 + Premiere 18K 0 26500 26500 26500 26500 31800 31800 31800 31800 86900 86900 90970 90970 90970 90970 90970 90970 Core Services 125000 125000 125000 125000 125000 125000 125000 125000 125000 125000 125000 125000 125000 125000 125000 125000 CY 2023 Baseline w/o MS 0 74000 79800 124800 124800 130600 130600 170600 170600 235600 235600 223000 223000 303000 303000 307800 307800 CY 2023 Baseline w/o MS 0 74000 79800 124800 124800 130600 130600 170600 170600 235600 235600 223000 223000 303000 303000 307800 307800 CY 2023 Baseline w/o MS 0 74000 79800 124800 124800 130600 130600 170600 170600 235600 235600 223000 223000 303000 303000 307800 307800