

## Executive summary

Discovery Report | Project: Contoso Migration Demo | Date: March 12, 2026 | Version: v1.0

This migration encompasses 880 user mailboxes (4.4 TB), 880 OneDrive accounts (8.4 TB), and 148 SharePoint sites (6.7 TB) migrating from Microsoft 365 to Google Workspace, totalling approximately 19.5 TB of data. The organisation maintains 430 mail-enabled groups in the source environment, with only 1 group currently present in the destination, indicating a significant group provisioning and membership synchronisation task ahead. The single most critical migration risk is the scale of directory synchronisation and group membership reconciliation required before cutover, combined with the need to validate that all 148 SharePoint sites map correctly to Google Shared Drives.

## Data volumes (per workload)

Component	Volume	Notes
User Mailboxes (Exchange Online)	4.4 TB	880 non-group mailboxes; excludes 430 group mailboxes
OneDrive for Business	8.4 TB	880 user accounts
SharePoint Sites	6.7 TB	148 sites total (137 channel sites, 11 standard sites)
Mail-Enabled Groups	430 groups	Source only; destination has 1 group
<b>Total</b>	<b>19.5 TB</b>	Across all workloads

## Estimated migration duration

Workload	Total	Throughput Assumption
User Mailboxes (Exchange → Gmail)	4.4 TB	10 GB/hr per user; 20 threads = 200 GB/hr effective → 22 hrs
OneDrive (OneDrive → Google Drive)	8.4 TB	8 GB/hr per user; 20 threads = 160 GB/hr effective → 52.5 hrs
SharePoint Sites (SP → Shared Drives)	6.7 TB	8 GB/hr per site; 4 parallel jobs (TB_SHAREPOINT_MAX_PARALLEL_JOBS=4) = 32 GB/hr effective → 12.5 hrs
<b>Overall Migration Window</b>	<b>19.5 TB</b>	Sequential execution (mailboxes → OneDrive → SharePoint) → 87 hours (3.6 days)

**Caveats:** Mailboxes and OneDrive can run in parallel; SharePoint runs 4 sites in parallel by default. If mailboxes and OneDrive run concurrently, overall window reduces to ~52.5 hours (2.2 days) plus 12.5 hours for SharePoint = 65 hours (2.7 days). Directory synchronisation and group provisioning must complete before user cutover; add 1–2 days for warmup and validation. Cutover window (final sync and mailbox activation) typically requires 4–8 hours of scheduled downtime.

## Key findings

### Finding 1: Significant User Account Gap Between Source and Destination

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Priority: High

**Contoso.com** lists 880 user mailboxes (non-group) and 880 OneDrive accounts; **FabrikamGWS.com** does not yet show a complete matched Google identity for every user. Cutover before full directory parity risks routing errors, duplicate addresses, and failed job binding.

**Supporting Evidence:** Directory snapshot: 880 source users with mail/OneDrive vs incomplete destination user coverage; mapping workbook incomplete.

### Finding 2: Mail-Enabled Group Provisioning Not Yet Started

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Priority: High

Source holds **430** mail-enabled groups; destination shows **1**. Group mail, aliases, and many ACL patterns depend on those objects—without them, coexistence and SharePoint permission translation cannot be validated.

**Supporting Evidence:** Group counts 430 vs 1 from discovery export; no staged membership import logged.

### Finding 3: Large OneDrive Data Volume Requires Extended Migration Window

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Priority: High

**8.4 TB** across 880 accounts yields **52.5 hours** of OneDrive-only transfer time at 160 GB/hr effective throughput, dominating scheduling if run strictly after mailboxes.

**Supporting Evidence:** OneDrive byte total 8.4 TB; model line 8 GB/hr × 20 threads = 160 GB/hr → 52.5 hrs.

### Finding 4: SharePoint Site Count Matches Destination Shared Drive Count

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Priority: Medium

**148** SharePoint sites are in scope; destination planning targets **148** Shared Drives—counts align, but per-site content, version history, and permission fidelity still require validation.

**Supporting Evidence:** Site inventory 148 (137 channel, 11 standard); destination Shared Drive inventory matches planned 148-target layout.

### Finding 5: High Proportion of Channel Sites Requires Careful Migration Planning

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Priority: Medium

**137 / 148** sites are Teams channel sites—higher risk of nested paths, inherited permissions, and channel-specific policies versus standard team sites.

**Supporting Evidence:** Topology breakdown 137 channel sites vs 11 standard sites in snapshot.

### Finding 6: Discovery Request Limit Reached on Source Users

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Priority: Medium

User-level discovery against **Contoso.com** hit request limits; some user attributes may be stale until a follow-up pass completes.

**Supporting Evidence:** Operator log: “Discovery request limit reached” on user batch; partial refresh flags in discovery UI.

## Recommendations

### Recommendation 1: Pre-Stage All 880 User Accounts in Google Workspace Immediately

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Priority: High

Create or sync all 880 users in **FabrikamGWS.com** with agreed UPN/SMTP mapping from **Contoso.com**; validate licences and uniqueness before attaching migration jobs.

### Recommendation 2: Provision and Populate All 430 Mail-Enabled Groups Before User Cutover

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Priority: High

Provision Google Groups (or equivalent), import membership, and test mail flow and DL expansion prior to MX changes.

### Recommendation 3: Schedule OneDrive Migration in Parallel with Mailbox Migration

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Priority: High

After directory parity, run OneDrive alongside Exchange using separate pools to approach the ~**52.5 hr** parallel window instead of a full **87 hr** sequential stack.

### Recommendation 4: Validate SharePoint-to-Shared-Drive Content Mapping and Permissions

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Priority: Medium

Per-site checklist: target Shared Drive, managers, content roles, and M365→Google permission mapping; log exceptions (links, sensitivity labels).

### Recommendation 5: Develop Channel Site Migration Playbook

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Priority: Medium

Document ordering, throttling, rollback, and pilot scope (include at least two channel sites and two standard sites before scale-up).

### Recommendation 6: Verify Discovery Data Completeness and Re-Run User-Level Discovery if Needed

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Priority: Medium

Re-run batched user discovery with backoff; gate cutover on agreed completeness for primary SMTP and OneDrive URLs.

## Next steps

Action Item	Owner	Due Date
Publish UPN→SMTP map (880 users)	[Owner]	[Due Date]
Provision 430 groups + membership import	[Owner]	[Due Date]
Directory sync pilot sign-off	[Owner]	[Due Date]
Approve parallel mailbox/OneDrive runbook	[Owner]	[Due Date]
148-row SP→Shared Drive mapping sheet	[Owner]	[Due Date]
Channel-site pilot (2+2 sites)	[Owner]	[Due Date]
Re-run user discovery (limits)	[Owner]	[Due Date]
Cutover comms + 4–8 hr downtime runbook	[Owner]	[Due Date]