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- Install / configure / administer iWay reporting server
 - Manage iWay adapter / metadata / synonyms
 - Provide recommendation for current systems, network, security and resources
 - Provide senior level technical support
 - Create custom WebFOCUS Key Performance Indicator (KPI) and reports
 - Gather and document business requirements and develop Business Analytics solutions
 - Assist developers in troubleshooting issues with WebFOCUS
 - Create data adapter connection, metadata, access files and join tables as needed for reporting

September 2005 to March 2006

Client: Information Builders, Inc, New York NY

Technical Support Representative, Customer Support Services

Environment: WebFOCUS, iWay, Hottrack, JavaScript, Oracle, SQLServer, DB2, FOCUS, Apache, Iplanet Enterprise Server 6.0/ApplicationServer, Tomcat and IIS

OS: Solaris, AIX, Redhat, Linux, HP-Unix and Win2000

Description: Help answer customer's questions and concerns involving WebFOCUS and related products. Install and setup test environments so that we can reproduce customer's problem.

Role:

- Open up tickets and answer customer's issues and concerns with WebFOCUS
- Build, Install and configure webservers and application servers
- Setup WebFOCUS (all version) on different platforms with different databases
- Work closely with sales and programming teams to answer customer's questions
- Work with programming in opening up mips and requests for new feature
- Support applications within predetermined and agreed upon Service Level Agreements (SLA*s)

July 2005 to August 2005

Client: IBM Corporation (Maersk), Morris Town NJ

Sr. WebFOCUS Developer

Environment: WebFOCUS, Target Ticket Center, JavaScript, Oracle, SQLServer, DB2, Apache, Tomcat and IIS

OS: Win2000 and AIX

Description: I was involved in creating complex reports for clients. These reports were generated based on several databases. My day to day responsibility included, helping users and other developers with WebFOCUS reporting technique.

Role:

- Developed parameter driven WebFOCUS projects, reports, charts, and graphs
- Using SQL retrievals, multi-database joins, and dynamic drop-down tables to create complex reports for IBM's clients
- WebFOCUS Administration
- Drilldown reports for managers scheduling of reports (PDF and Excel) through Report Caster and automated Web delivery
- Setup WebFOCUS 5.2.4 standard reports
- Reduced labor costs by automating reporting procedures

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- provided user support for existing WebFOCUS infrastructure
 - OLAP and multidimensional reporting

Jan 2005 to July 2005

Client: Amtex Systems, New York NY

Programmer Analyst

Environment: WebFOCUS, JavaScript, Oracle, SQLServer, DB2, Apache, Iplanet Enterprise Server 6.0/ApplicationServer, Tomcat and IIS

OS: Solaris, AIX, Redhat, Linux, HP-Unix, AS400 and Win2000

Description: I was involved in creating complex reports for the HR department so that they can view employee salary and other personal information from the browser side. These reports were generated based on several databases. Employees and other users were also able to log in and see reports based on selected criteria.

Role:

- Developed parameter driven WebFOCUS projects, reports, charts, and graphs
- Using SQL retrievals, multi-database joins, and dynamic drop-down tables to create complex reports for HR, Employees and Users
- WebFOCUS Administration
- User Authentication using WebFOCUS dialogue manager
- Drilldown reports for managers
- Scheduling of reports (PDF and Excel) through Report Caster and automated Web delivery
- Developed HTML/JavaScript (Inquiry) to WebFOCUS (Reporting) projects
- Built and maintained WebFOCUS 5.3.3 Master files. (Built multidimensional Drill-down capabilities into WebFOCUS 5.3.3 master files)
- Setup WebFOCUS 5.3.3 standard reports
- Reduced labor costs by automating reporting procedures
- Performed data migration from text files and flat files
- Provided user support for existing WebFOCUS infrastructure
- OLAP and multidimensional reporting

August 2004 to November 2004

Client: IBM Corporation (Tivoli), RTP NC

Software Configuration Engineer / Installshield Developer, Policy Management for Autonomic Computing

Environment: ISMP, Shell Script, JavaScript, Html, J2EE, JDK2.x, IBM WebSphere, IBM HttpServer, XML, CMVC, Lotus Notes

OS: Solaris, AIX, Redhat, Linux, HP-Unix, AS400 and Win2000

Description: I was involved in the life cycle of Policy management for Autonomic Computing, PMAC, (1.2, 1.3, 1.4). I was working to create and maintain Installshield Multiplatform installers for PMAC. Break up a single installer into 5 different installable units. Making sure each installable units support wizard, command line and silent install. These Installers work on Solaris, Linux, AIX, HP-UX, Redhat, AS400, and Windows using DB2, Cloudscape, Oracle, Informix, and SQL Server databases. They were compatible with Websphere 5.0.2 and 5.1 and ISC 5.0.2. Using this installer, a working system can be setup in less than 30 minutes. Other duties include CVS management, automated build script generation, Installshield Bean Programming, JDBC Programming and writing specs.

Role:

- Add/remove features from the PMAC installer
- Tracking down and fixing any packaging or install related defects
- Use Ant make tool and install shield multiplatform to build multiplatform software
- Manage files on CMVC
- Add new OS and RDBMS to the installer
- Maintain automated Packaging, Installation and Validation scripts for PMAC working with Perl, Shell, xml, JavaScript, html and java
- Create user level manuals

October 2002 to August 2004

Client: Information Builders, Inc, New York NY

Software Configuration Engineer, Business Intelligence Operations Division

Environment: Perl, Shell Script, JavaScript, Html, J2EE, C++, JDK2.x, Clearcase, Weblogic5.1/6.0/6.1, IBM WebSphere, Servlets, JSP, Oracle, SQLServer, XML, Apache, Iplanet Enterprise Server 6.0/ApplicationServer, Tomcat and IIS

OS: Solaris, AIX, Redhat, Linux, HP-Unix, AS400 and Win2000

Description: I was involved in the life cycle of WebFOCUS (5.2, 5.2sp1, 523, 524, 525, 526, 53 and 53MP) and WebFOCUS Developer Studio (523, 524, 525, 526 and 53). I was responsible for maintaining all the required scripts for packaging the WebFOCUS software and get files from clearcase. I was in charge for writing an automated script for WebFOCUS service pack. This script would generate the service pack by taking the difference of two releases and by adding and deleting necessary files. I was in charge for writing an automated script for WebFOCUS Multiplatform. This script would generate the latest WebFOCUS 53MP version by using install shield 5.0 MP. The biggest advantage of 53MP from all the previous versions of WebFOCUS is that now we only need to package the software once under the win2000 server and the installshield automatically creates the install files for all the UNIX platforms. Data conversion from the flat-files and store it on Oracle database for our intranet site. I also did some automated testing on WebFOCUS and DevStudio using SQA robot (MRE, OLAP, Report Assist, Graph Assist, Report Caster, Dashboard, etc.)

Role:

- Maintain automated Packaging, Installation and Validation scripts for Webfocus, Webfocus Service Pack and DevStudio under various UNIX and NT platforms
- Provide support for codes written in C++, java and perl
- Tracking down and fixing any packaging related problems
- Run validation on the current version of software using SQA Robot
- Write programs and scripts to make all manual tasks to automated tasks
- Update and maintain our intranet site
- Configure web servers such as IIS, Apache, iPlanet, SunOne, IBM HTTP Server and configure application servers such as Weblogic, Tomcat, Websphere, Servlet Exec
- Working with Perl, Shell, xml, javascript, html java and c++
- Use the latest operating systems available in the market (example, Solaris, Linux, Redhat, HP, AIX, AS400 and WIN2000)
- Maintain automated mail scripts and log checking scripts
- Create web based forms so that valid users can log in to update information
- Create user level manuals
- Involved in the development of user entry forms using Java Servlets, HTML & JavaScript

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- Designed Screens using HTML and validations with Jscript
 - Currently in the process of upgrading our old methods of storing information on a flat file to an Oracle database
 - Designing and creating Oracle tables to store release information, mip information and other WebFOCUS product related information

August 2001 to October 2002

Client: The New York City Accountants, Statisticians & Actuaries, New York NY
Web Designer

Environment: Perl, Shell Script, JavaScript, Html, J2EE, JDK1.x, Servlets, JSP, MySql
OS: Linux

Description: I was in charge of creating the website for Local 1407. This website enables Local 1407 employees to get all the updated company related information. Created an online bulletin board for employees to discuss and share information. Successfully converted all documents, so that users can both view and print them in word, html and PDF formats. Design animation in flash and graphics in photoshop to brighten up the site. Constantly monitor the site for any broken links. Allow new members to join the union news bulletin over the web.

Role:

- Establishing and maintaining <http://www.Local1407.org>
- Working with HTML, Flash, JSP and other website building tools
- Validations done using Java script
- Designing logos, buttons and animations for the site
- Create online forms and bulletin board
- Setting up filters for the incoming mails and password protect certain contents of the site
- Full responsibility for all necessary work needed for this website including hosting services

April 1999 to August 2001

Client: NeoSwift Electronics
Web Designer

Environment: Perl, Shell Script, JavaScript, PHP, Html, J2EE, JDK1.x, Servlets, JSP, MySql
OS: Linux

Description: I was in charge of creating the e-commerce website for neoswift. Customers can now do online business with neoswift. The website is very user friendly for both the customers and the employees of Neoswift. I have used PHP and Servlets for the front end and mySql as the back end database. Neoswift employees can now add or remove merchandise from the website from a GUI environment without having any knowledge of web-programming or database. This site has all the capabilities of a top e-commerce site including shopping cart, searching, discount coupons, and various payment methods. All the information is the site is fully searchable by keywords.

Role:

- Establishing and maintaining <http://www.NeoSwift.com>
- Working with HTML, Flash, JSP, SQL, and Photoshop
- Updating the site with new merchandise that is being sold
- Setting up online payment methods
- Shopping cart and fully searchable database

Keith Martin

OBJECTIVE

To obtain a position in Information Technology as a Senior Programmer/Business Analyst. Strengths and experience include consulting, programming, business intelligence, systems integration, testing, and documentation.

EXPERIENCE

Federal Express

16945 Northchase Drive, Suite 1500
Houston, TX 77060
(281) 873-1700

Computer Integration Consultant

July 2007 - Present Consult with customers on hardware/software needs for shipping with FedEx using FedEx Ship Manager software. In some cases, write integrations with the customer's systems via ODBC connections to read/write shipping data to/from the customer's databases.

Jefferson Associates, Inc.

17045 El Camino Real, Suite 100
Houston, TX 77058
(281) 286-4000

Consultant/Senior Programmer Analyst

May 2000 - July 2007 Consultant/Senior Programmer/Analyst contracted to work on the ILMS transition project; A venture to reengineer and redesign the 'Classic', ILMS (HP3000 MPE/iX, COBOL/View & IMAGE database) with its sub-systems and applications into a multi-tier, graphical, thin-client based solution utilizing an open platform (UNIX/LINUX and a new Relational Database Management System (Oracle, DB2) Administer and support ILMS permitting application - ILMS account and Security management; testing of upgrades and new programs; special projects. Used WebFOCUS Developers Studio to develop WebFOCUS report applications for multiple clients in both 5.3 & 7.6 environments. Also performed as Cognos Powerhouse programmer on two HP3000 systems using MPEX. Responsibilities included using Powerhouse4GL (Quick, Quiz, QTP) in designing forms, reports, and processing programs and developing modules/systems to the client's needs. Maintained the Powerhouse libraries for the TurboImage database. Worked jointly with other contractors on the client's website developing interfaces from the HP3000 system. Managed the Help Desk for 1200 users.

Hewitt Associates, LLP

2601 Research Forest Drive
The Woodlands, Texas 77381
(281) 363-0456

Business Systems Analyst

March 1999 - May 2000 Developed Personalized Communication Statements for client's participants under Defined Contribution (401k) plans. Used DOC1 software development tool to program statements for up to 25,000 participants for 4 clients simultaneously. Use of ADB2 relational database tool to perform query extracts of data to be used in producing the participant's statements and notices.

E-Z Serve Convenience Stores, Inc.

2550 North Loop West, Suite 600
Houston, Texas 77092

Senior Programmer Analyst

1997 – February 1999 Design and programming work on Oracle relational database using Developer 2000. Also continued to act as technical advisor for the Help Desk, design and programming for HP3000 using Cognos Powerhouse, and administrator for AT&T System 75 PBX. Continued to provide technical support, administration, and programming of Help Desk software.

Help Desk Administrator

1995 - 1997 Designed and developed a company-wide Help Desk, managing a staff of four. Responsibilities included initial consultation to determine needs, software selection, design of the system, and implementation of the HEAT helpdesk software using SQL Server. Hired and trained the staff as to the use of the software and procedures. Also designed and populated the Knowledge base with written procedures and graphics for use by staff.

Programmer Analyst

1993 - 1995 Programmer for HP3000 using Cognos Powerhouse4GL (Quick, Quiz, QTP) designing forms, reports, and processing programs.

Commission Marketer Manager

1990 - 1993 Accounting manager for a staff of seven reconciling sales, cash receipts, credit cards, inventory, commission, and audits for 800 commission marketer agents selling gasoline.

Daniel Radiator Corporation

Accounts Payable/Payroll Manager

1987 – 1990 Handled all aspects of payroll for 1400 employees in 27 states and accounts payable.

EDUCATION

UNIVERSITY OF SOUTHWESTERN LOUISIANA
B.S. Business Administration 1986, Major: Finance

SKILLS

Excellent communication skills, both written and verbal

Programming – Mainframe/Server applications

WebFOCUS 5.4 & 7.6

Powerhouse4GL for HP3000

Design 2000 for Oracle (Unix)

Oracle financial Analyzer

VB.Net

Personal Computers

Software – Lotus, Excel, Word, Powerpoint, Crystal Reports, Windows, Access, and most major PC Software packages.

Hardware – Troubleshooting, repair, build, configure

MEMBERSHIPS/AWARDS

Member of International Oracle Users Group (IOUG)

Member of Houston Heat Users Group (HHUG)

Five-time recipient of E-Z Serve's "Customer Service" award for outstanding service to the organization. Outstanding Department Manager award for best departmental service

Tony H. Do

Qualification Summary:

Over 27 years of Information Technology management experience serving in various capacities of systems development, databases and systems design, user requirements analysis and systems implementation. My computer based information systems experience consists of both energy and manufacturing applications. My technical strength includes Focus/WebFocus Version 7.6 Developer Studio, Report Painter, Iway/Data Migrator, Financial Modeling Report Painter HTML Active report, TOC, PDF Compound Report Layout, Focus DB-Maintain, Summary/Detailed Drill down reports Domains, Resource layout report, Report Caster, BI DashBoard, MRE, FML, Matrix Report, OLAP, Focus, SQL Server 2000, Oracle, IMS and DB2 databases design, data administration, and data access improvement. My programming experience includes Cobol, PL1, DB2, IMS Databases, VSAM, OS/JCL, SQL/QMF, HP-UX, Linux, Unix Script, Java Scrips, HTML, MS SQL/Server 2000, File Viewer, PL/SQL, Fortran, Focus and SAS.

My experience includes both short and long term engagements, working in inter-department, team leader, and individual efforts. I have specialized in large scale project management, systems optimization, and ongoing quality assurance and support. I also have considerable experience in Focus/WebFocus systems development and deployment, applications documentation, requirements analysis and definition, platform conversion, change management and functional application improvement.

Technical Skills:

Webfocus and Focus Database experience: Planning, User requirement analysis, Design, Testing and Implementation. Focus Database and Report programming experience includes Modify, Maintain, Table files, Multi Records processing, Match Logic and Join files (Focus & Non-Focus files) and complex Focus reports and WebFocus Reports.

Databases: IMS/DB, DB2/SPUFI, DB2/SQL, IMS/DB2, IMS/CICS, Oracle, Iway/ETL, Focus Database Structure, Data warehousing Design and Implementation.

Computer Languages: Cobol-2, PL1, Fortran, WebFocus, HTML, ETL, CGI, SAS, SQL/DS, VM/CMS/REXX, VM/CMS/FOCUS, TSO/REXX, ISPF, IMS/DL1, IMS/Focus, DB2/QMF, PC-Focus and Visual Basic, PL/SQL, MS/Front-Page, Web-Focus, File Viewer, EZtrieve.

Data Communication: IMS/DC, IMS/CICS, LAN/WAN, Windows NT, Ethernet, TCP/IP, ATM, Frame-Relay and ISDN

Multimedia: Internet-Web page design and implementation.

Hardware: IBM Mainframe OS/390 ESA, HP Integrity

Operating Systems: OS/MVS/TSO, VM/CMS, Z/OS, Windows 2000/XP and HP/Unix, Linux.

Network Operating System: Windows NT/2000/XP

Professional Work History

July 2007 to Present: Assigned to work City of Houston TX. as a Sr. IT Consultant with Jefferson Associates providing leading role in the QUIZ/WebFocus conversion project management for the Building Inspection ILSM Systems. Duties include WebFOCUS 7.6 /DB2 9.5 databases documentation, integrating, converting, and enhancing COGNOS QUIZ reports to

WebFocus applications using Developer Studio, Iway/Data Migrator/ETL/Flows, MRE, BI Dash Board, Report Caster, PDF Compound Layout Report with Summary/Detailed drill down.

October 2006 to June 2007: Assigned to work for World Savings & Loans, San Antonio, TX. as a Sr. IT Consultant providing leading role in the Focus/WebFocus conversion project management for the Mortgage & Loan, and Financial Reports Systems. Duties include Focus/VSAM/CICS/DB2 databases performance documentation, integrating, converting, and enhancing Focus to WebFocus financial report systems using Developer Studio, way/Data Migrator/ETL/Flows, MRE, BI Dash Board, Report Caster, PDF Compound Layout Report/Graph Painters. TOC, Summary/Detailed drill down reports Domains Development, MRE- Report Caster, Webfocus Financial Modeling Language Report, Compound Reports, and OLAP/Data Warehouse on version 7.6 and maintaining the Control-M, iWay Data Migrator for data conversion process, Report-Caster on DB2 Dynamic pass-thru SQL data loading to Webfocus Databases, and reports generating functions.

April 2006 to October 2006: Assigned to work for H.E.B. San Antonio, TX. as a Sr. Consultant providing leading role in the Focus/WebFOCUS project management for the Fixed Asset and G/L Financial Reports Systems. Duties include Focus/VSAM/CICS/DB2 databases performance documentation, integrating M/F Focus to Web Focus (Focus/Webfocus conversion) using Developer Studio, MRE, BI Dash Board, Report Caster, and Report/Graph Painters. TOC, Summary/Detailed drill down reports Domains Development, MRE- Report Caster, Webfocus Financial Modeling Language Report, and OLAP/Data Warehouse on version 7.1 and maintaining the COBOL/PLI/DB2/JCL batch reporting systems.

June 2005 to March 2006: Assigned to work for International Paper, Memphis, TN. as a Sr. Consultant providing leading role in the Focus/WebFOCUS project management for the Sales/Invoice Information Systems. Duties include Focus/IMS/DB2 databases performance improvement, integrating Focus, WebFocus (Focus/Webfocus conversion) utilizing SAP/BW Developer Studio, MRE, BI Dash Board, Report Caster, Report/Graph Painters. TOC, Summary/Detailed drill down reports, Domains Development, MRE- Report Caster on version 5.5, Unix/HP9000, Script, maintaining the MVS/COBOL/PLI/DB2/JCL batch/online reporting systems.

January 2000 to May 2005: Assigned to work for EXXON as a Sr. Consultant providing leading role in the development of the Focus/WebFOCUS project management for the SAP/HR/DW Executive Information Report Systems. Duties include Focus/IMS/DB2 databases design and performance improvement, integrating Focus-Db Maintain, WebFocus (Focus/Webfocus conversion, Developer Studio, MRE, BI/Dash Board, Report Caster, Report/Graph Assists, Webfocus FML), Focus-Modify-Table file, Define, Rebuilt, Reorg, and Join/Match Files, COBOL/PLI/DB2/JCL Databases/Programs to the Client/Server applications utilizing the SAP software and SQL Server 2000, PL/SQL/Oracle Database. Duties also include the extracting data, systems design and implementation utilizing HTML, XML, CGI, JavaScript, DB2/COBOL, VM/CMS/FOCUS, MVS/TSO/FOCUS, Data Warehouse, Oracle Database Design, VB/SQL/PL, ETL, Managed and Report Caster, Web Browser design, Intranet/MS/Front-page Web pages interface design for the HR Benefit/Compensation applications. Completion of projects on schedule on budget for the Exxon Human Resource Department that contains 56 WebFOCUS modules Version 3.5 and developed 12 new FOCUS databases, Report Caster, MRE, Developer Studio, Dashboard, and 36 SQL tables conversion with over 160,000 lines of code. The task also involved in application integration, enhancement programming and reporting modifications/implementations.

January 1997 - Dec 1999: Assigned to work for Texaco as a Sr. Consultant providing leading role to supporting the AR, AP, Invoice, and Ledger systems. Duties include PL/SQL, IMS/DB2, FOCUS databases performance maintenance, integrating DB2/FOCUS/JCL Databases/Programs to the Client/Server applications utilizing the SAP software, Duties also include the design and implementation the DB2/COBOL, Oracle/Data Warehouse, Data mining, Data mart and Web data publishing for the GAS Downstream Marketing applications.

January 1996 - Dec 1996: Assigned to work for Amoco Company as a Sr. Consultant in supporting the GIS utilizing the ISPF Panel, Focus, DB2/QMF, SAS, VB/SQL Server and Cobol programming, testing and implementing on Batch and Online applications. Duties also include the Focus Database performance monitoring.

Jan 1989 - Dec 1995: Assigned to work for Exxon Corporation as a Sr. Consultant in the Human resource and Marketing Departments. Duties include heavy DB2/Focus, SAS, PC/Focus programming and database design, systems planning, analysis, and implementation for over 50 departmental users. Duties also included heavy user interface, ad-hoc report and DB2/Focus training.

June 1985 - Dec 1988: Assigned to work for the Travelers Insurance as a Sr. DB2/Focus Consultant serving in the Focus Database quality assurance and new Focus applications development and implementation for over 60 insurance claims and adjusters/analysts.

Jun 1980 - May 1985: Union Texas Petroleum: Sr. Programmer Analyst served in the capacity of new database and systems development and implementation for oil and gas accounting and finance applications. Languages commanded are Cobol, Fortran, PL1, IMS/DB/DC, VSAM, Focus and SAS.

Education: BS in Computer Science
Lebanon Valley College, May 1978
MBA in Management Information Systems
Houston Baptist University, May 1992

Objectives:

Seeking an opportunity to become a Focus/WebFocus Information Technology Consultant serving in the capacity of application conversion and applying IT to improve the enterprise resource strategic information systems. Desire project leading role for the Focus/Webfocus, Webfocus-Oracle/SQL Pass-thru process, SAS. WebFOCUS Applications Programming, Static and Dynamic report caster, Developer studio, MRE, Matrix, Trend, Rank, Compound Dashboard Reports, TOC reports design, MRE-Report Caster deployment. Webfocus FML Reporting, and Web based browser reports display, Data Warehousing/OLAP, SAP, SQL Server 2000 Database Design, MVS/Cobol, Unix Script, Webfocus/SQL Server, SAP/BW/OLAP, SAS, systems development and quality assurance, and applying enable technologies to provide Business Process re-designing and corporate strategy, Enterprise Applications Integration, Process Re-engineering, Work flow analysis, and Enterprise Resources Planning applications. In order to describe my technical qualifications in greater detail, as well as discuss the specific contributions I will bring to your organization.

Satheesh Vanasekaran

ORACLE

Certified Professional

SUMMARY

Oracle Certified Professional with over eleven years of IT experience that includes more than eight years of experience in Database Administration and good experience in commercial application design and development based on Software Development Lifecycle policies, with focus in Banking, Energy, Government and Supply Chain Management. As a DBA, extensively involved in Logical and Physical database design, Performance Tuning, Backup/ Recovery, PL/SQL and T-SQL programming. Experienced in large, mission critical production databases involving 24x7 operational support, Data Warehousing and Development environments.

Technical Skills

Operating Systems Sun Solaris, HP UNIX, SCO UNIX, Windows, OS/2, iRMX and NetWare
Databases : Oracle 10g/9i/8i/8/7, SQL Server 2000/7, Watcom SQL and Access
Languages : PL/SQL, T-SQL, UNIX Shell Scripting, Perl, Assembly, C, C++ and Java
Tools : Enterprise Manager (OEM), RMAN, SQL*Plus, Designer, Developer/2000, ERwin, DBArtisan, TOAD, Informatica, Business Objects, Crystal Reports, Cognos, VSS, PowerBuilder, Visual Basic and .Net

Certifications

- Oracle Certified Database Administrator - OCP DBA
- Brainbench Certified Oracle Database Administrator
- National Standard Examination in RDBMS and Client/Server Computing

Work Experience

5/2003-Current
DBA/Sr. Developer

Jefferson Associates, Inc.
Houston, TX

Project Title : City of Houston Municipal Courts Case Management System
Environment : Oracle 9i/10g, SQL Server 2000, Access, Visual Basic 6, Crystal Reports, VSS and Windows

JEFFERSON is currently supporting Maximus as a subcontractor in the installation of a new Integrated Case Management System for the City of Houston Municipal Courts. The environment includes Maximus CourtView®, case management, Oracle, and VistaSG VisiFLOW® for document management and workflow. The scope of work includes data conversion, systems analysis, document scanning & indexing, training, documentation and administrative support.

Responsibilities

- Perform all Oracle 10g database administration duties such as: Create databases; move data between environments (development, testing, training, production); Software upgrades; Software configurations; DB recoveries.
- Installation support for Oracle 10g products and supporting software infrastructure.
- Monitor HP-UX server performance, perform db tuning, adjust configurations as needed.
- Develop data backup and recovery strategies and procedures.
- Scripting using SQL, PL/SQL, or other scripting languages.
- Installing, configuring and administering Oracle Real Application Cluster (RAC)
- Build and execute Disaster Recovery plan using Oracle Data Guard.
- Web services and web-based applications.

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- Capacity planning and forecasting.

9/2002–5/2003
DBA/Sr. Developer

Accent Construction Services
Houston, TX

Project Title : Estimate System (XCEL-EST)
Environment : Oracle 9i, SQL Server 2000, Access, Visual Basic 6, Crystal Reports, VSS and Windows

The client is a provider of construction services to various kinds of customers including insurance companies. This system is used to generate different estimates from the various price lists by utilizing the materials and labor resources available and provide the competitive estimate to the customers and then process the estimated work. The processes include the maintaining the details of the customers, insurance companies, their agents and adjusters, damage information, details of the building or house involved in the estimate, equipment, labor and material costs, and provision of having different price lists from various vendors apart from our own price list.

Responsibilities

- System analysis and design
- Logical and physical design of the database
- Implemented the design to support multiple databases (Oracle, SQL Server and Access)
- Created the PL/SQL and T-SQL stored procedures
- General administration and maintenance of the databases throughout the development period
- Database and application performance tuning
- Designing and developing the front end screens using Visual basic
- Created and implemented the backup and recovery procedures
- Designed and developed different reports using Crystal Reports
- Implemented the application at users' systems and resolved compatibility issues
- Maintaining version control using Visual Source Safe
- Providing support to development team members on database and other application issues
- Creating and maintaining system documentation

3/2002 – 9/2002 City of Houston
Oracle DBA Houston, TX

Project : Signs, Street markings and Signal Administration (Traffic Dept.)
Environment : Oracle 9.0.1, MS Access, ERwin, DBArtisan, TOAD, HP UNIX and Windows

The purpose of this phase is to migrate the current traffic operations' data structures, procedures, and information processing to the centralized Data Warehouse/Decision Support System and to develop an application that can handle the routine tasks performed by the Sign, Signal and Street marking personnel. The primary focus of the work is to consolidate the various databases in use by the Traffic Operations personnel to the centralized Oracle 9i database utilized by the other sections within the Maintenance and Right-Of-Way Systems (ROWS) Division. Traffic areas involving equipment, materials, labor, projects, work orders, programs and types of work are integrated within the ROWS DSS system allowing centralized costing and reporting as well as project creation and management.

Responsibilities

- Migrate the current Adabas SIGN database to ROWS Oracle9i database
- Migrate the current Access SIGNAL database to ROWS Oracle9i database
- Modify the existing database design, wherever required
- Install, create and configure the database for development environment
- Schedule and monitor the backups and perform recovery as needed
- Create/modify the backend packages and database triggers
- Tune the existing code and general performance of the database
- Manage database structures, storage allocation, table/index partitioning, rollback segments, constraints, database access, roles and privileges
- Troubleshoot and day to day monitoring of the database
- Provide the Oracle support to development team members
- Maintain the system documentation

7/2001 – 12/2001 Enron Corporation Oracle DBA
Houston, TX

Business Unit : Global Data
Environment : Oracle 9.0.1/8.1.7, OEM, DBArtisan, TOAD, Solaris, Windows

Enron's four business units -- Wholesale Services, Energy Services, Broadband Services and Transportation Services -- offer a wide range of physical, transportation, financial and technical solutions to thousands of customers around the world. The environment consists of 3 Production databases and 5 Test and Development databases. Supported hundreds of users across North America and Europe.

Responsibilities

- Effectively tune the general performance of the database
- Plan and implement the best backup and recovery strategies
- Develop the database triggers, stored procedures, and packages
- Support the production system, which is in 24x7 environment, on rotational basis
- Assist the developers in tuning the SQL statements to utilize the best optimization techniques
- Automate the mass data load procedures
- Maintain the replication of the global database
- Create PL/SQL and operating system specific (Unix, NT) scripts to automate DBA functions
- Diagnose problems and implement corrective actions
- Install Oracle 9i on test server and migrate the 8.1.7 database to 9.0.1 for test & development
- Generate and provide daily reports on counterparty activities to the top management
- Create and maintain system documentation
- Analyze, plan and implement the various IT system requests received from the users on global counterparty and facilities systems across North America and Europe

3/2000 – 6/2001 Dun & Bradstreet Corporation Oracle DBA
Bethlehem, PA

Business Unit : United Nations Standard Products and Services Classification (UNSPSC)

Environment : Oracle 8.1.6/8.0.5, SQL Server7, OEM, Cognos, Solaris, HP UNIX,
Windows NT

The UN/SPSC coding standard was created when the United Nations Development Program and Dun & Bradstreet merged their separate commodity classification codes into a single open system. It is the first coding system to classify both products and services for use throughout the global marketplace. It is recommended that companies use this code to electronically identify their own products and the products that the company purchases in its day-to-day operations. This helps to consistently identify and classify products for expenditure analysis, electronic commerce, procurement card transactions, and supplier sourcing. The various stages involved in the coding process include, Data Normalization, Loading into the Oracle database, Auto coding using the glossary data, Manual coding, Quality Assurance, Extraction and Final delivery to the customer. Supported 5 Production and 3 Test & Development databases.

Responsibilities

- Installation, Creation and Configuration of Database
- Creating the Database Triggers and other program units
- Automated the coding process to an extent by text matching with the UNSPSC description
- Verifying the integrity of the database and backups
- Enrolling users and maintaining system security
- Administered Oracle Parallel Server (OPS)
- Writing scripts to automate the backup schedule and laying down guidelines to increase the database performance
- Used SQL*Loader to import the data from the customers
- Database performance monitoring, troubleshooting and tuning through configuration and SQL code optimization
- Analyzing and rectifying the problems reported by the coders
- Making necessary changes in the database whenever there is a UNSPSC version upgrade
- Administering the glossary data warehouse used for auto coding and reporting. Development of internal procedures and processes, table and index sizing analysis, Tablespace reorganization, and fortnightly data loading into the Data warehouse
- Preparing various kinds of management reports of the coding process on a daily, weekly and monthly basis
- Also maintaining two remote databases located in Half Moon Bay, CA

4/1997 – 12/1999 SVA Data Systems
Oracle DBA/Sr. Developer
Chennai, India

Worked with the following client organizations in implementing the automation of their processes:

Integrated Automobile Workshop Information System

Client : Jupiter Automobiles, Vellore
Project Duration : September 98 to December 99
Environment : Oracle 8/7.3, Power Builder 5.0 and Windows NT
My Role : Database Administrator

The client is an authorized channel partner for Daewoo Motors Limited, South Korea dealing with various models of passenger cars. This system takes care of the activities involved in automobile sales cum service center. The major activities/modules include Sales, Service, Accounts and Stores. The system deals with the tasks like Issue of Quotations, Customer Order Entry, Purchase Order, Cars/Spare Parts receipts from Daewoo Motors, Invoicing, Purchase Return of Cars/Spare parts, Service job card handling, Service and Spare billing, Issue of gate pass, Managing the inventory of cars and spare parts. It also has the facility of the Reprint option for job card, billing, etc. This system also generates various reports, which include Key Products report, Minimum Order Level report of Spare parts, Closing Stock of Cars/Spare parts report.

Responsibilities

- Logical and physical design of the database
- Installation of Oracle server 7.3/8.0 and client tools
- Migrated the database from Oracle 7.3 to Oracle 8.0
- Allocating system storage and planning future storage requirements for the database system
- Assisting the developers in writing optimized queries
- Managing the tablespaces for growth
- Involved in Creating the Database Triggers
- Verifying the integrity of the database and backups
- Enrolling users and maintaining system security
- Modifying the database structure, as necessary, from information given by the application developers
- Writing scripts to automate the backup schedule and laying down guidelines to increase the database performance
- Involved in recovery of the database in various scenarios
- Involved in version control and configuration management
- Involved in applying upgrade patches
- End-user training on Oracle

Plywood Enterprise Automation System

Client : Uniply Industries, Chennai
Project Duration : December 97 to August 98
Environment : Oracle 7.1, Power Builder 5.0, HP UNIX and Windows 95
My Role : Database Administrator/Developer

The client is a manufacturer and reseller of different kinds of plywood materials of various makes and ranks third in the Indian plywood industry. This system has been developed to handle the following activities of the client

Products & Accounts maintenance

Inward Materials - Purchase, Sales returns and Excess supply

Outward Materials - Delivery challan and Invoice

Accounts - Receivables, Payables, Journal and Debit/Credit Notes

Responsibilities

- Installation of Oracle Server and Application Tools
 - Database Creation
 - User creation and maintenance
 - Setting Profiles and Quota for users
-

- Involved in Creation of Database Triggers and Stored Procedures
- Creating Synonyms and Roles
- Automated hot and logical backups
- Conducted a performance study and suggested various changes to tune the database.
- Providing Oracle Support to Development Team Members
- Preparation of User Documentation
- End-user training on Oracle

Automation of Alagendran Exports Limited

Client : Alagendran Exports Limited (Plastic Division), Chennai
 Project Duration : April 97 to November 97
 Environment : Oracle 7.1, Power Builder 5.0 and Novell NetWare
 My Role : Developer/Junior Database Administrator

The client is a trader of various kinds of plastic products. This system handles Product maintenance, Contract between Supplier and the client, Shipment Advice, Bill of lading, Cargo Arrival Notice, Goods Entry, Invoicing, etc. It also takes care of the various accounting activities.

Responsibilities

- Software requirement specifications
- Creation of database and database objects for the test and production environment
- User creation and maintenance
- Involved in creating the program units and triggers
- Physical and logical backup scheduling
- Development: Creating screens, controls and coding, establishing connectivity to the database
- Testing and Implementation
- Post implementation support include among others user training, coordinating with the end users in their day to day system activities, tracking down the errors and correcting them and monitoring the performance of the system

9/1991 – 3/1997 Diebold HMA
 Sr. ATM Engineer Chennai, India

Clients : ANZ Grindlays, Bank of America, Indian Bank, State Bank of India, Citibank, etc.

Environment : ATM, OS/2, SCO UNIX, C and Assembly

The ATM Application is an automated financial transaction software that performs real-time processing of consumer transactions initiated on Diebold/IBM's ATM terminals. It provides a way to identify a valid customer of a bank, get the transaction request, process the request, and to perform the transaction. It can also process console or host commands, such as system auditing, while processing consumer transactions. The ATM Star is a device handler to make the ATM work online with the banks' database.

Responsibilities

- Analyze the users' requirements
- Customize the software in accordance with the clients' requirement
- Install various systems like OS/2, SCO Unix, ATM and ATM Star
- Integrate ATM and ATM Star to make the system online

-
- Test the system for various functionalities
 - Train the users on ATM Administration
 - Prepare ATM Administration documentation
 - Provide post implementation support
 - Interact with Diebold Inc., USA for any assistance
 - Provide assistance to the technical team members across India
 - Generate and provide various reports to the top management

Academic Qualifications

Associate Degree in Electronics and Communication Engineering (3 ½ Years Course)

Bachelor's Degree in Business Administration

Edwin Twum-Danso

SUMMARY

Mr. Danso has been a consultant with Jefferson Associates, Inc. for approximately 5 years. He brings experience with infrastructure, networks, disaster recovery / business continuity, application administration, and testing. His first project was performing testing of hardware and development of a backup strategy for the City of Houston Building Inspection Division. He verified hardware performance, identified possible issues/bottlenecks, and determined the feasibility of the software/jukebox combination. He installed QStar HSM software and performed initial configuration under the assistance of QStar's Tech Support Engineer. He then installed, configured and tested Backup Exec 9.1, then performed backups of local and remote servers. Mr. Danso currently performs backups of 20+ servers and mission-critical applications including HP/UX9.0.4, 10.2, 11, Windows NT, Linux, Oracle 10g, and DB2 v8/v9.5.

COMPUTER SKILLS

HARDWARE: HP9000, HP3000, HP B2000, Sun SPARC, Sun 3/150, IBM-PC, Sun Ultra 10s & 5s, IBM 3090, DG-Aviion, IBM RS/6000, DEC 5000/3000, Dell PowerEdge, Compaq Proliant & Prosignia family servers, Sun 220R, 420R.

SOFTWARE: HP/UX9.0.4, 10.2, 11, Linux, Oracle 10g, Solaris 2.7, 8, DEC OSF/1, Ultrix 4.3, SCO 5.0.5, AIX 3.2.5, IRIX, TCP/IP, Netware 3.x, 4.x, JD Edwards, Oracle 7.3, Veritas NetBackup 3.4, C, Pascal, Ada, FORTRAN, UNIX, DOS, 68000 family assembly languages, PROCASE, SunOS 4.1.3, IRIX 6.5, MS Word, Excel, Windows NT 4.0, 95, 98, 2000, 2003, XP, VMS, DB2 v8, Legato BudTool 4.6.1, Visual Basic, MVS, JCL, Arcview GIS 3.0, SAMBA, FrameMaker, DG/UX 5.4, IIS, PERL, CADIM/EDB a SAP add-on.

EXPERIENCE

4/2004-Present Jefferson Associates, Inc. Houston, TX

CONSULTANT / SYSTEMS ANALYST

Design, implement and support near-line/archival solution based on QStar's HSM 4.20 storage management software and DISC's optical library for the City of Houston's Planning department. Design and implement comprehensive backup strategy for the City's PWE/Code Enforcement Dept. Develop and maintain Business Continuity / Disaster Recovery (BC/DR) plan. Routine backups using Backup Exec 10d and 9.1; recovery as needed. Administer and support ILMS permitting application - ILMS account and Security management; testing of upgrades and new programs; special projects. Oracle 10g/HP-UX, DB2/Linux, ILMS Beta testing & support.

9/2002-12/2003 Door Pro Systems, Inc. Houston, TX

IT MANAGER

Install, configure, administer, maintain and secure company's network. Troubleshoot and resolve Hardware, software and Network/LAN problems that arise. Take effective measures to ensure servers, applications, information and data systems are available to organization. Perform and manage backups of servers with Veritas NetBackup; also recovery as needed. Maintain internal and external web presence. Provide company-wide IT support for Windows 2003/2000/98/NT & RedHat Linux systems and Applications and services including Comsense AHM, GoldMine, FaxPress, IIS, DNS/DHCP, Ethernet, VPN, TCP/IP; database support: backup/recovery, monitoring and performance tuning. Also evaluate and purchase new hardware, software and network equipment.

2002-2004 North Harris College, Houston, TX
ADJUNCT FACULTY

Adjunct Faculty at the college's Department of Computer Science and Applied Technology. Primary responsibility is to teach Computer Information Technology courses to college students.

2000-2002 Consultant / Contractor

Chasecom, LP, Houston, TX

ACCOUNT MANAGER

Account management and sales of DSL, T1, T3, ATM, Frame Relay, and Disaster Recovery solutions that deployed SBC technology to small and medium sized businesses. Product education, field operations, DSL installations, etc.

Cyrus Networks, LLC, Houston, TX

SYSTEM ADMINISTRATOR III

Unix and Windows administration; backup administration using Veritas Netbackup 3.4 of Sun 220R & 420/R Solaris 2.7 & 8 servers, Windows 2000 & Red Hat Linux servers. Also system maintenance, management/monitoring with HP Openview 6.2, configure software & hardware and the various services like RAID, Bind, DNS, etc. OS/ sw installs, upgrades and patch updates, shell/Perl scripting, etc. Install, configure & integrate third party software packages like Ciscoworks, Veritas Volume Mgmt and Cisco router at enterprise data center start up. Production Oracle database support - tuning; install, upgrade, patch Oracle 8i & 9i software; backup and recovery.

Kinesix Corporation, Houston, TX

CONFIGURATION MANAGER

Support SAMMI, SENDERA and DXF2SAMMI (real-time data visualization software) test and release builds, configuration management (CM) for both SAMMI and SENDERA projects, post build tests, maintaining and improving current CM processes. Platforms supported include Solaris 2.7, IRIX 6.5, NT 4.0, Red Hat Linux 6.1, HP-UX 10.20, PC Solaris 2.5, Lynx 3.1.0, and AIX 4.3.2; used clearcase, sccs, rcs, shell scripting, imake etc.

Zeh Graphics, Houston, TX

SYSTEMS ADMINISTRATOR

Responsible for installation, system upgrades, and maintenance of a 100+ node heterogeneous network of UNIX, Linux and NT systems. Duties included troubleshooting, recovery, resolving errors/failures and resource utilization; installing and configuring hardware, software and OS performance monitoring; capacity planning, routine Backups with BudTool and NT Backup; maintaining and ensuring optimal system/data security; research of new technologies to enhance existing methods; configuring/managing NFS/NIS/DNS and CISCO router.

1995-1999 COMPAQ Computer Corp., Houston, TX

SUPPORT ENGINEER III

Provided technical support to major accounts, business/enterprise customers and resellers. Duties included diagnosing, analyzing and resolving Hardware/Network Operating System/Database sw issues (SCO Unix, Red Hat Linux, Netware 3.12 & 4.1; Windows NT 3.51 & 4.0; Oracle7) with the Compaq Proliant, Prosignia and Systempro family servers. Also provided pre/post sales support, and support with Compaq Server utilities including Insight Manager; and internal consulting to Compaq technical and field support engineers.

1993-1994 QStar Technologies, Inc., Rockville, MD
ENGINEER

Led the integration and test of ES/Backup, an automated network backup and restore product; and Mastarmind, a hierarchical storage management (HSM) solution across SunOS, HP/UX, AIX, IRIX, Ultrix, SCO, Solaris, OSF/1 and DG/UX platforms, over a variety of Optical & Tape Jukeboxes and Stand-alone Drives. Duties included system administration, writing and executing test plans, identifying and reporting software defects, problem analysis, configuration management, sales support, and making weekly software builds, and reporting weekly software test status.

1990-1992 ROLM Systems, Santa Clara, CA

ASSOCIATE ENGINEER

Responsible for software development and maintenance of real-time software for a PBX switch. Code development in C and proprietary RPL language in UNIX and AOS/VS environments respectively. Other activities and accomplishments included the following: Responsible for planning and release of the latest version of a CBX switch software release (9004.2.34). Responsible to the section for the usability and maintainability of a CBX 9005 Mod 40/4000 Lab System. Performed system test and verification of Adams Lite Rel 2.0 diagnostics system. Wrote the test plans and did the regression testing of PhoneMail Release 5.3 System Administration, Outcalling and ANI (Automatic Number Identification) features.

1988 - 1989 Howard University/NASA

RESEARCH ASSISTANT/COMPUTER OPERATOR

Reviewed and evaluated a wide range of systems engineering methodologies to determine their feasibility in resolving systems engineering problems at NASA. Assisted engineering students to use UNIX and debug computer programs in Pascal, Ada and C.

EDUCATION

12/89 B.S. Computer Systems Engineering, Howard University, Washington, DC
12/99 MBA, University of St. Thomas, Houston, TX

CERTIFICATIONS

10/96 Oracle7 Master's Certificate in Database Administration
2002 North Harris College, Houston, TX - Cisco Networking -- CCNA

ACTIVITIES Table-tennis, soccer, chess, Jazz, reading. Contributor: NASA - a systems engineering methodology research study Phase II: "evaluating methodologies tools, and techniques for applicability to NASA's systems projects".

Michael Gendrich

SUMMARY:

Currently holds the position of Vice President for Jefferson Associates, Inc. and have functioned as a Project Manager, Systems Consultant, Database Administrator, Senior Analyst, and Programmer. Over twenty (20) years diversified information systems consulting on a variety of computer platforms. Excellent management, communication and organization skills. Involved in the design and execution of many projects including consulting, project management, full life-cycle development, business requirements analysis, fit-gap analysis, database development and reporting as well as end-user training and support. Strong end-user and customer support background. Have experience with evaluation, installation, testing, and presentation of new software. Expanded knowledge through symposiums, demonstrations, user group meetings, webinars, and after-hours classes.

Experience: JEFFERSON ASSOCIATES, INC.

1991-Current

Vice President - Operations

Information Technology Consulting Project – 1991 - Current

Currently supervise the consulting staff supporting the City of Houston Public Works and Engineering Code Enforcement Division. Providing consulting services, project management, programming, operations support, and database management for the address-based land management system (ILMS). Supporting the conversion effort from mainframe application to n-tier, open platform, thin-client architecture. This COBOL/VIEW application written for HP3000 has large, complex TurboImage databases (20 million+ records) and supports permitting, inspections and plan review processes. Quickly respond to high volume report writing in QUIZ and WebFOCUS for users, customers, City Council, and Texas Open Record Act requests. Also maintained the system for total allocation of resources (STAR), a internal POWERHOUSE application tracking time and attendance, fleet, inventory, requisitions, and tasks. Initiate transfer of data to and from other City systems and outside sources such as HCAD, Metrocom, RDI, BacaLandata. Validation and import of data collected from in-house written laptop application and field data collection systems – Teletrak/Sivell. Provide requirements analysis, specifications and API conditions for Integrated Voice Recognition (IVR) System - Renaissance. Support users via help desk. Implemented Formations and Fax3000 solution to produce plain-paper permits that can be faxed directly to contractors, thus eliminating the need for pre-printed forms. Also perform basic LAN, PC and printer troubleshooting, software installations, upgrades, and maintenance.

Police Department Strategic Information Plan (SIP) – 2004

Subcontracted through Unisys to create a Strategic Information Plan for the Houston Police Department (HPD). A hypothesis-based methodology was used to assess technology work streams. Documentation of the 'As-Is' and 'To-Be' environments was created and validated through interviews and group workshops. The deliverables included the SIP and Task Delivery Orders to be implemented over the next 3-5 years. Personally was responsible for "Excessive Paper Usage", "Document Imaging / Management", and "Data Warehousing".

NPD Process and Technology Assessment – 2002

Performed a process and technology assessment of the City of Houston Department of Planning and Development's Neighborhood Protection Division (NPD). The outcome of Phase I work included documentation of 'as-is' processes, workflows and technology as well as detailed findings and recommendations for process improvement, organization improvement, and new technology to support NPD's future vision. The final report also contained a detailed business

case to support our recommendations and industry 'best practice' information. Phase II work included detail requirements for a new Case Management System.

Municipal Courts Project Management - 2001 - 2002

Providing project management services to the City of Houston, Municipal Courts that includes the development of project plans, business cases, functional and technical requirements definitions, test plan development, resource planning, and status reporting. Key projects supported include the Courts Case Management System; the Online Ticket Payment System (<http://www.texasonline.state.tx.us/NASApp/rap/apps/shotpa/jsp/eng/welcome.jsp>); the Juvenile Tracking System, In-house Collections System, Handheld Ticket Writing Systems, upgrading infrastructure components, and redesigning the Courts website.

Web Site Development - 1999 - Current

City of Houston - <http://www.houstontx.gov/planning> & <http://www.houstonpermits.org>

Lead team of 4 consultants to work with the client to develop initial concepts and feasibility. Assessed needs of external and internal clients of the Planning and Development Department. Created project plan for Information Architecture, Graphics and Web Design, content, photos, links, maps and searchable databases. Managed development and deployment of content and modules. Developed test plan, test scripts, user request form, change request log and weekly status reports. Phase II includes connectivity to Mainframes, online permitting. The Onlinepermits site currently produces in excess of \$3.5 million per year for the City.: HTML, ASP, VB Script, Java Script, Microsoft FrontPage, Microsoft Access.

Jefferson Associates, Inc. - <http://www.jefferson-usa.com>

Assessed needs of Jefferson as a consulting and staffing firm. Made recommendations for Web Design, content, photos and links. Published Company information, Client projects, On-line application and automated response. Provides on-going technical support, content management and updates to Job opportunities and news briefs. Currently integrating web-based application to support staffing efforts. Technologies and Tools: HTML, ASP, Java Script, Microsoft FrontPage.

Year 2000 IV&V Project - 1999

Assigned to Electronic Data Systems (EDS) team for an Independent Verification and Validation project to assess the City of Houston's Y2K readiness in the areas of information technology and embedded systems. Critical systems were identified with regard to Public Safety, Public Service and Revenue. As a Subject Matter Expert (SME), witnessed the re-test of selected City of Houston critical systems against performance to industry Y2K testing standards and documentation minimum requirements. Additionally, verified that any remediated system had been successfully migrated into production. Documented and delivered findings and recommendations to City department Y2K coordinators.

Year 2000 Replacement Project - 1999

System for Total Allocation of Resources (STAR) – Provided Year 2000 assessment and replacement consulting services for the internal tracking and control of Time and Attendance, Fleet Maintenance and Inventory. Lead the effort to research and recommend an alternate solution for this legacy system written in Cognos Powerhouse. The new Y2K-compliant Micromations/FLAT system runs under Windows NT, provides additional functionality, and has integrated customized reports and bar-coding for inventory.

HEB Custom Software Development - 1998 - 2000

Lead a team of developers to create a proprietary meat pricing decision support information system for the H.E. Butt Grocery company. The system was developed to allow Meat Marketing Managers to gain accurate control over the retail pricing of meat products and to maximize profits. The following modules were developed, tested and deployed: Receiving Module, Pricing Module, Scheduler, and Database Utilities. Also provided system documentation, user manuals and training for the end users.

Year 2000 Conversion Project – 1997 - 1999

Integrated Land Management System (ILMS) - Wrote, tested and implemented programs to convert large business-critical system databases for City of Houston, Code Enforcement Division. Assisted in all phases of Year 2000 conversion efforts including: awareness, assessment, remediation, implementation and validation. Identified and corrected data found during the conversion phase that did not meet year 2000 or database integrity standards. Installed Cobol/View application from vendor, tested, documented and reported errors. Modified warehouse data structures and reports to comply with new standards.

NPD Weed Abatement Consulting Project - 1997

The purpose of this review was to recommend methods to streamline the City of Houston Neighborhood Protection Division's (NPD) business and system processes for weed abatement. This review involved the implementation of recommendations that were provided to improve NPD business processes with regard to information data collection (manual and electronic), reporting and quality control procedures. Prime goals were to identify and eliminate duplication of efforts, review and identify opportunities for integration of technologies, invoke quality assurance procedures and recommend solutions to meet NPD's reporting requirements. Designed and implemented over 20 new automated reports for City of Houston management, inspectors and subcontractors.

Document Management Project(s) – 1996 - 1998

Responsible for installing and supporting network-based Document Imaging and Management Systems which involve relational database design and Client/Server architecture. Became an Identitech Certified Image Technician to support multiple clients and advise them on evolving industry standards, file formats, database formats and communications protocols. Duties include network connectivity, P.C. workstation configuration, ODBC driver configuration, market research, proposal writing, and demonstrations. Also implemented and fine-tuned batch scan documents capture module to import third-party scanned documents. Relevant customers include: City of Houston Personnel Department, Controller's Office, Fire Department, NASA-JSC.

Sign Administration Data Conversion Project - 1995

Provided conversion services for the City of Houston Sign Administration Department. This conversion required mapping of unique data elements from manual and electronic systems into a centralized database. Data was 'scrubbed', normalized and validated during the conversion process. Reports were created for revenue projections, billing, past-due & removal notices. Recommendations were provided to improve business processes, reporting and quality control procedures. The results of this project are a 80% reduction in delinquency and \$500,000 positive cash flow.

Jefferson Associates - In-house Project & Support – 1993 - Current

Performs ongoing business plan development and market research for JEFFERSON senior management. Develops sales and marketing materials as well as 'White Papers' for potential markets, specific technology solutions and industry best practices. Participates in development

of proposals and other technical writing exercises. Performs recruiting duties by receiving job orders, sourcing candidates and interviewing applicants. Provides ongoing support on in-house infrastructure including network, desktops and applications.

LOCKHEED ENGINEERING AND SCIENCES COMPANY

1988-1991

Computer Programmer Associate Senior

Responsible for the design, development, debugging, testing, and implementation of an on-line, menu-driven management information system (IPMIS). This in-house FORTRAN/POWERHOUSE application written for HP3000 was written to support Lockheed and NASA required functions. Have rewritten the Lockheed Property and Controlled Storage system for company assets and flight critical hardware in POWERHOUSE to ensure data integrity. Also responsible for the implementation of a UNIX based asset tracking system (GOLD+) for inventory. Initiated a Total Quality Management request analysis team in the Information Services Department. Also committed to supporting all users of IPMIS, GOLD+, and PC software via help desk.

CIMARRON SOFTWARE SERVICES

1988-1988 (6months)

Computer Programmer Associate

Worked on a COBOL conversion project for Ford Motor Company. Subcontracting with IBM, solved system problems, developed fixes, and supplied modified programs to production for incorporation into the system. Provide in-house training of PC software.

Applications/ Software/ Languages:

Microsoft Project, Microsoft Office (Word, Excel, PowerPoint, Access), Microsoft Outlook, Microsoft Frontpage, Internet Explorer, Netscape, ILMs, Cognos Powerhouse (Architect, PDL, QDD, QTP, QUIZ, QUICK), TurboImage, Cobol, View, Query, DBGeneral, Mpex, Omnidex, WebFOCUS, Fax3000, Formations, Impromptu, Glance, SOS, FYI Document Management System, Sendouts, Winfax, Winzip, Adobe Acrobat, Visio, WordPerfect, Lotus 1-2-3, Harvard Graphics, Gupta/Centura, Sybase, ODBC, xBASE, MetaMap, Atlas GIS, Reflections, ProComm, PCTools, Norton Utilities, McAfee Viruscan, Laplink, WordStar, Smarterm, Allways, Sideways, Suprtool, IPMIS, Basic, Fortran, Pascal, Quad, Qedit, Kedit, Xedit, C, Rexx, IBM Assembly.

Hardware/ Operating Systems:

HP3000/987/960, HP3000/70, IBM 43xx cluster IBM compatible Servers/PC's, SCSI interface cards, Fujitsu Scanners, Xionics compression/ decompression cards, Optical Storage Media, DAT tape drives, SCSI/Eagle/Coyote disc drives, Compaq & Dell laptops, dumb terminals, HP Laser/Color printers IBM AT/XT, Apple Iic, WYSE 9000i, MPE/ix, DOS, OS/2, Windows ME/2000/NT/9x, Unix, Microsoft NT, Novell, TCP/IP, IPX, FTP.

Education:

B.S., Lamar University - Beaumont, Texas - 12/1987

- Major: Computer Science
- Minor: General Business & Mathematics

Post-baccalaureate classes at University of Houston, Clear Lake

Identitech Certified Image Technician - 08/1996

Brainbench Certifications - 02/2000

- Project Manager, High IT Aptitude, Windows 98 Power user, MS Word Power user

Freddie Bean

SUMMARY

As part of advanced engineering development teams, Mr. Bean has designed, implemented, and managed software and hardware projects in both private and public business sectors. The result has been several successful commercial products (Chevron's Plant Maintenance Application, Air Liquide Truck Routing System, HEB Pantry Food's Meat Classification and Receiving Application) as well as instruments that have flown successfully on the Space Shuttle (STS-28, STS-32 and STS-47, EOIM-III experiment and the Latitude/Longitude Locator for DOD).

Technologies supported include MS Visual Basic, MS Access, MS SQL Server, Oracle Client/Server Database Technologies, WEB (MS Personal Web Server, MS IIS, ASP, HTML, Visual Interdev, VBScript, JavaScript, WML, XML and WAP), TCP/IP protocol suites, ADO, ODBC, RedBrick Data warehouse, Adobe, and database interfaces.

Experience

2000-Present **Jefferson Associates, Inc** **Houston, TX**
Web Developer

City of Houston Web Site Development - <http://www.houstontx.gov/planning/>
Lead developer on the Planning and Development Department web site. Created information architecture, graphics, web design, content, photos, links, maps and searchable databases. Phase II includes data transfers from mainframes, online permits site <http://www.houstonpermits.org>. Provide on-going consulting, technical support, content management and updates. Technologies and Tools: HTML, Microsoft FrontPage, Visual Interdev, VB Script, Java Script, ASP, Adobe Acrobat, and Microsoft Access.

1991-2000 **Analytic Machines** **Houston, TX**

Software Engineer

Responsible for design, development, and implementation of custom software applications. Specialize in Visual Basic, MS Access, SQL Server and Database designs using Windows base Client / Server architecture and Internet technologies. A list of my clients, present and past, include: Contract(s) from Air Liquide. USA • Contract(s) from Chevron. USA • Contract from City of Houston • Contract from HEB Pantry Foods & Jefferson Associates • Subcontract from Compaq & CarlTech • Contract from Cornerstone Media, Inc. (Beaumont, Texas) • Subcontract from Technical Professionals, Inc. • Contract from City of Houston & Jefferson Associates, Inc. • Contract with Raynor Computer Services Company.

Software is operational in several client plants including Chevron (6 lube Oil manufacturing facilities), the City of Houston's Human Resources Department, HEB Pantry Foods, and Air Liquide's Merchant Operations Division.

Developed requirements for a WEB base Staffing Application for Jefferson Associates, Inc. Tools include MS Interdev, VBScript, JavaScript, Visual Basic (for DLL components), HTML and ASP. Our objective is to develop a 'reach' application that will automate IT staffing and recruitment functions.

1989-1991 **Dual & Associates, Inc.** **Houston, TX**
Program Manager

• Chief Engineer and technical manager designing and developing NASA software databases and hardware applications. Technical and budgetary management of 35 software and hardware engineers. We wrote several winning proposals.

1983-1989 **Lockheed Engineering & Management Co.** **Houston, TX**
Principal Engineer

- Principal engineer (microcomputer specialty) designing, implementing and leading engineering teams in the development of flight hardware and software. Technical lead and Manager on several multi-million dollar flight projects.

1980-1983 **Welex, Division of Halliburton** **Houston, TX**
Senior Development Engineer

- Developed state-of-the-art oil well logging tools utilizing advanced microcomputer technology.

1972-1980 **Lockheed Engineering & Management Co.** **Houston, TX**
Senior Engineer

- Developed Space Shuttle Electronic experiments and equipment: video camera decoder systems; heart monitoring system; wireless crew communications system.

1971-1972 **Hughes Tool Company, Inc.** **Houston, TX**
Industrial Engineer

- Programming and modifications to Numerical control tooling machines. Additional duties included programming Programmable Logic Controllers (PLC's), plant electrical systems consulting, and administering a \$10 million equipment budget.

ACHIEVEMENTS

1986-1987 **Texas Southern University** **Houston, TX**
(Visiting) Industrial Professor of Computer Science

- Instructor in Senior level Computer Operating Systems
- Instructor in Assembly Language Programming (Intel 8086)

1991 **National Technical Association** **Houston, TX**

- Received the Technical Achievers Award for work on a "Latitude/Longitude Locator" for the Department of Defense.

MILITARY SERVICE

- U.S. Navy, Submarine service, Torpedoman Petty Officer.

Education

- M.S. EE (computer systems) **University of Houston** **Houston, TX**
- B.S. Electrical Engineering(EE) **University of Houston** **Houston, TX**

Ram Kattubadi

SUMMARY

Over 25 years strong experience in design, development of software using Java, JSP, ASP, VB and RPG/400. Extensively worked with databases like Oracle 8i 9i, 10g, MS-SQL 7.0, Stored Procedures. Sun Certified Java Programmer for Java 2 Platform. Brain bench Certified Programmer in Java, E-commerce, HTML and Java Script.

Software Skills

Hardware : Pentium, AS/400
Operating System : Windows NT/2000, Windows 9.x, OS/400
Databases : Oracle 8i, 9i, 10g, MySQL, SQL Server 7.0, MS -Access, DB2/400
Languages : Java 2.0, EJB2.0, VB, XML, HTML 5.0, Perl 5.0, ASP, JSP, Java Script
VBScript, DHTML, RPG/400, Cobol-85.
Tools : Visual café 3.0, JBuilder 2.0 (professional), Visual Interdev, MS Front Page-98.
Application Servers: WebLogicServer5.x,6.x,7.0, WebLogicPortal Server 7.0, WebSphereServer3.4 and JBoss

Work Profile

Mr. Kattubadi has overall 12 Years of experience in Web and server side development. Ram Kattubadi worked for various companies in almost all levels of web programming. His skills include: Java Programming includes JDBC, RMI, Beans, Java Server Programming with Servlets, JSP pages, XML technologies, Enterprise Server Programming with EJBs, HTML, Java Script, VB Script Programming for front ends, ASP programming, ASP.Net Programming with VB.Net or C#.Net, Perl Programming, VB Programming, Data base programming with PL/SQL, SQL, Data Base administration on Oracle 8, 8i ,9i, 10g and SQL 7.0 ,2000 and MySQL 3.0 Servers.

Educational Qualifications:

Bachelor of Technology in Electronics and Communication Engineering from S.V.University, Tirupati, India in May 91.

Projects Handled

GAR Technologies, Houston, Texas

Java Programmer

Apr 02-present

Developed e-commerce business sites for GAR Technologies, Shop5050.com, Infomatica, MentorAction, and Optimum Data Systems.

Design Phase:

- Designed and developed e-commerce sites for all above companies.
- Taught various courses like Java 2 programming, Java Certification training, JSP, ASP and also Visual Basic 6.0.

Developed:

1. www.gartechnologies.com
2. www.psiwaresolution.com
3. <http://www.hmttank.com/>
4. www.infomatika.com
5. www.emahavir.com
6. www.globalsap.com
7. www.parallaxsolutions.net

Environment:

Java, JSP, J2EE, Web Logic Server 6.1, Oracle 8i,9i, 10g, SQL, T-SQL, Cloudscape, ASP and VB6.0

Parallax Solutions, Inc, Houston, Texas

ASP Programmer

Nov 01- Apr 02

Developed web based application for telecom solutions distributing company.

Design Phase:

- Prepared specifications of the module.
- Prepared test cases

Coding Phase:

Written programs for registration, updating and deletion of vendors, products, customers, agents, sub-agents. Also developed asp pages for reports like new products, deals, and profiles of products.

ASP, T-SQL, Java Script is used extensively for Registration, Search pages. IIS 5.0 Server is used for hosting the site.

Environment:

ASP, SQL, T-SQL on windows 2000

Psychological Software Solutions, Inc, Houston, Texas

ASP Programmer

Apr-Nov 01

Developed web based application for managing students psychological information on line.

Design Phase:

- Prepared specifications of the module.
- Prepared test cases

Coding Phase:

Written programs for registration, updating and deletion of students, behaviors, teachers, schools etc.

ASP, T-SQL, Java Script are used extensively for Registration, Search pages. IIS 5.0 Server is used for hosting the site.

Environment:

ASP, SQL, T-SQL on windows 2000

GST Consulting, Inc., Houston, Texas

Java Programmer

Jan 01 to Apr 01

Developing in-house intranet application for online registration module. The module contains registration of members, search for courses, fees, trainers offered by GST, searching for names of students, fees-dues by GST. The system provides optimum use of trainers and arranging for classes and making automatic updating of accounts. The system optimizes product quality, resulting in robust design product performance. System efficiently maintains the requirement and product performance. Databases are maintained using SQL Server v 6.5. JDBC is used as bridge for the flow of information.

Roles :

Design Phase:

- Prepared specifications of the module.
- Prepared test cases

Coding Phase:

Written programs for registration and all types of searches on the site.
EJB1.1, JSP and Servlets are used extensively for Registration, Search pages. Web Logic Server 5.1.0 is used for hosting the site.

Environment:

JSDK1.2.2, JDK 2 ver 1.3, JSP 1.1, EJB 1.1, SQL Server and Win Edit v 2.0, Web Logic Server 5.1.0

Form Craft Pro. Java Run Time Library- Phase I

Oct 00 to Dec 00

Software Engineer

Client : **Canon Inc, Kosugi, Japan.**

Team Size : 06.

R&D project. Form Craft Pro 3.0 (FCP) is form editor of Canon Inc, which can be used for creating forms and printing them on any printer. FCP is in use in Japan only. At present FCP Editor works only on Windows environment. The purpose of the project is to make the FCP editor platform independent. The entire project will be divided into two or more phases. The purpose of phase-I is to see whether it is possible to print all type of forms using java classes and read FCP binary file by java.

Role:

Design Phase

Involved in reading of fcp file. We got the structure of binary file format from canon Inc, Japan.

Coding Phase

Written java program to read all the components of a fcp file.

Testing Phase

Tested this for various fcp files.

Environment:

JDK 1.2.2, Java Swing Components, JDBC, SQL Server and Visual café on windows NT

Mahavir chat server 1.0

July 00 to Sept 00

Web Developer

Client : **Mahavir Enterprises(India) Limited, Hyderabad.**

Team Size : 02.

Created a chat facility which is scalable and gives all dynamic features like private chat, Image sending online verification and off-line messaging.

Role

Design Phase

It is add on Facility provided to www.emahavir.com. It is divided into three modules. It has been divided into 3 modules

- Public chat
- Private chat with members only concept with private messages
- Rooms online messages and off line messages and additional features.

Coding Phase

Applet-servlet communication is used. Java Multithreading is used at client and as well on the server side. I had written Chat server program for chatting using multi-threading. Public chat facility has been created.

Testing Phase

We tested on IE, Netscape and Neo-planet browsers.

Environment:

JDK 1.2.2, Java Swing Components, JDBC, SQL Server and Visual café on windows NT

www.emahavir.com

April 00 to June 00

Web Developer

Client : **Mahavir Enterprises(India) Limited, Hyderabad.**
Team Size : 02.

Role

This Project is preparing a dynamic site which will have features like member registration search and product purchase.

Design Phase

The Project has been divided into five modules

- Registration
- Search
- Products
- Shopping Cart Module
- Chat.

Involved in the discussion of detail design specifications. Technologies like Servlets, Java Script and ASP have been fixed for implementation. He was involved in Registration module and integration of site through cookies.

Coding Phase

- Developed registration, feedback, change password, and related form in the registration process. Wrote servlet programs for registration feed back. He used cookies concept for session management.
- Java Script into the HTML for Client side Validation. MS Access Database is used to maintain members' data.
- Servlets are used to validate submitted form. JSDK 2.0 is used to developing the Servlets.
- Developed an intranet application using EJB and JSP for product search and dealer search, which is being used at corporate headquarters. The site is hosted on intranet on Web Logic Server 5.1.0

Testing Phase

Involved in unit testing of the search and advanced search.

Environment:

EJB1.1, JSP1.1, Java 2,HTML 4.0,Servlets, ASP and Java Script, Jbuilder on Windows NT, Web Logic Server 5.1.0

SARAE Mall 1.0

Nov 99 to Apr' 00

Software Engineer

Client : **Sara Software Solutions (p) Ltd, Hyderabad**
Team Size : 06.

Role:

Design Phase

The Project has been divided into four modules 1.Goods Module 2.Registration Module 3.Chat Module 4.Cart Module. He was involved in the discussion of detail design specifications. The product at General specification of requirements so that it can be easily customized.

Coding Phase

He developed registration form related web pages by Front Page. Java Script programs are embedded into the HTML for Client side Validation. Oracle Database is used to maintain

members data. Servlets are used to validate submitted form. JSDK 2.0 is used to developing the servlets.

Testing Phase

He was involved in unit testing of the shopping cart module.

Environment:

Java 2,HTML 4.0, Perl 5.0 and Java Script

UNI-99

software Engineer

Feb 99 to Nov 99

Client : Hoshimichi Systems, Japan

Team Size : 06.

Role

The project is a part of a larger project which deals with weather monitoring. This module is for updating weather information in the world on strategic locations and particularly in Japan

Design Phase

This project is divided into three modules.1.Vision module 2.Update module 3.Access module. He was involved in the design of detail and customer requirement specifications.

Coding Phase

He had written client programs for accessing the data on the server for updating. JDBC is used for connecting the data. SQL server is used for maintains the data.

Testing Phase

He prepared test cases for testing the update module.

Environment:

Java 1.2.1 HTML 4.0,Perl 5.0,Java Script

Automatic Electricity Billing System

software Engineer

Jan 98 to Feb 99

Client : Gupta and Gupta Co, Hyderabad..

Team Size : 04.

Role

The project is for medium power Distribution Company. It completely automates all functions of collecting power charges.

Design Phase

He designed screens for all modules using SDA. The project is divided into four modules. He involved in the discussion of setting delivery schedules and customer update module

Coding Phase

He had written programs for addition, deletion and updating of customer accounts. RPG/400,CL/400 are extensively used for writing the programs. SDA is used for designing screens. RLU is used for generating the reports.

Testing Phase

He tested company reports module-using SQL/400.He was involved preparing test cases. We basically do unit testing in the development stage.

Environment:

RPG/400 on AS/400 machine with OS/400 as Operating system

Medicare Online Refresh System

Software Engineer

Mar 97 to Jan 98

Client : Ruby Hall Clinic, Pune.

Team Size : 04.

Role

It is a user friendly, high performance Hospital Management System. It controls front office, patient information, staff information, and diagnosis information and location services

Design Phase

The project is divided in to five modules. He prepared test cases for staff information and location of services. He prepared flow charts for patient information and front office.

Coding Phase

He had written programs for enquiry at front office. Sub-file windows are created and used in the programming for enquiry. He designed screens using SDA for front office and patient information. He was responsible for generating screens, creating data areas, updating of patient files. RPG/400 is extensively used for writing programs.

Testing Phase

He tested staff information and location of services.

Environment:

RPG/400 on AS/400 machine with OS/400 as Operating system

Inventory Control System

Software Engineer

June 96 to Feb 97

Client : J.P.N.Associates, Singapore.

Team Size : 06.

Role

The project involves computerization of ware house operations. It entails planning and control of material stock by quantity and value. It also keeps track of all details of purchase orders pending and dead orders.

Design Phase

He was involved in the design specifications of transaction module Transaction module has the following sub-modules: Receipts, Issues, Purchase Returns, and Issue Returns.

Coding Phase

He designed screens and He had written programs for movement of goods from warehouse to retailer and transaction in between supplier and warehouse. RPG/400 is extensively used for writing programs. Screens are designed using SDA. Inventory of the stocks are maintained according to value and quantity.

Testing Phase

He tested bank transaction module using sql/400 and DFU.

Environment:

RPG/400 on AS/400 machine with OS/400 as Operating system

Cement Personnel System

Programmer

Dec 95 to May 96

Client : Panyam Cements and Minerals Limited, Panyam, AP.

Team Size : 04.

Role**Design, Coding & Testing Phase**

This project is mainly aimed at Management of Personnel. To declare bonus, hike in DA it aids in decision making. It also generates pay slips, salary statements.

Environment:

Cobol on Windows

Cyberbank
Programmer

June 95 to Dec 95

Client : **Mahesh Bank, Hyderabad.**
Team Size : 04.

Role

Design, Coding & Testing Phase

This project is mainly aimed at complete automation of banking of accounts, one counter SBclearance, current account, generating reports for bad debts, late recoveries etc., updating deposits, loans, accounts day-to-day. So that utilizing services of employees and maximizing profits.

Environment:

Cobol on Windows

Mark G. Zeringue

Background Summary

Mark G. Zeringue is a native Texan. Mr. Zeringue is 1974 graduate of Texas A&M University's Institute of Electronic Science (part of the Engineering Extension Service). In his almost 30 years of public safety communications experience, he has more than 20 years of direct experience with wireless data communications.

Work History

Custom Logic Design Inc.

1991–Present

Vice President of Engineering

Mr. Zeringue left the Houston Police Department to devote full time to the development of Custom Logic Design Inc. This event occurred when the Harris County Commissioners Court approved a large Contract for the delivery of wireless data communication software, including a site license for ZClient[™] mobile messaging software (<http://www.zclient.com/>). The company has been profitable ever since and continues to grow as evidenced by the recent award by the City of Houston Fire Department.

Houston Police Department

1995–1997

Director, Information Services Division

After retirement from the classified service of the Houston Police Department, Mr. Zeringue accepted a position as Director of the Department's Information Services Division. In this position, he managed more than 60 employees and oversaw the Department's Information Systems infrastructure. Mr. Zeringue managed an annual budget of approximately \$5 million. During his tenure as director he engineered a plan to migrate the Department's mainframe-based information systems to a client /server based environment; a \$20 million project which will allow the Department to enter the 21st century with an appropriate information systems infrastructure.

Houston Police Department

1975–1995 Retired

Police Communications Manager

This position entailed all aspects of support for the large R.F. communications network used by the Department. With his extensive background in digital electronics and software-based systems, Mr. Zeringue pioneered the Department's Data Communications network. He developed the Department's Mobile Data Terminal System which is recognized nationally as a showcase system. He was the principal member of a small core group that developed detailed technical specifications for the Department's Computer Aided Dispatch System, which has also received national recognition. He had technical oversight of the Department's Automated Finger Print System, and serves on the technical committee, formed by the State of Texas, to implement a peer-to-peer interface between the State's NEC AFIS and the Department's Printrak International supplied AFIS system. He was a key player in the design and implementation of the City's wide-band fiber-optic data network. Over the span of 20 years Mr. Zeringue has been promoted several times, and at retirement held the title of Police Communications Manager. In this position he was a certified Peace Officer for the State of Texas and held an Advanced Certificate from TECLOS (the state law enforcement accreditation agency).

Lief Erickson

EMPLOYMENT HISTORY

Custom Logic Design

February 2002 - Current

Technology Manager, Network Systems Manager

Manage, develop, and market ZClient32™, the object oriented Windows application that provides sophisticated messaging and reporting functions. This easy-to-use application supports Windows & NT4.0 environments. ZClient32™ works within Motorola MDC and RD-LAP private data communications networks. All required interface support for the Motorola family of data radio modems is provided by ZClient32™. This software provides total functionality for the mobile workstation.

Houston Police Department (Retired)

September 1992–February 2002

Communications Management Division, Network Systems Manager

Manages and engineers system improvements, and oversees operations of the City of Houston's fiber optic communications system. This fiber system supports all primary radio (voice and data) communications for the police, fire, and public works departments.

Acting Assistant Superintendent

October 1989 to June 1991

managed operations of all sections within the Communications Management Division. Coordinated and prepared annual budgets for the division. Assisted in the hiring of technical personnel.

Radio Communications System Manager

April 1980 to September 1992

Systems taht include 800 MHz mobile data radio systems, two-way radio (VHF/UHF) base station equipment, wide-area voting receiver systems, microwave radios (960 MHz, 2 GHz, and 12 GHz), dispatch center console systems, multi-channel voice logging equipment, and associated alarm monitoring systems.

Lead Communications Technician

April 1980 to November 1972

Installed and maintained two-way radio systems, microwave radio equipment, radio dispatch consoles, and receiver voting systems.

Southern Pacific Railroad, Houston, Texas

November 1971 to September 1992

Communications Technician

Installed and maintained mobile radios, maintenance of fixed-base station radio equipment, and building PA systems.

Automatic Alarm Company Minneapolis, Minnesota

August 1970 to November 1971

Service Technician

Installed and maintained various automated alarm systems in commercial buildings.

United States Air Force

May 1966 to May 1970

Airborne Radio Command Post Technician

Maintenance technician of on-board communication systems, including HF, VHF, and UHF radio systems. Honorable discharge.

MAJOR ACCOMPLISHMENTS

Sonet System—City Of Houston

- Developed the RFP, negotiated the purchase contract, and completed the initial phase of the Sonet System currently being completed by HPD and the City Of Houston
- Strategic Wireless Infrastructure Information Study (SWISS)
- Team Leader. Developed the RFP and completed the scope of work with the consultants. The SWISS project is currently being completed by HPD.

Radio Transmission Project—City of Houston

- Project Design/Selection Team Member (1986-1989). Worked with the consultants to design and select the systems for 800 MHz trunking, police department radio communications, and fire department simulcast radio communications.
- Project Management Team Member (1990-1993). Assisted in the development of the Acceptance Test Plan (ATP) used for verification of contract compliance of the 800 MHz trunking, police radio, and fire simulcast radio systems.
- Managed installation of the fiber optic network and associated electronic systems. Designed the network bandwidth allocation management program.

800 MHz Mobile Data Terminal System

- Designed and managed the installation of the radio communications infrastructure for the current HPD MDT system.

911 Emergency Communications Center

- Houston Police Department CAD Task Force member. Developed specifications for central electronics dispatch console system and managed installation of the CAD radio console systems.
- Team leader in charge of design and development of the temporary dispatch center. Oversaw installation of all aspects of this center, including radio systems, telephone and data systems

Republican National Convention

- Houston Police Department Communications Coordinator for the Republican National Conference held in Houston, Texas. Engineered and supervised installation of radio (voice, scrambled voice, data, and video) systems to support the Houston Police Department operations.

Economic Summit

- Economic Summit Communications Coordinator for the Houston Police Department. Designed radio communications network consisting of more than 20 sites to verify the safety of six heads of state.
- Supervised the implementation and creation of the support database system used to manage the necessary support equipment during the Economic Summit.

HPD Communications System Project

- Worked with Bernard Johnson, Inc., in the installation of the first major communications system project for the Houston Police Department. Responsibilities involved systems testing and acceptance, systems integration into the existing communications systems, and making recommendations for modifications as needed. The systems involved were VHF and UHF two-way radio; 960 MHz, 2 GHz, and 12 GHz microwave; and radio control consoles.

EDUCATION

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- Completed over 100 hours of management training taught at the Houston Police Department Training Academy.
 - Master Certificate - Texas Commission of Law Enforcement Officer Standards & Education (T.C.L.E.O.S.E.).
 - Attended University of Houston; College of Technology, majoring in Communications Technology.
 - Attended Alvin Junior College. Courses included English, History and Mathematics. Completed approximately 30 semester hours.
 - Attended United States Air Force Technical Courses at Keesler Air Force Base. Courses included basis electronics, airborne radio communications, and advanced electronics in multiplexing, audio switching equipment, and computer controlled radio equipment.
 - FCC First Class Radio/Telephone License with a Radio Endorsement.

William C. Weaver, Jr.

Mr. Weaver is Vice President – Professional Services with Jefferson Associates and a recognized Public Safety Consultant / Subject Matter Expert (SME) with over 30 years of law enforcement operations, emergency communications management, project management and technical consulting experience. This includes specific expertise in aligning organizational functions with technology solutions to increase service delivery efficiency and effectiveness; Clients include small through large-scale public safety organizations, including police, fire and emergency medical services. He has expertise in solutions-oriented communications and command and control; delivering a broad range of solutions to the Public Safety / Emergency Communications community.

- Develops value-based relationship with clients to identify functional, technical and operational requirements;
- Demonstrated capacity to implement innovative software and hardware solutions that saves lives and decreases call handling times in small to large call centers.
- Hands-on experience leading all stages of system development efforts, including requirements definition, design, architecture, testing, QA and support.
- Outstanding leadership abilities; able to coordinate and direct all phases of high-technology project-based efforts while managing, motivating, and leading project teams.
- Adept at developing solutions and procedures, project documentation and milestones, and technical / business specifications.

Mr. Weaver has extensive experience in management of emergency communications operations. This experience includes project management, staffing needs analysis, personnel allocation models, computer-based-training (CBT) in the emergency communications environment, command and control integration, command and control technologies management (including E/9-1-1, CAD, MDC, AVL, RMS, GIS and FBR), pre-installation site assessments, facilities assessment, space needs analysis, development of technology and user requirements definitions, user needs configuration management, job task analysis (including job reclassification and career ladder development), civilianization of dispatch operations, transition management, training program design, delivery, management and implementation, and quality assurance (among others).

In such capacities, he has provided professional consulting services to a wide range of organizations, including the public and private sectors. These include MAXIMUS Public Safety Vertical, City of Houston Police Department, Chicago O'Hare International Airport, Jacksonville (NC) Police Department, Jackson (MS) Police Department, the City of Chicago Police and Fire, the City of New York Police and Fire, and Continental Airlines, to name a few. For example, as project principle, he was responsible for conducting an assessment of a private sector call center that receives approximately 14,000,000 calls for service a year. This high priority assessment yielded over 50 operations, management, staffing and technical recommendations with the objective of improving service delivery operations.

In addition to the subject area of E/9-1-1 Operations, Mr. Weaver's emergency communications experience includes over 20 client situations where he was responsible for the project management and implementation of new E9-1-1 systems within Public Safety Answering Point centers ranging in size from small 2-3 position environments through to 40-50 call taker positions. He has also provided strategic consulting services to over a dozen high profile clients, including the City of New York and the City of Chicago. In summary, Mr. Weaver has a

demonstrated capacity and experience in the delivery of a broad range of solutions for all facets of the Emergency Communications environment.

PREVIOUS EMPLOYMENT

Jefferson Associates, Inc. – Vice President/Professional Services 07/07 to Present
Privately held firm providing business solutions, consulting and information technology services to the public and private sector and commercial enterprises. The company focuses on People, Processes and Technology that support business operations. Expanded company reach to include public safety market; Identified and secured distributor relationship with product manufacturers for high-technology solutions addressing information sharing and command and control automation; established profitable partnering relationships with key product/solution providers.

iXP Corporation – Senior Consultant 09/05 to 07/07
Privately held top tier consulting firm providing consulting services to public safety and security organizations to solve mission critical emergency response problems through methodologies and tailored solutions for its clients, with specific focus on New York City's Emergency Communications Transformation (ECTP) program initiatives (e.g., DoITT, FDNY, NYPD, OEM). Worked with clients to integrate business process and technology solutions supporting 24 x 7 public safety communications and emergency response and management disciplines.

Combox Corporation – Vice President/Sales 08/03 to 09/05
Information Technology Company specializing in computer telephony integration solutions contracted as principal development organization for Nortel Network's CTI Public Safety software, Symposium ENR. Company subsequently acquired the intellectual property rights after Nortel exited the market in 2002.

Nortel Networks – National 911 Product Manager 08/96 to 08/03
Large multi-national telecommunications and information technology provider involved in the voice, data and IP-network marketplaces. Core business involved manufacturing digital switching technology for public and private enterprise.

Houston Police Department – Operations Manager/Chief of Staff 01/76 to 08/96
Managed day-to-day operations of large metropolitan emergency communications center with a staff of 375 civilian FTEs to deliver emergency services to 4th largest city in the US.

Worked collaboratively with team of IT professionals to specify, deliver and manage command and control technology solutions. Guided professional development training services program to support in-service and pre-service training requirements. Developed training programs for use in host agency and local community college institutions. Developed and Delivered Houston Community College's core Public Safety Communications curriculum with training credits applied to state training and emergency (E/9-1-1) dispatcher certification efforts.

SIGNIFICANT ACHIEVEMENTS:

- National Chair – 911 Center Operations Committee - National Emergency Number Association (NENA) 2002 thru 2004
- Committee Chair – Emergency Telephone Notification System Standards Committee
- Committee Chair – Private Call Center Standards Committee
- Committee Co-Chair – National Public Safety Answering Point Registry Database
- Committee Chair – Public Safety Answering Point Site Selection Criteria

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- State of Texas Governor's Professional Achievement Award in Public Safety Communications

OTHER CREDENTIALS:

Education: Sam Houston State University Leadership and Command College 1993

Published Author: National/International trade journals (e.g., mapping technologies, communications, command and control technology, call center staffing, wireless E91-1 project implementation).

White Papers: 311: As A Community Service Delivery Platform
Communications Center Staffing: When is Enough Enough?
Geographic Information Systems and Public Safety Communications

Recipient: State of Texas Governor's Professional Achievement Award
Most Valuable Team Member – Team HP (NYC ECTP Project)
Recognized E/9-1-1 Industry Professional (E/9-1-1 Institute 2006 / 2007)
Officer of the Year / Investigator of the Year
Chief of Police Commendation (2)
Mayoral Commendation (1)

Subject Matter Expert:

E/9-1-1 Information Systems and Operations
Computer Aided Dispatch
Unified Call Taker Operations
Incident Command System (ICS)
National Incident Management System (NIMS)
Command and Control
Integrated Emergency Operations Centers
Integrated Criminal Justice Information Systems (ICJIS)
Mobile Data Communications

EXHIBIT "A-2"

LIST OF REPORTS TO BE DEVELOPED

APPENDIX C

Program	Description
R012HOU	Wastewater notification
AC001	Boiler operator renewal
R002PC	Sold permit report with Plan Reviewer
R002IBEW	subscription of R002 report customized for IBEW. Paper and disk formats.
RVS9Y	report for plan checkers to find missing plans
R053HOU	Plan review AP/RJ summary
J034FAX	New projects for Tanglewood
R085HOU	Situs/project/permit summary by street name and number range
R20HOU	Certificate of Compliance
TEMPCO	Temporary certificate of occupancy
R65NEW	Occupancy correction list
R065HOU	Occupancy correction list
R065NEW	Occupancy correction list
R65MDI	Dangerous building correction list
R400O1R	60 day letter prior to expiration of LSA report
R400OBR	60 day letter prior to expiration of 180 day OB report
R106HOU	Construction record and checklist
R048HOU	Project final required report
FEELINK	Electrical Master's active permits
FG	Fabricator's listing
JEXPPJ	Expiring projects letters/update. Involves writes to the database.
JUTILCUT	Utility cutoff letters/update. Involves writes to the database.
JPHVPLHL	Potential high voltage power lines report faxed to Reliant Energy
JUPBLEGS	Updates bootleg situses
PRSTAT	Plan review status report
PERMSTAT	Permit status of projects/subprojects
R027GHBA	Valuation report faxed to Greater Houston Builders Association
INSPDESC	Active permits and inspection description listing
JAVGSUB	Average Submittal Time by project
JPRIO	Customer/city Time by submittal
JARANAL	Approval/rejection plan review analysis
J33HSXC	Plan review analysis based on projects assigned to department 33H
JMINSUB	Reports plan review time based on a minimum number of submittals
JPRJLIFE	Plan review analysis based on the life of projects
JSUBYR	Plan review analysis based on submittals within the year
JDLYCMMT	Daily comments report
JELUPDT	updates electrical license information
JOBSIGN2	Post sign renewal data to 399 screen
NOO1OBR	O11/OB1 inspections without an O1R or OBR.
RCOHOEFT	Cert of occ issued faxed to Sandra Hoeft
R029HOU	Situs inspections
R505HOU	Advance payment statements
ZIPZONE	Signs situses in a ZIP code
R505SIGN	Signs advance payment statements
R509HOU	Advance payment report
R599SR	Balance of 3 digit SR accounts
ABSIGNS	Locates abandoned signs
AADTE	Billing exception audits
AADTF	Final audit trail
ASVYNPAL	Survey for signs

ATAGSVY	used to generate tags from ILMS
R200SIGN	Generates notice of suspension
R206SIGN	Writes renewal letters for signs contractors
AGSO3	GSO listing
R059HOU	Situs/project/permit summary by street name and number range
TRADELIC	Count of number of licenses and fees sold by date range
R011HOU	Detailed revenues report
EL399	Electrical inspections by month
R016HOU	Contractor listing
R016HOUT	Contractor listing to file
R042HOU	Non project inspection analysis
R041AUTO	Inspection summary by trade
RBOILER	Daily boiler inspection list
BLIST1	Inspector's boiler listing
BSTREET	Boiler sites and their key map numbers
R018HOU	Elevator billing, audit trails, final notices
R018PRMT	Annual operating permit
R018XR	Elevator billing cross reference
ELOPPMT	Elevator operating permits
VAOPPS	Elevator VAOP payment status
AGENCY	Listing of approved elevator inspection agencies
SKIRTVES	Escalator skirt/step noncompliance report
VINPDIER	Complete elevator compliance report
VINVTLDC	Elevator compliance report
R031BILL	prints individual boiler statements
R031HISD	Used to print HISD boiler sites
R031HOU	Boiler statements
BLPRS	Boiler payment status
STATENO	Prints situs/state no for boilers
ASIGSRCH	Searches AUTHORIZED SIGNATURES for a prompted name and returns the name of the licensed contractor the name is attached to.
HARDMH	Hardship mobile home report
M15HEAR	Produces Hearing letters
M16AFTER	Letters sent after hearings
M16EXPL	Letters to send for license expiration
MHLISB	Listing of mobile home parks
MHLIST	Listing of mobile home parks
R061BILL	House mover letters
R061LTTR	Mobile home park agent renewal letters
R06RESAL	House movers resale letters
HMOVERS	Active House Mover agents report
OUTTCO	Outstanding Temporary CO listing
PERMSOLD	Permits sold by office
AC001	Renewal notices for B.O.P.'s
AC002	Renewal notices for Stationary Engineers License
AC003	State Air Conditioning License bills
AC004	State License Renewal Notices
ACSE2	Stationary Engineers test scores
ACSELST	Stationary engineer license list
ACSEN	List of stationary engineer examinees and scores
R154HOU	Outstanding AC permit list
CENSUSx	Census bureau reports
POOLAUTO	Pool listing

SEGMENT	Lists street segments by street name
R159HOU	License contractor permit information
ELEINSUR	Elevator insurance noncompliance letters
ELINSUR	Elevator insurance noncompliance report
EMLTR	Application for electrical master's license renewal letter
ESMLTR	Application for electrical sign master's license renewal letter
ECLTR	Application for electrical contractor's license renewal letter
FEXPLIST	Fax subscription expiration listing
ILMSPASS	ILMS password list
WEBINSP	Count of inspections scheduled via the web
HEAP	Helicopter annual inspection letters
HEDAVY	Report of expiration dates
HELINSU	Helicopter insurance letters
HELIPORT	Heliport letters
HELISTOP	Helistop letters
R085HOU AND R102TORA	
R018PRMT	Individual Elevator Annual Operating Permit
RO42HOU	Non project inspection analysis
N034AUTO	Creates NPT project listing by area for the prior 7 days
R105HOU	Complaint record and checklist
NPTLIST	399 screen inspection listing
CONTCOMP	Contractor Compliance report
R65NEW	Occupancy Inspections corrections
R599SR	Listing for SR contractors
FG	Fabricator's list
R002TAX	Sold permit listing for HCAD
R002TAXH	Sold permit listing for HCAD data file
J2SCL	Creates STARTS/COMPLETIONS/LEGALS data files/reports for Planning department.
JWARD3PR	New project listing for Ward 3
R509SIGN	Signs Advance Payment
R505SIGN	Individual Advance Pay Statement
SWNEON	Unfinalled Projects by License
SCONLBL	Sign Contractor Labels
SIGNCITE	Citations by Date Range
R399SIGN	Sign Insp Grid by Zip Job
R399SGN3	Sign Insp Grid - Side-by-Side Compare
SIGNCON	Sign Contractor Listing
SIGNSVY	Signs Survey
A36BCKT	36-bucket Report by Fee Range
ZIPZONE	Zip Zone Report
SIGNAGD	Attention Getting Devices
ATAGDAY	Generate Daily Tag
ATAGSVY	Generate Survey Tag
R200SIGN	Notice of Suspension Sign Permits
R206SIGN	Renewal of Sign Contractor's License
R208SIGN	Inactive Letters for Sign Contractors
SIGNRNG	Signs on a Street by Range
AANABILL	Billing Analysis Report
AREMVA DT	Unpaid Signs Permits by Type / Date
BUCKET	12/24/36 Bucket Report
GSORPT	GSO Report Listing to File
GX78F	GX 7,8,F Inspections

SIBYRWWR	Sign Plan Reviews by Reviewer
CITSUMM	Citation Summary by Inspector
SVYLTRDR	Survey Letter - Date Range
SVYLTRPR	Survey Letter - Project Number
OUTTCO	All Outstanding Temporary CO's
R06RESALE	Storage Lot/Repair Lot Renewals
NOTIFYWS	Notification for water services
NOTIFYWW	Notification for wastewater
JAPRJ220	Approvals/rejections for department 220 by reviewer/date range
R085HOU AND R101TORA	
R085HOU AND PROJECT SUMARY AND CONSTRUCTION REPORT	
R085HOU ONLINE	
LICCOUNT	Active/Inactive License Count
R016HOU	Master report
ACTIVITY	Inspector Activity
ROOTALL	All Situs/Projects on a root address
R100HIST	Situs Change History
FEELINK	Active/Inactive Permits
ESMLTR	Sign Masters Expiration Letter
ECLTR	Electrical Masters Expiration Letter
CONTLIST	Contractor Listing
INSPQA	Inspector Q/A report
SWNEON	Unfinalled projects by license
R061BILL	License Renewal
R061LTTR	Annual Park License Renewal
HMOVERS	House Moving List
MHPARKS	Mobile Homes Park Listing(Includes Closed)
HARDMH	Hardship Mobile Home Report
MHLIST	Park llist (not closed or on Hold) by Address
M16LIST	Hardship list by Hearing Date
M16EXPL	Expired Park List
M15EXP2	Individual Second Notice
M15EXPR	Hardship Reappeal Notice
MHRENEW	Manufactured Home Renewals
R100HIST	Situs Change History
EXPPJKNT	Expiring Project count llist
OUTTCO	Outstanding Temporary CO's by date
OPENCO	CO permits not finalized
OUTTCO2	Weekly Outstanding Temporary Co's
R029HOU	Sites Inspections
JEXPPJ.JCL	Final Audit Count
CONTLIST	Contractor Listing
ELAOPPMT	Elevator Annual Operating Permit
VINPDIER	Past Due Inspections
ELUNTCNT	Elevator Unit Count by Quarter
SKIRTVES	Escalator Skirt/Step Noncompliance
ELEINSUR	Elevator Insurance Noncompliance Letter
ELINSUR	Elevator Insurance Noncompliance Report
R18VNOT	Elevator Compliance
ELEVPMI	Elevator Inspections Past Due

R018T1	Elevator Billing Audit trail
R018XR	Elevator Billing Cross reference
EPASTDUE	Past Due Inspections
VAOPPS	VAOP Payment Status
ELINDUE	Elevator Inspections Due(to file)
ELEVINF	Elevator Inspections not finalized
AGENCY	List of approved Elevator agencies
R018T4	Elevator Billing Audit Trail Summary Page
R018T5	Elevator removed from system
VTXEXT	VTX extension report
ELMSTLST	Elevator master list to data file SF18T1Q
JSTAFF	Data file for Jay Stafford
VHXEXT	VHX Extension report
VESEXT	VES Extension report
AC002	Stationary Eng renewal
STATENO	search a boiler address
BLIST	Boiler List
AC003	State Ac Maint renewal
ASIGSRCH	Authorized signature search
R599ATP	Pin numbers for contractors by company
R029HOU	Situs Inspections
R109HOU	Unapproved Project holds
R126HOU	Unapproved Situs holds
R159HOU	License contractor permit info
OUTPERM	Outstanding permits by contractor
CONLIST	Contractor Listing
ATABSALE	ATA/ATB receipt sales by date
OPENCO	CO permits not finalized
R505HOU	Statement of APA account
R509HOU	Advance Payment
R64RCL	Advance Payment Detail
R106HOU	Construction record
R035RCA2	License Cards
R085HOU	Tora report
R059HOU	
R20HOU	cc report
TEMPCO	temp co
R003H2M	Detailed Inspection Analysis report
R65MDI	DB correction list
DIL	Daily Inspections list
OCCUINSP	
R65INSP	Inspection history
ONEPRIO	Customer justification

EXHIBIT "B"

STANDARD HOURLY RATES AND LONG TERM HOURLY RATES

FOR ON-CALL STAFF

Position	Std. Hourly Rate	Long Term Hourly Rate
Business Intelligence / Systems Analyst	\$ 145.00	\$ 130.00
Sr. Business Intelligence Consultant	\$ 115.00	\$ 95.00
Business Application Designer	\$ 110.00	\$ 90.00
Programmer Analyst	\$ 100.00	\$ 85.00
System Support Analyst	\$ 125.00	\$ 105.00
Web / Portal Application Analyst	\$ 110.00	\$ 90.00
Wireless Application Designer / Analyst	\$ 125.00	\$ 110.00

EXHIBIT "C"

MWBE SUBCONTRACT TERMS

Contractor shall insure that all subcontracts with MWBE subcontractors and suppliers are clearly labeled **"THIS CONTRACT IS SUBJECT TO BINDING ARBITRATION ACCORDING TO THE TEXAS GENERAL ARBITRATION ACT"** and contain the following terms:

1. _____ (MWBE subcontractor) shall not delegate or subcontract more than 50% of the work under this subcontract to any other subcontractor or supplier without the express written consent of the City of Houston's Affirmative Action Director ("the Director").

2. _____ (MWBE subcontractor) shall permit representatives of the City of Houston, at all reasonable times, to perform (1) audits of the books and records of the subcontractor, and (2) inspections of all places where work is to be undertaken in connection with this subcontract. Subcontractor shall keep such books and records available for inspection for at least 4 years after the end of its performance under this subcontract. Nothing in this provision shall change the time for bringing a cause of action.

3. Within five business days of execution of this subcontract, Engineer (prime engineer) and Subcontractor shall designate in writing to the Director an agent for receiving any notice required or permitted to be given pursuant to Chapter 15 of the Houston City Code of Ordinances, along with the street and mailing address and phone number of such agent.

4. Any controversy between the parties involving the construction or application of any of the terms, covenants or conditions of this subcontract shall, on the written request of one party served upon the other or upon notice by Director served on both parties, be submitted to binding arbitration, under the Texas General Arbitration Act (Tex. Civ. Prac. & Rem. Code Ann., Ch. 171 -- "the Act"). Arbitration shall be conducted according to the

following procedures:

a. Upon the decision of the Director or upon written notice to the Director from either party that a dispute has arisen, the Director shall notify all parties that they must resolve the dispute within thirty (30) days or the matter may be referred to arbitration.

b. If the dispute is not resolved within the time specified, any party or the Director may submit the matter to arbitration conducted by the American Arbitration Association under the rules of the American Arbitration Association, except as otherwise required by the City's contract with American Arbitration Association on file in the Office of the City's Affirmative Action Division.

c. Each party shall pay all fees required by the American Arbitration Association and sign a form releasing the American Arbitration Association and its arbitrators from liability for decisions reached in the arbitration.

d. If the American Arbitration Association no longer administers Affirmative Action arbitration for the City, the Director shall prescribe alternate procedures as necessary to provide arbitration by neutrals in accordance with the requirements of Chapter 15 of the Houston City Code of Ordinances.

e. All arbitrations shall be conducted in Houston, Texas unless the parties agree to another location in writing.

EXHIBIT "D"

EQUAL EMPLOYMENT OPPORTUNITY

1. The contractor, subcontractor, vendor, supplier, or lessee will not discriminate against any employee or applicant for employment because of race, religion, color, sex, national origin, or age. The contractor, subcontractor, vendor, supplier, or lessee will take affirmative action to ensure that applicants are employed and that employees are treated during employment without regard to their race, religion, color, sex, national origin, or age. Such action will include, but not be limited to, the following: employment; upgrading; demotion or transfer; recruitment advertising; layoff or termination; rates of pay or other forms of compensation and selection for training, including apprenticeship. The contractor, subcontractor, vendor, supplier or lessee agrees to post in conspicuous places available to employees, and applicants for employment, notices to be provided by the City setting forth the provisions of this Equal Employment Opportunity Clause.

2. The contractor, subcontractor, vendor, supplier, or lessee states that all qualified applicants will receive consideration for employment without regard to race, religion, color, sex, national origin or age.

3. The contractor, subcontractor, vendor, supplier, or lessee will send to each labor union or representatives of workers with which it has a collective bargaining agreement or other contract or understanding, a notice to be provided by the agency contracting officer advising the said labor union or worker's representative of the contractor's and subcontractor's commitments under Section 202 of Executive Order No. 11246, and shall post copies of the notice in conspicuous places available to employees and applicants for employment.

4. The contractor, subcontractor, vendor, supplier, or lessee will comply with all provisions of Executive Order No. 11246 and the rules, regulations, and relevant orders of the Secretary of Labor or other Federal Agency responsible for enforcement of the equal employment opportunity and affirmative action provisions applicable and will likewise furnish all information and reports required by the Mayor and/or Contractor Compliance Officer(s) for purposes of investigation to ascertain and effect compliance with this program.

5. The contractor, subcontractor, vendor, supplier, or lessee will furnish all information and reports required by Executive Order No. 11246, and by the rules, regulations, and orders of the Secretary of Labor, or pursuant thereto, and will permit access to all books, records, and accounts by the appropriate City and Federal Officials for purposes of investigations to ascertain compliance with such rules, regulations, and orders. Compliance reports filed at such times as directed shall contain information as to the employment practice policies, program, and work force statistics of the contractor, subcontractor, vendor, supplier, or lessee.

6. In the event of the contractor's, subcontractor's, vendor's, supplier's, or lessee's non-compliance with the non-discrimination clause of this contract or with any of such rules, regulations, or orders, this contract may be canceled, terminated, or suspended in whole or in part, and the contractor, subcontractor, vendor, supplier, or lessee may be declared ineligible for further City contracts in accordance with procedures provided in Executive Order No. 11246, and such other sanctions may be imposed and remedies invoked as provided in the said Executive Order, or by rule, regulation, or order of the Secretary of Labor, or as may otherwise be provided by law.

7. The contractor shall include the provisions of paragraphs 1-8 of this Equal Employment Opportunity Clause in every subcontract or purchase order unless exempted by rules, regulations, or orders of the Secretary of Labor issued pursuant to Section 204 of Executive Order No. 11246 of September 24, 1965, so that such provisions will be binding upon each subcontractor or vendor. The contractor will take such action with respect to any subcontractor or purchase order as the contracting agency may direct as a means of enforcing such provisions including sanctions for noncompliance; provided, however, that in the event the contractor becomes involved in, or is threatened with litigation with a subcontractor or vendor as a result of such direction by the contracting agency, the contractor may request the United States to enter into such litigation to protect the interests of the United States.

8. The contractor shall file and shall cause his or her subcontractors, if any, to file compliance reports with the City in the form and to the extent as may be prescribed by the Mayor. Compliance reports filed at such times as directed shall contain information as to the practices, policies, programs, and employment policies and employment statistics of the contractor and each subcontractor.

EXHIBIT "E"

DRUG POLICY COMPLIANCE AGREEMENT

I, Janet Mathews VP & CFO as an owner or officer
of _____
(Name) (Print/Type) (Title)
Jefferson Associates, Inc. (Contractor)
(Name of Company)

have authority to bind Contractor with respect to its bid, offer or performance of any and all contracts it may enter into with the City of Houston; and that by making this Agreement, I affirm that the Contractor is aware of and by the time the contract is awarded will be bound by and agree to designate appropriate safety impact positions for company employee positions, and to comply with the following requirements before the City issues a notice to proceed:

1. Develop and implement a written Drug Free Workplace Policy and related drug testing procedures for the Contractor that meet the criteria and requirements established by the Mayor's Amended Policy on Drug Detection and Deterrence (Mayor's Drug Policy) and the Mayor's Drug Detection and Deterrence Procedures for Contractors (Executive Order No. 1-31).
2. Obtain a facility to collect urine samples consistent with Health and Human Services (HHS) guidelines and a HHS certified drug testing laboratory to perform the drug tests.
3. Monitor and keep records of drug tests given and the results; and upon request from the City of Houston, provide confirmation of such testing and results.
4. Submit semi-annual Drug Policy Compliance Declarations.

I affirm on behalf of the Contractor that full compliance with the Mayor's Drug Policy and Executive Order No. 1-31 is a material condition of the contract with the City of Houston.

I further acknowledge that falsification, failure to comply with or failure to timely submit declarations and/or documentation in compliance with the Mayor's Drug Policy and/or Executive Order No. 1-31 will be considered a breach of the contract with the City and may result in non-award or termination of the contract by the City of Houston.

6/30/08
Date

Janet Mathews
Contractor Name

Janet Mathews
Signature

VP & CFO
Title

EXHIBIT "F"
DRUG POLICY COMPLIANCE DECLARATION

I, _____ as an owner or officer of
(Name) (Print/Type) (Title)

(Name of Company) (Contractor)

have personal knowledge and full authority to make the following declarations:

This reporting period covers the preceding 6 months from _____ to _____, 20____.

_____ A written Drug Free Workplace Policy has been implemented and employees
Initials notified. The policy meets the criteria established by the Mayor's Amended Policy on Drug Detection and Deterrence (Mayor's Policy).

_____ Written drug testing procedures have been implemented in conformity with the
Initials Mayor's Drug Detection and Deterrence Procedures for Contractors, Executive Order No. 1-31. Employees have been notified of such procedures.

_____ Collection/testing has been conducted in compliance with federal Health and
Initials Human Services (HHS) guidelines.

_____ Appropriate safety impact positions have been designated for employee
Initials positions performing on the City of Houston contract. The number of employees in safety impact positions during this reporting period is _____.

_____ From _____ to _____ the following test has occurred
Initials (Start date) (End date)

	Random	Reasonable <u>Suspicion</u>	Post <u>Accident</u>	<u>Total</u>
Number Employees Tested	_____	_____	_____	_____
Number Employees Positive	_____	_____	_____	_____
Percent Employees Positive	_____	_____	_____	_____

EXHIBIT "G"

CONTRACTOR'S CERTIFICATION
OF NO SAFETY IMPACT POSITIONS
IN PERFORMANCE OF A CITY CONTRACT

Janet Mathews VP & CFO
(Name) (Title)

as an owner or officer of Jefferson Associates, Inc. (Contractor)
(Name of Company)

have authority to bind the Contractor with respect to its bid, and hereby certify that Contractor has no employee safety impact positions, as defined in §5.18 of Executive Order No. 1-31, that will be involved in performing On-Call Staff and Project Support Services
(Project)

Contractor agrees and covenants that it shall immediately notify the City of Houston Director of Personnel if any safety impact positions are established to provide services in performing this City Contract.

6/30/08
(Date)

Janet Mathews
(Typed or Printed Name)

Janet Mathews
(Signature)

VP & CFO
(Title)