



## University of Central Florida Invitation To Negotiate (ITN) Number 1325JCSA

### Response Submitted to:



**ERP Consulting Services for Implementation and  
Upgrades for PeopleSoft Applications, PeopleTools  
and Oracle Software and Hardware**

**ERP Analysts, Inc.  
Response**

*Submittal Date:*  
**June 03, 2014, 2.00 PM**

<p align="center"><b>SUBMIT OFFER TO:</b>  <b>PURCHASING DEPARTMENT</b>  <b>UNIVERSITY OF CENTRAL FLORIDA</b>  <b>12479 RESEARCH PARKWAY, BLDG. 600</b>  <b>ORLANDO, FL 32826</b>  <b>Phone:(407) 823-2661 – Fax (407) 823-5551</b>  <b>www.purchasing.ucf.edu</b></p>		<p align="center"><b>University of Central Florida</b>   <b>INVITATION TO NEGOTIATE</b>   <b>Contractual Services Acknowledgement Form</b></p>	
Page 1 of 32 Pages	OFFERS WILL BE OPENED <b>June 3, 2014</b>	ITN NO: <b>1325JCSA</b>	
and may not be withdrawn within _____ days after such date and time.			
UNIVERSITY MAILING DATE: <b>May 1, 2014</b>	ITN TITLE: <b>ERP Consulting Services for Implementation and Upgrades for PeopleSoft Applications, PeopleTools and Oracle Software and Hardware</b>		
FEDERAL EMPLOYER IDENTIFICATION NUMBER OR S.S. NUMBER <b>31-1688884</b>			
VENDOR NAME <b>ERP Analysts, Inc.</b>	REASON FOR NO OFFER <b>NA</b>		
VENDOR MAILING ADDRESS <b>425 Metro Place N Ste 510</b>			
CITY - STATE - ZIP CODE <b>Dublin, OH, 43017</b>			
AREA CODE <b>614</b>	TELEPHONE NO. <b>718-9222</b>	<p align="center"><b>POSTING OF PROPOSAL TABULATIONS</b></p> <p>Proposal tabulations with intended award(s) will be posted for review by interested parties at the Purchasing Department, our solicitation web page and the State of Florida's Vendor Bid System and will remain posted for a period of 72 hours. Failure to file a protest within the time prescribed in UCF Regulation 7.130(5) at <a href="http://regulations.ucf.edu/chapter7/index.html">http://regulations.ucf.edu/chapter7/index.html</a> shall constitute a waiver of proceedings under that regulation.</p>	
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	FAX NO. <b>(888) 432 0204</b>		

**Government Classifications**  
**Check all applicable**

- |  |  |
|--|--|
| <input type="checkbox"/> African American                  | <input type="checkbox"/> American Women                  |
| <input type="checkbox"/> Asian-Hawaiian                    | <input type="checkbox"/> Government Agency               |
| <input type="checkbox"/> Hispanic                          | <input checked="" type="checkbox"/> MBE Federal          |
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| <input type="checkbox"/> Non-Profit Organization           | <input type="checkbox"/> Pride                           |
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*I certify that this offer is made without prior understanding, agreement, or connection with any corporation, firm or person submitting an offer for the same materials, supplies, or equipment and is in all respects fair and without collusion or fraud. I agree to abide by all conditions of this offer and certify that I am authorized to sign this offer for the vendor and that the vendor is in compliance with all requirements of the Invitation To Negotiate, including but not limited to, certification requirements. In submitting an offer to an agency for the State of Florida, the vendor offers and agrees that if the offer is accepted, the vendor will convey, sell, assign or transfer to the State of Florida all rights, title and interest in and to all causes of action it may now or hereafter acquire under the Anti-trust laws of the United States and the State of Florida for price fixing relating to the particular commodities or services purchased or acquired by the state of Florida. At the State's discretion, such assignment shall be made and become effective at the time the purchasing agency tenders final payment to the vendor.*

**GENERAL CONDITIONS**

**1. SEALED OFFERS:** All offer sheets and this form must be executed and submitted in a sealed envelope. (DO NOT INCLUDE MORE THAN ONE OFFER PER ENVELOPE.) The face of the envelope shall contain, in addition to the above address, the date, and time of the solicitation opening and the solicitation number. Offer prices not submitted on any attached price sheets when required shall be rejected. All offers are subject to the terms and conditions specified herein. Those which do not comply with these terms and conditions are either automatically rejected with respect to non-compliance with non-negotiable terms and conditions or may be rejected, at UCF's sole discretion, with respect to any other terms and conditions.

**2. EXECUTION OF OFFERS:** Offers must contain a manual signature of authorized representative in the space provided above. Offers must be typed or printed in ink. Use of erasable ink is not permitted. All corrections to prices made by vendor must be initialed. The company name and F.E.I.D. or social security number must appear on each pricing page of the proposal as required.

**3. NO OFFER SUBMITTED:** If not submitting an offer, respond by returning only this offer acknowledgment form, marking it "NO OFFER," and explain the reason in the space provided above. Failure to respond without justification may be cause for removal of the company's name from the solicitation mailing list. NOTE: To qualify as a respondent, vendor

must submit a "NO OFFER," and it must be received no later than the stated offer opening date and hour.

*Ranjith K Yengoti*

**AUTHORIZED SIGNATURE (MANUAL)**

Ranjith Yengoti, Director | ERP Applications

**AUTHORIZED SIGNATURE (TYPED), TITLE**

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## Executive Summary

ERP Analysts, Inc. (ERPA) is pleased to present “University of Central Florida (UCF)” our Response to Request for ITN NO:1325JCSA titled ERP Consulting Services for Implementation and Upgrades for PeopleSoft Applications, PeopleTools and Oracle Software and Hardware. Our proposal contained herein addresses the requirements and provides an approach and staff that will meet or exceed your expectations.

We understand that UCF is seeking companies to assist UCF’s implementation, enhancement, support and upgrades of PeopleSoft Campus Solutions, Human Capital Management, Financials, CRM, Interaction Hub, PeopleTools 8.52 and higher, Academic Advisement, Mobile Web Development with integration to PeopleSoft applications and analytical tools including, but not limited to OBIEE and Hyperion.

ERP Analysts is headquartered in Dublin, OH with satellite offices in Tampa, FL and Incline Village, NV. ERPA provides Oracle/PeopleSoft consulting services to Higher Education, Fortune 500, and public sector organizations. ERP Analysts specializes in providing Oracle/PeopleSoft consultants for higher education institutions, and provides consulting services to the following higher education institutions including but not limited to –

- **Florida International University**
- **Boise State University**
- **University of Puget Sound**
- **Bellevue University**
- **New Jersey City University**
- **Southeastern Louisiana University**
- **The University of Texas at Arlington**

Based upon our extensive higher education experience, we are confident that our approach to managing and providing services for UCF will guarantee success.

Should you have any questions related to this response please do not hesitate to contact us for clarification.

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*ERP Analysts Inc. has the right combination of experience, capabilities and resources to meet your needs.*

- Oracle Platinum Partner
- Specialized PeopleSoft FSCM
- Specialized PeopleSoft HCM
- Specialized PeopleSoft PeopleTools
- Specialized Oracle Database
- Specialized Oracle Database Performance Tuning
- HEUG Gold Sponsor
- Alliance 2014 Sponsor / Presenter
- ODTUG Kscope 2014 Sponsor / Presenter
- Oracle Open World 2014 Sponsor
- 250+ Full-time Consultants
- Over 60% Consultants are Oracle Certified
- Consultants Average 10+ Years of Experience
- U.S. Based Oracle/PeopleSoft Laboratory
- Remote Enterprise Solutions Team (R.E.S.T.)
- Flexible Hybrid Methodology

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## About ERPA

ERP Analysts, Inc. (ERPA) is an Oracle/PeopleSoft consulting services and systems integration firm specializing in Oracle/PeopleSoft implementation, upgrade, and support consulting services. We provide our experienced and highly skilled consultants with time proven tools and methodologies to increase the profitability and business success of our clients providing an approach that emphasizes partnership, client involvement and knowledge transfer. We work side-by-side with client teams in order to assess enterprise goals accurately, achieve the most rapid results possible, and develop the internal competence to successfully implement long-term solutions.

Since 1999, we have successfully served Fortune 500 organizations, Higher Education Institutions, and the Public Sector in automating and integrating mission-critical areas of their businesses. Our key areas of expertise include ERP Applications (Oracle/PeopleSoft), Business Intelligence, Data Warehousing, staffing, implementation and upgrade services, application support, Business Process Management, and document and workflow management solutions.

Today, ERPA is uniquely poised to handle the exploding volume of outsource and staff augmentation projects being pursued by businesses focused on internal efficiencies and global cost-management strategies. Our state-of-the-art Delivery Center in Dublin, OH delivers high quality Oracle/PeopleSoft solutions to customers worldwide. We have consistently measured our success through repeat business, retention, and value-add service delivery to meet and exceed customer expectations. We strive for excellence in all that we do. ERPA's outstanding company performance and reputation are based on a client-centric culture, strong relationships, and an intense focus on quality and delivery.

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With an unmatched team of PeopleSoft experts, we are the right partner for your PeopleSoft consulting needs. Some of our core differentiators include:

- Deep Oracle PeopleSoft functional and technical subject matter expertise
- Outstanding track record of delivery with a 100% success rate
- Strive to establish value added relationships with our clients
- Our key drivers are commitment, flexibility and timely responsiveness
- Robust yet flexible Project Management methodology
- Company was founded by PeopleSoft consultants



### Our Mission

To partner with you in devising flexible solutions to get the most value out of ERP Applications with cost effective solutions in the planned time with uncompromised quality.



- 15 years of experience in providing world class PeopleSoft consulting services

ERP Analysts has a strong commitment to Higher Education Sector and it has enabled us to serve our clients in the Higher education sector and K-12 clients.

**As a sponsor for the HUEG Higher Education User Group and Oracle Open world sponsor, ERPA:**

- Presented at the Northwest Regional Users Group in November 2013 on PeopleSoft Financials 9.2 Features and Benefits and PeopleTools 8.53 Features and Benefits.
- Presented at the Northeastern Regional Higher Education Users Group (NERHEUG) in October 2013 on PeopleTools 8.53 Features and Benefits.
- Presented at the South Center Higher Education Users Group (SCHRUG) on PeopleTools 8.53 Features and Benefits in July 2013
- Presented a webinar on PeopleSoft 9.2 HCM Features and Benefits through HEUG Alliance in June 2013.
- Presented at the Ohio Regional User Group (ORUG) on PeopleSoft HCM 9.2 Features and Benefits in May 2013
- Presented at the 2013 HEUG Alliance **“Oracle BI in the Cloud”** with Bellevue University

## ERPA Capabilities

ERP Analysts is in our fifteenth year in business and are currently providing support services to over 60 companies with either dedicated on-site resources or lab services. During this period we have conducted more than 100 upgrades, more than 50 implementations and provide custom support services to more than 70 organizations. We have over 250 full time resources on staff with more than twenty located at our headquarters in Dublin, OH and our office located in Tampa, FL. ERPA offers an unmatched pool of PeopleSoft consultants with a wide variety of skill sets and experience.

Our competitive advantage is our focus on the Oracle PeopleSoft suite of products. We focus our skills and expertise in this area to provide the most senior resources in the areas of Implementations, Upgrades and Production Support. Utilizing our full time resources allows us to provide senior talent at below market rates while exceeding the expectations of our clients. We can reduce your company's total cost of ownership, without forsaking quality or expertise. We provide various niche services and solutions that greatly increase productivity, save time and streamline business processes. ERPA specializes in providing the following services -

- *Project Management Services*
- *Implementation Services*
- *Application Upgrade Services*
- *Application Management and Support Services*

### ERPA Implementation Methodology



**01 – Prepare:** This phase begins with planning for all the activities related to the Project. ERPA Project Manager will work with the City Project Manager and Project Steering Committee to develop the final baseline project plan, Project schedule, Change Management Plan, Communication Plan and the Project Staffing plan. The phase ends with determination of the architecture and infrastructure needed to support the environments and the setup of the preliminary environments needed for the initial design activities.

The following are the major deliverables in this phase:

1. Final Project Charter.
2. Final Project Work Plan.
3. Final Project Resource Plan and Project Organization Chart.
4. Change Management Plan.
5. Project Communication Plan.
6. Final Implementation Plan.
7. Final Training Strategy
8. Knowledge Transfer Plan and Approach.

**02 – Define:** The phase begins with ERPA functional consultants reviewing the City Business Process Reengineering documents and conducting Business process review sessions for “gapped” processes. The subsequent activities involve defining preliminary application configuration and identifying workarounds or customization/ enhancements for process gaps.

The following are the major deliverables in this phase:

1. Final Business Process Documents.
2. Final Workflow requirements.
3. Workshop summaries.

**03- Design and Develop:** The phase involves implementing the system design decisions from the Phase 02. The design and development activities involve detailed design, development and unit testing of targeted enhancements to the delivered functionality to meet the City’s requirements. The detailed design of Reports, Interfaces, Conversion programs, Enhancements and Workflow (RICEW) is led by the ERPA project team with full participation from client SMEs. Development is performed by ERPA Technical consultants to create code and pages designed by the functional team. Unit testing is led by ERPA functional team with participation from the City functional team and consists of testing targeted scenarios to ensure enhancements meet the detailed design specifications and hence the client’s requirements as a whole.

As part of the proposed R.E.S.T Hybrid Implementation model, all Functional activities during the implementation are performed onsite, with the onsite consultants present at the City site for a minimum of 3 weeks in a month and remotely for 1 week. All Technical activities such as Development will be performed at our R.E.S.T lab based out of Dublin, OH. The ERPA Technical Lead will be present onsite to coordinate all the activities with the client.

The following are the major deliverables in this phase:

1. Module configuration documents.
2. Functional Design and Technical Design documents.
3. Test Plans.
4. Final Training Plan and Course curriculum.
5. Final Training Materials.
6. Test Script documents.

**04 – Test and Train:** System Testing is a major component of Phase 04. It involves testing the ERP system for designed business processes, including client configuration, enhancements, Interfaces and Conversion data. The iterative testing approach adopted by ERPA involves three primary cycles of testing – Integration, System and User Acceptance Testing. Users are trained prior to system testing to enable applied knowledge enhancement.

The following are the major deliverables in this phase:

1. Successful Testing in all phases facilitated by execution of Test Scripts.



2. Execution of Training Plan
3. Development of Go-Live checklist.

**05 – Deploy:** Towards the end of Integration Testing in Phase 04, ERPA will lead the development of a Go-Live checklist. System Testing and User Acceptance testing will be performed following the procedures prescribed in the Go-Live checklist and continuously refined throughout the process. The Deploy phase involves the execution of the Go-live checklist which establishes cutover times, conversion timelines and ultimately culminates in the Go-Live of the HCM system.

The following are the major deliverables in this phase:

1. Successful execution of conversion strategy.
2. System Go-Live.

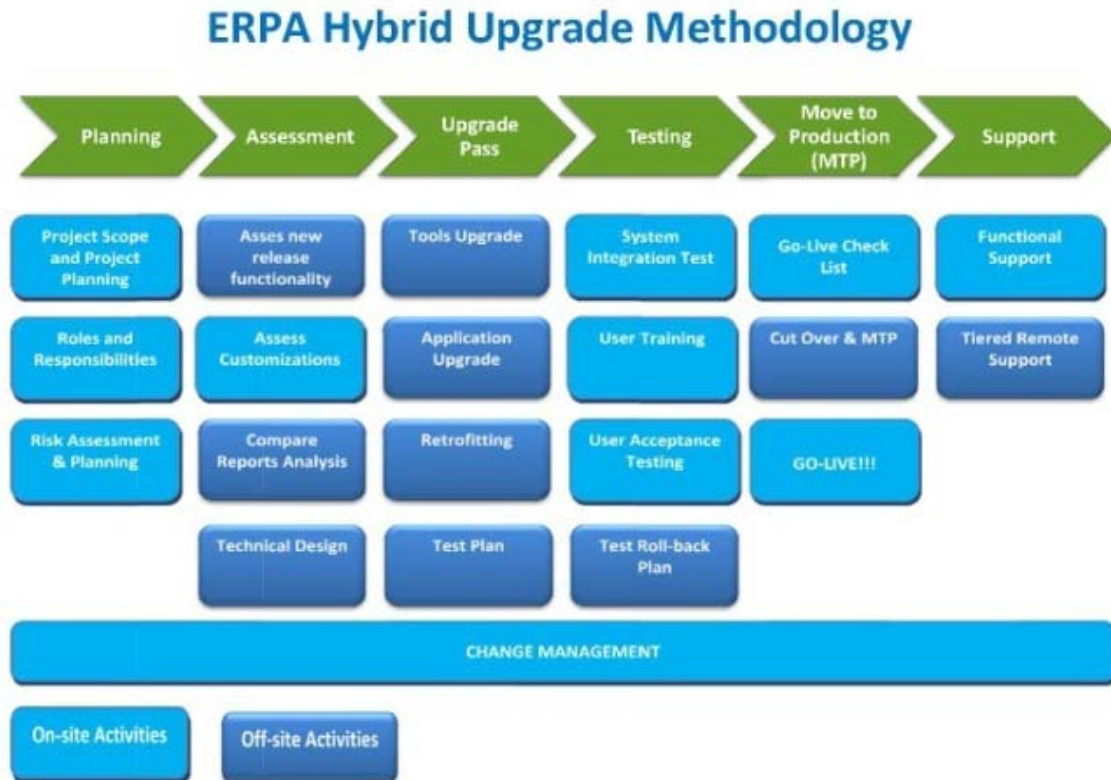
**06 – Support:** During the Phase 03 and 04, ERPA will lead the development of a Post-production support plan. The support phase involves executing the support plan and the ERP application is supported with a shared responsibility between the City and ERPA project team. City support staff is normally the primary point of contact for end users of the ERP system, while ERPA will perform an active role in all support functions including issue resolution. This enables the City staff to ready themselves for independent long-term production support of the system after ERPA offered support ends.

The following are the major deliverables in this phase:

1. Resolution of all System issues.
2. Execution of System warranty conditions.
3. Ownership transition to City user groups.

## Upgrade Methodology

- **Two streams of activities** – Project Management and Change Management that occur throughout the upgrade project.
- **Six distinct phases.** The following section explains our phases and associated deliverables that occur via 12 simple steps.



### Upgrade Phase I: Planning

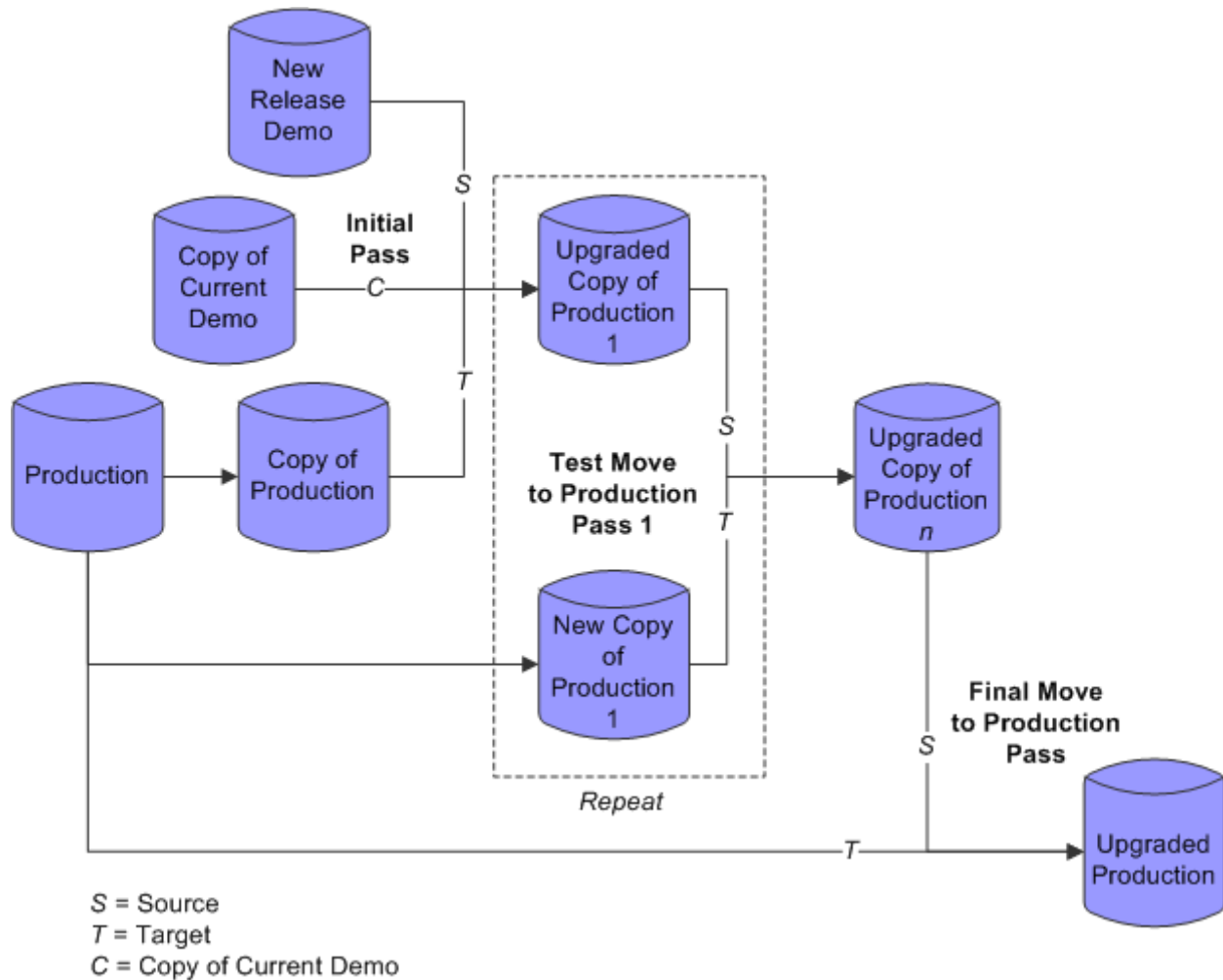
#### Step 1: Project Planning

- Start Date: as determined by the City and ERPA.
- Kickoff – define project resources, staffing, roles and responsibilities, constraints; develop a Project Definition document.
- Risk Assessment – work with the City to identify risks in conducting the project and put in place appropriate risk mitigation techniques.

- Planning – in collaboration with Client, develop a baseline project plan against which the project will be conducted.

**Deliverables:** Project Definition Document (including: project team roster with roles, project scope, project assumptions), Baseline Project Plan.

*Oracle Upgrade Diagram*



### *Upgrade Phase II: Initial Upgrade Pass*

#### **Step 2: Install and Upgrade Tools on Copy of Production**

In the event that there are existing issues with the current Production environment, these will need to be resolved in order to achieve a stable baseline configuration. We strongly advise against initiating an upgrade project when there are outstanding Production issues; doing so significantly complicates the testing and problem resolution activities for the upgrade project. In the event that issues need to be resolved, the following steps will be performed:

- Run DDDAUDIT and SYSAUDIT; identify and resolve outstanding issues.
- Identify and resolve out-of-synch conditions between database and application objects.
- Identify and determine appropriate resolutions for problems being experienced in the current Production environment.
- Completing the above actions should result in a stable Production environment.
- The stability and customer experience with the latest PeopleTools release will be evaluated. Findings and recommendations will be discussed with appropriate Client staff. A decision will be made regarding which Tools release to use for the upgrade. The objective is to use the latest “stable” Tools release in order to maximize the time before you need to upgrade Tools again.
- A copy of the City’s stabilized production environment(s) will be made and setup in a Development environment.
- These will be the baseline application configurations for the upgrade.
- The PeopleTools update will be applied to this baseline.
- Any maintenance bundles or Service Pack (SP) patch sets as well as individual patches released subsequent to SP bundle will be copied to this baseline.

**Deliverables:** Updated Project Plan, “clean” DDD and SYSAUDITS, stabilized Production environments and Development environment with latest stable PeopleTools.

#### **Step 3: Setup and Configure Web and Application Servers**

- The setup and configuration of the Web and Application Servers usually proceeds normally.
- This work will be completed early in the project in parallel with the initial work to create a stable Production environment baseline.

**Deliverable:** Web and Application Servers to support the upgraded systems.

### *Phase III: Functional Assessment*

#### **Step 4: Upgrade Compare Report, Interface Analysis and Copy**

- We understand that there is the potential for some customizations to exist in the current Production environment that are neither documented, nor known to the City staff. We will address this issue during this phase of the upgrade project.

- The Upgrade Compare Report process encompasses several classes of PeopleSoft objects (Pages, Records, PeopleCode, etc.). There are classes of objects not encompassed within the Upgrade Compare Reports, including: Menus, Help objects, SQRs, etc. We understand which classes of objects require special evaluation procedures; we have proven techniques for capturing these objects and we will ensure that all classes of objects are thoroughly evaluated. This will allow us to provide Client with a fully documented set of all customizations.
- In the event that there are undocumented/unknown customizations, additional time will be required to research those customizations, document them, and develop an understanding as to their functionality and the value of preserving them for Client.
- **Where we see potential opportunities to reduce/eliminate customizations to your system, we will propose specific actions to do so. We believe one of the benefits that we bring to our clients in upgrade projects is helping to reduce customizations, thereby reducing the overall maintenance burden/cost.**
- Upgrade Compare Reports will be produced.
- Analyze all interfaces related to these modules and whether there will be any impact as a result of the upgrade.

**Deliverables:** Updated Project Plan, Documentation of all of the City customizations for all classes of PeopleSoft objects, Upgrade Compare Reports, Development environment with patches applied. List of interfaces and any related work required.

#### **Step 5: Make Functional Decisions**

- The Upgrade Compare Report results along with documentation of all other non-Compare Report customizations will be provided to, and discussed with, appropriate the City staff.
- Simultaneously with the compare report, an analysis of the impact on the existing business processes resulting from new functionality. This can also be viewed as an opportunity to fine tune current processes with the objective of eliminating customizations.
- ERPA will collaborate with the City staff in reviewing the customizations and all business processes.
- **The City staff will be responsible for making final decisions regarding which customizations and/or business processes are to be retained and brought forward based on recommendations provided by ERPA consulting team.**
- It is assumed that the City staff will be able to make these decisions in a timely manner.

**Deliverables:** Updated Project Plan, Disposition of all of the City customizations. A training plan if required for new functionality. Process Flow Diagrams for any new or changed business processes.

#### **Step 6: Update Custom SQRs, Queries, Other Reports**

- While the City functional staff is reviewing the customizations, ERPA and the City's technical staff will, in parallel, update custom SQRs, Queries, and other reports to make them compatible with changes in PeopleTools and the application patches.
- All objects modified during this phase of the project will be unit tested.

**Deliverables:** Updated Project Plan, revised and unit tested custom objects.

### Step 7: Reapply Retained Customizations and Corrections

- At this phase of the upgrade project, all decisions regarding the disposition of the City customizations will be final.
- Additionally, the set of application corrections that were made at the beginning of the project to address Production environment problems will have been identified.
- All required changes to interfaces completed.
- All retained customizations and application corrections will be reapplied to the Development environment. The Development environment will be copied to create a Test environment.
- Any training identified as required for testers will be completed.

**Deliverables:** Updated Project Plan, Test environment with all patches, customizations, and corrections are applied, Development of Training materials.

### *Phase IV: Testing and Training*

### Step 8: Training

Our training approach will be slightly modified based on whether the engagement is an implementation of a new system or module, a major or minor upgrade of an existing application or production support for new or existing end users. Each case will have slightly different needs. Our summary approach has been outlined for review:

- Training should be conducted prior to system testing. This will ensure that testing is conducted in a timely and efficient manner. Ensuring everyone is comfortable with the navigation, and new processes will minimize delays associated with reviewing end user errors.
- Training prior to testing will allow the subsequent test phases to serve as reinforcement to the training that was previously delivered.
- Key SMEs should be available during on-site training to assist the Functional Leads with any of the City's specific questions or concerns.
- Remote Training will be available and can be conducted via our GoToMeeting license. There will be no additional charge for using our license. Any remote sessions should be limited to a maximum of eight to ten users.
- **If the UPK is licensed we would suggest utilizing this to save time, money and have a deliverable that can be easily maintained for future use. As a value added feature, ERPA can provide a strong UPK Training Materials development resource to develop critical training materials. The cost and hours estimate for this resource has been provided as a separate line item in the hours and cost estimate respectively.**
- The Functional Leads will be responsible for developing training materials. These will focus primarily on the changes between the two releases rather than full blown implementation training.
  - The assumption is the people being trained are already familiar with PeopleSoft and the existing processes and need to become familiar with the navigation, new processes and improved reporting.

Our training team employs a three phased approach to the design, development, and delivery of end-user training.

### **Training Materials**

ERPA delivers strategic process and performance improvement training and/or job knowledge solutions, which include but are not limited to the following:

- Quick Reference Guides/ Cheat Sheets.
- User Productivity Kit (UPK) development
- Train-the-Trainer programs
- Learning centers
- Coaching/mentoring programs
- Application training

### **Typical Training Coordination Process**

ERPA requests that the City assign a change agent from the City's staff to work with the Project Manager to coordinate the Training Process. With the ERPA PM's guidance, The Change Agent will be responsible for establishing the registration process, publishing course information and training schedules via flyers and newsletters and emails (as identified in the Communication Plan). The users will be able register via email to the Change Agent. The Change Agent will maintain details of the users' profiles and their registration information. Users will be notified on a regular basis about their upcoming training sessions in the intervals of 7 days, 3 days and 1 day before the session to ensure attendance of the user. The Change Agent will also follow up with users who fail to attend to investigate reasons for no-show and reschedule their training session at the earliest available time.

### **Knowledge Transfer**

At ERPA, we recognize the key role knowledge transfer plays in the success of any ERP project. In view of this aspect, ERPA follows a knowledge transfer methodology that is a purposeful process of translating conceptual knowledge into broadly applied procedural knowledge. Our Consultants are both knowledge providers and facilitators during the project. They help the City configure and derive value from their ERP package, providing both product knowledge and process guidance. Through guided learning, formal training, and knowledge creation activities, our consultants help clients acquire the needed knowledge for a successful implementation.

There are four distinct ways in which our consultants administer knowledge transfer. The first way is the direct transfer of expert knowledge that has already been obtained and assimilated by our consultants. Second, consultants help through their role of experience sharing, which is performed either implicitly or explicitly. The third way is where we provide business users with a single point of contact through which the user gains practical knowledge of the ERP system that is relevant to their job duties. Finally, it is the

diagnostic role consultants play in helping users articulate and defining their requirements. Additionally, our Knowledge Transfer approach is client specific and involves the following steps:

- ERPA gathers the current knowledge and skills of the employees to develop a knowledge transfer approach.
- Once after creating an approach it takes approval of the client to proceed and develops a training material.
- By creating a training material it proceeds further to an end to end training and getting feed back by the employees.
- By the valuable feedback the crucial elements will be noted down and it can also be an informal end-user testing.
- Reinforcement & coaching is the last stage of the cycle leading to next phase of knowledge transfer.

**Deliverables:** Development of a Knowledge Transfer approach based on clients requirements, Development of Support Tools and Training materials, the conducting of Formal Training.

#### Step 9: Testing

- We plan for three phases of functional testing. In the event that fewer phases are required, then the project can be completed ahead of schedule. The number of phases required for your upgrade project will depend on many factors which we will not be able to evaluate until we have begun the project.
- We will work with you to evaluate and potentially re-use test scripts that you have prepared/used in previous projects.
- ERPA has general test scripts already prepared that can be used/modified to facilitate this process.
- The first test pass will last approximately two weeks with a third week allowed for the technical team to resolve issues that are encountered. This will include parallel testing and data validations.
- A second test pass will be conducted; this is expected to last one week with approximately one week required to resolve issues. This test pass will include parallel testing and data
- At this point, ERPA and the City will discuss the test results and determine if a third test pass is needed.

**Deliverables:** Updated Project Plan, Completed and Confirmed Test Scripts, Test HCM environment(s) with all functional issues resolved.

#### *Phase V: Test Move to Production*

#### Step 10: Test Move to Production testing (3 times)

- In parallel with the user functional testing, the technical team will prepare a detailed Go Live checklist.
- The Go Live checklist will be executed three times. These three Go Live practice runs will enable the team to identify and resolve any issues with the upgrade tools, Client technical infrastructure, errors/omissions in the checklist, and also provide an opportunity to identify strategies for



speeding up the Go Live process. The Go Live process and checklist will include data validations and execution of all automated and manual data conversion processes.

- One of our goals in this phase of the project is to shrink the amount of time required for the actual Go Live. By reducing the time required, we provide an increased opportunity to resolve any new/unexpected issues, within the available conversion window, during the real Go Live.

**Deliverables:** Updated Project Plan, Revised and Validated Go Live Checklist.

### **Step 11: Final Move to Production (MTP)**

- Prepare and test “Roll Back” plan.
- Review and finalize all system and upgrade documentation.
- Pre-stage software on Production servers.
- Setup and finalize Change Assistant Move to Production Template.
- Final System Audits.
- Final database preparation.

**Deliverables:** Final architecture complete.

### **Step 12: Go-Live Weekend**

- 1) Execute the validated Go Live checklist.

**Deliverables:** Upgraded PeopleSoft application(s).

## **Phase VI: Post Upgrade Support**

ERP Analysts is providing approximately six weeks of post upgrade support for HCM deployments. During this time, the team will monitor and support the applications and respond to any issues that are encountered after go-live.

### **Post Go-Live Support**

ERP Analysts has the ability to provide post go-live or production support from our upgrade Lab and delivery center facility located in Dublin, OH. We utilize a combination of our best people, processes and technology to provide our clients with the most cost effective support solution possible.

- Our lab provides our clients with specific skills to address a broad range of needs, while not having to have a large on site presence with underutilized time. Our staff only bills the specific hours related to resolving approved cases.
- Any custom developed or retooled code that causes production errors will be resolved from our Dublin Lab.
- Knowledge transfer for specific aspects will be provided based on resource availability and will be managed remotely via conference call, documentation or GoToMeeting.
- Additional Change Requests to the requested functionality are not covered under this, and will be billed on a time and materials basis.

- The Project Manager/Account Manager will be responsible for coordinating with your staff on any vendor released patches, bundles or service packs that may need to be applied to the system. It will be his responsibility to determine the best time to include these changes if the changes are required.

### *Application Management and Support Services*



ERP Analysts offers a multitude of managed service solutions for our clients. ERPA typically provides these services from our software development center at our headquarters in Dublin, OH. ERPA offers a full set of application management services including: software development, application administration, database administration, performance tuning, master data management, maintenance, and application support services. ERPA hosts an internal data center from our headquarters as well to provide support for existing clients. ERPA specializes in software development for ERP applications (Oracle EBS, PeopleSoft, and Oracle Fusion), as well as general software development platforms like Java and ASP.NET.

ERP Analysts has the people, processes and tools required to deliver world class software development services. Our state-of-the-art Software Development Center in Dublin, OH is seamlessly interlinked through a high quality VoiceOver IP phone system, dedicated 1-800 number for client conference calls and a web enabled ticket tracking system that accepts emails or direct case entry for logging cases. Additionally we have a Professional license for GoToMeeting® which allows us to share a screen among the people on conference calls to have virtual meetings that are more productive and cost effective than utilizing a dedicated on-site delivery model for all aspects of the engagement. Support Tier levels, scope of services, and service level agreements are decided based on client need.

#### **Software Development Services**

ERPA specializes in remote software development services for our clients. We have experience in several different methodologies including waterfall development, agile development, rapid application development, incremental development and prototyping. Our software development services will take

requirements and design documentation and turn them into fully functioning programs. Our software engineers create detailed technical design documents that contain the requirements, pseudo-code, actual code, and unit test scripts and results.

### **Release Management Services**

The Release Management Service is specifically geared towards ongoing maintenance of client Commercial Off-the-Shelf (COTS) applications and our ERP support staff specializes in Oracle EBS and PeopleSoft Release Management Services. We ensure that the appropriate bundles/maintenance packs are applied in a timely manner and at minimal risk to our client's core business processes. For this service, the ERP delivery manager would sit down with client management to establish a release management approach and schedule that meets requirements and is non-intrusive to end users.

### **Incident Management Services**

Incident management services are also used by our clients for their COTS applications and PeopleSoft Incident Management Services is a core competency for ERP Analysts as well. Standard services include break fix, enhancement, and problem resolution for support requests that are logged for our clients. Often times, ERP establishes service levels with clients to ensure that issues are addressed and resolved in a timely manner and helps ensure that our clients get what they pay for. Incident management can include support options for both the PeopleSoft application and database platform a client is on. ERP has dedicated tools for this service including ticket tracking for logging incidents, GoToMeeting licenses for troubleshooting issues, and a knowledge repository to store resolution information.

### **Database Management**

Database Management services include but are not limited to:

- Installation, configuration, Upgrades of Oracle clusterware, RDBMS, ASM and other client software.
- Oracle Enterprise Manager Server management.
- Support, refresh and backups for Oracle databases in day to day operations.
- 24 x 7 monitoring of all Production databases.
- Experienced and Oracle certified DBAs and Server Administrators to support your needs.

### **Master Data Management**

An information-centric approach to decision-making helps build and retain a competitive edge. It enhances customer relationships, accelerates product launches, increases revenue and reflects positively on your organization. Therefore, you need complete, consistent and accurate master data across all enterprise systems.

Our Master Data Management (MDM) solution framework gives you the insight and tools to establish a 360-degree view of quality data and provides some strategies to integrate and manage information across operational and analytical environments in your enterprise.

### **Remote Enterprise Solutions Team (R.E.S.T.)**

Having a specialization in PeopleSoft managed services support, ERPA's Remote Enterprise Solutions Team (R.E.S.T.) support our clients PeopleSoft environments in a variety of different ways. Our R.E.S.T. team is primarily staffed from our software development center in Dublin, OH, but in some cases we have a combination of both on-site and remote support staff.

#### *R.E.S.T. Competitive Advantage*

- On average our remote bill rates are 15 to 20% lower than on-site resources
- Additional costs savings as there are no travel related expenses

#### *R.E.S.T. Integration with Client Resources*

- Our goal is to integrate seamlessly with our client resources and support staff.
- We utilize the same naming conventions, development databases and migration path.
- Our teams will know each other personally and will develop lasting relationships.

ERPA Awards and Certifications

Oracle Platinum Partner		Oracle Specialized PeopleSoft FSCM	 Specialized PeopleSoft Enterprise Financial Management
Oracle Specialized PeopleSoft HCM	 Specialized PeopleSoft Human Capital Management	Oracle Specialized PeopleSoft PeopleTools	 Specialized PeopleSoft PeopleTools
Oracle Specialized Oracle Database	 Specialized Oracle Database	Oracle Specialized Oracle Database Performance Tuning	 Specialized Oracle Database 11g Performance Tuning
GSA Schedule 70 holder (GS-35F-0474U)		8(a) Certified Minority Owned Company in 2008	 U.S. Small Business Administration
Ohio MBE Certified Certification # - MBE- 19218		Disadvantaged Business Enterprises (DBE) Certification	
Appraised at CMMI Maturity Level 3		ISO 27001 Certified Corporation	
ISO 9001 Certified Corporation		Columbus Business First 2012 Best Places to Work	
HEUG Gold Sponsor		HEUG Alliance 2014 Sponsor	

## Sections 3.2: Respondent/Offer Submittal Sections

### A. Experience And Qualifications

Experience And Qualifications in any of the following PeopleSoft applications: Campus Solutions, Human Capital Management, Financials, CRM, Interaction Hub, Mobile, Database Administration, and Systems Administration.

1. Please provide an overview and history of your company, and experience in providing consulting and advisory services similar in scope to those requested in section 1.1.

ERP Analysts is a specialized IT Consulting Services provider, specializing in the Oracle/PeopleSoft suite of products. Our services include – Application Upgrades, Full-Cycle Implementations, Module Implementations, Managed Services Support, Functional/Technical Subject Matter Expertise, Project Management Services, and Oracle/PeopleSoft licensure. We are in our 15<sup>th</sup> year of business and have grown to 250 W2 employees, each specializing in various Oracle/PeopleSoft applications. Nearly 60% of our consultants are Oracle/PeopleSoft certified and we are an Oracle Platinum Partner.

ERP Analysts has been engaged on more than 600 Oracle/PeopleSoft engagements of which more than 85% have been on a web enabled release of Oracle/PeopleSoft v8.x – 9.x. A list of some of our key customers includes:

- |                                 |   |
|---------------------------------|---|
| -Battelle                       | -Microsoft                                    |
| -Brigham Young University       | -North Dakota University                      |
| -CarMax                         | -Papa John’s Pizza                            |
| -Department of Energy           | -Piggly Wiggly                                |
| -Fletcher Allen                 | -Placer County                                |
| -Gilead Sciences                | -RPC  |
| -Google                         | -Salvage Services                             |
| -Grange Insurance               | -Trinidad & Tobago Tele communications (TSTT) |
| -Great Western Malting          | -United Space Alliance                        |
| -Lower Colorado River Authority | -Florida International University             |

#### The ERPA Advantage

- Superior PeopleSoft Professionals – Competitively Priced
- **Best Practices:** Complete IT service that is focused on PeopleSoft products and solutions utilizing proven methodologies and best practices to help successfully build your business on solid foundation.




- **Superior Resources:** ERPA has one of the largest pools of qualified PeopleSoft consulting professionals, with excellent functional and technical expertise, who are highly motivated and will adapt to your environment.
- **Knowledge Transfer:** Our ongoing PeopleSoft training and years of project
  - Experience allows us to provide your team valuable knowledge transfer of PeopleSoft functionality within new products, application upgrades & Industry Solutions.
- **In-Time + Within Budget:** We bring a superior project design team along with proven testing and implementation practices to ensure that your PeopleSoft investment exceeds your expectations. We work with your project schedule and deliver solutions and resources in time and within your budget.

We:

1. Specialize in niche services related to ERP Technical Projects.
  2. Are experts in Application and Tools Upgrades, Break Fix Analysis, Custom Development, Data Conversions, Report Writing, Performance Tuning, and Data Archiving.
  3. Have immediate access to a wealth of knowledge and experience to help minimize any project delays due to unanticipated problems.
  4. Utilize HUD (Heads Up Display) to gain immediate access to our W2 employees to assist with any emergencies that may arise on engagements.
  5. Have developed a knowledgebase of Lessons Learned and Issues to assist in resolving issues in a timely manner.
2. **The proposer shall provide a list of current or recent similar-type client accounts, if any, which are located in the United States. Client account information shall include contact name, address, phone number, email address, and length of service.**


A. California State University:

	<p>The CSU is comprised of 23 campuses and the Chancellor’s Office in a statewide system of comprehensive and polytechnic public universities. The CSU awards bachelor, master and doctoral degrees in more than 200 subject areas, employs approximately 43,000 faculty and staff, and services over 412,000 students.</p> <p><b>Address:</b> Long Beach, CA 90802-4210</p> <p><b>Website:</b> <a href="http://www.calstate.edu">www.calstate.edu</a></p>	
<p><b>Contact Person:</b> Cheryl Kwiatkowski</p>	<p><b>Contact Title:</b> Sr. Director BI &amp; DW</p>	<p><b>Contact Availability:</b> Out of respect for our clients, we request you to contact ERPA to help coordinate reference checks.</p>


**Project Summary:** ERP Analysts was selected as the system integrator to implement a Consolidated Human Resources Data Warehouse across California State University System’s twenty-three (23) universities utilizing Oracle Business Intelligence HR Analytics 11.1.1.7.1 as the platform. The 11.1.1.7.1 version of HR Analytics uses Oracle Data Integrator (ODI) as the ETL tool and represents the newest technology available in Oracle Business Intelligence for the Extraction Transformation and Loading of data.

**Contract period:** Sep-2013 - current

B. Bellevue University

	<p>With over 9,000 students worldwide, Bellevue University is the largest private university in Nebraska</p> <p><b>Address:</b> Bellevue, Nebraska</p> <p><b>Website:</b> <a href="http://www.bellevue.edu/">http://www.bellevue.edu/</a></p>	
<p><b>Contact Person:</b> Eric Weigel</p>	<p><b>Contact Title:</b> Program Manager</p>	<p><b>Contact Availability:</b> Out of respect for our clients, we request you to contact ERPA to help coordinate reference checks.</p>
<p><b>Project Summary:</b></p> <p>PeopleSoft EPM And OBIEE 10g implementation for Bellevue’s Campus Solutions warehouse using DataStage ETL. Developed custom programs and data models to support Bellevue’s requirements and provided PeopleSoft EPM, OBIEE, and ETL consulting services to support this engagement.</p>		


C. Virginia’s Community Colleges

	<p>Virginia’s community colleges have a 40-year track record of educational excellence and innovation to serve the needs of our citizens and strengthen the Commonwealth’s economy.</p> <p>The Virginia Community College System (VCCS) oversees a network of 23 community colleges in Virginia, which serve residents of Virginia and provide two-year degrees and various specialty training and certifications.</p> <p><b>Address:</b> Richmond, VA</p> <p><b>Website:</b> <a href="http://www.vccs.edu/">http://www.vccs.edu/</a></p>
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E. Peralta Community College District

	<p>The Peralta Community College District comprises four campuses serving northern Alameda County. Peralta provides accessible, high-quality adult learning opportunities to meet the educational needs of the multicultural East Bay community.</p> <p><b>Address:</b> 333 East 8th Street Oakland, CA 94606</p> <p><b>Website:</b> <a href="http://web.peralta.edu/">http://web.peralta.edu/</a></p>	
<p><b>Contact Person:</b> Calvin Madlock</p>	<p><b>Contact Title:</b> Vice Chancellor - IT</p>	<p><b>Contact Availability:</b> Out of respect for our clients, we request you to contact ERPA to help coordinate reference checks.</p>
<p><b>Project Summary:</b></p> <p>Primary contractor for providing PeopleSoft <b>Campus Solutions</b>, HCM, and Portal consulting services in support of a PeopleSoft HCM/ <b>Campus Solutions</b> Upgrade from 8.9 to 9.1, database split, and portal implementation. Peralta has multiple campuses and multiple instances of Campus Solutions.</p> <p><b>Duration of engagement:</b> From January 2013 to current</p>		

F. Florida International University

 <p><b>Florida International University</b></p>	<p>Florida International University is a vibrant, student-centered public research university, ideally located in Miami, that is worlds ahead in its commitment to learning, research, entrepreneurship, innovation, and creativity so that our graduates are prepared to succeed in a global market.</p> <p><b>Address:</b> 11200 S.W. 8th Street MIAMI, FLORIDA 33199</p> <p><b>Website:</b> <a href="http://www.fiu.edu">www.fiu.edu</a></p>	
<p><b>Contact Availability:</b> Out of respect for our clients, we request you to contact ERPA to help coordinate reference checks.</p>		
<p><b>Project Summary:</b></p> <p><b>Provides services in one or more of the following Specialized Administrative Areas:</b></p> <ul style="list-style-type: none"> <li>• Oracle PeopleSoft Technology             <ul style="list-style-type: none"> <li>○ Campus Solutions</li> <li>○ Human Capital Management</li> <li>○ Enterprise Portal/Interaction Hub</li> <li>○ Financials and Grants</li> <li>○ Governance, Risk, Compliance</li> </ul> </li> </ul>		

- Oracle or SQL Server Database Management
- 3rd party Integration, Web and Application development
- Learning Management System development and administration
- Salesforce development and administration
- Project Management

**Contract Period:** May 2013 – May 2016

**3. Please provide a list of client accounts lost through early termination or non-renewal over the past five (5) years. Include contact name, phone number, email address and length of service at each account, and reason for loss.**

None

**4. The Proposer shall provide a chart of the company's organization and a description of its corporate structure and chain of ownership of company to ultimate parent corporation, and all subsidiaries.**

ERPA is an Ohio state Corporation. Please find attached the ERPA's organization chart in Appendix A.

**5. Provide the number of years' experience in providing services as described in section 1.1.**

**Our experience of 15 years of Oracle PeopleSoft (Project Management, Upgrade, Implementation, Support) services:**

ERPA specializes in Oracle PeopleSoft project management, application Implementation, upgrades and Support services and have been providing these services for clients since 1999. Being an Oracle Platinum Partner, ERPA provides clients with industry best practice project management and Oracle PeopleSoft methodologies to ensure projects are completed on-time and to budget. Here are some of our clients that we are providing services:

- ✓ Florida International University- Providing services in the following Specialized Administrative Areas: Oracle PeopleSoft Technology, Database Management, 3rd party Integration, Web and Application development, Project Management
- ✓ California State University – Providing experienced consultants for the Quarter to Semester (Q2S) Conversion project, a multi-year effort involving two (2) campus conversions from a quarter-based academic calendar to a semester system.
- ✓ Detroit Public Schools – PeopleSoft HCM 8.8 → 9.2 upgrade and PeopleSoft Financials 8.4 → 9.2 upgrade. Also implementing several new modules for DPS as well.
- ✓ California State University – Providing experienced consultants for the Quarter to Semester (Q2S) Conversion project, a multi-year effort involving two (2) campus conversions from a quarter-based academic calendar to a semester system.
- ✓ Peralta Colleges – Consulting services for Peralta's PeopleSoft HCM/CS upgrade from 8.9 → 9.1 and database split
- ✓ New Jersey City University – PeopleSoft FSCM 8.9 → 9.1 Upgrade
- ✓ United Space Alliance – PeopleSoft HCM 8.3 → 9.0 Upgrade
- ✓ Telecommunications Services of Trinidad and Tobago – PeopleSoft HCM 8.3 → 9.0 Upgrade



- ✓ B&W Pantex – PeopleSoft FSCM 9.1 Implementation (\$17+M)
- ✓ City of Boston – Providing PeopleSoft Applications support and Upgrade Planning.
- ✓ The University of Louisville - Assisting the university with various Information Technology projects and support of existing PeopleSoft applications.
- ✓ California State University: Oracle Business Intelligence 11g (OBIEE 11g), HCM Analytics 7.9 Implementation
- ✓ Virginia Community Colleges – PeopleSoft HCM and FSCM consulting services, as well as providing technical upgrade support for upgrading to PeopleTools 8.53
- ✓ University of Puget Sound – PeopleSoft Campus Solutions consulting services in support of an application upgrade.
- ✓ The University of Texas - Providing PeopleSoft services for PeopleSoft Campus Solutions, HCM, and Financials applications including PeopleSoft administration, application interfacing, custom development, reporting, and system enhancements
- ✓ Heartland Community College - Provided PeopleSoft development, analysis, administration, and DBA support for Heartland Community College’s HCM/CS Split.
- ✓ Lower Colorado River Authority – PeopleSoft HCM, FSCM, and Portal Managed Services
- ✓ Placer County – PeopleSoft HCM Consulting Services
- ✓ Piggly Wiggly – PeopleSoft HCM 9.0 Implementation
- ✓ Papa John’s – PeopleSoft HCM 8.0 → 8.9 Upgrade and enhancement services
- ✓ Gilead Sciences – PeopleSoft HCM consulting services

## B. Services Offered

1. **List the total number of employees, include job titles and experience of individual(s) who would be available to the UCF account; please include resume(s).**

ERPA will discuss the assignment of the appropriate Consultant staff, for each of the project phases, during the initial phase of the project and an appropriate project plan will be developed in consultation and approval of UCF Project Manager.

Our staffing plan always takes our client's business needs into account and ensures that goals can be met from a talent perspective. Skills also are assessed to determine if our existing team lacks the ability and experience needed to help the company move forward. Training is included to rectify any gaps in skills.

ERP Analysts has over 250 dedicated Oracle/PeopleSoft consultants and maintains a close relationship with over 2,000 more external PeopleSoft consultants that help support our clients. Our staffing model varies depending on the client and can be as simple as a staff augmentation engagement or as complex as a \$14M PeopleSoft Implementation, with over 30+ consultants.

Our internal staff is rigorously trained and kept up to date on the latest versions of PeopleSoft that become available. Before external consultants can be placed for our clients, they go through a thorough interview, skills evaluation, and background check prior to coming on board. Our management staff all comes from a PeopleSoft background and we pride ourselves in making sure our consultants make good fits for our clients. Our staff is expert in Application and Tools Upgrades, Break Fix Analysis, Custom Development, Data Conversions, Report Writing, Performance Tuning, and Data Archiving.

Please find attached the representative resumes in Appendix B.

2. **Clearly identify the skill sets your staff is capable of providing, and clearly indicate if subcontractors or sub-consultants will be used.**

ERPA is not subcontracting any of the services in this ITN and is providing the services solely as a Primary contractor.

### **Qualifications and Skills of our Staff**

- ✓ Over 250 Employees focused on PeopleSoft Implementations, Upgrades and Support services.
- ✓ The average years of experience of our consultants are more than 10 years. More than 60% are PeopleSoft Certified professionals, providing a full range of PeopleSoft functional, technical, Project management implementation and integration services.

- ✓ ERPA'S functional and technical experts have several years of experience in many of the following areas:
  - Application Integration
  - Customer Relationship Management
  - Financial Management Solutions
  - Enterprise Performance Management
  - Human Capital Management
  - Enterprise Service Automation
  - Human Resources Management Solutions
  - Supply Chain Management
  - Student Administration
- ✓ ERPA Consultants have experience, knowledge, expertise and analytical skills in the following areas:
  - Project Management / Change Management
  - Implementation/Migration Strategy
  - PeopleSoft Consulting & Optimization
  - All PeopleSoft Modules and All PeopleSoft phases (Includes Implementation, Upgrade, Support)
  - Interfaces to Non- PeopleSoft Applications
  - PeopleSoft Module Integration
  - Post-go-live support & Maintenance
  - PeopleSoft Application Version Upgrades
  - Database Management Support
  - UPK experience
- ✓ Demonstrated ability to manage project scope and client expectations
- ✓ Demonstrated follow-through on assignments and issue resolution
- ✓ Excellent verbal skills, including conducting/leading client meetings, conduct presentations.
- ✓ Possess and demonstrate Team Building and Consensus Building skills.
- ✓ Experience with working in a Global Organizations.
- ✓ Energetic / Strong desire to work hard / Able to balance work and family life.
- ✓ Desire to be part of an exciting and expanding global team/market.

## C. Consulting Scope and Cost to University

### 1. Demonstrate an understanding of the services the university requires under this contract.

ERP Analysts understands that the University of Central Florida (UCF) wants to enter into a contract with one or more qualified consulting companies to assist UCF's implementation, enhancement, support and upgrades of PeopleSoft Campus Solutions, Human Capital Management, Financials, CRM, Interaction Hub, PeopleTools 8.52 and higher, Academic Advisement, Mobile Web Development with integration to PeopleSoft applications and analytical tools including, but not limited to OBIEE and Hyperion. Assistance with systems administration functions relating to patches, upgrades, performance tuning, server configurations and security. Assistance with database administration functions relating to upgrades, performance tuning, configurations and security. The University is in production use of PeopleSoft Campus Solutions 9.0, Human Capital Management 9.0, PeopleSoft Interaction Hub 9.1, Financials 9.1 and CRM 9.1.

### 2. Explain the methodology the proposer will employ to fulfill the requirements discussed in section 1.1 while maintaining project scope and cost.

ERP Analysts is proposing the combination of our Remote Enterprise Solutions Team (R.E.S.T.) for ongoing maintenance and support of UCF's PeopleSoft applications and our large pool of PeopleSoft consulting resources for special project support. Our Remote Enterprise Solutions Team supports several different clients from our office in Dublin, OH who run PeopleSoft applications.

This solution will provide resource flexibility and scalability for the City by allowing the City to use their hours in a way that best meets the UCF's needs. The development work is performed at our upgrade lab, our core functional team will be present on-site to gather requirements, work with UCF staff, assist in functional configuration, training, testing and knowledge transfer activities.

While the R.E.S.T. staff is based out at our headquarters in Dublin, OH. The UCF will receive flexibility from R.E.S.T. staff by saving on travel expenses by using remote services and having the option of specific staff to come on-site when needed. Clients that use R.E.S.T. receive top quality consulting services at a premium cost discount as hourly bill rates are lower compared to on-site resources and clients save on travel expenses as well.

#### *R.E.S.T. Competitive Advantage*

- On average our remote bill rates are 15 to 20% lower than on-site resources
- Additional costs savings as there are no travel related expenses

#### *R.E.S.T. Integration with Client Resources*

- Our goal is to integrate seamlessly with our client resources and support staff.
- We utilize the same naming conventions, development databases and migration path.
- Our teams will know each other personally and will develop lasting relationships.

3. The proposal shall specify billing rates for the various personnel who will be involved in the activities.

Category	Role	Skill	Hourly Rate	Estimated Expenses
Project Management	PeopleSoft Project Manager	PeopleSoft, PMP	\$160.00	\$30.00
PeopleSoft Campus Solutions Functional Support	PeopleSoft Subject Matter Expert	PeopleSoft Campus Solutions 9.0 (FA, AD, SF, SR, CC, AA)	\$160.00	\$30.00
PeopleSoft Campus Solutions Technical Support	PeopleSoft Campus Solutions Technical	PeopleSoft Campus Solutions 9.0 (FA, AD, SF, SR, CC, AA)	\$135.00	\$30.00
PeopleSoft Human Functional Resources Support	PeopleSoft Subject Matter Expert	PeopleSoft HCM 9.1 (HR, PY, BB, BA, T&L, TAM/CG), Self Service	\$155.00	\$30.00
PeopleSoft Human Functional Resources Support	PeopleSoft Human Resources Technical	PeopleSoft HCM 9.1 (HR, PY, BB, BA, T&L, TAM/CG), Self Service	\$135.00	\$30.00
PeopleSoft Financials Functional Support	PeopleSoft Grants Lead	PeopleSoft FSCM 9.1 Grants	\$180.00	\$30.00
PeopleSoft Financials Functional Support	PeopleSoft Subject Matter Expert	PeopleSoft FSCM 9.1 (GL,AP, AR, IN, PO, ePro, FA)	\$160.00	\$30.00
PeopleSoft Financials Functional Support	PeopleSoft Financials Technical	PeopleSoft FSCM 9.1 (GL,AP, AR, IN, PO, ePro, FA)	\$135.00	\$30.00
PeopleSoft Technical Support	PeopleSoft Senior Developer	PeopleSoft HCM , CS, FSCM, PeopleCode, PeoplTools (8.50/8.51), Integration Broker, Application Engine	\$135.00	\$30.00
PeopleSoft Technical Support	PeopleSoft Junior Developer	PeopleSoft HCM , CS, FSCM, PeopleCode, PeoplTools (8.50/8.51), Integration Broker, Application Engine	\$110.00	\$30.00
PeopleSoft Technical Support	PeopleSoft Security Specialist	Profiles, Roles, Permission Lists and Query Security, Set up Department Trees and Row Level security.	\$165.00	\$30.00
Technology and Integration Services	Oracle Service Bus Architect (Middleware Expert)	Expert in OSB and general SOA Based integration.	\$180.00	\$30.00
Technology and Integration Services	Oracle Service Bus Developer (Middleware)	Development with integration frameworks, ESB, SOA driven environments. Development	\$135.00	\$30.00





	Developer)	with Java, JavaScript, Ajax, XML, XSD, XSLT, XPath,		
Technology and Integration Services	Oracle SOA BPEL Developer (Middleware SOA Developer)	Development with integration frameworks, ESB, SOA driven environments. Development with Java, JavaScript, Ajax, XML, XSD, XSLT, XPath,	\$125.00	\$30.00
Technology and Integration Services	Identity Management Security Architect	Oracle (OIM, OAM, OIM,OVD, OID) OR SUN (SIM, SAM) Microsoft Active Directory.	\$180.00	\$30.00
Technology and Integration Services	Identity Management Architect/Developer	Oracle (OIM, OAM, OIM,OVD, OID) OR SUN (SIM, SAM) Microsoft Active Directory.	\$155.00	\$30.00
Technology and Integration Services	Database Administrator	PeopleSoft Database Administration and Support	\$135.00	\$30.00
Technology and Integration Services	System Administrator	PeopleSoft System Administration and Support	\$125.00	\$30.00
Warehouse, Data Modeling and Reporting	PeopleSoft EPM	PeopleSoft EPM 9.1	\$155.00	\$30.00
Warehouse, Data Modeling and Reporting	Data Modeler	Erwin, Oracle Designer, other	\$155.00	\$30.00
Warehouse, Data Modeling and Reporting	ETL Developer	DataStage, Microstrategy, other	\$135.00	\$30.00
Warehouse, Data Modeling and Reporting	Report Writer	PeopleSoft Query, SQR, Crystal Reports, OBIEE, BOBJ, Hyperion, other	\$125.00	\$30.00

4. Describe in detail the costs to UCF under the terms of an agreement, if any, resulting from this ITN. A separate Statement of Work (SOW) agreement will be issued for selected services and quantity of hours after vendor selections are made. Include information about variable costs including travel.

None

## D. Prior Experience

### Prior Experience with a Large, Complex, Multi-Campus Higher Education Institution

1. Proposers addressing the systems administrator functions or the database administrator functions as described in section 1.1 must provide a list of current or very recent clients and projects explaining the system architecture and the project scope.
2. Proposers addressing the systems administrator functions, the database administrator functions and application functions as described in section 1.1 must provide a list of current or recent clients and projects explaining integrations with third party application and the project scope.
3. Proposers addressing the PeopleSoft application and tools functions as described in section 1.1 above must provide a list of current or very recent clients and projects explaining integrations with third party application and the project scope.

Please find below some of the clients where ERPA is providing systems administrator functions or the database administrator, addressing the PeopleSoft application and tools:

- i. For the client *Florida International University* ERPA is provides services in the following Specialized Administrative Areas:
  - Oracle PeopleSoft Technology
    - Campus Solutions
    - Human Capital Management
    - Enterprise Portal/Interaction Hub
    - Financials and Grants
    - Governance, Risk, Compliance
  - Oracle or SQL Server Database Management
  - *3rd party Integration, Web and Application development*
  - Learning Management System development and administration
  - Salesforce development and administration
  - Project Management
- ii. For the client *City of Boston* ERPA is providing Technical Application Management Professional Services.  
The following specific services are being provided:
  1. Technical Support Management
  2. Routine Technical Application Maintenance and Support
  3. Application of PeopleSoft delivered Service Packs, Bundles & Patches
  4. Technical Application Troubleshooting
  5. Application Change Control and Object Migration Management
  6. *Application of PeopleTools Upgrades.*
  7. *DB2 Database Administration.*



- iii. For the client *Virginia's community colleges* ERPA provided HCM and Campus Solutions consulting services, as well as providing technical upgrade support for upgrading to PeopleTools 8.53
  
- iv. For the client *Lower Colorado River Authority* ERPA is providing PeopleSoft HCM (ESS/MSS, HR, PY, BB, ELM) 8.8 to 9.0 Upgrade, 2) FSCM 9.0., 3) PeopleSoft HCM integration with OIM/OAM. 4) Supply Management and Financials Suites including: Application development, database administration, backup and restore, application server management, web server management, operating system management, performance monitoring, troubleshooting and resolution of end user issues
  
- v. For the client *California State University* ERP Analysts was selected as the system integrator to implement a Consolidated Human Resources Data Warehouse across California State University System's twenty-three (23) universities utilizing Oracle Business Intelligence HR Analytics 11.1.1.7.1 as the platform. The 11.1.1.7.1 version of HR Analytics uses Oracle Data Integrator (ODI) as the ETL tool and represents the newest technology available in Oracle Business Intelligence for the Extraction Transformation and Loading of data.

## E. Demonstrated Ability to Meet Requested Project Time Lines

1. Proposer must provide a list of current or recent similar-type projects as described in section 1.1 demonstrating their ability to estimate adequate resources and accurate timelines with successful deliverables.

The following are the list of projects where ERPA had provided the adequate resources and accurate timelines with successful deliverables:

- a. For the client *B&W Pantex* a \$17M+ PeopleSoft Financials 9.1 implementation ERPA has successfully delivered the project in time and with adequate resources. Modules included PeopleSoft AP, GL, eProcurement, Purchasing, Inventory, Asset Management, Manufacturing, Supply Planning, Production Control, Order Management, and Strategic Sourcing. The implementation consisted of newly built custom modules and system modifications to meet a unique set of requirements. ERPA also provided functional and technical PeopleSoft 9.1 HCM support in addition to the implementation services.

Size of the Project Team (in Full Time Equivalentents – FTEs): 40

- b. For the client *Detroit Public Schools* ERPA is ERP Analysts is providing PeopleSoft implementation and upgrade services for Detroit Public Schools (DPS). ERPA's project team is upgrading DPS's PeopleSoft HCM environment from 8.8 to version 9.2, PeopleSoft Financials environment from 8.4 to version 9.2 and also implementing PeopleSoft EPM for DPS. As part of the application upgrade, a comprehensive BPR and Fit/Gap analysis is to be done for improving the way DPS conducts business within the PeopleSoft applications. We went with Go-Live of the HCM Upgrade in April 2014.

Size of the Project Team (in Full Time Equivalentents – FTEs): 30

- c. For the client *Telecommunications Services of Trinidad and Tobago Limited* ERPA provided the services

SCM Project Summary: Upgraded TSTT PS Financial/SCM 8.4 to 9.0, This upgrade included upgrading nearly 12 financial and SCM modules and implementing new modules like eProcurement, Cash Management and Commitment Control.

HRMS Project Summary: Upgraded HRMS 8.3 to HCMS 9.0. This included HR, Payroll, Benefits, T&L, and eModules.

EPM and CFO Portal Summary: Upgraded PS EPM from 8.8 to 9.0 and implemented CFO Portal.

Size of the Project Team (in Full Time Equivalentents – FTEs): 25



## Florida Registration Number

F08000000980

Please find attached the copy on next page.

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**Registration Interview**  
**Registration Successful**

[Quit  
Interview](#)

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Print this Page

**Srikanth Gaddam**  
**ERP Analysts Inc.**  
**425 METRO PL N**  
**DUBLIN**  
**OHIO 43017 5325**

Thank you for submitting your Application to Collect and/or Report Tax in Florida via the Internet. Your application has been successfully transmitted for processing.

**Your confirmation number is: 09042140658**

You will receive your certificate of registration or notification of liability via U. S. Mail within 7-10 days. If you need to obtain this information sooner, you may come back to the Department's e-Services page and click on "Retrieve it here" after three business days. Go to [www.myflorida.com/dor/forms/efile.html](http://www.myflorida.com/dor/forms/efile.html) (this link will open in a new window; since your certificate number is not yet ready, you may wish to bookmark it for future use). You'll be asked for your confirmation number and the Federal Employer Identification Number or Social Security Number you provided on the application.

To maintain a record of this application you may:

- Print this page containing only the confirmation number, or
- Click the "Back" button below and print a page containing confirmation number and your submissions.

[<< Back](#)

## Concluding Summary

ERP Analysts is pleased to have the opportunity to work with University of Central Florida on this endeavor. We are confident that our expertise and prior PeopleSoft experiences will ensure the success of this engagement. We look forward to the opportunity to demonstrate our keen ability to minimize costs, integrate seamlessly with your staff and deliver the most effective and efficient solution. We will strive to provide our services in a manner that will exceed the goals and expectations for this and future engagements.

We are an Oracle Certified Partner with over 60% of our staff being certified in the Oracle/PeopleSoft Suite of Products. We have considerable implementation, upgrade and support experience that will minimize your risk and maximize your likelihood of success. Our resources are very senior, yet our bill rates do not reflect this as over 90% of our revenues are from our internal employees. Our model ensures that we incur minimal overhead allowing us to pass on savings to our customers. Our model, pricing and experience have assisted us in achieving new heights in success over the last ten years. In 2012 we are on track to exceed USD 38 million in PeopleSoft related service revenue. We now have over 250 employees dedicated to PeopleSoft services and are now recognized as #234 on the Inc 500's Fastest Growing Privately Held Companies in the United States.

We are very capable of addressing your needs and can assure you that our resources will be available as soon as you are ready to initiate the project. Our capabilities have seen us achieve astounding growth in a short period of time. We look forward to developing a strong relationship with your organization and hope that you will assist us in further establishing ourselves as an expert in the niche market of PeopleSoft Service Providers. Should you have any questions or concerns, please do not hesitate to contact us at:

**Ranjith Yengoti, MBA, PMP**  
Director | ERP Applications  
Phone: 614-718-9222 Ext. 7050  
Email: [ryengoti@erpanalysts.com](mailto:ryengoti@erpanalysts.com)

**Eric Novak**  
Business Development Manager  
Phone: 866-534-6031 Ext 7090  
E-mail: [enovak@erpanalysts.com](mailto:enovak@erpanalysts.com)

## Appendix A – Forms and Certifications

- Appendix II -Supplemental Offer Sheet Terms And Conditions
- Appendix III - Certificate Of Non-Segregated Facilities
- Appendix III - Certificate Of Non-Segregated Facilities Subpart - Contractor's Agreements
- Appendix IV: Compliance And Certification Of Good Standings



**APPENDIX II  
SUPPLEMENTAL OFFER SHEET  
TERMS AND CONDITIONS**

The sections set forth below must each be initialed, as YES for "understood and agreed upon" or NO for "not agreed to." Failure to complete and return this document with your offer could result in rejection of your offer, at UCF's sole discretion. Respondents shall not check sections as "understood and agreed upon" with the intent to negotiate a change to those sections/terms and conditions after tentative award of a contract resulting from this ITN. Respondents disagreeing with any term or condition of this ITN shall act to resolve the difference prior to the deadline for inquires, as noted in this ITN. A Respondent's disagreement with any non-negotiable section of this ITN shall be automatically rejected. Failure of the university and the tentative awardee to come to an agreement with respect to terms and conditions within a time frame UCF determines to be reasonable constitutes grounds for rejection of that offer and the University shall have the right, at its sole discretion, to award the contract to the next favorable respondent.

<u>SECTION</u>	<u>YES</u>	<u>NO</u>	<u>RESPONDENT INITIALS</u>
2.1 <b>**Non-negotiable**</b>	<u>  x  </u>	<u>      </u>	<u>  RY  </u>
2.2 <b>**Non-negotiable**</b>	<u>  x  </u>	<u>      </u>	<u>  RY  </u>
2.3 <b>**Non-negotiable**</b>	<u>  x  </u>	<u>      </u>	<u>  RY  </u>
2.4	<u>  x  </u>	<u>      </u>	<u>  RY  </u>
2.5	<u>  x  </u>	<u>      </u>	<u>  RY  </u>
2.6 <b>**Non-negotiable**</b>	<u>  x  </u>	<u>      </u>	<u>  RY  </u>
2.7 Section Not Used	<u>  x  </u>	<u>      </u>	<u>      </u>
2.8 <b>**Non-negotiable**</b>	<u>  x  </u>	<u>      </u>	<u>  RY  </u>
2.9	<u>  x  </u>	<u>      </u>	<u>  RY  </u>
2.10	<u>  x  </u>	<u>      </u>	<u>  RY  </u>
2.11 <b>**Non-negotiable**</b>	<u>  x  </u>	<u>      </u>	<u>  RY  </u>
2.12	<u>  x  </u>	<u>      </u>	<u>  RY  </u>
2.13 <b>**Non-negotiable**</b>	<u>  x  </u>	<u>      </u>	<u>  RY  </u>
2.14 <b>**Non-negotiable**</b>	<u>  x  </u>	<u>      </u>	<u>  RY  </u>
2.15	<u>  x  </u>	<u>      </u>	<u>  RY  </u>

<u>SECTION</u>	<u>YES</u>	<u>NO</u>	<u>RESPONDENT INITIALS</u>
2.16	<u>  x  </u>	<u>      </u>	<u>  RY  </u>
2.17	<u>  x  </u>	<u>      </u>	<u>  RY  </u>
2.18 <b>**Non-negotiable**</b>	<u>  x  </u>	<u>      </u>	<u>  RY  </u>
2.19	<u>  x  </u>	<u>      </u>	<u>  RY  </u>
2.20 <b>**Non-negotiable**</b>	<u>  x  </u>	<u>      </u>	<u>  RY  </u>
2.21	<u>  x  </u>	<u>      </u>	<u>  RY  </u>
2.22	<u>  x  </u>	<u>      </u>	<u>  RY  </u>
2.23	<u>  x  </u>	<u>      </u>	<u>  RY  </u>
2.24	<u>  x  </u>	<u>      </u>	<u>  RY  </u>
2.25	<u>  x  </u>	<u>      </u>	<u>  RY  </u>
2.26	<u>  x  </u>	<u>      </u>	<u>  RY  </u>
2.27 <b>**Non-negotiable**</b>	<u>  x  </u>	<u>      </u>	<u>  RY  </u>
2.28	<u>  x  </u>	<u>      </u>	<u>  RY  </u>
2.29	<u>  x  </u>	<u>      </u>	<u>  RY  </u>
2.30 <b>**Non-negotiable**</b>	<u>  x  </u>	<u>      </u>	<u>  RY  </u>
2.31 <b>**Non-negotiable**</b>	<u>  x  </u>	<u>      </u>	<u>  RY  </u>
2.32	<u>  x  </u>	<u>      </u>	<u>  RY  </u>
2.33	<u>  x  </u>	<u>      </u>	<u>  RY  </u>
2.34	<u>  x  </u>	<u>      </u>	<u>  RY  </u>
2.35 <b>**Non-negotiable**</b>	<u>  x  </u>	<u>      </u>	<u>  RY  </u>
2.36	<u>  x  </u>	<u>      </u>	<u>  RY  </u>
2.37	<u>  x  </u>	<u>      </u>	<u>  RY  </u>
2.38	<u>  x  </u>	<u>      </u>	<u>  RY  </u>

<u>SECTION</u>	<u>YES</u>	<u>NO</u>	<u>RESPONDENT INITIALS</u>
2.39**Non-negotiable**	<u>  x  </u>	<u>      </u>	<u>  RY  </u>
2.40	<u>  x  </u>	<u>      </u>	<u>  RY  </u>
2.41	<u>  x  </u>	<u>      </u>	<u>  RY  </u>
2.42**Non-negotiable**	<u>  x  </u>	<u>      </u>	<u>  RY  </u>
2.43	<u>  x  </u>	<u>      </u>	<u>  RY  </u>
2.44	<u>  x  </u>	<u>      </u>	<u>  RY  </u>
2.45	<u>  x  </u>	<u>      </u>	<u>  RY  </u>
2.46	<u>  x  </u>	<u>      </u>	<u>  RY  </u>
2.47	<u>  x  </u>	<u>      </u>	<u>  RY  </u>
2.48	<u>  x  </u>	<u>      </u>	<u>  RY  </u>
2.49 **Non-negotiable**	<u>  x  </u>	<u>      </u>	<u>  RY  </u>
2.50	<u>  x  </u>	<u>      </u>	<u>  RY  </u>
3.0	<u>  x  </u>	<u>      </u>	<u>  RY  </u>
4.0	<u>  x  </u>	<u>      </u>	<u>  RY  </u>

**RESPONDENT COMPANY NAME** ERP Analysts, Inc.

**AUTHORIZED SIGNATURE** Ranjith K Pergoti

**TITLE** Director | ERP Applications

**DATE** June 03, 2014

## APPENDIX III

### CERTIFICATE OF NON-SEGREGATED FACILITIES

We, ERP Analysts, Inc. certify to the University of Central Florida that we do not and will not maintain or provide for our employees any segregated facilities at any of our establishments, and that we do not and will not permit our employees to perform their services, under our control, where segregated facilities are maintained. We understand and agree that a breach of this certification is a violation of the Equal Opportunity clause required by Executive order 11246 of 24 September 1965.

As used in this certification, the term "segregated facilities" means any waiting rooms, work areas, rest rooms and wash room, restaurants and other eating areas, time clocks, locker rooms and other storage or dressing areas, parking lots, drinking fountains, recreation or entertainment areas, transportation and housing facilities provided for employees which are segregated by explicit directive or are in fact segregated on the basis of race, creed, color or national origin, because of habit, local custom or otherwise.

We, further, agree that (except where we have obtained identical certifications from offered subcontractors for specific time periods) we will obtain identical certifications from offered subcontractors prior to the award of subcontracts exceeding \$10,000 which are not exempt from the provisions of the Equal Opportunity Clause; that we will retain such certification in our files; and that we will forward the following notice to such offered subcontractors (except where the offered subcontractors have submitted certifications for specific time periods):

NOTE TO PROSPECTIVE SUBCONTRACTORS OR REQUIREMENTS FOR CERTIFICATIONS OF NON-SEGREGATED FACILITIES. A Certificate of Non-segregated Facilities, as required by the 9 May 1967 order on Elimination of Segregated Facilities, by the Secretary of Labor (32 Fed. Reg. 7439, 19 May 1967), must be submitted prior to the award of a sub-contract exceeding \$10,000 which is not exempt from the provisions of the Equal Opportunity clause. The certification may be submitted either for each sub-contract or for all subcontracts during a period (i.e. quarterly, semiannually, or annually).

**NOTE: Whoever knowingly and willfully makes any false, fictitious, or fraudulent representation may be liable to criminal prosecution under 18 U.S.C. 1001.**

### APPENDIX III

#### CERTIFICATE OF NON-SEGREGATED FACILITIES SUBPART - CONTRACTOR'S AGREEMENTS

**SEC. 202.** Except in contracts exempted in accordance with Section 204 of this Order, all Government contracting agencies shall include in every Government contract hereafter entered into the following provisions:

During the performance of this contract, the contractor agrees as follows:

- (1) The contractor will not discriminate against any employee or applicant for employment because of race, color, religion, sex, or national origin. The contractor will take affirmative action to ensure that applicants are employed, and that employees are treated during employment, without regard to their race, color, religion, sex, or national origin. Such action shall include, but not be limited to the following: employment, upgrading demotion, or transfer; recruitment or recruitment advertising; layoff or termination; rates of pay or other forms of compensation; and selection for training, including apprenticeship. The contractor agrees to post in conspicuous places, available to employees and applicants for employment, notices to be provided by the contracting officer setting forth the provisions of this nondiscrimination clause.
- (2) The contractor will, in all solicitations or advertisements for employees placed by or on behalf of the contractor, state that all qualified applicants will receive consideration for employment without regard to race, color, religion, sex or national origin.
- (3) The contractor will send to each labor union or representative of workers with which the contractor has a collective bargaining agreement or other contract or understanding, a notice, to be provided by the agency contracting officer, advising the labor union or worker's representative of the contractor's commitments under Section 202 of Executive Order No. 11246 of September 24, 1965, and shall post copies of notice in conspicuous places available to employees and applicants for employment.
- (4) The contractor will comply with all provisions of Executive Order No. 11246 of September 24, 1965 and of the rules, regulations, and relevant orders of the Secretary of Labor.
- (5) The contractor will furnish all information and reports required by Executive Order No. 11246 of September 24, 1965, and by the rules, regulations, and orders of the Secretary of Labor, or pursuant thereto, and will permit access to his books, records, and accounts by the contracting agency and the Secretary of Labor for purposes of investigation to ascertain compliance with such rules, regulations and orders.
- (6) In the event of the contractor's noncompliance with the nondiscrimination clauses 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 may be declared ineligible for further Government contracts in accordance with procedures authorized in Executive Order No. 11246 of September 24, 1965, and such other sanctions may be imposed and remedies invoiced as provided in Executive Order No. 11246 of September 24, 1965, or by rule, regulation, or order of the Secretary of Labor, or as otherwise provided by law.
- (7) The contractor will include the provision of Paragraphs (1) through (7) 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 subcontract or

purchase orders 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 interest of the United States.

**SEC. 402 Affirmative Action for Disabled Veterans and Veterans of the Vietnam Era:**

- (1) The contractor agrees to comply with the affirmative action clause and regulation published by the US Department of Labor implementing Section 402 of the Vietnam Era Veteran's Readjustment Assistance Act of 1974, as amended, and Executive Order 11701, which are incorporated in this certificate by reference.

**RESPONDENT COMPANY NAME** ERP Analysts, Inc.

**AUTHORIZED SIGNATURE** Ranjith K Yengoti

**TITLE** Director | ERP Applications

**DATE** June 03, 2014

**APPENDIX IV**

**COMPLIANCE AND  
CERTIFICATION OF GOOD STANDINGS**

The parties shall at all times comply with all applicable ordinances, laws, rules and regulations of local, state and federal governments, or any political subdivision or agency, or authority or commission thereof, which may have jurisdiction to pass laws, ordinances, or make and enforce rules and regulations with respect to the parties.

Vendors shall certify below that they are in good standings to conduct business in the State of Florida. **The awardee of any contract resulting from this solicitation shall forward a certification of good standing. The certifications must be submitted to the UCF Purchasing Department prior to providing any goods or services required under the resulting contract.** Noncompliance with this provision may constitute rejection of proposal or termination of a contract at UCF's sole discretion.

**CERTIFICATION**

I certify that the company submitting an offer under this solicitation in is compliance with all applicable laws to conduct business in the State of Florida is in good standings and will provide a certificate of good standings from the State of residence prior to initiating any performance under any contract resulting from this solicitation.

Company: ERP Analysts, Inc.

Authorized Representative's Name: Ranjith Yengoti

Authorized Representative's Signature: Ranjith K Yengoti

Date: June 03, 2014

## Appendix B – Representative Resumes

For more information on the attached representative resumes please contact:

**Eric Novak**

Business Development Manager

Phone: 866-534-6031 Ext 7090

E-mail: [enovak@erpanalysts.com](mailto:enovak@erpanalysts.com)



## Arun Alexander

### PeopleSoft HCM Functional

#### SUMMARY

- **Twelve years of comprehensive experience with the Top 5 consulting firms in US in the area of Information Technology space spanning PeopleSoft Human Resource Enterprise Applications, Client Server and Internet technologies in designing and delivering business solutions to the clients across multiple industries. This includes some of the Major retail companies, government, financials, hospital, Insurance, Non-Profit organizations in the US.**
- **Eleven years into full life cycle implementation, upgrade and support of PeopleSoft HRMS solutions covering all major modules including Core Human Resources (workforce administration, workforce development, position management, competency management, health and safety, career/succession planning, compensation/salary planning, etc) Base Benefits, Benefits Administration, Time and Labor, NA payroll, Payroll Interface and Self Service applications including eProfile/eProfile Manager Desktop, eDevelopment, Talent Acquisition Manager/Candidate Gateway, Profile Management, ePerformance, eCompensation, ePay, eBenefits solutions across Multiple industries since version 6.5.**
- Excellent process orientation in performing **project scoping, business process re-engineering, fit/gap analysis, requirements elicitation, functional and Technical design, application configuration, user interactions, testing and production support.**
- Excellent technical skills of People **Code, Application Engine, Workflow SQR, SQL and Integration Tools.**
- Serves as subject matter expert in PeopleSoft Core HR, Talent Acquisition Management and Recruiting modules, all Benefit modules including Base Benefits, Benefits Administration, FSA Administration, COBRA Administration, Benefits Billing and eBenefits.
- Works with cross-functional teams to collaborate on integration points across all PeopleSoft HCM modules.
- Strong **implementation skills** and high level of **business process knowledge of PeopleSoft 8.3, 8.8, 8.9, 9.0 and 9.1 in Core Human Resource, Benefits Administration implementation, planning, requirements gathering fit/gap analysis, implementation design and configuration, testing, training and support.**
- Expert in setting, maintaining and upgrading **security in PeopleSoft 8.3, 8.9, 9.0 and 9.1** and experienced with security regulations like the Sarbanes Oxley and HIPAA..
- Acts as a liaison between the functional and technical team to develop technical alternatives to implementation of functional and technical business requirements and processes.
- Excellent process orientation in performing **project scoping, business process re-engineering, fit/gap analysis, requirements elicitation, functional and technical design, application configuration, user interactions, testing and production support.**
- Strong expertise in **Quality Assurance** as part of full life cycle implementations of the above modules with specific emphasis on creating **system/integration test plans, requirements traceability; developing manual test cases/test scripts; performing functional, integration and regression testing; managing defects** and preparing comprehensive **test metrics.**
- High proficiency and hands on experience in working with automated Testing and Defect Management Tools such as **Mercury Test Director 7.5/ 8.0, Quality Center, Quick Test Pro, Rational Requisite Pro, Rational ClearQuest, Quest Stat 4.1x, Microsoft Visio**, Database Interface Tools such as **Toad, SQL, WinSQL** and **project management Tools such as Microsoft Project.**
- Strong **implementation skills** and high level of **Technical skills of PeopleSoft 8.9, 9.0 in Learning Management Solutions (ELM).**
- Formal Training in **PS HCM 9.0** with strong understanding of functionality and framework changes across applications such as HR, Base Benefits, Benefits Administration, Talent Acquisition & Candidate Gateway, ePerformance, eBenefits, ePay, Time & Labor, Absence Management, Approvals Workflows etc.

#### TECHNICAL SKILLS

ERP: PeopleSoft HCM/HRMS 9.1, 9.0, 8.9, 8.3, 8.0, 7.5, 7.0.6.5, PeopleSoft ELM 8.9 and 9.0.

**Technical:** People Tools 8.4 x, PeopleCode, Application Engine, Component Interface, SQL, UNIX, Workflow, Security and Integration tools

**Third Party Applications:** Resume mirror, Mohomine, Crystal reports and SQR

**Domain Knowledge:** Human Resources, Recruiting, TAM and Candidate Gateway, Profile Management, Learning Management and Business Development.

**Core Competencies:** Communication, Inter-Personal, Presentation, Project Management process and Client Interface

## PROJECT PROFILE

**Florida International University, Miami, FL**

**April 2011 – Till Date**

Lead Recruiting and Profile Management Consultant-

PeopleSoft HCM 9.1 - Talent Management and Candidate Gateway and Profile Management.

### **Recruiting Solutions (TAM and Candidate Gateway)**

- Techno -Functional Lead the team in implementing the Talent Acquisition Management (TAM) and Candidate Gateway application.
- Providing expertise in implementing security and workflow (AWE).
- Coordinated the task and mentored the DBA'S and PS Administrators on various CG and TAM configuration in all testing and production environment.
- Created the test scripts for system and user acceptance testing for functionalities like the Candidate Gateway External, Candidate Gateway Internal, Applicant 360, Applicant Management, Approvals, Create Applicants, Create External Opening, Create External and Internal Opening, Create Internal Opening, Job Opening 360, Interview, Offer, Screening and Search for Applicants.
- Carrying out fit-gap analysis based on the business requirements gathering and reviewing the same with business process owners.

### **Profile Management**

- Lead the team in implementing the Profile Management for both Person and Non Person profile.
- Providing expertise in implementing security and workflow (AWE).
- Working sessions with business process owners to demonstrate application capabilities related to Profile Management and integration point with Talent Acquisition Manager and Candidate Gateway.

**Par Pharmaceutical, Woodcliff Lake, NJ**

**August 2010 – April 2011**

**Techno Functional Project Manager**

**PeopleSoft HCM upgrade from 8.9 to 9.1**

- Responsible for all the on-going support for HR, Base Benefits and Payroll Interface and ADP for the entire HR group
- Lead the team of consultants and employees in upgrading the Core HR, Base Benefit, Payroll Interface and Talent Acquisition Management (TAM) and Candidate Gateway application from 8.9 to 9.1.
- Lead the team in implementing the Profile Management for Non Person profile.
- Lead the team in re-implementing the Talent Management.
- Coordinated the vendors and budget effectively.

**DTCC, Newyork, NY**

**November 2009 – August 2010**

**Senior Technology Management Consultant**

**PeopleSoft HCM 9.1 – HR core, Benefits, North American Payroll, Global Payroll and Talent Management**

- On-going new implementation support for HR, Base Benefits and North American and Global Payroll.
- Reviewing all the deliverables provided by IBM (Implementation Partner) as part of the Project Milestone.
- Coordinating task for Infrastructure and support.

**Harley Davidson, Milwaukee, WI**  
**Solution Architect**

**August 2009 – November 2009**

**PeopleSoft HCM 9.0 - Talent Management and Candidate Gateway, Benefits and North American Payroll.**

- As part of the full cycle implementation team, single contributor on the Custom technical design, development, customization and support of PeopleSoft performance's 360° Evaluation, Employee Evaluations and Individual Developmental Plan.
- Configured and customized Talent Acquisition Management (TAM) in order to facilitate a bridge between TAM and Kenexa.
- Implemented Site ID concept for Career website for Harley Davidson Global Operation.
- Provided on-going HR, Base Benefits and North American Payroll Support for the entire HR group.
- Leading the system integration the PeopleSoft Self-Service applications with third party applications.

**United Nations, New York, NY**  
**Lead Consultant**

**April 2007 to August 2009**

**Primary SME from Oracle Consulting division for implementing PeopleSoft HCM 9.0/8.9/Benefits/Talent Acquisition Management (TAM)**

#### **Recruiting Solutions (TAM and Candidate Gateway)**

- Prototyping, configuring and conducting conference room pilots on a few business process areas and deltas related to the application.
- Undertaking detailed application configuration by populating setup tables in prototype environment with sample data.
- Configuration of applications with the base lined configuration designs and designing application configuration document.
- Developed a customization to check the answers for all the mandatory questions.
- Developed a customization around applicant 360 and Job Opening 360 to secure the Job Opening and applicant Status.
- Integrated the Hire Rights background check third party application using the Integration Broker and Application messaging.
- Integrated the Resume Mirror (Resume Processing application) using the Integration Broker.
- Integrated Arbita for Job posting.
- Configured the Verity for Job search index and the Applicant search index process along with batch processes like the Process duplicate applicants and Run auto match processes.
- Capturing prioritized business requirements from business process owners.
- Carrying out fit-gap analysis based on the business requirements gathering and reviewing the same with business process owners.
- Developing functional specifications based on the gaps identified including enhancement and interface.
- Development/enhanced the gaps that was identified using development tools like PeopleTools 8.46, PeopleCode, Application Engine, Workflow, Security ,Portal, HTML, Datamover, File Layout, Crystal, SQR, Component interface and Application messaging.
- Developed various Crystal reports and SQR reports that are used by recruiters and decision managers.
- Developed the overall security for external and internal applicants, Recruiters, Recruiting administrators, Managers, Interviewers, Compensation, Payroll Admin and Ben Admin.
- Developed the migration and conversion scripts using Data mover and SQR scripts for configuration data.
- Migration, build and backup of all the projects and configuration data from development to testing environments by initiating the Service Change Request (SCR's).

- Leading the project scoping sessions with project sponsors
- Preparing scoping requirements documents, project initialization documents and Preparation of the project plan, resource and work allocation in this implementation.
- Coordinated the task and mentored the DBA'S and PS Administrators on various CG and TAM configuration in all testing and production environment.
- Created the test scripts for system and user acceptance testing for functionalities like the Candidate Gateway External, Candidate Gateway Internal, Applicant 360, Applicant Management, Approvals, Create Applicants, Create External Opening, Create External and Internal Opening, Create Internal Opening, Job Opening 360, Interview, Offer, Screening and Search for Applicants.
- Developed Test strategies, Test plan, requirements traceability matrix, use cases, test scripts for system and regression testing of Recruiting application using the standard quality protocol used at United Nations Development program.
- Developed end-user training guides prior to implementation.
- Providing post-implementation support.
- Resolved all the identified issues that were logged and kept track of all the changes that came through the Bundles and Maintenance Pack and created individual fixes on them.
- Working sessions with business process owners to demonstrate application capabilities related to Talent Acquisition Manager and Candidate Gateway.

### **Enterprise Learning Management 9.0 implementation**

- Lead Developer for a fresh install of ELM v9.0.
- Worked with DBA's to setup custom app messages by configuring the custom data in synch between HR and ELM.
- Prototyping ,configuring and conducting conference room pilots on a few business process like the Activity Management, Resource Management, Curriculum Management, Learning Environments, Certifications and self service application
- Designed and developed ELM conversion program that converted data from spreadsheets, access databases, and hard-copy sources into PeopleSoft ELM system.
- Developed technical specifications for interfaces, customizations, workflow, and reports pertaining to new ELM install.
- Integrated SCORM and AICC web-based training content to ELM
- Developed technical specifications for interfaces, customizations, workflow, and reports pertaining to new ELM install
- Developed Test Plan and created scripts for full ELM system test.

### **Quality Assurance**

- Spearheading quality assurance efforts focused on system and UAT testing of ESS and recruiting solution.
- Preparing of detailed test plan, test entrance criteria, requirements traceability matrix, test cases among others using Quality Center..
- Logging and tracking quality defects using Quest STAT tool.
- Supervising code and object migration in coordination with developers.
- Managing test resources, team calls and end user interactions.
- Involving in the quality assurance audit.

### **Oracle Corporation Consulting Services, Teaneck, NJ**

**March 2005 to April 2007**

#### **Principle Technical Consultant**

- Lead implementation efforts for PeopleSoft HCM/HRMS 8.8/8.9, Benefits and Self-Service initiatives for clients implementing or upgrading PeopleSoft applications.
- Lead the planning, conversion and upgrading of security to PeopleSoft HCM/HRMS 8.3-8.8-8.9 version by comparing with the old security and also taking the leverage of the new architecture.
- Lead the team in implementing the Talent Acquisition Management (TAM) and Candidate Gateway application.
- Lead the technical design, development, customization and support of PeopleSoft ePerformance's 360° Evaluation, Employee Evaluations and Individual Developmental Plan.

- Providing expertise in implementing and upgrading security and workflow.
- Fit/Gap and Design lead for eBenefits and Open Enrollment implementation.
- Setting up and configuring the portal for benefits enrollment, health plan information, insurance information, savings plan information, flexible spending account information, dependent and beneficiary information as well as workflows for enrollment approvals.
- Provide recommended approaches to data organization and configuration
- Lead fit/gap sessions for application enhancements and processes and provide both functional and technical solutions
- Provide application support for Benefits systems.
- Provided on-going HR, Base Benefits and eBenefits Production Support as needed.
- Created UPK test cases and training documentation for eBenefits, Benefit Administration and Benefits Billing.
- Wrote specifications to modify existing interfaces, reports and processes.
- Provided high level proficiency in Integration tools.
- Re-engineer business procedures for system implementations
- Perform configuration, development, unit testing, system testing, and integration testing.
- Develop and execute test scripts and reconciliation efforts for Benefits Administration module
- Facilitate end-user training and knowledge transfer to management and users
- Assist with testing and reconciliation efforts
- Assist in preparing proposals to clients for prospective engagements

**Fujitsu Consulting Services, Pittsburg, PA****Nov 2002 to March 2005****Senior Technical Consultant**

- Lead the planning, conversion and upgrading of security to PeopleSoft HCM/HRMS 8.3-8.8-8.9 version by comparing with the old security and also taking the leverage of the new architecture.
- Consulted clients on various integration projects in PeopleSoft HCM/HRMS 8.9-9.0, Finance and Enterprise Portal.
- Consulted clients with implementation and integration of the PeopleSoft proprietary software on various platforms and databases primarily in Benefits administration and Self-Service applications
- Develop strategic business plans for conversion and implementation of client's Human Resource databases with focus on Benefits, Benefits administration and e-Benefits applications.
- Lead the team in implementing and upgrading the Talent Acquisition Management (TAM), eRecruit and Candidate Gateway application
- Administered and execute full-scale testing methodology of unit, system, integration, and parallel testing.
- Developed custom applications for clients using PeopleTools (PeopleSoft development tools).
- Provided training and testing of front-end procedures for eventual hand-over of operations to managers and users.

**State Farm Insurance, Bloomington, IL****2001 to November 2002****Senior Technical Consultant**

- Performed PeopleSoft production support for HR group.
- Primary lead for re-design the PeopleSoft Security for HR core and self-service solutions. This included fit/gap, functional and technical customization specifications and development.
- Consulted clients with implementation and integration of the PeopleSoft on various platforms and databases primarily in Benefits Administration and Self-Service applications.
- Develop custom applications and modules using People Tools

**Satyam Computers - PeopleSoft Practice,****2000 to November 2001****Clients Supported: State Farm Insurance and TRW.****Senior Consultant**

- Performed PeopleSoft production support for HR group.
- Create and modify SQR programs for reporting and database updating.
- Develop strategic business plans for conversion and implementation of client's Human Resources databases with focus on Benefits, Benefits Administration and e-Benefits applications

- Administer and execute full-scale testing methodology of unit, system, integration, and parallel testing.
- Develop custom applications for clients using PeopleTools (PeopleSoft development tools).
- Provide training and testing of front-end procedures for eventual hand-over of operations to managers and users Consulted clients with implementation and integration of the PeopleSoft on various platforms and databases primarily in Benefits Administration and Self-Service applications.
- Develop custom applications and modules using People Tools

### **Hexaware Technologies - PeopleSoft Practice**

**November 1998 to December 2000**

PeopleSoft Developer

- Create and modify SQR programs for reporting and database updating.
- Develop strategic business plans for conversion and implementation of client's Human Resources databases with focus on Benefits, Benefits Administration and e-Benefits applications
- Administer and execute full-scale testing methodology of unit, system, integration, and parallel testing.
- Develop custom applications for clients using PeopleTools (PeopleSoft development tools).
- Provide training and testing of front-end procedures for eventual hand-over of operations to managers and users.

### **EDUCATION**

- Bachelor of Engineering
- Currently attending PMP course 4th Edition and is familiar with Project Edge

### **TRAINING**

**January 1997 – Present**

- PeopleSoft HRMS System
- PeopleSoft Benefit Administration
- PeopleSoft People Tools (I & II)
- PeopleSoft Application Engine
- PeopleSoft Integration Tools
- SQR
- PeopleSoft Security
- PeopleSoft PeopleCode
- PeopleSoft HRMS 8.9
- PeopleSoft 8.9 Time and Labor
- PeopleSoft Recruiting Solution
- PeopleSoft Payroll (North America)

### **CLIENTS**

United Nations, Oracle Corporation, Caterpillar, Yum Brands, UC Davis, Sheetz, State farm Insurance, Erlanger Health Systems, Parkview Health Systems, TPI, University of Rochester, TRW, Key Bank.

## Alexa Hook

### PeopleSoft Financials Functional

#### SUMMARY

Over 16 years of increasing levels of responsibility in ERP functional consulting in public sector, private industries, and Big Four consulting firms.

#### Highlights

- PeopleSoft ERP Consulting v5.0 thru v9.1
- Expert EX, AP, ePro, PO modules
- Procure to Pay processes (10+ years)
- Adhering to standard methodology of SDLC
- Use of Lean Six Sigma techniques
- Upgrades (13), New Implementations (10)
- Higher Ed/Public Sector projects (6)
- PeopleTools through v8.5x

#### Special skills in:

- PeopleSoft ERP Consulting v5.0 thru v9.1
- PeopleTools through v8.5x
- Upgrades (12), New Implementations (10)
- Production Support projects (7)
- Expert EX, AP, ePro, PO modules
- Procure to Pay processes (10+ years)
- System, Unit, and UAT testing (all projects)
- Higher Ed/Public Sector projects (6)
- Focus on Finance, Energy, Media, & Health industries
- Testing using HP Quality Center (HPQC)
- Global project experience
- Visio, PowerPoint, Excel, SharePoint
- Collaboration with offshore & nearshore teams
- Experience in Strategic Sourcing, Supplier Contracts
- Integration Broker experience
- Adhering to standard methodology of SDLC
- Interaction/Communication with stakeholders
- Leadership of small teams
- Business Process Improvement/Modeling
- Analyzing User/Client Requirements
- Use of Lean Six Sigma techniques
- Reporting Lead Skills
- Working with client managers, SMEs, end users
- Strong Experience with Query
- Direct Connect/ Punchout for ePro
- App Designer, Component Interfaces
- Vendor and PO conversions
- Approval Workflow Engine (AWE)
- SQL (Oracle and MS SQL Server)
- Portal Utilities/Navigation Collection

#### EXPERIENCE

**A to Z Consulting, Independent Contractor,**

**August 1999-Present**

**NJCU, Jersey City, NJ**

**Feb 2013-Present**

#### Upgrade

#### Responsibilities:

- Lead consultant for ePro/PO/AP upgrade from v8.9 to v9.1
- Led Delta sessions for desired new functionality for ePro/PO/AP
- Business Process Improvement around ePro/PO/AP for best use of delivered functionality
- All other duties of full life cycle upgrade

**CUNY, New York, NY**  
**Prod Support Phase I v9.0**

**November 2012- February 2013**

**Responsibilities:**

- Providing production support for v9. ePro/PO/AP in a higher ed KK environment – go live Phase I for community colleges was July 2012;
- Business Process Improvement around ePro/PO/AP for best use of delivered functionality
- Writing job aids for troubleshooting problem areas for PO and AP Managers

**AARP, Washington, DC**  
**RFP/Planning**

**August 2012- November 2012**

**Responsibilities:**

- Benefits Analysis of replacing current JD Edwards system with PeopleSoft (looking at v9.2 using Oracle Release Notes on functionality)
- Led workshops to identify requirements to include in RFP for the following modules: Inventory, Strategic Sourcing, Supplier Contracts, eSupplier, eProcurement, Purchasing, Accounts Payable, and Expenses
- Delivery of RFP covering the above modules

**City of Indianapolis, Indianapolis, IN**  
**Prod Support Phase I v9.1 & Phase II new implementation v9.1**

**March 2012- June 2012**

**Responsibilities:**

- Provided production support for v9.1 ePro/PO/AP – go live Phase I was Jan 2012
- Business Process Improvement around ePro/PO/AP for Services Contracts, Finalization of Vouchers, Monthly maintenance of transactions statuses
- Led requirements gathering for Phase II Supplier Contracts, eSupplier, and Strategic Sourcing

**UDR, Denver, CO**

**Jan 2012- May 2012**

**Prod Support v9.1 (including remote work while on Indy project to provide wrap up)**

**Responsibilities:**

- Analyzed current EX/AP processes for improvement
- Gathered and documented EX Workflow requirements to revamp current workflow in system to match actual business requirement

**Ascension Healthcare, Indianapolis, IN**

**Oct 2011- Dec 2011**

**Prod Support v9.1**

**Responsibilities:**

- Data analytics to identify unit of measure, pricing, vendor divisions and other errors that are leading to match exceptions and issues with interruption of Supply Chain due to large volume of Match Exceptions
- Document errors and utilize change control processes to resolve system/data errors
- Continuous improvement of processes in AP, ePro, PO, Supplier Contracts, and Inventory in order to reduce match exceptions
- Communication with various teams within client, vendors and manufacturers as necessary

**UVA Medical Center, Charlottesville, VA**

**Sept 2011- Oct 2011**

**Temporary Assistance on Upgrade**

**Responsibilities:**

- Lead consultant for ePro, PO, INV, and AP providing temporary assistance with upgrade from PeopleSoft (PS) v8.4 to v9.1 for Higher Ed client; Assist with GL and AM
- Gathered and confirmed business requirements from initial Fit/Gap already performed prior to arrival onsite
- Began work on Design, Configuration, Test Scenarios and Test Scripts



**Nomura, Manhattan, NY with Deloitte Consulting****Apr 2010- Aug 2011****New implementation****Responsibilities:**

- Lead consultant on global project for EX (Travel & Expense/TE) module, with assist to other global sub ledgers (ePro/PO/AP) as needed to implement PeopleSoft (PS) v9.1, first phase in Americas region, for Japanese based bank using PeopleTools 8.51
- Set up Integration Broker to allow workflow to function for EX; joint collaboration on all workflow for PO, AP, and EX to try to remain consistent across modules
- Performed all phases of work of SDLC thru production support

**City of Chesapeake, Chesapeake, VA****November 2009- July 2010****Upgrade (partially concurrent to Manhattan upgrade)****Responsibilities:**

- Lead consultant for GL, KK, ePro, PO, AP, AM and PC modules upgrading from v8.8 to v9.0, PeopleTools 8.49.15 for Public Sector client
- Performed Fit/Gap Analysis (including workflow setup for ePro and AP and Direct Connect for purchasing)
- Performed all phases of work of standard SDLC thru production support

**Florida International University, Miami, FL****June 2008- October 2009****Upgrade****Responsibilities:**

- Lead consultant for EX and AP modules upgrading from v8.4 to v9.0, PeopleTools 8.49.20 with assistance as needed to ePro/PO modules
- Performed all phases of work of standard SDLC thru production support

**City of Chesapeake, Chesapeake, VA****April 2009 –October 2009****Prod Support/Concurrent to Miami upgrade PO Change Orders and Purchasing Enhancements****Responsibilities:**

- Tested and developed options to create true PO Change Orders using Requisition Change Requests and PO Changes that do not affect Vendor order like ChartField only changes

**Northwestern, Chicago, IL****April 2007- June 2008****New implementation****Responsibilities:**

- Joined Supply Chain (SC) team implementing v8.9, PeopleTools 8.48.07 EX, AP, PO, and ePro modules for Higher Ed client

**DCP Midstream, Denver, CO****March - July 2007****New implementation****Responsibilities:**

- Joined global project implementing EX v8.9, PeopleTools 8.48.07 10 days before go live to implement delivered HR Supervisor workflow; documented all configuration updated as well as fixes applied and missing data migrated to get workflow up and running in time for go-live
- Continued work at client after hours (due to another fulltime contract commitment during normal working hours) to develop custom workflow based on their desired approval structure

**Euro RSCG, New York, NY****Jan - June 2007****Production Support****Responsibilities:**

- Production Support v8.8 for EX (including Time Reporting), AP, and PO modules for global advertising/media agency

- Wrote functional/technical specifications for customizations and assisted tech team as needed

### **AAA, Detroit, MI May - Dec 2006**

#### **Upgrade**

##### **Responsibilities:**

- Supply Chain lead for upgrade from PS v8.4 DB2 platform to PS v8.9 Oracle platform using PeopleTools 8.47.01 patched through Bundle 6 at go live
- Performed all phases of work of SDLC thru production support including, but not limited to, workflow solutions, security matrixes, test scripts, and training materials

### **LabCorp, Greensboro, NC with Bearing Point**

**Sept 2005-May 2006**

#### **New implementation**

##### **Responsibilities:**

- Lead AP and EX modules for global implementation from GEAC to PS v8.8 using PeopleTools 8.46.11 on a DB2 database
- Development of security matrix for all roles and permission lists running queries on security tables in system
- Performed all steps (except fit gap) of a full implementation to include configuration, test script creation, unit testing, system testing and production support as well as all documentation required

### **Conde Nast, New York, NY**

**Aug-Sept 2005**

#### **Upgrade/Training**

##### **Responsibilities:**

- Expenses training for 2000+ users for global upgrade from PS EX v8 to v8.8
- Troubleshooting EX issues prior to go live with workflow and other issues
- Post production support after go live

### **TimeLife Publishing, White Plains, NY**

**Jan-Aug 2005**

#### **Upgrade and new implementation**

##### **Responsibilities:**

- GL and AP lead for global Media Industry upgrade from PS v8 SP2 to PS v8.8 using PeopleTools 8.45.12
- GL and AP lead for Retail Catalog firm new implementation from JDE to PS v8.8
- Performed all steps of a full implementation for GL and AP modules to include fit gap, configuration, development of customizations, test script creation, unit testing, system testing and production support after go live

### **CoBank, Denver, CO with Bearing Point Consulting**

**May-Dec 2004**

#### **Upgrade**

##### **Responsibilities:**

- Lead for modules GL, AP, EX for upgrade from v8 SP2 to v8.8 using PeopleTools 8.44.14

### **Hachette Filapacchi Publishing, Greenwich, CT**

**Mar-May 2004**

#### **Upgrade**

##### **Responsibilities:**

- Lead for modules GL, AP, EX for global upgrade from v7.5 to v8.8 using PeopleTools 8.44.07

### **ConEdison, White Plains, NY**

**Sept 2003- March 2004**

#### **Upgrade**

##### **Responsibilities:**

- Co-lead for v8.4 implementation of GL, AP, AR/BI, PO, and EX for four subsidiaries of Utility company under a Competitive Shared Service (CSS) organization

**Maersk International, Norfolk, VA Prod Support v7.5/Upgrade v8.4 Mar-Sept 2003**

- Production support of v7.5 for GL, AP (matching used), EX, PO, AR, Billing, Projects, Query and nVision for global shipping company
- Created all v8.4 GL test scripts as well as testing of 268 nVision reports, recreation of 78 queries and recreation of trees

**Ernst and Young, Lyndhurst, NJ****Nov 2002-March 2003****QA Upgrade:****Responsibilities:**

- Quality Assurance testing for GL upgrade to v8.4
- Wrote individual test scripts for v8.4 GL module

**Trinity Healthcare, Detroit, MI****Feb-Oct 2002****Upgrade****Responsibilities:**

- nVision GL reporting lead for Michigan & Iowa implementations
- Implementation of v8, running on PeopleTools v8.17

**PricewaterhouseCoopers (legacy Coopers & Lybrand prior to merger in 1998) May 1997-July 1999****PS Financials Systems Consultant**

Projects: National Gypsum, Children's Hospital of Birmingham, Abercrombie &amp; Fitch

**New York Times Company, Norfolk, VA May****1996-May 1997****Staff Accountant**

- Using PS v5.0 GL as an end user and assist to Deloitte for PS upgrade

**Max Media, Virginia Beach, VA August****1994-May 1996****Accounting Manager****EDUCATION**

Six Sigma Yellow Belt Training

Nov 2011

San Diego State University

May 1994

Bachelor of Science Degree Major in Accounting

Youth for Understanding (YFU) Volunteer

Aug 2005 - present

## Andreas Henschke

### PeopleSoft Functional Campus Solutions

#### SUMMARY

Mr. Andreas Henschke is an Oracle/PeopleSoft Student Administration Consultant with 16+ years of experience, leading and assisting in PeopleSoft Student System implementations and upgrades. Extensive experience in implementations and upgrade efforts from PeopleSoft version 6.0 Beta to version 9.0, with roles in Project Management, functional lead, and technical lead. Mr. Henschke has been the Project Manager at five different universities, Functional Lead at seven different universities, Technical Lead at two different universities, and Advisory Role at one university. Mr. Henschke was part of the original development/test team during the development stages of the PeopleSoft Campus Solutions software system in 1996 while working at PeopleSoft's headquarter in Pleasanton, CA.

Mr. Henschke brings a vast set of skills and "lessons learned" from his experience working at over a dozen universities as the technical lead, functional lead, and/or Project Manager.

Having worked with many different registrars, bursar's offices, Admissions offices, and the Financial Aid offices, Mr. Henschke understands the unique university environment. During this time, he has played a vital role to develop efficient processes to address the day-to-day needs of these offices and academic units. His background allows him to understand the needs of the client and provide invaluable insight, from design through post-production support.

#### PEOPLESOFT PRODUCT EXPERIENCE

Student Records	Academic Structure	Cross Functional Integration
Admissions	Campus Community	Academic Advising
	PS Security	

#### PEOPLESOFT PEOPLETOLS EXPERIENCE

Application Designer	Query	Tree Manager
Process Scheduler	Security Administrator	PeopleCode

#### TECHNICAL SKILLS

##### OPERATING SYSTEMS

- MS Windows XP, 2000, 98 & NT, Mac OS, UNIX

##### LANGUAGES

- Visual Basic
- HTML

##### OTHER SOFTWARE

- |               |                             |                   |
|---------------|-----------------------------|-------------------|
| ▪ Visio       | ▪ Microsoft XP Office Suite | ▪ Webnow          |
| ▪ Dreamweaver | ▪ Microsoft FrontPage       | ▪ Microsoft Money |

#### SUMMARY OF HIGHER EDUCATION EXPERIENCE

SCHOOL NAME	PROJECT TYPE	SOFTWARE VERSION	MODULES	ROLE
University	of Update	of 9.0	Admission and Campus	Was asked by Cedar

SCHOOL NAME	PROJECT TYPE	SOFTWARE VERSION	MODULES	ROLE
Maryland University College (UMUC) <b>March 2011 – May 2012</b>	PeopleSoft Campus Solutions and HCM/Payroll		Community Lead	Crestone to take the role of two Cedar Crestone consultants that left as the Admission and Campus Community Lead.
MacEwan University <b>January 2011 – February 2011</b>	Upgrade of PeopleSoft Campus Solutions	9.0	Admission, Campus Community, Student Records	Assisted the IBM team with some difficult PeopleSoft configurations, trained the staff, and provided planning for User Acceptance Testing
Kutztown University <b>October 2010 - Present</b>	Implementation of PeopleSoft Campus Solutions	9.0	Admissions, Campus Community	PeopleSoft Admissions and Campus Community lead
City Universities of New York <b>August 2008 – September 2010</b>	Quality/Assurance – Data Mapping-User Acceptance Testing Planning – User Acceptance Testing	9.0	Student Records / Academic Structure/ Admissions/Recruiting, Financial Aid, Student Financial, Campus Community	Oracle/PeopleSoft Campus Solutions Content Expert – User Acceptance Testing Manager, Advisory role
University of Texas – Tyler <b>December 2007 – August 2008</b>	Implementation of PeopleSoft Campus Solutions	9.0	Student Records	Functional Lead
University of North Dakota <b>July 2007 – December 2007</b>	PS SA Upgrade	9.0	Student Records, Admissions, Campus Community, Student Financial, Financial Aid	Project Manager
National Defense University <b>December 2001 – September 2010- (9 years with this client)</b>	PS SA Implementation and Post Production support	8.0	Admissions, Campus Community and Student Records	Functional Lead of Admission, Student Records, Campus Community, Academic Structure
University of Rhode Island <b>May 1999 – November 2001</b>	PS SA Implementation	7.5	Admission/Recruiting, Student Records, Campus Community, Student Financial, Financial Aid	Functional lead of Admissions/Recruiting, Student Records, Student Financials, Financial Aid
Cornell University <b>December 1998 – May 1999</b>	PS SA Implementation	7.0	Technical Lead	Technical Lead
Kentucky Technical and Community College System <b>June 1998 – Apr 1999</b>	PS SA Implementation	7.5	Admissions and Student Records	Functional Lead
Princeton University	PS SA	7.0	Admissions/Recruiting,	Project

SCHOOL NAME	PROJECT TYPE	SOFTWARE VERSION	MODULES	ROLE
Jan 1999 – April 1999	Implementation – proof of concept		Student Records, Academic Advising, Student Financial, Financial Aid	Manager/Functional Lead
University of Louisville May 1997 – Jan 1999	PS SA Implementation	7.0	Admission, Student Records, Student Financials, Financial Aid,	Project Manager
University of Wisconsin-Madison July 1996 – May 1997	PS Implementation	7.0	Admissions, Student Records-Reporting, Conversions	Technical Lead
PeopleSoft Pleasanton, CA Feb 1996 – July 1996	Developing and testing of the PeopleSoft campus solutions modules in Beta version	Beta 6.0	All modules	Testing Manage of Student Financial.

## PROJECT PROFILE

### University of Maryland University College (UMUC) PeopleSoft 9.0 Implementation

March 2011 – May 2012

#### Admissions and Campus Community Functional Lead

- Was asked to be part of Cedar Crestone's team to replace two of their consultants that have left employment with Cedar Crestone.
- Worked with the UMUC Admission and Campus Community counter parts in the upgrade efforts from PeopleSoft Campus Solutions version 8.5 to 9.0.
- Lead the Fit/Gap sessions for Admissions and the changes in Campus Community
- Configured setup tables in Admissions and Campus Community
- Worked with about 10 UMUC departments and the Admission's leadership to identify their staff's PeopleSoft security needs and created subsequently the security matrix
- By request of UMUC taught a one week course in PeopleSoft (Communications, Pop Select/Pop Update, and PS Query) to about 27 staff member in Tokyo, Japan.
- Lead the UMUC Admission and Campus Community staff in designing the System and User Acceptance test scripts. Subsequently lead the UMUC team with the system testing and the User Acceptance Testing
- Did requirement gathering and subsequently wrote the specs for their custom GoArmyEd Application process. Assisted the Technical team with the development of it as well
- Assisted the UMUC Admission's lead and technical consultant with the custom Online Application (eApp).
- Designed all PeopleSoft Communications (Letter and email) for Admission's offices in the U.S., Germany, and Japan
- Provided assistance to the Project Manager when reviewing and making recommendation in regards to the upgrade efforts such as testing phases, issue resolutions, cutover planning, etc.
- Trained staff in the U.S. as well as wrote training manuals that are UMUC specific

### MacEwan University PeopleSoft 9.0 Upgrade

January 2011 – February 2011

#### Admissions Lead

- 4 weeks assignment to assist IBM with a variety of tasks such as Configuring the PeopleSoft Communication using XML Publisher, Review configuration already established in

Admission, Train the University staff in communications and Admission, provided data scrubbing to prepare the testing environment for testing.

**Kutztown University**  
**PeopleSoft 9.0 Implementation**  
**Admissions Lead**

**October 2010 - Present**

- 9 weeks assignment to have the Graduate Admissions, Undergraduate International Admissions, and College of Education up and running in PeopleSoft. Tasks include the following:
  - Review the configuration tables with the client and setup all configuration tables with their required setups, while also making changes to existing configuration tables as needed.
  - Fit/gap of Checklists, Letters/Email, Comments, Service Indicators, Student Groups
  - Setup all the required checklists, Service Indicators, Student Groups as well as most of the Letters/Email.
  - Assisted the client in resolving the issues with the TS130 Transcript loads, Checklist assignment via commgen and other various issues they had
  - Ensured the appropriate knowledge transfer to the functional staff and teach corrective procedures as needed.
  - Configure, test, share with client, and run the 3C engine and pop select processes to update checklist items such as (test scores) when test scores tapes are loaded.
  - Advised the client Project Manager on all aspects of the project, including risk factors.

**City Universities of New York (CUNY)**  
**PeopleSoft 9.0 Implementation**

**August 2008 - July 2010**

**Quality Assurance/User Acceptance Planning**

- Served as the PeopleSoft Campus Solutions Content expert providing Quality Assurance for the client via Gartner consulting.
- Data map between the legacy system and PeopleSoft campus solutions all the records and fields with the client's technical lead.
- Designed the User Acceptance Testing plan for PeopleSoft Campus Solutions
- Mapped requirements from the compendium to the test scripts/conditions to ensure that all requirements are being tested
- Provided the university leadership with strategic and best practice approaches to certain area's where difficult decisions needed to be made.
- Reviewed deliverable documents from the consulting partner to ensure it is complete, accurate, and met the requirements.
- Provided expert advice in regards to PeopleSoft Campus Solutions implementations to the client leaderships as needed.

**University of Texas – Tyler Texas**  
**PeopleSoft 9.0 Implementation**

**2008**

**Student Records Lead Consultant**

- Led the fit/gap and configuration sessions
- Provided assistance to the technical team with the student data conversions
- Reviewed and made adjustments to the Academic Structure
- Responsible for conducting conference room pilot sessions for the Student Records' module
- Responsible for mentoring client's staff on how to utilize the system

**University of North Dakota System – Grand Forks, ND**  
**PeopleSoft 8.0 – 9.0 Upgrade**

**2007 – 2008**

#### Project Management and Functional Lead

- Project Planning: Reviewed the schools project planning to ensure all necessary steps/tasks were included with the correct resource allocation and sequence I timing
- Fit/Gap from version 8.0 to ver 9.0: Reviewed fit/gap documentation and made recommendations as needed.
- Customizations/modifications: Reviewed all their customizations/modifications to identify which will not need to be applied to ver 9.0 due to the new functionality

#### **National Defense University – Washington, DC**

**December 2001 – September 2010**

#### **PeopleSoft 8.0 Implementation and Production Support.**

##### **Admissions and Student Records Functional Lead**

- Project Manager to implement 6 of the 11 schools in a one-year time period (Student Financial and Financial Aid was not included due to it being a government agency school).
- Configured the academic structure and configuration tables for 6 schools.
- Lead the training team in developing training material and subsequently provided in class end-user training.
- Assisted in all testing cycles
- Developed and configured the PS security infrastructure for 6 schools.
- Developed reports by utilizing the PS Query tool or Crystal reporting tool.
- Provided post production support as needed.

#### **University of Rhode Island – Warwick, R.I.**

**1999 - 2001**

#### **PeopleSoft 7.0 Implementation**

##### **Project Manager, Admissions, Student Records, Student Financial, Financial Aid lead**

- Designed the project plan for the client.
- Lead the fit/gap and conference room pilot sessions in Admissions, Student Records, Academic Advising, Academic Structure, and Campus Community.
- Lead the testing team with their User Acceptance Testing efforts.
- Wrote all necessary queries and crystal reports for the Admissions and Student Records team.
- Assisted the client with the PS security design.
- Assisted the technical team with the strategizing of the student records conversion efforts from the legacy system to PeopleSoft.
- Led the staff through the User Acceptance Testing phase.

#### **Kentucky Community and Technical College System – Lexington, KY**

**1998 - 1999**

#### **PeopleSoft 7.0 Implementation**

##### **Admissions and Student Records Lead**

- Functional lead in the implementation efforts of a new Student Administration database for twenty six (26) colleges that were running independent from each in version 7.5 for Student Records, Admission, Advancement, Campus Community, Student Financial, and Financial Aid.
- Lead the fit/gap sessions in Admissions, Student Records, Academic Structure, and Campus Community.
- Lead the consulting team with the internal training initiative where we designed end user training documents and trained the staff.

#### **University of Louisville – Louisville, KY**

**1997 - 1999**

#### **PeopleSoft 7.0 Implementation**

Project Manager, Admissions, Student Records, Student Financial, and Financial Aid Functional lead

- Project Planning: Wrote the Project Plan with all deliverable time lines implemented. This university was part of the first phase to implement version 7.0. Mr. Henschke was able to



design a detailed and workable project plan that was so accurate to the point that the project completed within one week of the initial project plan prediction.

- Fit/Gap: Lead a team of consultants and university staff through the fit/gap analysis.
- End-User Training: Trained end-users on the PeopleSoft functionalities.
- Table setups: Lead a team through all the table setups with university specific data
- Customizations: Identified gaps and provided a detailed solution to all gaps that required customizations.
- Testing: Wrote test scripts and lead a team of staff throughout the testing cycles.
- Go Live: Ensured a smooth go live cycle by troubleshooting issues as they came up.

**University of Wisconsin – Madison, WI**

**1996 - 1997**

**PeopleSoft 7.0 Implementation**

**Campus Solutions – Technical Lead**

- Guided the client's technical leads in determining what interfaces, conversions, and reports were needed.
- Assisted the client with the SQRs and SQLs for the conversion efforts.

**PeopleSoft – Pleasanton, CA**

**1996**

**Testing–PeopleSoft Student System version 6.0 Beta**

- Was part of the initial test team to test the PeopleSoft campus solutions suite in the development stage.

## **MILITARY SERVICE**

**UNITED STATE MARINE CORPS**

**NOVEMBER 1985 – JUNE 1992**

## **EDUCATION**

- Florida State University
  - BS Accounting - 1994

## **Brett Schultz**

### **Academic Advisement**

#### **SUMMARY**

Brett Schultz is a Senior Level Functional PeopleSoft CS Consultant with twelve (12) plus years of experience with a technical background. His experience includes but is not limited to requirements gathering, functional/technical specification development, fit/gap analysis, BPR, user acceptance testing, documentation, customizations, security and training. He has experience with PeopleSoft in versions 7.x through 9.0 including Academic Advisement, Student Records, Admissions and Campus Community.

#### **Highlights**

- Twelve (12) plus years of PeopleSoft Campus Solutions experience
- Expert experience with PS CS – Academic Advisement & Student Records

#### **TECHNICAL SKILLS**

PeopleSoft: Campus Solutions 7.x through 9.0 – Academic Advisement, Student Records, Admissions, Campus Community, Student Financials

Tools: Application Designer, Application Engine, Component Interfaces, Workflow, PeopleCode, SQL, SQR, PeopleSoft Query, XML Publisher, Cold Fusion Markup Language, JavaScript, XML (AJAX), MS Visio

#### **PROFESSIONAL EXPERIENCE**

**Independent Contractor**  
**Senior PeopleSoft Campus Solutions Consultant**

**July 2008 – Current**

**National University, La Jolla, CA**  
**PeopleSoft Student Records Functional Consultant**

Assisted in Academic Restructure project, which includes creation of new academic programs, academic plans/subplans, and implementation of multiple career numbers. Continued to provide production support and additional programming when needed.

- Created custom process to Add/Remove Student Financial Equation Variables based on Service Indicator assignment/removal
- Lead developer for implementation of National Student Clearinghouse automated transcript request system integration
  - Created process to retrieve all transcript requests, sort by delivery priority, created PDFs, and email to transcript processors for printing and mailing.
- Transfer Credit Rules Load
  - Developed custom process to load all transfer credit articulation rules from custom spreadsheet greatly reducing error-prone manual entry.
- Graduation Processing
  - Completely redesigned custom graduation application tracking component to be more efficient and accurate
  - Created custom process leveraging AAR (Academic Advisement Report) to analyze graduation applicants and send results to graduation processors
  - Customized delivered Self-Service Graduation Application functionality to work with custom tracking component

- Customized Academic Advisement Report online and XML Publisher output
- Customized Transcript XML Publisher output
- Performed SEVIS implementation fit-gap analysis
- Academic Restructure
  - Supported implementation of multiple career numbers & school specific academic programs (EDUG, BMUG vs. UGRD, GRAD)
  - Created 250+ academic plans & 200+ academic subplans with more intuitive naming standards and leveraged the plan/subplan hierarchy more efficiently
    - ex. School of Education - 226 plans & 119 sub-plans → 72 plans & 98 sub-plan
    - ex. MA Teaching - 15 plans & 106 sub-plans → 1 plan & 13 sub-plans
  - 'Re-coded' all Course Lists, Requirements and Requirement Groups for newly created plans/subplans, improved layout/readability/accuracy, and standardization
  - Created cross-walk table to facilitate transition to new structure as well as for use in reporting
  - Leveraged Entity Group functionality to replace 'Academic Plan Groups' customization
    - New entity group types (Old/New Plan, Old/New Subplan, Subject Content Plan, Subject Content Subplan) provided basis for more detailed reporting and comparison of old/new structure
  - Reviewed and retrofitted various reports/customizations to work with the new academic structure
  - Assisted with training of registrar's office staff for transition to new academic structure
- Created automated process to input Academic Advisement Course Lists, Requirements, and Requirement Groups for academic restructure as well as yearly catalog updates
- Leveraged Analysis Database and created automated process to calculate how many units a student needed to complete their Degree Progress Report ('Units in Inventory')
  - Used same set of data to provide report on 'Course Demand' by identifying how many students needed to complete a specific class
- Leveraged Analysis Database and created automated process for graduation staff to review Degree Progress Reports for graduates in batch

### **St. Lawrence College; Kingston, Ontario, Canada**

#### **PeopleSoft Student Records Consultant – Implementation of transfer credit articulation rules setup**

- Transfer Credit Rules Load
  - Developing Application Engine process to load custom spreadsheet from top feeder schools and create transfer credit articulation rules

### **Lone Star College System; Houston, TX**

#### **PeopleSoft Academic Advisement Lead Consultant**

Lead consultant for Academic Advisement module in Oracle-led system-wide Student Administration implementation.

- Academic Advisement Configuration and Implementation
  - Worked with AA Team made up of leads from each campus
  - Knowledge transfer to team on complete Academic Advisement module
  - Leveraged custom application engine process to load all Academic Advisement requirements from custom spreadsheet
  - Mentored team for campus-wide training on Academic Advisement module
- Transfer Credit Configuration and Implementation
  - Took over Transfer Credit module, educating same AA team about rules and configuration
  - Leveraged custom transfer credit rule load process to aid in data entry
  - Mentored team for campus-wide training on Transfer Credit functionality

### **National University; La Jolla, CA**

**October 2007 – June 2008**

#### **PeopleSoft Student Records Functional Consultant**

Assisted in PeopleSoft Student Administration 8.0 to Campus Solutions 9.0 upgrade for the Academic Advisement functional area. Wrote functional requirements, developed test plans, and worked through issues with functional lead. Provided technical support/programming when needed.

- Served as subject matter expert in Academic Advisement (AA) as well as Student Records and Campus Community
  - Troubleshooting Degree Progress Report (DPR) issues in V8
    - Local limit issues after application of Bundle #19
    - Generic ‘subscript out of range’ error caused by ‘Display Select Line’ limit being reached
    - Identified/corrected ~ 1000 students earning credit for ‘W’ grade due to incorrect grading scheme setup
- Proposed academic re-structuring due to current setup of UGRD/GRAD career and UGRD/GRAD programs
  - Defined new program/plans/sub-plan codes for all schools/colleges using intuitive naming scheme
  - Used as basis of work in FY 2009 project that includes implementation of new academic structure
- Prepared AA degree requirement for move into 9.0 environment
  - Validated existing degree requirements with current catalog
  - Removed redundant minimum unit check on requirements which reduces length of DPR and number of student exceptions needed
  - Defined Requirements/Course Lists to appropriate career/program/plan/sub-plan level to improve searching
  - Consolidated redundant plans and/or sub-plans into more streamlined setup
- Transferred knowledge to AA functional lead

**University of Wisconsin – Milwaukee; Milwaukee, WI**  
**PeopleSoft Programmer/Developer/Business Analyst**

**January 2002 – September 2007**

Provided expert analysis, research, project leadership, development and support for UWM’s PeopleSoft Student Administration System and the myUWM PeopleSoft Portal system. Provided campus-wide administration for PeopleSoft Workflow.

- **Designated lead developer** for Department of Enrollment Services (DES) during PeopleSoft upgrade to Version 8.9
  - Extensive experience with Student Records, Admissions, Campus Community, and Academic Advisement
  - Knowledge of Student Financials
- **Completed over 35 different projects** during V8.9 upgrade ranging from basic reapplication or complete revisions of existing customizations to developing brand new customizations.
- **Assigned PeopleSoft Workflow functional/technical lead** - Developed several workflow processes that eliminated unnecessary paper movement between departments and improved cycle times
  - Real-time notification from admissions staff to records staff of re-entry students
  - Nightly batch process to identify student matriculated with legacy course work
  - Workflow notification from admissions staff when freshman fee should be reversed or refunded
  - Nightly process for notification of graduation applications to graduation processors
  - Process to notify grade processor to regenerate grade roster based on enrollment changes
- Performed trouble-shooting, stop-gap, and fit-gap analysis with DES functional leads and end-users.
  - Corrected PS code behind Self-Service Class Search – Average search time decreased from 17 sec. to 1.7 sec.
- Leveraged **PeopleSoft Component Interface** functionality – Used to replace Rational Robot software due to expense
  - Process to ‘clean-up’ over 600,000 rows of transfer credit data. Clean up completed in 10 days.
  - Process to change Degree Checkout Status for pending graduates and output results to be used by Student Financials to invoice graduation fee. Reduced current ‘automated’ process from 8 hours to 30 minutes.
  - Process based on Term Activation component to replace manual data entry. Decreased processing time by over 90%.
  - Automated storing, then articulating/posting Advanced Placement test credits in PeopleSoft. Transcripts for students then e-mailed to staff for further review
  - Process for Student Financials to automate assigning course fees from input file.

- **Created Component Interface & SQR process** to automate process of updating NCAA athlete information in PeopleSoft and into 3rd party web application.
- Completed re-branding of entire PeopleSoft application including Self-Service modules.
- Defined DES business processes based on functional area
- **Formed and led the Automated Testing Tool Team**
  - Identified and recommended automated PeopleSoft testing tool - NewMerix's Automate!Test
- **Implemented ImageNow document imaging software** for Student Records and Admissions
  - 3rd party integration with PeopleSoft application.
- Analysis Database functionality
  - Improved Phi Beta Kappa candidate screening process by further leveraging PeopleSoft's Analysis Database technology
    - Increased initial candidate batch to over 1900 students from first year run of about 500.
- **Participated in the development and implementation of the 'myUWM' PeopleSoft Portal**
  - Developed numerous 'pagelets' that pulled data from the Student Administration system into Portal
- **Integrated customized UWM transcript into Self-Service module**
  - Allowed students to have transcript e-mail to them instantly in PDF format
- Developed and programmed Academic Advisement program requirements for the School of Education.
- Trained staff on maintenance of requirements and continued to support and troubleshoot.
- **Served as interim Academic Advisement module lead for 2 months.**
- **Leveraged Rational Robot to automate manual data entry & data clean up.**

## EDUCATION

- **University of Wisconsin** – Milwaukee, Milwaukee, WI – 2000  
Bachelor of Business Administration in Management Information Systems  
GPA: 3.4/4.0 – Cum Laude

## TRAINING

- TIDAL Enterprise Scheduler – Intermediate/Advanced, 2007
- ImageNow System Administrator Training, ImageNow, 2005
- SQR 8.44, PeopleSoft Education, 2005
- Application Engine/Integration Tools Accelerated, PeopleSoft Education, 2003
- Application Designer 8.12 to 8.40 Delta, PeopleSoft Education, 2003
- PeopleCode 8.18, PeopleSoft Education, 2003
- Workflow 8.4, PeopleSoft Education, 2003
- PeopleTools I/II 8.18 – Accelerated, PeopleSoft Education, 2003
- Cold Fusion, UWM School of Continuing Education, 2002

## Marjorie Brya Guilford CRM

### SUMMARY

Proven and effective business analyst with extensive information systems and process redesign experience and an excellent reputation.

- Business analysis and project management for supply chain, financials, human resources, strategic resource management and customer relationship management business process redesign and software implementations
- 18 years IT experience, development, implementation and production support
- 14 years of PeopleSoft financial, supply chain, CRM and SRM experience
- 9 years of project/program management
- Excellent communication and interpersonal skills
- Excellent quantitative and analytical skills
- Proven track record of bringing in difficult projects on time and on budget

### EMPLOYMENT EXPERIENCE

**ERP Professional** **10/09-05/2010**  
**Functional FSCM Lead**  
**TSTT**

Acted as the Functional Lead for a PeopleSoft Implementation from 8.9-9.0 Modules included General Ledger, Asset Management, Accounts Payable, Purchasing, Accounts Receivable, Billing and Time and Labor

**Independent Consultant** **04/08 – 3/09**  
**Lowe's Home Improvement**

**Organization Change Management Lead** for SRM implementation of PeopleSoft 8.9, included eProcurement, Catalog Management, eSupplier, eSettlements, Strategic Sourcing and Contracts. Reorganized and advised project management team, lead business process redesign, liaison between business and technical team, developed training, lead UAT, and provided production support. System rollout began 12/08.

**Cogentrix Energy, Inc. (owned by Goldman Sachs)** **08/06 – 01/08**

**Functional Analyst/Team Lead** for implementation of PeopleSoft 8.9 **Project Costing** and Customer Contracts software for power company with 18 plants. Redesigned Inventory accounting system before new implementation. Also worked on Billing, Receivables, Inventory, Purchasing, Accounts Payable and Maintenance Management. Responsibilities included product evaluation and recommendations, fit/gap analysis, redesign of business and system processes, conference room pilots, proof of concept, testing, user acceptance testing, and conversion. System ready to go into production

**State of Georgia** **02/06 – 06/06**

**Advised project management team** regarding financials PeopleSoft 9.0 upgrade, e.g. project plans, test plans, system cutover and data conversion. Modules included General Ledger, Asset Management, Accounts Payable, Purchasing, Accounts Receivable, Billing and Time and Labor.

**Aon Corporation** **04/05 – 02/06**

**Business Analyst** for PeopleSoft 8.9 financials (**Project Costing**, Contracts, Accounts Receivable, Billing) production system, including interfaces. Managed implementation of Time and Expenses module. Major projects completed include chart of accounts redesign and custom commission accruals system.

**Independent Consultant**

10/03 – 04/05

**New Britain General Hospital**

**Functional Analyst** for hospital. Reconfigured Inventory system to meet client's needs after recent PeopleSoft 8.9 Financials and Supply Chain software implementation, cleaned up converted data, worked with developers on customizations, developed new procedures and trained users for Inventory and Purchasing.

**Bearing Point**

**Functional Analyst** for consulting company. After PeopleSoft Financials system implementation by company's own consultants, was brought in to make system workable and accounting accurate. Worked primarily on **Contracts, Project Costing** and Billing modules. Corrected configuration, corrected converted data, developed procedures, helped users, wrote queries, etc. to make system usable.

**Time Warner Cable**

Worked with 4 divisions as **Functional Analyst** to design workflow, develop procedures, write documentation, prepared data to be converted, developed and delivered end user training on PeopleSoft system (Purchasing and Inventory modules.) Configured system to accurately predict inventory needs and purchase in adequate time frame.

**Cedar Enterprises, Inc. (formerly The Hunter Group) Consulting**

4/98 – 6/03

**Employee****Drummond Company Inc.**

**Functional Analyst/Project Manager** for seven-module PeopleSoft Supply Chain and Financial (General Ledger, Asset Management, Budgets, **Project Costing**, Payables, Purchasing and Inventory) implementation of software. Implementation included US and South America.

**DataDirect Technologies, Inc.**

**Project Manager** for 11-module international PeopleSoft implementation Financials, Supply Chain and Customer Relationship Management ERP software. Provided production support for all 11 modules (General Ledger, Asset Management, Payables, Receivables, Billing, Contracts, Inventory, Order Management, Product Configurator, CRM Sales and CRM Support) for three months after other functional consultants rolled off project. Returned to assist with upgrade of CRM to new version and provided support for 11 modules listed above.

**Philadelphia Corporation of Aging**

(2/03 – 4/03)

**Provided functional assistance** in Financials software upgrade, primarily in set up and clean up for upgrade (Purchasing, Payables, Billing and General Ledger modules) and testing. Trained end users.

**GMAC Insurance**

Served as **Project Oversight** for PeopleSoft upgrade of Human Resources and Payroll software.

**Insurance Services Office**

Assisted with EDI implementation for PeopleSoft Order Management (**Functional Analyst**). Analyzed options and software changes needed to interface several legacy systems with Billing.

**Candle Corporation**

Conducted fit/gap sessions for PeopleSoft Financials (Order Management, Product Configurator and Inventory) for large middleware company (**Functional Analyst**). Designed and documented system enhancements. In 2003, returned to conduct a business requirements project and gap analysis for Financials software (Contracts, Order Management, Product Configurator, Billing, Accounts Receivable and **Project Costing**.)

**State of Georgia**

**Project Manager** for 5-module PeopleSoft Supply Chain and Financials (Order Management, Inventory, Billing, Receivables and **Project Costing**) software implementation (full cycle). Led redesign of order taking and warehouse processes and organizational change.

**Rockwell Automation (owned by Rockwell Industries)**

**Project Manager** for 4 PeopleSoft modules (Order Management, Inventory, Billing and Receivables) of nine-module implementation (full cycle) of Financial and Supply Chain software for major manufacturer in 13-country European implementation. Led design sessions, set up prototype, wrote design books, mapped data to be converted, led user testing and end-user training. Designed business processes for new European shared services center. Managed consultants and client staff in Milwaukee, Wisconsin and Brussels, Belgium.

**The Walker Group****(11/95 -11/97)**

**Functional Analyst** and **Project Manager** on PeopleSoft implementation (full cycle) of Receivables, Billing, and Purchasing and Inventory. Other various positions.

**EDUCATION**

- B.A., University of North Carolina at Greensboro
- G.P.A. 3.65/4.0
- Majors: English and mathematics with concentration in statistics
- Magna cum laude
- Katherine Smith Reynolds scholarship (4 years)
- Phi Beta Kappa, Pi Mu Epsilon



## **Kriti Reddy** **PeopleSoft HCM Developer**

### **SUMMARY**

- Over Six years of experience in software development, including experience in all phases of ERP life cycle.
- **Expertise in Implementation, Upgrades, Interfacing/Reporting, Data Conversion and Production Support of PeopleSoft HRMS (8.3, 8.8, 8.9, 9.0 and 9.1) modules.**
- **Strong PeopleSoft knowledge in HR, Base Benefits, Payroll, Benefits administration, Time and Labor, Employee Self-Services and Manager Self-Services.**
- Proficient in **PeopleTools** and **PeopleCode**. Proficient in the creation of complex reports using **SQR, PSQuery**. Experience in customizing modules based on organizational needs and requirements.
- Certified Oracle **PeopleTools Developer Certified Expert**.
- Experience in **SQR, PeopleCode** and **PeopleTools** (Application Designer, Data Mover, PSQuery, Workflow, Application Engine, PeopleCode debugger, Component Interface, Fit-Gap analysis and Process Scheduler Manager).
- Development of Interface applications by creating **PeopleSoft** objects such as fields, records, page, components, grids and menus
- Possess strong analytical skills and aptitude for problem solving with strong ability to adapt to changing environments and work in collaboration with colleagues.
- Excellent time management and documentation skills. Proven the ability to work in team as well as individually on various projects.

### **TECHNICAL SKILLS**

<b>ERP</b>	PeopleSoft Versions 8.x, 9.x (HRMS/ HCM).
<b>PeopleSoft Applications</b>	HR, Benefits, Benefits Admin, Payroll, Time & Labor, Workforce Admin, TAM, ePay, ePerformance, eProfile, eDevelopment, eCompensation etc.
<b>PeopleSoft Tools Administration Tools</b>	Application Designer, Process Scheduler, Tree Manager, and Workflow. Data Mover, Upgrade Assistant, Security Administration, Configuration Manager, Change control management.
<b>Integration Tools</b>	Application Engine, Component Interface, File Layout, Integration Broker, Application Messaging.
<b>Debugging Tools</b>	SQL Trace, People Code Debugger, Application Engine Trace.
<b>Reporting Tools</b>	PSQuery, Crystal Reports, SQR, nVision and XML Publisher.
<b>Languages</b>	PeopleCode, SQR, SQL.
<b>Databases</b>	Oracle 10g/9i/8i, MS SQL Server 2005/2000, DB2, MS Access.
<b>Productivity Packages</b>	MS Office, Adobe.
<b>Operating Systems</b>	Windows NT/2000/XP, UNIX, MS-DOS.

### **PROFESSIONAL EXPERIENCE**

**Detroit Public Schools, MI**

**07/13–Till Date**

**Project: PeopleSoft Upgrade and Production Support for 8.8 to 9.2**

**Role: PeopleSoft HRMS Consultant**

**Responsibilities**

- Worked on PS HCM 9.2 Upgrade.
- Created Upgrade scripts and modified conversion programs to port the data from PS HCM 8.8 to HCM 9.2.

- Worked as Security lead, designed PS security approaches and presented it to the business.
- Implemented Group Build security for complex T&L MSS requirements.
- Created custom roles and permission lists, for Core HR, Payroll and TAM/CG, to accommodate business needs.
- Worked on the Smart Hire user specific security.
- Created PS queries for Core HR users.
- Supervised the training team and created User Productivity Kit (UPK) trainings for the end users.
- Designed and coded the automated New Employee security request form, its approval and auto user profile creation.
- Wrote test scripts for Core HR.
- Reviewed test scripts for Payroll, T&L and TAM/CG.
- Helped the functional team in creating test data for UAT.
- Resolved defects found in UAT sessions.
- Wrote DMS scripts to migrate Setup data to the Production environment .
- Created a custom App engine program to generate individual employee paycheck and advice files which were sent to third party vendor.
- Created custom reports like Training Details report, Degree and Leveling report, Harassment Training Details report etc for the business users to as per their business functionality.
- Created custom Workflow on Initiate Termination and Initiate Termination with pay HRBP self-service pages to send notifications to all concerned parties like Security, Shared Services, Total Rewards etc.

**Environment:** PeopleSoft HRMS 8.8/9.2 (HR, TAM/CG, Payroll, Time& Labor Applications), PeopleTools 8.49/8.53, Windows NT, PeopleCode, Application Engine, Component Interface, SQRs, XML Publisher and PSQuery.

**Lower Colorado River Authority, TX**

**08/12–06/13**

**Project: Project: PeopleSoft Customization and Upgrade for 8.9 to 9.1**

**Role: PeopleSoft HRMS Consultant**

**Responsibilities:**

- Generated several Compare Reports to list out the changes from 8.9 to 9.1 and also the records, which have been modified in 9.1
- Performing the analysis of existing customizations, conversion, interfaces, delivered and custom SQR reports and working with the functional analyst to determine if the customizations need to be reapplied or retired.
- Modified the Application Engine programs and Component Interfaces, File Layouts, Application Messages based on the record changes.
- Retrofitted existing customizations, reports and interfaces based on the changes in 9.1 application.
- Created New Application Engine's to load Job code data, load Position data, Personal and Job Data.
- Created new SQR Programs to process merit pay increases for the employee based on the data in a csv file provided by business user.
- Modified custom HIPPA process for a new vendor for the employee dental plan.
- Setup the DEPT\_SYNC integration between PS HR and PS Finance system using Integration Broker.
- Created various **XML publisher** reports as per the client requirement.
- Applied the Tax updates, Patches and Bundles.
- Created process flow documents for custom SQR processes.
- Tuned the apply rules functionality to reduce the processing time for better user experience and efficiency.

- Created custom templates for different job codes to hire employees using Template based hire and mapped them to the custom mapping table to onboard the employee data from Virtual Edge.
- Modified TBH template code to include custom record fields during hiring the employees using TBH.
- Applied the Oracle PeopleSoft fix from My Oracle Support for expiring Content References. Customized the delivered process to handle the Custom content references.

**Environment:** PeopleSoft HRMS 8.9/9.1 (HR, Benefits, Ben Admin, Payroll, Time & Labor Applications), PeopleTools 8.5x, Windows NT, PeopleCode, Application Engine, Component Interface, SQRs, XML Publisher and PSQuery.

**Principal Financial Group, IA**

**09/11–07/12**

**Project: PeopleSoft Implementation, customization and Production Support for 9.0**

**Role: PeopleSoft HRMS Consultant**

**Responsibilities**

- Involved in the Implementation, customization and Production Support of PeopleSoft HRMS 9.0.
- Involved in customization changes like adding customized translate values, PeopleCode, Pages and Menus for HR, Payroll and Base Benefits to suit the requirements of the client.
- Created Interfaces using **Application Engine, Component Interface and File Layout** to create user profiles depending on the employee information in a flat file.  
Created data conversion scripts to convert the data from the legacy system to PeopleSoft HRMS tables such as Personal Data, Job Data, Employment Data and Payroll tables, General Deduction and General Deduction code table.
- Created custom load programs to load Legal pay increases, Historical Bonus data etc for employees.
- Made changes to the nightly Compensation load process to load bonus targets for different compensation plans for the employees based on different eligibility events.
- Wrote SQL scripts for various **HR, Payroll** data changes for employees based on user requirements.
- Created an Employee extract to send the employee data to Oracle e-Business suite application using Application Engine and File Layout.

**Environment:** PeopleSoft HRMS 9.0 (HR, Ben Admin, Payroll, Time & Labor), PeopleTools 8.4x, Windows NT, PeopleCode, Application Engine, Component Interface, SQRs.

**Home Depot Inc., Atlanta GA**

**03/10–08/11**

**Project: PeopleSoft Implementation**

**Role: PeopleSoft HRMS Consultant**

**Responsibilities**

- Involved in customization changes like adding customized translate values, PeopleCode, Page changes for HR, Payroll and Base Benefits to suit the requirements of the client.
- Worked on Data Mapping and Data Conversion Scripts between Legacy System and PS System.
- Designed and developed PeopleSoft Benefit customizations for vacation & other leave processes utilizing SQR.
- Developed and modified several SQR Reports like Benefit Enrollment report and Employee Processing reports, Absence History Report.
- Participated in the setup of benefit plans for employees according to their requirements.
- Successfully added new rates for benefit plans and Tested Ben Admin module to integrate with production
- Developed customized tables, views, pages, components and menus for the customizations as per client's requirements.

**Environment:** PeopleSoft HRMS 8.9 (HR, Payroll, Benefits), People Tools 8.4x, PeopleCode, Application Engine, Component Interfaces, SQR.

**GE Corporate Information Services (CIS), NY**

**08/08–02/10**

**Project: PeopleSoft Upgrade**

**Role: PeopleSoft HRMS Consultant**

**Responsibilities**

- Generating several compare reports to list out the changes from 8.3 to 8.8 and also the records which have been modified in 8.8
- Modifying the Application Engine program and Component Interfaces and File layouts, Application messages based on record changes.
- Executing the Application Engine program from the Application to check for their correct functioning after the retrofits.
- Debugged various Pages, Components, Application engine programs that error out during the upgrade runs.
- Retrofitted and tested SQR's for their functionality after upgrade.
- Developed and implemented various new pages, Components and Menus and related PeopleCode based on client's needs.
- Used the registration Wizard for Portal Registry in 8.8 to attach Components to Menus and add them to the Folders and Content References.

**Environment:** PeopleSoft HRMS 8.3/8.8 (HR, Payroll, Benefits), PeopleTools 8.4x, PeopleCode, Application Engine, Component Interfaces, SQR, Windows NT.

**Texas Health Resources (THR), Dallas, TX**

**05/07–07/08**

**Project: PeopleSoft Implementation**

**Role: PeopleSoft HRMS Consultant**

**Responsibilities**

- Worked on **PeopleSoft Payroll and Benefits Modules** which included writing reports, customizing existing programs (SQRs, PeopleCode and PeopleSoft Application Engine).
- Worked on various **Inbound and Outbound interfaces**.
- Created **custom processes** to have hourly employee counts based on the Full Part Time status and the number of active hours worked.
- Developed report customizations using SQR and Crystal Reports conversions to version PeopleSoft v8.8.
- Involved in developing new PeopleCode and customizing existing PeopleCode based on specific client functional requirements.
- Developed new pages and SQR reports based on the client's requirements.
- Developed Crystal Reports for the employees' advances and expenses using SQR, Crystal and PSQuery.
- Developed new reports using SQR, Crystal, and PSQuery.

**Environment** PeopleSoft HRMS 8.8 (Payroll, Benefits), PeopleTools 8.46, Crystal Reports, Application Engine, SQR, PSQuery, Oracle 9i, PL/SQL and Windows 2000.

## Haro Prasad Paul

### PeopleSoft Financials Developer

#### SUMMARY

Haro has eight (8) years of experience in PeopleSoft ERP and Client/Server applications, which consists of Analysis, Design, Conversions, Implementation, Customization, Upgrading, and Maintenance and Production support of PeopleSoft Financials. His experience includes progressive technical experience in the customization and implementation of the PeopleSoft Financials 8.0/8.4/8.8/8.9/9.0/9.1 (GL, AM, AP, Travel & Expense, ePro) and Distribution applications. Haro has extensively worked with PeopleTools such as Application Designer, Application Engine, Workflow, App Messaging, Application Rule Set, Business Interlink, Component Interface, Query Manager, Process Scheduler, Data Mover, Workflow, Upgrade Assistant, Change Assistant, Security administrator, Tree manager etc. His experience also includes PeopleSoft Internet Architecture and Open Integration Technology tools Application Engine, and Component Interface as well as Integration Broker Components and Setting up and troubleshooting Application Messages.

#### Highlights

- Over Eighteen (8) years' experience as PeopleSoft Technical Consultant and worked on PeopleSoft 8.0/8.4/8.8/8.9/9.0/9.1.
- Strong experience on PeopleSoft GL, AM, AP, Travel & Expense, ePro.
- Extensively worked with PeopleTools such as Application Designer, Application Engine, Workflow, App Messaging, Application Rule Set, Business Interlink, Component Interface, Query Manager, Process Scheduler, Data Mover, Workflow, Upgrade Assistant, Change Assistant, Security administrator, Tree manager etc.

#### TECHNICAL SKILLS

ERP:	PeopleSoft Financials/8.x /9.x
PeopleSoft Modules:	General Ledger, Travel and Expense, Accounts Payable, Asset Management, eProcurement
People Tools:	PeopleCode, App Messaging, Integration Broker, Security, Process Scheduler, Application Engine, Workflow, Tree Manager
Integration Tools:	Component Interface, Application Messaging, File Layout
Data Management Tools:	Data Mover, Import Manager, and EDI Manager
Reporting Tools:	Crystal Reports, PS/Query, PS/nVision, XMLP, OBIEE and SQR
Operating System:	DOS, Windows 9x/NT/2000 Server/XP, UNIX
Languages:	SQL, SQR, PL/SQL, Java
Web Technologies:	HTML, XML, Java Script, VB Script, and Visual Basic 6.0
Databases:	Oracle and SQL Server
Testing Tools:	Win Runner
Servers:	BEA Web Logic server, Web sphere, Apache, IIS
Scheduling Tools:	Autosys, ControlM
Other Tools:	Ultra Edit and TOAD

#### PROFESSIONAL EXPERIENCE

##### The Hartford

December 2010 - Present

##### PeopleSoft FSCM Technical Consultant

##### Project & Role Description

Onshore PeopleSoft developer for RAD (Receipts and Disbursement) which is the payments processing application of The Hartford Insurance. RAD has been created on PeopleSoft Financials Application version 9.0 and PeopleTools version 8.49 and uses Oracle 11g as the database. RAD is interfaced with a Claims application and processes mainly the claim payables with focus on stringent check processing within the timelines mandated by federal and state laws.

##### Responsibilities:

- Enhancement /Incident/Service Request coordination with offshore team
- Manage Resolution of critical and urgent incidents and service requests  
Estimate effort and complexity of designs
- Manage the demand management and prioritization for all the interfaced applications with the respective customers
- Managing Development of requirements for enhancements by liaising with business stakeholders  
Assist QA in testing
- Version control using STAT for the objects created during development
- Monitoring of batch jobs in production environment

**Completed a business shutdown project within PeopleSoft for the client which also required shutting down bank integrations.**

I have lead Peoplesoft - Guide wire Integration project to integrate Guidewire which will be the new claims system with PeopleSoft. Guidewire will coexist with other existing claims systems for a period of time. So the new integration will support the existing claims as well along with Guidewire. This project involves a certain amount of conversion as well. Performed Fit –Gap analysis and attended sessions to sort out the new functionalities to be added to the system. Assisted in the conversion of Legacy data into PS. Several Procurement system Configuration which include but not restricted to new approval routings(AWE) for AP, Travel and Expense and ePro req's, Setting up new BU's for AP, AM and PO. Setting up new Item configuration for purchasing system. Configured Catalog security at the requester level and at the BU level. Set up new pay cycles, Setup new bank accounts, and new vendors. Set up new asset profiles, depreciation rules, Bonus depreciation, third party asset interface into Asset Management, Configure AP/PO-AM integration

**Travelers Insurance**

**April 2010 - November 2010**

**PeopleSoft FSCM Technical Consultant**

**Project & Role Description**

Offshore lead developer for Travelers PeopleSoft implementation which was a roll out of PeopleSoft application version 8.9 for Travelers insurance's UK operations. Lead a team of two for UK operations. The release included General ledger, Accounts Payable and Asset Management, ePro and T&E modules.

**Responsibilities**

- Creation of applications and enhancements, customization of the existing applications using PeopleTools as per client requirements which came as RICE elements(R-Reports, I -Interfaces - Conversions- Enhancements).
- Determining the estimation and complexity of designs
- Assign each design to resources based on availability
- Peer reviews of designs and presentation of the same to the client stakeholders
- Participated in the conversion of legacy requisitions, projects and contracts into PS system.
- Configured workflow (AWE) for ePro/AP/GL/T&E modules.  
Monitoring of nightly batch jobs in production environment in Autosys tool and promptly responding to issues as and when they occur in liaison with the client team
- 8. Version control using STAT for the objects created during development

**CNA Insurance**

**August 2008 - March 2010**

**Assigned Role: PeopleSoft FSCM Technical Consultant**

**Project & Role Description**

CNA Peoplesoft AO involved development, maintenance and production support of PeopleSoft Finance (Accounts Payable, General Ledger, Travel and Expense, Asset Management modules). The development phase (FSR program) involved the rolling out of these modules for US. The Affiliates program (an offset of FSR) extended the same functionality to Canada and Europe.

**Responsibilities**

- Design, build, unit testing, deployment and defect fix of assigned work units. Inspection reviews of design; Test & Business inventory meetings PeopleSoft & UNIX code migration (tool: STAT) Transition (Knowledge transfer) to support team after deployment
- Designed and assisted in the development, configuration and testing of a flexible, custom Application Package based Voucher Approval Workflow program, with multiple approver levels, email notifications, work list updates

and ad hoc approver/reviewer insertion capability, leveraging the delivered PO Requisition Approval Workflow Engine (AWE). Scheduling of jobs (tool: Control-M)

**Cuna Mutual Group**  
**PeopleSoft FSCM Technical Consultant**

**February 2007 - July 2008**

**Project & Role Description**

Cuna PeopleSoft ADM support involved development, maintenance and production support of PeopleSoft Finance (Accounts Payable, Purchase Order and General Ledger) and PeopleSoft HRMS - Core HR, North American Payroll and Data warehouse reporting (Essbase, Business Objects).

**Responsibilities**

- Role in the project included development, maintenance and production support in the Finance (AP/PO) area.

**Responsibilities**

- Enhancement/Application Development.
- Disbursement project:
- This project gave the end user the flexibility of voucher creation, vendor add/change and copying of PO details for invoice creation in a single component.
- The voucher approval process was also streamlined with the use of workflow and email notifications which eliminated the manual process of sending mails for approval. This greatly minimized errors and the time taken in voucher processing.
- To achieve the customization desired by the client, application engines, file layouts, workflow and component interface among others were used along with replication of Peoplesoft delivered functionality.
- Proactive monitoring of nightly financial jobs.
- It required a complete understanding of the client financial network. Prompt resolution when any jobs in error and on-call support on weekends and holidays.
- System testing.

**Infosys India**  
**Assigned Role: Software Developer**

**April 2006 - January 2007**

**Project & Role Description**

- Intern in Infosys India. During the internship learnt Software Engineering concepts, Programming languages C and C++ and RDMS which included Oracle and Microsoft SQL. Created a custom movie theatre ticketing system using Microsoft .NET technologies.

**EDUCATION**

Bachelor of Engineering – NIT Rourkela – India

## Sreekanth Muppalam

### PeopleSoft Campus Solutions Developer

#### SUMMARY

- **Over 15 Years of PeopleSoft Campus Solution/HCM/Finance Applications experience in Analysis, Design, Implementing, Maintenance, upgrade, Production Support, troubleshooting, Conversions, Project Management, Administration, Security Services Performance Optimization.**
- An enterprising leader with an analytical bent of mind, strong organizational and interpersonal skills, actively involved in managing, developing and implementing several major software projects as Senior Techno Functional Lead for top clients New York University (NYU), University of North Carolina (UNC), DFW, American Electric Power, JB.Hunt, AGL, GE, Bank of America and Exult.
- Design, develop, test and maintain software to support the PeopleSoft–Finance (AP, GL, AR, BI, AM, PO and PC)/Human Capital Management (HCM) application and Campus Solution suites
- **Extensive experience with ERP applications implementation(8 successful implementations) and upgrade (6 projects) especially with versions PeopleSoft Finance 9.0/HRMS 9.1/Campus Solution 9.1 versions, testing, technical team management, developer and training.**
- In-depth experience in the field of Integration and Utilities of PeopleSoft and also in various Reporting Tools. Extensively worked on projects involving interfacing of legacy systems to PeopleSoft system.
- **Extensive work experience with People Tools such as Application Designer, Application Engine, Query manager, Data mover, Workflow, Process Scheduler, Upgrade Assistant, Tree Manger, Security Administrator.**
- Involved in several Production support, full development and implementation life cycle project along with knowledge transition phase experience.
- Strong experience in developing PeopleSoft Interfaces with use of SQR ,Application Engine, Component Interface and File Layouts.
- **Developed various complex reports using SQR, Crystal Report, nVision , Xml Publisher.**
- **Development experience on EPM applications**
- Experience in Install patches/fixes, application and technology updates
- Expert in analyze and assist with the resolution of technical/functional issues associated with the delivered programs.
- Good experience with oracle, applying patches on UNIX and windows environment.
- Worked extensively on System Monitoring and fine tuning in PeopleSoft system using Performance Monitor which helped me in identifying the bottlenecks in the system
- Passed 6-Sigma certification and PeopleSoft certifications.
- Working Experience with relational databases such as Oracle10g, DB2, SQL Server.
- Created detailed business and technical project requirements, define project scope, provide project time and cost estimates.
- Participated in SEI-CMM V, ISO 9000 quality processes and in the full software development life cycles to provide quality assurance and project risk mitigation planning for ERP projects.
- Participated in different kind of documentation on accomplished work assignments in project.
- Excellent team player with good communication, analytical, problem solving skills and can work independently and lead the project.



## TECHNICAL SKILLS

<b>ERP</b>	PeopleSoft Finance V9.0 /HCM V9.1 /Campus SolutionV9.0, PS Financial applications AP/AR/BI/PO/PC/GL and Treasury, PeopleSoft HR-Payroll, T&L, Benefits ,Campus Solutions- Admissions, Student Records, Financial Aid and Student Financial
<b>DEVELOPMENT TOOLS</b>	Application Designer, PS-Tools8.51, Application Engine People Code, Workflow, PL/SQL, Stored Procedures, Jbuilder4.0, Visual Age 3.5, TOAD, PS Developer, Telnet, FTP, PVCS, Citrix.
<b>INTERGRATION TOOLS</b>	Component Interface (CI), Application Messaging, Import Manager, Data Mover, Integration Broker (IB), App Package, EDI Manager, SOA.
<b>REPORTING TOOLS</b>	XMP Publisher, SQR, PS/Query, Crystal Report and nVision.
<b>ADMIN TOOLS</b>	PeopleSoft Security, Process Scheduler, Tree Manager, EDI Manager, and Utilities.
<b>DATA MANAGEMENT TOOLS</b>	Configuration Manager, Integrity tools
<b>DATABASE</b>	Oracle, MS SQL 2000,MS Access,DB2
<b>PACKAGES</b>	MS-Office
<b>WEB TECHNOLOGIES</b>	JAVA 2.0, SWING, JDBC, SERVLETS, HTML, JSP, XML
<b>OPERATING SYSTEM</b>	Windows7,Vista,XP,9x, NT 4.0,2000/2003, Unix
<b>ANTIVIRUS</b>	MacAfee Antivirus, Norton Antivirus
<b>TOOLS &amp; UTILITIES</b>	Hummingbird connectivity V7.0, PC Anywhere, UML Design with Rational Rose
<b>METHODOLOGIES</b>	SEI-CMM, ISO 9000
<b>LANGUAGES</b>	C, C++, PASCAL, COBOL, PL/SQL, Java 2.0,JCL

## PROFFESIONAL EXPERIENCE

### 1. Project: New York University(NYU) Implementation & Support

**Client:** NYU, New York

**Role:** Techno/Functional Consultant & Lead

**Duration:** Jan'11 to Till Date

**Environment:** PeopleSoft Campus /HRMS Solutions 9.1 Tech/Functional, PeopleTools8.51, People Code, App Engine, Component Interfaces, Integration Broker, SQR, Workflow, SOA, App Packages, XML-Publisher, Crystal, Oracle, Remedy

**PeopleSoft Campus Solutions Core modules**

- Campus Community
- Admissions

- Student Record
- Self Service
- Student Financial
- Financial Aid

#### **PeopleSoft HRMS modules**

- Administer Workforce
- NA Payroll , Time and Labor, AWE
- eBenefits, ePerformance, Base Benefits
- Recruit Workforce (TAM)
- Compensation

#### **Role in the Project:**

- Technical Lead and directing the project teams in-terms of business processes, gathering requirements on Implementation and support process
- Performing Fit-Gap analysis and Functional/Technical Design Documentations.
- Extensive experience in Approval Workflow process and Defining Rules for Workflow Notifications in Self-service
- Worked on workflow notification for position request and position change request on title change and department change.
- Developing Campus Solution 9.1(Admissions, SR, SF and Financial Aid) to offer comprehensive solutions to manage client's business processes requirements.
- Performed configuration and setup for SF Billing and TouchNet Integrations process
- Developed custom interfaces on SF Finance charges and due to/from GL accounting entries and dynamic stops execution process.
- Created a workflow process and setting up different events and members who need notifications.
- Designed conversion interfaces and student records interfaces such as Housing load, placement test scores and instructor load.
- Worked in the Production support team to resolve all production issues and also have frequent interactions with End-users.
- Build custom interface between payroll to GL to manage the GL transactions.
- Integration Broker extensively for event management functionality in SF and GL transactions
- Implementing various custom business process related Online Apps , Event managements, Application Evaluation process, Course Catalog, Class search and Advisor Assignment and Major Advancement processes.
- Involving in PS Upgrade/Patches/Bundle Fixes/Compares and project Migration operations
- Developed custom reports to review budget checking errors(Commitment Accounting) using AE/XML publisher reporting tool.
- Created custom Dash board online process to control e-Performance operations
- Very good knowledge on Types of Budget Control Transactions (Encumbrance, Pre-encumbrance)
- Involved in Time Admin Process for generating Submit Time and Time Admin process and worked on Exceptions.
- Experience on Payroll and benefits business process Flow with custom interfaces
- Experience in managing / troubleshooting Web Servers / Application Servers / Process Scheduler on UNIX as well as NT operating systems and involved configuring, monitoring and troubleshooting Integration Broker
- Development of a large and complex reporting system using Crystal, XML Publisher and PS-Query
- Re-Usable Objects across Various Modules using Application Packages
- Developing Various Interfaces/Batch process through App Engine ,SQL programs and several online customizations through People code and CIs
- Acted as key source of contact for current Production issue relating to all the system testing
- Conduct Training programs for the team on various Technical events of PeopleSoft and Project Management
- Involved in integration testing and system testing. Developed Testing Scenarios. Troubleshoot and fixed bugs and errors as per client requirement after applying patches and bundles

- Conducted demo workshops for various stakeholders and organized PS-Training programs for the team on various Technical events
- Strong working experience on development of the technical Strategies and methodologies
- Measure, record and analyze project metric and project problems, and Client Communications

## 2. Project: DFW (Dallas Airport Administration) Upgrade & Support

**Client:** DFW, Federal Govt. Project

**Role:** Techno/Functional Consultant & Lead

**Duration:** Jun '10 to Jan '11

**Environment:** PeopleSoft FSCM/HCM 9.1 Tech/Functional, PeopleTools8.51, People Code, AppEngine, Component Interfaces, Integration Broker, SQR, Workflow, SOA, XML Publisher, App Packages, Crystal, Oracle, STAT

### PeopleSoft HRMS-Core modules

- Administer Workforce
- NA Payroll , Time and Labor,AWE
- eBenefits, ePerformance, Base Benefits
- Portal Applications, HCM Self Service
- Recruit Workforce (TAM)
- Compensation

### PeopleSoft Financial Core modules

- Accounts Payable
- Accounts Receivable & Billing
- General Ledger

### Role in the Project:

- Technical Lead and directing the project teams in-terms of business processes, gathering requirements on Implementation and support process.
- Performed Fit-Gap analysis, Business Requirement Gathering and Functional Design Documentations.
- Extensively worked on Accounts Payable customizations such a Manage Vouchers, EDI Processing, Pay Cycle, AP Processing, AP Interfaces, Refund Processing, AP/BI Reports and AP Security
- Performed customizations on process for AR\_UPDATE, Aging, Dunning, Statements and also created custom reports on Aging and Dunning letters using XML publisher and Crystal Reports.
- Worked on the NA-Payroll and GL interface integrations and transactions.
- Involved in Setting up the Journal generator for AP and Billing. Configuring Integration points on GL from AR and Billing integrations.
- Experience on GL- Multi Currency ,GL- allocation Manager process implementation
- Worked on Development of Technical And Functional Specs for Payroll, Benefits Recruiting And Time And Labor Processes.
- Key participant in PeopleSoft FSCM/HCM 9.1 to offer comprehensive solutions to manage client's business processes requirements.
- Extensive experience in Approval Workflow process and Defining Rules for Workflow Notifications in Self-service
- Worked in the Production support team to resolve all production issues and also have frequent interactions with End-users
- Worked in customizing the Performance summary Dash-board process (ePerformance) using XML publisher reporting.
- Involved in the Inbound/Outbound integration of Tax data messaging with external Tax software systems.
- Worked on workflow notification for position request and position change request on title change and department change.
- Performed Various Module Level reviews and Testing, Conducted Various Quality audits across the projects
- Involved in creating Custom Interfaces and reports on Recruitment Workforce (TAM) modules.
- Involved in PS Upgrade/Patches/Bundle Fixes/Compares and project Migration operations

- Process of Completing the development of a large and complex reporting system for the UNC using Crystal, XML Publisher and PS-Query
- Developed custom Interfaces/Batch process through App Engine ,SQR programs and several online customizations through People code and CIs
- Organized Training programs for the team on various Technical events of PeopleSoft and Project Management
- Re-Usable Objects across Various Modules using Application Packages are implemented
- Strong working experience on Federal Govt Strategies and methodologies

**3. Project : University Of North Carolina Implementation, upgrade & Support**

**Client** : University Of North Carolina, NC, State Govt. Project/Deloitte

**Role** : Techno/Functional Consultant & Lead

**Duration** : Jun'08 to June'10

**Environment** : PeopleSoft Campus Solutions 9.0 /HCM 9.1 Tech/Functional, PeopleTools8.50, People Code, App Engine, Component Interfaces, Integration Broker, SQR, Workflow, SOA, XML Publisher, Crystal, Oracle

**PeopleSoft Campus Solutions involves the following Core modules**

- Campus Community
- Admissions
- Student Record
- Self Service
- Student Financial
- Financial Aid

**Role in the Project:**

- Technical Lead and directing the project teams in-terms of business processes, gathering requirements on Implementation and support process.
- Involving in Fit-Gap analysis and Functional Design Documentations.
- Developing PeopleSoft Campus Solution 9.0 to offer comprehensive solutions to manage client's business processes requirements.
- Implementing various custom business process related Online Apps , Event managements, Application Evaluation process, Course Catalog, Class search and Advisor Assignment and Major Advancement processes.
- Performed configuration and setup for SF Billing and TouchNet Integrations process
- Developed custom interfaces on SF Finance charges and due to/from GL accounting entries and dynamic stops execution process.
- Involving in PS Upgrade/Patches/Bundle Fixes/Compares and project Migration operations
- Process of Completing the development of a large and complex reporting system for the UNC using Crystal, XML Publisher and PS-Query
- Experience in creating and modifying large quantity of XML Publisher Reports(Data source as XML Doc/XML Files) along with RTF templates creation
- Developing Various Interfaces/Batch process through App Engine ,SQR programs and several online customizations through People code and CIs
- Conduct Training programs for the team on various Technical events of PeopleSoft and Project Management
- Preparing of Various Re-Usable Objects across Various Modules using Application Packages
- Strong working experience on Deloitte Strategies and methodologies
- Measure, record and analyze project metric and project problems, and Client Communications
- 

**4. Project : American Electric Power (AEP) Upgrade &Support**

**Client** : AEP, OH

**Role** : Techno/Functional Consultant and Lead

**Duration** : Mar'07 to July'08

**Environment** : PeopleSoft Finance/HRMS 9.0, People Tools 8.49, People Code, App Engine,

Component Interfaces, Integration Broker, SQR, nVision, Workflow, XMLP and Oracle10g

Modules from 8.3 to 9.0 with tools upgrade from 8.21 to 8.49.

### **PeopleSoft Financial modules**

- Accounts Payable
- Accounts Receivable
- Billing
- General Ledger
- Purchase Order
- eProcurement, eBill
- Asset Management
- Time and Expenses
- EPM,ABM Applications
- Inventory
- Project Costing
- Grants/Contracts
- Financial Gateway

### **The PeopleSoft HRMS modules**

- Administer Workforce
- NA Payroll , Time and Labor
- Base Benefits ,eBenefits
- Portal Applications
- Resume Processing
- Recruit Workforce (TAM)

### **Role in the Project:**

- Project Lead and directing the project teams in-terms of business processes, gathering requirements on upgrade process and involved in creating Fit-Gap analysis and Functional/Technical Design Documents.
- Process of completing the development of a large and complex reporting system for the AEP through XMLP, SQR, PSQUERY and some of GL reports in nVision.
- Implemented Various Financial, HRMS Interfaces through App Engine, FileLayouts, SQR programs and several online customizations through People code and CIs.
- Experience in EPM application with customization related to PeopleSoft Scorecard solutions, PeopleSoft Activity-Based Management(ABM) and Performance reports
- Various Re-Usable Objects across Various Modules were implemented.
- Developed PeopleSoft Finance 9.0 to offer comprehensive solutions to manage client's business processes of AP/AR/BI/GL/PO/PC requirements with well detailed Technical designs, UTP documents
- Performed customizations on delivered business process and also new enhancements using People Code, AE and CI,SQR.
- Involved in creating /modifying large and complex XML Publisher Reports(XML Doc/PS Query) and extensive experience in RTF templates creation
- Extensive Experience in Allocation Engine and consolidation process along combo edit customization
- Involved extensively on generation of fully customized process of Retro or Miscellaneous Pay for Payroll along with customizations on Time Admin Process for generating Submit Time and Exceptions.
- Worked on Development of Technical And Functional Spec for Payroll, Benefits And Time And Labor Processes.
- Worked on integration of Benefits and vendor management process.
- Created a workflow process and setting up different events and members who need notifications.
- Involved in the PS Security, Performance Tuning, Data Migration and Conversion activities.

- Worked in the Production support team to resolve all production issues and also have frequent interactions with End-users.
- Involved in EDI interfacing and Application Messaging Indus Augmentation through Integration Broker.
- Performed the cost and time estimates on upgrade process
- Performed Various Module Level reviews and Testing
- Conducted Training programs for the team on various Technical events of PeopleSoft and Project Management

**5. Project : JBHunt Upgrade**

**Client** : JBHunt, IL

**Role** : Techno/Functional Consultant and Lead

**Duration** : Aug 06 to Mar'07

**Environment** : PeopleSoft HRMS/ Finance, Global Payroll, pension and Benefits Tech/Functional, PeopleTools8.48, Ps Code, App Engine, Component Interfaces, Integration Broker, SQR, Autosys, Unix and Oracle

project involves the upgrade of PeopleSoft from 8.3SP1 to 8.9 MP6 with tools upgrade from 8.21 to 8.48.

PeopleSoft Financial involves the following Core modules

- General Ledger
- Accounts Receivable
- Purchase Order
- eProcurement
- Accounts Payable
- Billing
- Project Costing
- ABM Applications
- Asset Management
- Time and Expenses
- Inventory
- SCM
- EPM

The PeopleSoft HRMS involves the following Core modules

- Administer Workforce
- Payroll , Time and Labor
- Recruit Workforce (TAM)
- HCM Self Service
- Administer Training
- Compensation
- Position Management
- Pension, Benefits Administration
- Portal Applications: eProfile, ePerformance ,ePay , eCompensation, eBenefits
- Resume Processing
- Manage Competencies

**Role in the Project:**

- Organized the Project Provided leadership and direction to project teams by understanding business processes, gathering requirements on upgrade process
- Developed PeopleSoft Finance 9.0 to offer comprehensive solutions to manage client's business processes of AP/AR/BI/GL/PO/PC requirements with well detailed Technical designs, UTP documents.
- Involved in creating Fit-Gap analysis and Functional Design Documents.

- Implemented Various Payroll/Benefit Interface through AppEnginee ,SQR programs and several online customizations through People code and Cis
- Experience on GL- Multi Currency ,GL- allocation Manager process implementation.
- Experience on GL-Consolidation business process Flow with combo edit
- Developed PeopleSoft HCM 8.9 to offer comprehensive HR solutions to manage client's business processes of HCM requirements
- Periodic review of the work and the project plans at each milestone and sometimes intermediate review
- Performed customizations on delivered business process and also new enhancements using People Code, AE and CI,SQR.
- Involved in the PS Security, Performance Tuning, Data Migration and Conversion activities.
- Developed of a large and complex reporting system using SQRs, Crystals and Nvision
- Development experience in EPM application with customization related to PeopleSoft Scorecard solutions and Performance reports
- Customizations on EPM applications on Project Portfolio Management, Supplier Rating System business processes
- Involved Single Sign on Implementations and Enterprise Portal Technology activities
- Customizing some of the custom application messaging and configuring of the Integration Broker setups.
- Preparing of Various Re-Usable Objects across Various Modules
- Performed Various Module Level reviews and Testing
- Conducted Various Quality audits across the projects

#### 6. Project : AGL HRMS/Financial Upgrade

**Client** : AGL, GA

**Role** : Techno/Functional Consultant

**Duration** : Feb 06 to Aug 06

**Environment** : PeopleSoft HRMS and Finance Tech/Functional, PeopleTools8.48, PsCode, App Engine, Component Interfaces ,Workflow, Integration Broker, SQR, Autosys, Unix, Crystal Report, PL/SQL, Oracle, Stored procedures.

The project involves the upgrade of PeopleSoft Financial from 8.0 SP3 to 8.9 MP1 and PeopleSoft HRMS from 8.3 to 8.9 MP1 with tools upgrade from 8.18.10 to 8.48.

PeopleSoft Financial involves the following Core modules

- Accounts Payable
- Accounts Receivable
- General Ledger
- Purchase Order
- Billing
- Project Costing
- Asset Management
- Grants/Contracts
- Inventory
- ABM Applications
- Procurement
- EPM

The PeopleSoft HRMS involves the following Core modules

- Administer Workforce
- Recruit Workforce (TAM)
- HCM Self Service
- NA Payroll and Time and Labor
- Compensation
- Position Management
- Benefits Administration, Base Benefits

- Portal Applications: eProfile, ePay , eCompensation

### **Role in the Project:**

- Understanding of business processes, gathering requirements on upgrade process
- Handling workflow used for mail triggering for concern person when specified action happens in HCM
- Worked on Development of Technical And Functional Spec for Payroll And Time And Labor Processes.
- Identifying potential usability issues, managing scope, and ensuring that an appropriate level of application quality was maintained at all times.
- Developing Various custom Interface through App Engine and SQR programs and several online customizations
- Conducting system study and coordinating with team members for System Design & Integration, Application Maintenance
- Performed customizations on delivered business process and also new enhancements using People Code, AE and CI, SQR.
- Resolved workflow problems associated with Procurement Approval workflow
- Involved in the PS Security, Performance Tuning, Data Migration and Conversion activities.
- Worked in the Production support team to resolve all production issues and also have frequent interactions with End-users.
- Developing PeopleSoft Finance 9.0 to offer comprehensive solutions to manage client's business processes of AP/AR/BI/GL/PO/PC requirements
- Experience on EPM systems modifications- Global Consolidations, Planning and Budgeting and scorecards
- Completed the development of a large and complex reporting system for the AGL using SQRs, Crystals and Nvision
- Performed Enterprise Portal Technology, security and Single Sign on Implementations
- Periodic review of the work and the project plans at each milestone and sometimes intermediate review
- Performing the cost and time estimates and negotiated with various vendors regarding the online transactions
- Conduct Training programs for the team on various Technical events of PeopleSoft and Project Management

## **7. Project: TRANE HRMS-Payroll Maintenance & Implementation**

**Client:** TRANE, NJ

**Role:** Techno/Functional Consultant and Lead

**Duration:** Aug 05 to Feb 06

**Environment** : PeopleSoft HRMS/ Finance, Global Payroll, Benefits, People Tools, Ps Code, App Engine, SQR, Crystal Report and DB2

Trane provides indoor comfort systems and comprehensive facility solutions for residential, commercial and industrial building needs.

TRANE International Group (Global Logistics) is currently in the process of replacing the legacy Platinum system with PeopleSoft version 8.8. Currently International Group is using custom stand-alone system (Cost Tracker) to track Cost and Revenue information. Since PeopleSoft is replacing their legacy system, International Group plans on using the PeopleSoft Project Costing module for tracking/reporting the Cost and Revenue information, Procurement, SCM and EPM. To meet the International Group requirements, some amount of Customization/Development effort is required to the existing PeopleSoft.

The PeopleSoft HRMS involves the following Core modules

- Administer Workforce
- Recruit Workforce (TAM)
- HCM Self Service
- Administer Training



- Compensation
- Position Management
- Payroll and Time and Labor
- Benefits Administration\Base Benefits

**Role in the Project:**

- Managed the Project Provided leadership and direction to project teams by understanding business processes, gathering requirements
- PeopleSoft consulting to develop new functionality and providing production support, user access and security and migration control
- Developed of a large and complex reporting system using SQRs, Crystals
- Involved in the integration of Benefits and Recruitment vendor process
- Identified potential usability issues, managing scope, and ensuring that an appropriate level of application quality was maintained at all times.
- Periodic review of the work and the project plans at each milestone and sometimes intermediate review
- Conducted Training programs for the team on various Technical events of PeopleSoft and Project Management
- Performed Various Module Level reviews and Testing and Conducted Various Quality audits across the projects

**8. Project : PeopleSoft Finance, HRMS-Payroll Implementation & Support**

<b>Client</b>	: GE, NY
<b>Role</b>	: Project Lead and Techno/Functional Consultant
<b>Duration</b>	: Dec 03 to Aug'05
<b>Environment</b>	: PeopleSoft Finance ,Payroll, HRMS, Benefits and Pension Functional, People Tools, Ps Code, App Engine, Component Interfaces, Workflow, SQR, Crystal Report, PL/SQL, Stored Procedures and Oracle.

GENESIS stands for - GE new Employee Service Innovative Solution

GENESIS Project is basically the implementation of the PeopleSoft 8 (Finance, HR, Benefit Administration, Pension Administration and Payroll) for GE Corporate Information Services.

Birlasoft is the premier vendor for PeopleSoft Services providing solutions based on onsite-offshore model.

PeopleSoft Financial involves the following Core modules

- Accounts Payable
- Accounts Receivable
- General Ledger
- Purchase Order
- Billing
- Project Costing
- Asset Management
- Inventory
- Procurement
- Financial Gateway

The PeopleSoft HRMS involves the following Core modules

- Administer Workforce
- Recruit Workforce (TAM)
- HCM Self Service
- NA Payroll and Time and Labor
- Compensation
- Position Management
- Benefits Administration, Base Benefits, eBenefits

**Role in the Project:**

- Involved in the development of Finance, HR, Benefit Administration, Pension Administration and Payroll modules

- Analyzing and coding of Various PS Objects and customizing according to GE
- Worked on Development of Technical\Functional Spec for Payroll And Time And Labor Processes.
- Implemented Various Finance, Payroll &Benefit Interface through App Engine and SQR
- Experience in Enterprise Portal Technology, security and Single Sign on process.
- Prepared of Various Re-Usable Objects across Various Modules
- Performed Various Module Level reviews and Testing, Conducted Various Quality audits across the projects
- Involved in GL- allocation Manager ,GL- Multi Currency process implementation
- Many critical and complex reports were built using SQRs, Crystals and Specially GL reports using nVision.
- Involved in Security, Conversion, Upgrade and Source Control activities

**9. Project : PeopleSoft HRMS-Payroll, Benefits Maintenance**

**Client** : Bank of America, NC  
**Role** : Techno Functional Consultant and Team Lead  
**Duration** : Jan 03 to Dec03  
**Environment** : PeopleSoft HRMS/Payroll Functional, People Tools, PsCode, SQR, App Engine, PL/SQL, Stored Procedures and Oracle.

Exult Inc Specializes in developing PeopleSoft based HRMS applications for Major clients in US. This project is for a major client of Exult. The project Involves providing Application system Maintenance (ASM) and enhancing the existing application developed using PeopleSoft HRMS/Payroll, Oracle on Unix and other Supporting applications developed in Mainframes, NOMAD, VB, PB, MS SQL etc.

**Role in the Project:**

- Analyzed/Developed applications in PeopleSoft HRMS/Payroll, Oracle
- Understanding Integration of these applications with other supporting applications
- Coding, customization of SQRs and PeopleSoft Online applications were performed.
- Executed service request related to product support, data management, customization, development, security and Interface development.
- Performed the onsite team -Knowledge transfer process.

**10. Project : PeopleSoft HRMS-Payroll & Benefits Adm Implementation**

**Client** : Prudential Bank,CA  
**Role** : Techno/Functional Consultant and Team Lead  
**Duration** : Jul01 to Dec02  
**Environment** : PeopleSoft HRMS/Payroll Functional, People Tools, App Engine, PsCode, SQR and DB2

**Exult Inc., California, USA**, is a Human Resources outsourcing company providing HR services to fortune 500 Corporations to enhance human capital productivity, reduce HR costs, and provide superior HR services to their employees.

The scope of the project includes maintaining Exult Inc's internal applications covering the complete suite of Oracle financials, PeopleSoft HRMS (Including Payroll and Benefits Administration) and other integrated systems in a 24/5 offshore / onsite support model.

**Role in the Project:**

- To gather requirements and functional specification, on developmental activities through discussion with Client.
- Interacted with end-users on day-to-day maintenance and production support issues.
- Prepared knowledge acquisition documents
- Involved in Knowledge Transfer and Responsibility Transfer with the onsite team members
- Executed service request related to product support, data management, customization, development, security and Interface development.

- developed various reports/interfaces using SQR, Analysis & designing the Payroll System-Online customization and Unit Test plans
- Tested Customized PeopleSoft Objects and SQR's

- 11. Project : PEOPLESOFT-TIMEKEEPING INTERFACE**  
**Client** : Hexaware, India  
**Role** : Techno/Functional Lead  
**Duration** : Oct2K to Jun01  
**Environment** : PeopleSoft HRMS/Payroll & Time and Labor Functional, People Tools, PsCode, SQR and Oracle
- 12. Project : On-Line Statement Accounting System (OLSA)**  
**Client** : Equitable Insurance Ltd, NY  
**Role** : Team Lead and Developer  
**Duration** : Jun2K to Oct2K  
**Environment** : PeopleSoft Finance(GL,AP,AR,BI and AM), Global Payroll, People Tools, PsCode, SQR and Oracle
- 13. Project : Assets and Equity System**  
**Client** : Princeton University, India  
**Role** : Team Lead and Developer  
**Duration** : Jan99 to May2K  
**Environment** : PeopleSoft Finance (Assets, Procurement, EPM), People Tools, PsCode, SQR and Oracle
- 14. Project : Purchase Assistant -Book Keeping Application System**  
**Client** : Web Cell Technologies, India  
**Role** : Developer  
**Duration** : Oct97 to Dec98  
**Environment** : PeopleSoft Finance, NA Payroll Functional, People Tools, PsCode, SQR and Oracle
- 15. Project : Candidate Selection**  
**Client** : Soft Solution Pvt. Ltd, India  
**Role** : Developer  
**Duration** : Mar97 to Sep97  
**Environment** : Java, EJB, JSP, XML, WEBLOGIC, SERVLETS, ORACLE 8.0, RATIONAL ROSE 2000, ORACLE PL/SQL, Stored Procedures

## EDUCATION

- **Masters in Computer Applications.**

## PROFESSIONAL CERTIFICATIONS

- **6-Sigma Certified Professional.**
- **PeopleSoft Certified Professional.**

## NON-TECHNICAL SKILL SET

- **Good Communication Skills**
- **Project management**
- **Quality Management and SCM Activities**

## **Corey Cain**

### **OBIEE / Hyperion**

#### **SUMMARY**

Corey is an experienced and goal-oriented architect who integrates depth of capabilities and portfolio of skills to implement enhanced business solutions for clients. He has exceptional knowledge of integrating Financial, Human Capital Management and Higher Education transactional data elements with Business Intelligence Applications including Oracle's Data Warehouse with OBIEE/OBIA, PeopleSoft EPM Data Warehouse with OBIEE/OBIA and Hyperion Planning. Corey led multiple implementations and upgrades relying on my in-depth application knowledge of Oracle's product line of tools including data warehouse and planning best practices. His wide range of work encompasses full life cycle tasks utilizing SDLC methodologies. His insights of client requirements enable me to communicate at varied and diverse organizational levels, ensuring audience understanding of key messages and content.

#### **TECHNICAL SKILLS**

##### **Oracle Product Line**

<b>Oracle Business Intelligence Enterprise Edition (OBIEE) 10G, 11G</b>	<b>PeopleSoft EPM Warehouse (HR, FIN, ELM, CS)</b>	<b>Oracle Essbase, Administrative Services, Studio</b>
<b>Hyperion Financial Reporting</b>	<b>Oracle Hyperion Planning 11.x</b>	<b>PeopleSoft EPM Planning and Budgeting</b>
<b>PeopleSoft EPM Balanced Scorecard</b>	<b>EPM Allocation Manager</b>	<b>Ascential/Informatica</b>
<b>nVision</b>	<b>PeopleSoft Financials</b>	<b>Oracle BI Analytics</b>

##### **Programming Languages**

<b>PeopleCode Application Engine</b>	<b>Cobol SQL</b>	<b>SQR</b>	<b>Application Designer</b>
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##### **Databases**

<b>Oracle 8, 9</b>	<b>SQL Server 7.5, 2000, 2005</b>
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##### **Operating Systems**

<b>Windows NT DOS</b>	<b>HP-UX 11.11</b>	<b>Windows 2000</b>
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##### **Additional Skills**

<b>Fit/Gap Analysis</b>	<b>Data Warehouse Design</b>	<b>Functional/Technical Lead</b>
<b>Application Tuning</b>	<b>Interface Design</b>	<b>Production Support</b>
<b>Business Process Redesign</b>	<b>End User Training</b>	<b>Interface Design</b>
<b>Security Administration</b>	<b>Testing</b>	<b>Data Modeling</b>
<b>Project Management</b>	<b>Strategic Planning</b>	<b>Assessments</b>

## PROJECT PROFILE

### Relevant OBIEE/Data Warehouse Professional Experience

#### Financial Analytics Consultant (OBIEE 11G, PeopleSoft EPM 9.1)

##### State of Minnesota

10/2012 - Present

Corey has been working as a team member for the State of Minnesota's OBIEE Financial Analytics implementation. The project involves implementing PeopleSoft EPM 9.1 and OBIEE 11.1.1.6.7. He has helped model Financial star schemas to meet the State's Accounts Receivable financial reporting analytic requirements. He is also responsible for testing custom and delivered dimensions and facts to ensure data integrity and that requirements are being met.

##### OBIEE Administrator

1/2012 - 9/2012

##### Bellevue University

Corey delivered custom and vanilla campus solution analytics utilizing OBIEE toolset. He developed BI strategic roadmap direction to ensure successful current and future implementations. Develop and built OBIEE reports/dashboards per business user requirements related to campus solutions warehouse. Corey setup and configured the OBIEE LDAP security integration. Additionally, configure EPM Row Level Security to interface with OBIEE object security. Facilitate workshops to ensure proper knowledge transfer as it relates to the capabilities and functions of OBIEE. Created custom data model via OBIEE administration tool which provided student add/drop behavior over time. He facilitated several workshops covering best practices, business process designs, data model design, planning configuration and ETL development. He provided production OBIEE production support.

##### Essbase Support

10/2011 - 12/2011

##### Ameriprise

Responsible for the delivery of Essbase Financial cubes utilizing Essbase Studio. Responsible for translating functional requirements into configuration for hierarchies, cube schemas, data loads and reports.

##### Co- Project Manager, OBIEE 11G Financials

1/2011 - 12/2011

##### University of Minnesota

Corey managed the delivery of OBIA Financials and custom financial reporting solution. Developed custom financial data model which provided summary and detail level ledger and sub ledger financial analytics. Custom financial data model contained ledger level data and associated sub-ledger key information which allowed for detailed drill-down to additional supporting sub-ledger data. He built account and departmental hierarchies to promote detail and roll-up reporting and analysis. Corey worked with University staff to develop Financial Payroll Star schema to meet project related payroll analysis requirements. He developed multiple financial and payroll OBIEE analysis

##### Team Lead, EPM Campus Solutions Warehouse

5/2010 - 10/2010

##### University of North Carolina - Chapel Hill

Corey developed project plan and strategy for implementing BI solution. Corey was responsible for the design and development of the Campus Solutions Warehouse utilizing delivered and custom Ascential ETL maps. Corey is tasked with developing Admissions, Student Records, and Student Financials Business Intelligence solution utilizing Webfocus version 7.x and OBIEE. Corey also developed BI business views, reporting objects and standard reports utilizing Webfocus and OBIEE. Provided expertise in modeling data marts related to Student Enrollment, Course Enrollment, Degrees Awarded and Course Planning. Corey worked with Office of Registrar to provide public and Adhoc statistical reporting needs. Corey provided additional assistance regarding user security for BI reporting and PeopleSoft transactional instances.

##### Data Warehouse Lead

2/2010 - 4/2010

##### Hennepin County

Corey was lead consultant responsible for the execution of Ascential ETL maps to load operation staging, operational enriched and multi-dimensional areas of the PeopleSoft EPM Warehouse. He also provided

design/configuration considerations related to Warehouse security. Further responsibilities included master sequence design, map resolution and identifying maps required to meet customer's Warehouse need. Corey also provided thorough documentation to facilitate knowledge transfer. He also helped to facilitate user requirements and warehouse design. Corey also provided overall best practice recommendations for moving forward with EPM Warehouse implementation in addition to data modeling techniques for identifying and mapping dimensions to user business processes.

### **Data Warehouse Lead**

**11/2009 – 1/2010**

#### **Nevada System of Higher Education**

Corey architected an implementation plan proposal which outlined the project plan for implementing delivered dashboards and reports utilizing PeopleSoft EPM and Oracle's Business Intelligence Enterprise Edition (OBIEE), provide recommendations on sourcing NSHE EPM instances and provide resource and training requirements for OBIEE implementation. He was also responsible for understanding common data values and administration issues, assist in determining other data fields/tables needed in the NSHE EPM environment and understand Student Administration requirements and capabilities. Additionally, Corey documented the institutional requirements and capabilities along with reviewing options for sourcing and providing best practice recommendations to NSHE representatives. He reviewed the environment infrastructure as well as considered SDLS implications. Corey also provided BI report/dashboard and repository development using OBIEE.

### **BI/Hyperion**

**6/2009 – 9/2009**

#### **Apogee**

Corey was tasked with developing the company's Business Intelligence roadmap. The initial phase requires the facilitation of workshops to gather BI requirements and document current process flows. He also outlined Business Intelligence best practices and how they can be applied to the enterprise-wide solution. Future phases will involve more detailed application analysis to determine which BI tool will be utilized. The final phase will be to implement the BI tool along with the BI design that incorporates customer requirements and best practices.

### **BI Assessment Lead**

**9/2007 – 11/2007**

#### **Nationwide Insurance, Microsoft BI/Esbase**

Corey assisted with the development of the Project Plan, Project Charter and Scope of the overall project. He was tasked with assessing the client's current BI solution which consisted of PeopleSoft Financials, PeopleSoft Enterprise Performance, Hyperion Planning and Teradata. He provided best practice and performance metric recommendations related to architecture, maintenance, business processes, data integration, data quality and security. Furthermore, Corey outlined an effective company strategy as it related to the Business Intelligence solution. Additionally Corey identified where the reporting process could be improved with utilizing PeopleSoft EPM as the primary option and Teradata as the backup option. Created a matrix which clearly stated the client's current metrics compared with that of world-class and typical institutions.

### **Data Warehouse Assessment Lead**

**3/2007**

#### **Fairview Health Services**

Corey provided an objective assessment of the current state of the PeopleSoft EPM Warehouse Implementation. He facilitated best practice review sessions, document current issues and provided possible resolutions to the issue. He also provided recommendations for staffing, strategy development and best practice processing. He also suggested that Fairview collaborate with Capella University, as they were implementing similar products.

### **EPM Warehouse Team Member and Planning SME**

**12/2005 – 5/2006**

#### **HSBC**

Corey coordinated intra-team testing of various interfaces to load the EPM Warehouse related to Banking Funds Transfer Pricing and Financial sub-ledger data. Developed and managed Project Plan for Conversion and Interface team. Responsible for defining the strategy and use of the warehouse tables and data models used in the planning and financial reporting environment. Responsible for gathering user

requirements and performing fit/gap analysis to develop and test interfaces between custom warehouse, PeopleSoft warehouse and client source systems. Also, provide end user nVision report development support. Additional responsibility involved leading proof of concept effort comparing Hyperion Planning to PeopleSoft Planning.

**PeopleSoft Planning Lead and Data Warehouse Member  
Capella University**

**4/2006 – 6/2007**

Corey worked with the technical team to setup and configure the EPM Foundation and Warehouse. He also assisted with the development of Ascential ETL customizations to accommodate for PeopleSoft EPM position budgeting loading issue. Further assistance was provided to the EPM Campus Solutions Warehouse requirements gathering and data load designs. His primary area of focus was to facilitate working sessions to gather requirements, conduct fit/gap analysis, obtain model design approval and configure data models. Furthermore he developed security procedures and defined the strategy and use of the warehouse tables and data models for planning and financial reporting.

**Additional Work Experience**

**12/2010**

**SME, PeopleSoft EPM Planning and Budgeting Upgrade  
Case Western University**

Corey provided remote subject matter expertise to assist client with upgrade from Planning and Budgeting 8.8 to 9.0. Conducted best practice review related to model configuration and planning process. He further helped in migrating customer position management customization to upgraded version.

**Team Lead, Oracle Enterprise Performance Management Planning 11.1.2.0  
North Texas Tollway Association**

**8/2010 – 12/2010**

Corey was responsible for the configuration and development of the Hyperion Planning Application that aligns with the customer's business and technical requirements. Developed and facilitated customer requirements gathering and conference room pilot workshops. Corey was responsible for developing Operational, Capital Improvement and Human Capital Plan types per clients planning requirements. Developed data forms, business rules, financial planning budget books. Corey also worked with the technical resources to configure and develop data interfaces to and from the PeopleSoft Commitment Control and Peoplesoft HCM Position Management modules.

**SME, EPM Planning and Budgeting  
City of Kansas City**

**5/2010 – 5/2010**

Corey provided remote training for client users as it related to PeopleSoft EPM Planning and Budgeting. Corey facilitated training sessions and developed training course materials. Design and developed Planning and Budgeting implementation plan. Corey provided additional SME assistance with regard to budget model design and development related to Line Item Commitment Control and Position Budgeting activities.

**Hyperion Planning Assessment Lead  
North Texas Tollway Association**

**4/2010**

Provided proof of concept demonstration related to client requirements using Hyperion Planning version 9.3.1 and 11.1.1.3 (including Workforce Management) with integration to PeopleSoft Financials and HCM. Corey conducted fit/gap and requirement's gathering workshops. Additionally he provided best practice budgeting solutions. I also provided Hyperion Planning strategy assessment for NTTA to move forward with the application implementation.

**EPM Planning Lead  
Palm Beach School District**

**9/2009 – 3/2010**

Corey was the lead consultant responsible for the implementation of the EPM Planning and Budgeting application. Additionally, his areas of focused revolved around EPM setup and configuration, budget data modeling/configuration to create models based on end user requirements, facilitating workshops (business process design, requirements gathering design and configuration), documenting configuration workbooks, performed project manager role by providing weekly project status, develop/managing

project plan, coordinate/facilitate application testing for budget application, and provide production support. The technical aspect of his role required him to gather functional requirements and translate the functional requirements into functional and technical specifications, participate in the development and testing of custom/delivered ETL maps and perform performance tuning tasks.

**EPM Planning Subject Matter Expert**  
**Washington County**

**9/2009 – 12/2009**

Corey was responsible for performing EPM foundation setup and configuration tasks, setting up and executing Ascential ETL maps for EPM upgrade from 8.8 to 9.0. Additional tasks encompass model design, sourcing data from Financial and Human Capital Management source systems utilizing Ascential ETL maps. Corey also assisted with applying maintenance packs to keep environment up to date. Corey also provided best practice recommendations related to the county's planning process.

**Planning Subject Matter Expert**  
**Lancaster County**

**7/2009 – 10/2009**

Corey was responsible for performing EPM foundation setup and configuration tasks, setting up and executing Ascential ETL maps. Additional tasks encompass model design, sourcing data from Financial and Human Capital Management source systems. Corey also assisted with applying maintenance packs to keep environment up to date.

**EPM Planning Lead**  
**City of Seattle**

**9/2008 – 1/2009**

Corey assisted with the development of the project management deliverables (Project Plan, Project Charter, Scope, Testing Strategy and Training Strategy). His primary area of focus was to assess the feasibility to rollout the EPM planning application to the remaining city entities. Corey also outlined future options for utilizing the EPM Warehouse for reporting purposes. He focused primarily on re-engineering current budgeting process, production support, develop query and reports for budget users, identifying configuration modifications and provide application tuning support. Additional Corey modified existing PeopleCode to demonstrate customizations identified by the facilitated fit/gap sessions. He also provided additional application engine and PeopleCode customization support.

**EPM Planning Lead**  
**Ameritas Insurance**

**11/2007 – 9/2008**

Corey held dual roles as EPM Project Liaison, SME, Team Lead and Technical developer. His other areas focused revolved around EPM setup and configuration, data modeling to create budget models based industry best practices and end user requirements, facilitating workshops (requirements gathering design and configuration), documenting configuration workbooks, providing project manager with weekly project status, develop project plan, coordinate/facilitate application testing for budget application, provide additional support for Asset and GL testing and provide production support. Corey also developed a security matrix to help facilitate security development within EPM. The technical aspect of his role required him to gather functional requirements and translate the functional requirements into functional and technical specifications, participate in the development and testing of custom ETL maps and perform performance tuning task. He also participated with the design and testing of the PeopleSoft General Ledger and Asset Management systems.

**EPM Planning Subject Matter Expert**  
**PartnerRe**

**7/2007 – 9/2007**

Corey's primary responsibilities were to assess current configuration, modify existing Ascential ETL customizations, performance tune the budget application and outline a reporting strategy for the Warehouse. Additional SQL scripts were created to facilitate testing.

**EPM Planning Business Development**  
**Services**

**5/2007**

Demonstrated new features related to release 9.0 for company considering implementing the latest release. The goal of the demonstration was to outline how the company would benefit from the latest



release of Planning and Budgeting. New functionality demonstrated included enhanced user security, balance sheet budgeting and flex formula descriptions

**EPM Planning Business Development** **4/2007**  
**Telecommunications**

Demonstrated new features related to release 9.0 for company considering implementing the latest release. The goal of the demonstration was to outline how the company would benefit from the latest release of Planning and Budgeting. New functionality demonstrated included enhanced user security, balance sheet budgeting and flex formula descriptions

**PeopleSoft Planning Lead/Trainer** **1/2007**  
**Rochester School District**

Corey facilitated working sessions to better acquaint the customer with the usage of Ascential ETL loading tool used for transferring data from PeopleSoft Financials to PeopleSoft EPM. Additional support was provided to create test data as well as provide performance tuning. Corey also developed client course materials for Planning and Budgeting end user training sessions and conducted all training classes.

**PeopleSoft Planning Lead/Trainer** **5/2006**  
**Adessa**

Corey worked with the client to outline a custom ETL process to build budget models using business unit as a dimension. He also configured the security to fit the customer requirements. Finally, he developed client course materials for Planning and Budgeting end user training sessions and also conducted the classes while providing assessments of the future configuration strategies.

**PeopleSoft Planning Lead and EPM Warehouse Member** **4/2006 – 6/2007**  
**Capella University**

Corey worked with the technical team to setup and configure the EPM Foundation and Warehouse. He also assisted with the development of Ascential ETL customizations to accommodate for PeopleSoft EPM position budgeting loading issue. Further assistance was provided to the EPM Campus Solutions Warehouse requirements gathering and data load designs. His primary area of focus was to facilitate working sessions to gather requirements, conduct fit/gap analysis, obtain model design approval and configure data models. Furthermore he developed security procedures and defined the strategy and use of the warehouse tables and data models for planning and financial reporting.

**PeopleSoft Planning Trainer** **2/2006**  
**City of Corpus Christi**

Corey developed client course materials for Planning and Budgeting end user training sessions. Conducted end-user training sessions for client and provided post-production support for EPM 8.9 Planning and Budgeting application.

**PeopleSoft Planning Lead** **5/2005 – 12/2005**  
**Countrywide**

Corey developed client allocation rules using PeopleSoft EPM allocation manager tools and debugged several application engines related to planning and budgeting. He also contributed to the custom upload budget process using PeopleCode and excel spreadsheets. He documented all end-user requirements, redesigning the budget process based on industry best practices, configuring the application to build budget models according to the redesigned process, perform application testing, train end users. Developed custom security access as it related to the client's security needs. Defined the strategy and use of the warehouse tables and data models used in the planning and financial reporting environment.

**Financial Upgrader and Planning Lead** **10/2004 – 5/2005**  
**BI Performance**

Corey installed the PIA architecture for the PeopleSoft EPM environment. Corey's primary objective was to develop several functional and technical specifications and custom SQR and Application Engine interfaces to load data into the GL and AP tables. He also led the design and implementation of several modifications to the General Ledger application and business processes. He also redesigned the

customer's budgeting process, configured the budgeting system to meet the client's business requirements, developed budget reports and provided production support for both modules. This included the analysis, definition and design of the underlying warehouse structures that would facilitate the reporting & data integration functionality. Provide training and production support for GL, AP and Budgeting.

**PeopleSoft Planning Lead** **1/2005 – 4/2005**  
**University of Minnesota**

Corey was the functional Lead for the PeopleSoft EPM Budgeting team. He provided proof of concept technical and functional design for utilizing a custom budgeting solution. Additionally he was responsible for delivering documents related to current and future budgeting process based on industry best practices, fit/gap analysis, reporting options, data modeling, and technical architecture design. Corey facilitated two CRPs for budgeting and provided a reporting strategy using EPM vs. Financials.

**PeopleSoft Planning Lead** **3/2003 – 4/2003**  
**Thrivent**

Corey's primary focus was to build/configure the planning and budgeting data models. He assisted with the development of Informatica ETL maps and performance tuning. He also coordinated testing effort between Budgeting, GL and HRMS teams, developed and executed test scripts for Budget application. Additional areas of focus were related to production support, Hyperion Essbase cube development, training, nVision development and PeopleSoft General Ledger configuration. Corey conducted EPM Planning Training sessions for budget end users. Developed all training materials along with training strategy and led the effort to ensure all users were properly trained.

**PeopleSoft Planning Lead** **2/2003 – 3/2003**  
**Mutual of Omaha**

Corey provided assistance with Asset Management PeopleCode and table customizations. He also assisted with the development of the new budgeting process, configured the application and resolved all application related issues. Additional focus was required to assess current use of Informatica ETLs versus SQL Scripts.

**PeopleSoft Planning Lead** **12/2002 – 2/2003**  
**Alliant Energy**

Facilitated workshops to outline budget process best practices, application functionality and fit/gap analysis. Developed documentation related to functional design specifications, fit/gap analysis, prototypes, model configuration, budget best practices and production support. Built and configured budgeting and business planning models based on end user requirements.

**Planning Lead** **9/2002 – 11/2002**  
**Henry Ford Health System, Essbase/PeopleSoft**

Installed and configured Hyperion Essbase Server to be used as the backend for Planning and Budgeting application. Corey created custom Application Engine and Essbase command scripts to export data from PeopleSoft and Essbase cubes. Also modified VB code to resolve budget issues related to data not displayed properly. He also developed all budget cubes and created Essbase formulas and outlines used in cubes. Provided cube performance tuning assistance. Corey coordinated testing effort between Budgeting, GL and HRMS teams. Corey provided technical support for the budgeting application.

**Financials Team Member** **1/2002 – 12/2002**  
**State Farm**

Corey defined testing strategy, test scripts and test cases. Developed documents related to testing strategy, test plans, test scripts and defect/resolution strategy. Other responsibilities included configuring the general ledger system based on end-user requirements, executing test plans, redesigning existing journal processing, training other team members and end-users how to use the system.

**PeopleSoft Planning Lead  
Nationwide, Essbase/PeopleSoft**

**2/2000 – 11/2000**

Corey was the Team Lead of the budgeting team where his responsibilities included performing fit/gap analysis, developing prototypes, defining user requirements, resolving budget application issues, provide production support, assisting with end-user training and developing budget reports. Corey created custom Application Engine and Essbase command scripts to export data from PeopleSoft and Essbase cubes. Also modified VB code to resolve budget issues related to data not displayed properly. He also developed all budget cubes and created Essbase formulas used in cubes. Provided cube performance tuning assistance.

**Planning Subject Matter Expert  
GMAC, Essbase/PeopleSoft**

**9/1999 – 12/1999**

**Corey provided production support for a General Ledger/Budgeting implementation project.**

**Planning Team Member  
Freddie Mac, Essbase/PeopleSoft**

**6/1999 – 11/1999**

Corey was a member of the budgeting team where his responsibilities included performing fit/gap analysis, developing prototypes, defining user requirements, resolving budget application issues, providing production support, assisting with end-user training and developing budget reports.

**Financial Team Member  
Financial Institution**

**11/1998 – 5/1999**

Corey defined testing strategy, test scripts and test cases. Developed documents related to testing strategy, test plans, test scripts and defect/resolution strategy. Corey was a member of the GL team where his responsibilities included assisting with fit/gap analysis, developing prototypes, defining user requirements and developed General Ledger test scripts. Corey assisted with the configuration of General Ledger Business Units and Journal templates. Corey also assisted with the design of nVision reports.

## **EDUCATION and PUBLICATIONS**

- B.S. Economics, Brown University 1994
- Higher Education User Group Conference, 'Business Intelligence Best Practices'
- South Central Regional Higher Education User Group Conference, 'Business Intelligence Best Practices'
- Higher Education User Group Conference, 'The Trials and Tribulations of Planning and Budgeting with Capella University'



## Sai Murali Pasupuleti DBA

### SUMMARY

A self-motivated, result oriented, dedicated and resourceful PeopleSoft/ Microsoft /Oracle Certified Professional offers over 17 years of strong and diverse international experience in Information systems. Sai specializes in Enterprise Application and Database Solutions and has assisted clients implementing their business, information and technology initiatives. He has extensive experience as PeopleSoft Administrator/Architect and Database Administrator in multiple platforms (MSSQL Server, Sybase and Oracle). Over 14 years of experience in SQL Server/ Sybase Administration with over 10 years of PeopleSoft Administration and Technical/Consulting Management, including 6 years of Oracle Administration and 3 years of Product management.

He has a proven track record in a variety of technical/leadership/managerial roles exceeding company and client expectations with a reputation for developing trusting relationships. He has actively Led Implementations, Cross-Platform Migrations, Upgrades, Production Support and Remote/Managed Services on PeopleSoft versions 7.x, 8.x, 9.x, MS SQL Server versions 6.5 through 2005, Oracle versions 9i and 10G in a 2-tier and n-tier Logical / Physical Architectures. He has been a key resource for several projects / companies and consistently meets deadlines. In addition, he possesses excellent Communication / Presentation / Documentation skills and strong aptitude to analyze/resolve problems.

### DATABASE ADMINISTRATION / EXPERTISE AND EXPERIENCE

- Database Administrator versed in several Database platforms including Microsoft SQL Server, Oracle and Sybase Adaptive Server

#### MS SQL Server/Sybase/WinNT/Win2000/Win2003

- Installed / Configured / Monitored / Troubleshoot / Performance Tuned / Maintained MS SQL Servers versions 4.x, 6.x, 7.x, 2000, 2005 and Sybase versions 4.x, 10.x, 11.x on Windows NT/W2K/W2K3 platforms
- Monitored Error logs / Diagnosed / Troubleshoot / Resolved system problems like Database marked suspect, correcting allocation errors, server problems, log space problem, table/index corruption, system files corrupt
- Allocated Disk space on a RAID 10, RAID 5 and RAID 1 Configuration as well as SAN, and allocated Memory between OS, Database Server, Application Server, Batch Server and WebServer etc.,
- Managed Resources (Created / Sized / Monitored / Tuned – Databases / Logs / Devices / Files / Space-Usage, Allocated and customized database segments )
- Managed Security (Logins, Users, Roles, Groups, Permissions), Granted and Revoked privileges
- Granted and Revoked Privileges on Filesystems (File/Directory sharing) – Windows Security
- Managed transactions, backup and recovery on same and across servers
- Used Litespeed to Backup and Recover databases in addition to performing native backups and recovery.
- Ensured Data Protection, Data Verification and Data Optimization
- Configured Remote Servers / Linked Servers / Setup Remote Access
- Automated Jobs / Tasks (Disk Backups, Tape Backups, Maintenance etc ), Automated tasks in SQL Server via batch files and also used SQLServer features to generate logs/reports/alerts
- Created Disaster-Recovery Plans and Completed a Full restore of Application files and database from Development Server to the future Production Server as a Test Disaster-Recovery.
- Configured/Managed Replication via snapshot / transactional replication
- Used DTS to Migrate data across SQLServers and via OLEDB sources for Oracle and DB2/AS400
- Identified Bottlenecks, Provided support on Program Coding/Debugging, Tuned/Optimized Database Performance including Tuning of Queries and Indexes
- Addressed / Suggested - Design / Architectural issues to Client DBA's as well as DBA's within the company

- Upgraded SQL Server from Version 6.5 to 7.0, 7.0 to 2000 and 2000 to 2005
- Provided Maintenance Support (Applied latest service packs from Microsoft for SQL Server)
- Assisted Client DBA on Setting up 3 Terminal Servers with Load Balancing for PeopleSoft Clients to interact from different Terminal Server user profiles proportional to the Load.
- Turned on Security Audits on all PeopleSoft Servers to perform auditing to detect internal hackers within the Client site. Worked with network team to trace firewall packets (Ethereal) and track suspected activity.

### **Oracle/Sybase/Unix**

- Installed / Configured / Monitored / Troubleshot / Performance Tuned / Maintained Oracle versions 8i/9i/10G on Red Hat Enterprise Linux versions 3/4.1/5.3 Enterprise/Advanced Servers; on Solaris8 for Sun Enterprise E4500/E5500 servers on AIX 6 and on HP-UX
- Managed Resources (Created / Sized / Monitored / Tuned – Databases / Tablespaces / Control Files / Datafiles / OnlineRedoLogs / Archived Redologs / Rollback or undo Segments)
- Managed Backup and Recovery. Performed manual backups as well as Utilized Recovery Manager RMAN. Cloned Oracle databases to create new PeopleSoft environments.
- Migrated data across databases/servers using export/import, SQL-Loader and Datapump
- Handled connectivity – Configured, Troubleshot and enabled connectivity using Net8.
- Tuned log switches by sizing/resizing redo logs in terms of size and numbers.
- Used tuning advisors to size memory structures and Pinned objects into memory for developers
- Gathered performance by running Statspack as a database job on a regular basis and used PeopleSoft's SQL Trace as a combination to troubleshoot specific performance issues.
- Gathered statistics by running “analyze” and “dbms stats”
- Used “Explain Plan” to generate execution plans and Analyzed trace files with TKPROF
- Tuned full table scan operations by adding indexes; Monitored indexes to determine usage; Performed Index reorganization; Created indexes with “nologging” option to give a performance boost during index creation for large tables; Used “parallel” option to create indexes to take advantage of Oracle's parallel processing feature; Used optimizer hints where required in SQL Statements
- Expert understanding of implementing RAC and Dataguard as part of Oracle 10G platform.
- Applied Oracle critical patches, Monitored Oracle/PeopleSoft Databases using Grid Control
- Managed Security (Users, Privileges and Roles)
- Installed / Configured / Monitored / Troubleshot / Performance Tuned / Maintained Sybase SQL Server versions 4.x, 10.x, 11.x on various platforms such as Novell Netware 4.11, SCO UNIX V3.2, R4.2, SCO Open Server 5.0, HP UX, Solaris 2.5, AIX, AT&T UNIX, Windows 4.0 at several client locations.
- Created, Monitored and Managed Databases/ transaction logs / thresholds and Space Usage
- Configured Memory, User connections, data and procedure cache, Ensured Database consistency using dbcc
- Diagnosed/Troubleshot problems like reloading a suspect database, correcting allocation errors, server problems, log space problem, table/index corruption, system files corrupt or missing.
- Demonstrated Sybase in form of training customers on theory and hands on

### **MANAGEMENT EXPERTISE AND EXPERIENCE**

- Focused Technical Support team on rapid quality troubleshooting and resolution of client issues.
- Developed support policies and Quality of Service agreements.
- Performed root cause analysis of recurrent support issues with development, deployment, and client management teams.
- Identified software performance issue and provided solutions that improved substantial performance.
- Coordinated/Directed Client CIO, Company Partners and Practice Director towards a specific path and accomplished future Proposals/Projects in order to stabilize the systems on a long-term perspective.
- Managed projects; Coordinated with Project Managers for several project engagements and met deadlines consistently
- Coordinated/Directed Partners, Directors and Sales teams for potential clients and retaining existing clients
- Was responsible to Identify, Interview and Evaluate, Hire/Terminate resources as required for projects.

- Was responsible for Allocating Resources, providing Status Reports and Expense/Invoicing on all the PeopleSoft related projects.
- Actively participated with Practice Director and provided recommendations in Project Planning, Timeline Estimation, Project Cost-Estimation/Pricing-Structure, Executive Summary Scoping etc.
- Developed/Assisted Project Scope/Plan, Migration/Upgrade Approach and Path
- Provided Recommendations on Infrastructure/Architecture, Environment Stabilization, Upgrades, Development/Migration standards, Performance, Security, Printing, Troubleshooting, Change Control and Best Practices.
- Coordinated/Directed/ Led several teams including Network team, Database Admin teams, PeopleSoft Technical/Functional teams, User Community, Offsite/Remote Support and Offshore developers
- Led Transition of onsite support to a Remote Services Model
- Demonstrated, presented and trained sales staff on product features and benefits, which lead to new accounts and enhanced customer service.

## TECHNICAL SKILLS

- ERP:** PeopleSoft Financials (Version 7.52, 8.4, 8.8,9.0)(Modules – GL, AP, AR, AM, Purchasing), HRMS/HCM (versions 7.51, 8.3, 8.8, 8.9, 9.0) (Modules – HR, Payroll, Base Benefits, Ben Admin, E-recruit), EPM, Enterprise Portal 8.4, PeopleTools 7.55 through 7.62 and 8.10 through 8.49.19
- PeopleTools:** Configuration Manager, Application Designer, Data Mover, Import Manager, Application Engine, PS Security, Process Scheduler, Process Monitor, Application Messaging Monitor, Upgrade / Change Assistant, PS/Query, Integration Broker, Ren Server, SMTP, Workflow
- Hardware:** PC's, Dell (Power Edge, Power vault), SUN Sparc, HP 9000, IBM (RS/6000 series, AS/400, Mainframe), Compaq (Proliant, Prosignia, Deskpro)
- OS:** Single user–DOS, Multiuser- Unix (SCO 5.0, HP-UX, Solaris 2.5, 8, 10, AIX), Red Hat Enterprise Linux 3/4.1/5.3, Network OS-Novell Netware 4.11, WinNT 3.51, 4.0, Windows 2000, 2003, WinNTTerm Server, Desktop–Windows 95/98/2000prof/XP Pro/Vista
- Databases:** MS SQL Server 4.2, 6.5, 7.x, 2000 and 2005, Sybase 4.x, 10.x, 11.x, 15.x, Oracle8i/9i /10G
- DBA Tools:** MS SQL Server (Enterprise Manager, Management Studio, Config Manager, Query Analyzer, SQL Server Agent, SQL Profiler, DTS, SSIS, Performance Monitor, Upgrade Advisor etc) Oracle (Grid Control, Oracle Enterprise Manager, SQL\*Plus, SQL Loader, Rman, Datapump) Sybase (Server Manager, WIsq , Sybase Central, Open Client, Monitor Server, bcp, defncopy)
- Third Party DBA Tools:** LiteSpeed 4.8.3, Spotlight 1.0.4, Foglight 4.2, Toad 8.0, 9.6, ArcServe 6.6.1
- Middleware:** BEA Tuxedo Application Server 6.5, 8.1, 9.1
- Web Servers:** BEA Weblogic 5.1, 6.1, 8.1, 9.2, IBM WebSphere, 5.1.1, Apache, IIS
- Front-End:** PowerBuilder 4.0, 5.0, Visual Basic 5.0
- Languages:** C, C++, COBOL (Micro focus Net Express Cobol Compiler 3.0), PeopleCode
- Concepts:** RDBMS/Client-Server, Object Orientation, LAN & Data Communication, SDLC, SSAD
- Case Tool:** Erwin ERX 3.0; **Version Control:** PVCS Version Manager 5.3, PVCS Tracker 5.3
- Reporting Tools:** PSQuery, nVision, Report Manager, SQR versions 4.x, 6.x, 8.x Crystal Reports 6.0,8.5, 9.0
- Remote Tools:** Cisco & Checkpoint VPN, Remote-Admin, VNC, Remote-Desktop, Symantec PC Anywhere
- Program Management:** NewMerix, E-room, Microsoft Project, MS SharePoint, Heat



## PROJECT PROFILE

<b>University of Nevada Information Systems</b>	<b>Nov '09 – Present</b>
Senior Database Administrator (PeopleSoft Enterprise Applications, Multiple databases including Oracle and SQL Server)	
<b>Independent Consulting/Business</b>	<b>Jan '07 – Present</b>
<ul style="list-style-type: none"> <li>• Denovo (formerly Nakoma Group Enterprise Solutions) Lead PeopleSoft/Oracle-SQL DBA, Technology Center Manager/Remote Services</li> <li>• The College Of New Jersey – Ewing, NJ Technical Lead/Lead PeopleSoft/Oracle DBA</li> <li>• Salt River Pima Maricopa Indian Community – Scottsdale, AZ Lead PeopleSoft / SQL DBA</li> </ul>	<b>Jan '07 –Present</b>  <b>Jan '09 – Sep '09</b>  <b>Jan '07 – Sept '07</b>
<b>Rapidigm-Fujitsu Consulting, Pittsburgh, PA</b>	<b>May '99 – Oct '06</b>
Worn multiple hats with Progressive experience from Senior Consulting to Engagement Manager roles Sr. Consultant / Engagement Manager (Lead PeopleSoft Administrator/DBA/SQL-Oracle DBA)	
<ul style="list-style-type: none"> <li>• Rapidigm-Fujitsu PeopleSoft/Oracle Practice</li> <li>• Southern UTE Indian Tribe –Durango, CO</li> <li>• Dollar Thrifty Automotive Group – Tulsa,OK</li> <li>• Southern UTE Indian Tribe –Durango, CO</li> </ul>	<b>Mar '01 – Oct '06</b> <b>Mar '06 – Oct '06</b> <b>Nov '05 – Feb '06</b> <b>Aug '04 – Oct '05</b>
<b>Sr. Consultant / Technical Manager (Lead PeopleSoft/SQL-Oracle DBA)</b>	
<ul style="list-style-type: none"> <li>• IBM BCS/PennNational MutualCasualty –Harrisburg,PA</li> <li>• University Of Colorado Hospital - Denver, CO</li> <li>• CSK Auto Inc - Phoenix, AZ</li> <li>• Rockwell Automation - Milwaukee, WI</li> <li>• Phelps Dodge Corporation - Phoenix, AZ</li> <li>• Abercrombie &amp; Fitch - Columbus, OH</li> </ul>	<b>Jan '04 – Jun '04</b> <b>Jun '03 - Dec '03</b> <b>Mar '03 - May '03</b> <b>Dec '02 – Mar '03</b> <b>Feb '02 – Nov '02</b> <b>Oct '01 – Jan '02</b>
<b>Sr. Consultant (Lead PeopleSoft/SQL -Oracle DBA)</b>	
<ul style="list-style-type: none"> <li>• The Rouse Company - Columbia, MD</li> <li>• Ariba Inc., - Bay Area, CA</li> </ul>	<b>Jun '01 – Oct '01</b> <b>Nov '00 – May '01</b>
<b>Principal Consultant, Senior PeopleSoft/SQL Server DBA</b>	
<ul style="list-style-type: none"> <li>• Price Water House Coopers / Vail Associates Inc - Vail, CO</li> <li>• Arthur Andersen / SouthernUTE IndianTribe –Durango, CO</li> </ul>	<b>Mar '00 - Oct '00</b> <b>May '99 - Mar '00</b>
<b>Salem Associates Inc., Norcross, GA</b>	<b>Sep '97 – May '99</b>
Sr. Consultant, Senior DBA/Administrator (SQL Server/NT)	
Home side Lending Inc - Jacksonville, FL	<b>May '98 - May '99</b>
Adesa Auctions Inc - Indianapolis, IN	<b>Sep '97 - May '98</b>
NIIT Ltd., Madras, India	<b>Nov '93 - Aug '97</b>
<b>Product Manager / Techno-Marketing / Training / Technical Support Manager / Database Administration (Sybase Products and Microsoft SQL Server)</b>	
<b>Hewlett Packard India Ltd.</b>	<b>Jan '93 - Oct '93</b>
Systems/Database Analyst Responsible for coding, testing, implementation and Support of a Sales Application using Sybase 10, PowerBuilder 4.0	
<b>Toshniwal Hyvac Pvt. Ltd.</b>	<b>Feb '92 - Jan '93</b>
Systems Analyst	



Responsible for analysis, design, coding and testing of a Sales Monitoring System using Sybase 4.2, Unix SVR4

**University of Nevada Information Systems**  
**Senior Database Administrator**

**Nov '09 – Present**

**(PeopleSoft Enterprise Applications, Multiple databases including Oracle and SQL Server)**

- The Nevada System of Higher Education (NSHE), which is comprised of two universities, a state college, four community colleges and one environmental research institute, is deploying the Oracle application suite statewide, in order to benefit from cost savings and efficiencies gained through data standardization and streamlined applications management. In addition, NSHE leverages Oracle Database and Oracle Enterprise Manager / Grid-Control to more efficiently provision new technology, as well as provide a centralized view of critical applications and their underlying databases. This enables NSHE to automate and accelerate IT maintenance and patching.
- NSHE currently uses Oracle Enterprise Manager to manage 75 databases and 83 application servers; it will also use it to provision and monitor PeopleSoft Enterprise Campus Solutions.
- Serving as a Lead Database Administrator to the ERP System / Database Administration team in collaboration with Technical, Functional and the User-community
- Evaluated and authorized Oracle/PeopleSoft Installation to run Install verification tests and provide go/no-go decision on retaining those environments.
- Cloned PS/Oracle environments from QA to Production.
- Worked with Development team to migrate objects from source to target environments
- Migrated data between PeopleSoft/Oracle environments using Oracle's Data Pump and PeopleSoft's Datamover tools.
- Applied Maintenance Pack 8 to Demo and Dev environments
- Applied Oracle critical patch updates
- Monitored Oracle/PeopleSoft Databases using Grid Control
- Managed Backup and Recovery - Performed manual cold backups as well as Utilized RMAN for Hot backups and to Schedule via Grid Control.
- Troubleshot LDAP authentication for PeopleSoft/Oracle users
- Researching requirement for Data-Guard and RAC environments for High availability for the University
- Utilized SharePoint as part of collaboration and Footprints for raising and resolving tickets
- Installed Quest STAT tool in order to use for PeopleSoft iNtegrate project for the University's Implementation
- Created Migration Workflows in STAT for Change Management and tracking purposes.
- Attended STAT training

**Tools:** PeopleTools 8.49.15, PeopleSoft Enterprise Campus Solutions 9.0, Financials and EPM 9.0, HCM 9.0, Weblogic 9.2, Tuxedo 9.1, Crystal , 9.0, Oracle 9.2, 10G and 11G, Windows 2003, AIX 6, Sun Solaris 5.9, Quest STAT 5.5.3

**Independent Consulting/Business**

**Jan '07 - Present**

Technology Center Manager  
 Lead PeopleSoft/Oracle-SQL DBA

**CLIENTS**

**The College Of New Jersey – Ewing, NJ**

**Jan '09 – Present**

**Technical Lead – Project Manager, PeopleSoft / Oracle DBA**

- PeopleSoft Financials re-implementation from version 7.5 to 9.0 (General Ledger with Commitment Control, Accounts Payable, and Purchasing)
- Worked with PeopleSoft Solutions Director and Functional Project Manager to define Project Standards/Controls
- Worked with Technical team and DBA's to create Technology Plan including planning/designing Instances, Migration approach, Capacity planning and Sizing requirements, Conversion, Interfaces, Patch and Fix Strategy
- Guided PeopleSoft Functional and Technical teams to develop Conversion Strategy for converting data from 7.5 to 9.0





- Installed PeopleSoft Financials 9.0 on an Oracle 10G / RHEL 5.3 platform, Applied PeopleTools 8.49.19 and Financials 9.0 Cumulative Maintenance Pack 8
- Guided DBA's in PeopleSoft Installation process, Patches/Fixes, migrating data from 7.5 to 9.0 and troubleshooting/resolving issues like Application server startup, Report viewer, 3-tier connection performance etc.
- Managed Backup and Recovery - Performed manual backups as well as Utilized RMAN.
- Cloned Oracle databases to create new PeopleSoft environments.
- Utilized Datamover, Datapump and DB Links to migrate data between environments on same and across servers
- Actively participated in Interface design meetings to understand inbound and outbound interfaces between Financials and other PeopleSoft (HR/SA) / third party systems, Client requirements for Financials 9.0 and recommended changes to leverage PeopleSoft Technology using Integration Broker, Excel to CI, Application Engine, SQR etc.
- Attended Fit-Gap sessions to discuss existing Business processes and potential gap analysis.

**Tools:** PeopleTools 7.62.02, 8.44.10, 8.49.19 PeopleSoft Financials 7.52, 8.8 SP1, 9.0, Weblogic 6.1/8.1, 9.2, Tuxedo 6.1/8.1/9.1, Crystal 8.5, 9.0, Oracle 9.2, 10G, Windows 2003, Sun Solaris 5.9, Red Hat Enterprise Linux 5.3

**Denovo (formerly Nakoma Group Enterprise Solutions) Technology Center  
Denver/Florida/Remote Services**

**Jan '07 - Present**

- Managed Denovo's Technology Center / Lab
- Installed and maintained PeopleSoft Financials and HRMS versions 8.x and 9.0 on Windows 2003 in a Virtual Server host environment for use by consultants and clients.
- Installed PeopleSoft databases on Oracle / Linux and SQL Server / Windows platforms
- Setup complete infrastructure including PeopleSoft File Server, Database Server, App Server, Batch Server, Report Server, Web Server, PIA, PeopleBooks, EMHub and Agents
- Applied Maintenance Packs, Bundles and Tax Updates using Change Assistant.
- Troubleshot issues like App Server Startups, Web Service startups, Payroll processing Cobol errors, Oracle Instance crash.
- Currently Upgrading PeopleSoft HCM 8.9 to 9.0 from Tools 8.46 to 8.49
- Performed database administration on multiple platforms (Oracle and SQL Server).
- Wrote scripts for monitoring/reporting disk space utilization, server and service availability
- Administered, maintained, upgraded and monitored Unix / Windows servers in support of Technology and Upgrade Lab.
- Created Windows Terminal Services Profile/accounts, Security and scripts for Practice- Managers and Consultants for 2-tier and 3-tier signons.
- Maintained secure firewall throughout to secure appropriate use by consultants and clients.

**Tools:** PeopleTools 8.49.11, 8.46.06, 8.45.09, 8.44.10, PeopleSoft HRMS 8.8 SP1, HRMS and Campus Sol 8.9, 9.0, Financials 8.8 SP1, 9.0, Weblogic 8.1, 9.2, Tuxedo 8.1/9.1, Crystal 9.0, Oracle 9i, 10G, MS SQL Server 2000, 2005 Windows 2003, Virtual Server 2005, VMware, RHEL version 3/4 Enterprise Server, LiteSpeed 4.8.3, Spotlight 1.0.4, Foglight 4.2, Toad 8.0, 9.6.

**The College Of New Jersey – Ewing, NJ  
PeopleSoft Assessment**

**Sept '07**

- The College of New Jersey was in process of evaluating their options for resuming an obsolete upgrade (2004) to their PeopleSoft Financials system, currently on Version 7.5. Included in the upgrade are the General Ledger, Payables, and Purchasing modules.
- Assessed their readiness for the financial upgrade and aided with the review of the previous work done.
- This Upgrade Assessment engagement focused on understanding the current practices and concerns/problems the college has in using the PeopleSoft Financial modules and identifying potential issues with resurrecting the previously started upgrade to PeopleSoft 8.8 and the benefits of re-starting the upgrade versus re-implementing to a newer version.



- Reviewed all modifications made to date, to the 7.5 version and also the upgraded PeopleSoft 8.8 database, to determine its viability in use moving forward.
- Used best practices of Upgrade Assessment methodology, and, factors impacting the upgrade time and resources were reviewed.
- Recommended a strategy for completing an upgrade / re-implementation to either version 8.8, 8.9 or 9.x.  
**Tools:** PeopleTools 7.62.02, 8.44.10, PeopleSoft Financials 7.52, 8.8 SP1, Weblogic 6.1/8.1, Tuxedo 6.1/8.1, Crystal 8.5, Oracle 9.2, Windows 2003, Sun Solaris 5.9

**Salt River Pima Maricopa Indian Community – Scottsdale, AZ**

**Jan '07 – Sept '07**

Lead PeopleSoft Administrator/ SQL Server DBA

**Accomplishments**

- Actively involved in providing support on PeopleSoft Applications, systems and databases on SQL Server platform
- Installed new PeopleSoft systems including all tiers of PeopleSoft.
- Rebuilt new PeopleSoft Servers and migrated environments from a source to target server.
- Implemented Integration Broker as part of Integration between PeopleSoft HRMS and Financials by setting up Gateways, Integration Nodes etc.
- Implemented Disaster-Recovery environment related to PeopleSoft Apps and Databases.
- Designed, Developed and Deployed automated scripts to get 3-tier workstation installed so user's may independently install nVision tool and IT teams could install PeopleTools.
- Applied Tax Updates to North American Payroll 8.9
- Applied Bundles onto PeopleSoft HRMS 8.9 and Financials 8.8 environments
- Provided Recommendations on Infrastructure, Upgrades, Performance
- Troubleshoot issues including PeopleSoft and SQL Server Performance, Process Scheduler, Cobol issues, Workflow email issues via SMTP
- Mentored other dbas and Technical folks

**Tools:** PeopleTools 8.46.07, PeopleSoft HRMS 8.9 SP1 Financials 8.8 SP1, Websphere 5.1.1, Tuxedo 8.1, Crystal 9.0, MS SQL Server 2000, Windows 2000/2003/XP, LiteSpeed 4.8.3, Spotlight 1.0.4, Foglight 4.2, HEAT Ticketing system

**RAPIDIGM-FUJITSU., Pittsburgh, PA**

**May 99 – Oct 06**

Sr. Consultant / Engagement Manager / Technical Manager (Lead PeopleSoft Administrator / SQL Server – Oracle DBA)

**CLIENTS** - The following and several other Multi-Clients / Multi Projects

**Rapidigm -Fujitsu PeopleSoft/Oracle Practice**

**Mar 01 – Oct 06**

Lead PeopleSoft Administrator/DBA/SQL-Oracle DBA/ Windows Administrator

- Served as Lead PeopleSoft DBA-Developer on PeopleSoft /SQLServer
- Carrying out PeopleSoft Implementation/Maintenance on HRMS8.3/Tools8.18, Financials 8.0/Tools8.18, Enterprise Portal 8.4
- Actively Involved in demo system setup on PeopleSoft HRMS 8.8/Tools 8.45 and Financials 8.8/Tools 8.45

**Accomplishments**

- Gone above and beyond in exceeding company's expectations
- Setup complete infrastructure including PeopleSoft FileServer, Database Server, AppServer, BatchServer, ReportServer, WebServer, PIA, PeopleBooks
- Created WindowsNT Terminal Services Profile/accounts, Security and scripts for Practice-wide Managers and Consultants for 2-tier and 3-tier signons.
- Implemented Resource Management using Application Messaging between HR and Fin
- Setup of the complete PeopleSoft infrastructure for HRMS8.8, Financials8.4 and Portal8.8
- Mentored other dbas and Technical folks in the practice

**Southern UTE Indian Tribe –Durango, CO**

**Aug 04 – Oct 05, Mar 06 – Oct 06**

Sr. Consultant / Engagement Manager (Lead PeopleSoft/SQL Server DBA/Windows Administrator)

- Progressive experience from Senior Consultant to Engagement Manager.
  - The UTE's originally implemented PeopleSoft HRMS 7.51 and Financials 7.52 in October 1999. Between 2000 and 2004 the UTE's have grown much that they've extremely expanded their BusinessWes/Entities. In 2003, Systems were upgraded to HRMS 8.3 and Financials 8.4.
  - Several consulting firms were providing services between 2000 and 2004. As a result of this and several other variables like lack of training, Ute's PeopleSoft systems were troublesome with millions of dollars being wasted and User Community getting frustrated by the in-effective support provided throughout the years.
  - A shared services team was formed in 2004 to head PeopleSoft systems for all Business entities. In August 2004 Sai was called by the UTE's CIO and Company's partner to Manage their existing PeopleSoft systems under shared services and get things under control including providing necessary support to Users.
  - Collaborated closely with, and reported to the Client CIO, Company Partner and Company Oracle/PeopleSoft Practice Director. Ute was able to make tremendous improvements to their PeopleSoft applications because of the hands-on supervision.
- Tools:** PeopleTools 8.20.06, 8.42.15, 8.47.05, PeopleSoft HRMS 8.3 SP1 Financials 8.4, Weblogic 5.1, 6.1, 8.1, Tuxedo 6.5, Crystal 8.5, 9.0, MS SQL Server 2000, Windows 2000/2003/XP, Newmerix Program Manager, MS Office, Visio, Zen track ticketing system, E-room, Dell PE 1850, 2850, 6300,6600,7850

### Accomplishments

- Actively involved in Assessment/Pruning PeopleSoft Architecture and systems.
- Provided Recommendations on Infrastructure, Environment Stabilization, Upgrades, Performance, Security, Printing, Troubleshooting, Change Control and Best Practices.
- Coordinated/Directed Client CIO, Company Partner and PeopleSoft Practice Director towards a specific path and accomplished future Proposals/Projects in order to stabilize the client's systems on a long-term perspective.
- Actively participated with Practice Director and provided recommendations on Project Planning, Timeline Estimation, Project Cost-Estimation/Pricing Structure, Executive Summary Scoping
- Coordinated/Directed several teams including Network team, PeopleSoft Technical / Functional teams, User Community and Offshore developers
- Identified and provided a precise report on Bundle/Patch discrepancies in Financials and HRMS systems
- Responsible to identify, evaluate, hire/terminate/roll-off resources as needed for projects.
- Coordinated with Project Managers for all the engagements and met deadlines consistently
- Responsible for allocating resources, providing Status reports and Expense/Invoicing on all the PeopleSoft related projects for this client.
- Upgraded PeopleTools from 8.42.15 to 8.47.05 and Tax updates
- Mentored client/team-members on DBA Activities, Production/Development support, Financials SP2 Upgrade.
- Led Transition of onsite support to a Remote Services Model
- Installed, Configured, Performance Tuned, Troubleshot, Patched all layers of PeopleSoft Environments in a very complex and inconsistent setup
- Migrated PeopleSoft non-prod environments from an obsolete DELL Poweredge to PE7850
- Provided recommendations and implemented PeopleSoft Security and related Network Security in conjunction with the Network team.
- Consolidated nVision configs and layouts to standardize architecture.
- Provided tremendous amount of Remote Support to clients with seamless and high amount of productivity.

### Few of several issues Trouble shooted

- Resolved several unstable issues in Report Distribution, Crystal check printing, nVision disconnects, PeopleSoft Printing etc. in a complex setup and constantly changing environment with 3 firewalls between Business entities in multiple locations



- Abnormal shutdown issues of Windows 2000 OS, Database Servers, Process Schedulers, AppServers, Webservers– related to internal hacking, port changes etc.
- PeopleSoft domain admin account lockouts.
- Workflow email issues via SMTP transfers–related to IP changes,Ironport installs etc
- Troubleshot User’s crystal 2-tier after IP changes in the network
- Tuned Journal Generator performance by rebuilding indexes.
- Installed Renserver in order to resolve Inability of reports being run to window
- Troubleshot nVision drilldown linking to a wrong URL, after IP changes

**Dollar Thrifty Automotive Group – Tulsa,OK**

**Nov 05 – Feb 06**

Sr. Consultant / Engagement Manager (Lead PeopleSoft/SQL Server DBA)

Dollar Thrifty Automotive Group, Inc. a Fortune 1000 Company headquartered in Tulsa, Oklahoma with more than 8,300 employees are located mainly in North America. PeopleSoft HRMS 8.8 environments were run on a SQL2000/Windows environment.

**Accomplishments**

- Led Performance Tuning effort on a PeopleSoft Payroll 8.9 / SQLServer2000 / Windows 2003 environment and provided major improvements in their Payroll calculation and Confirmation.
- Directed/Mentored client on PeopleTools upgrade effort from 8.44.05 to 8.45.18
- Directed/Mentored client on Applying Bundles onto their PeopleSoft HRMS/Payroll system
- Troubleshot PeopleSoft HRMS, Payroll and CRM systems

**IBM BCS/PennNational MutualCasualty –Harrisburg, PA**

**Jan 04 – Jun 04**

Sr. Consultant / Technical Manager (Lead PeopleSoft/SQL Server DBA)

- IBM implemented Financials 8.4 / Tools 8.42.06 with GL and AP modules at Penn National. The system went live in Dec ‘03 but ran into several Performance issues like online voucher edits, online/batch voucher posts, deadlocks etc.
- Accomplishments
- Actively involved in Tuning Performance of the system
- Applied GL/AP Bundles to Financials and Upgraded PeopleTools from 8.42.06 to 8.43.14
- Provided Recommendations on Infrastructure, Upgrades, Performance and Mentored client /team-members

**University Of Colorado Hospital - Denver, CO**

**Jun 03 to Dec 03**

Sr. Consultant / Technical Manager (Lead PeopleSoft/SQL Server DBA)

Actively Involved in PeopleSoft Upgrade for HRMS 7.51 to 8.8 on Tools 7.62 to 8.43.01 in a SQLServer 2000/Windows 2000 Environment and E-Recruit Implementation

**Accomplishments**

- Setup Complete Infrastructure and Application including Internal Intranet Webserver for Managers/Employees and External Web server for E-Recruit Applicants
- Single-handed Upgrade effort without logging a case to PeopleSoft
- E-Recruit Implementation involving new Functionality for Recruiters, Managers, Employees and External Applicants
- Setup homepage link for External Applicants to pass through secure authentication from Hospital’s Employment page
- Setup and Troubleshot Applicant Index / Applicant Search as part of E-Recruit module
- Recommended/Modified Crystal Reports to run via Batch Server instead of bypassing PeopleSoft, by developing online objects (Portal Registry Structures, Menu, Components, Pages, Records, Process Definitions, Process Types)
- Provided Production Support and Trained Client on Methodologies
- Applied Bundles / Fixes to Demo through Production environments

**CSK Auto Inc - Phoenix, AZ**

**Mar 03 to May 03**

Sr. Consultant / Technical Manager (Lead PeopleSoft DBA/Upgrade Consultant)

CSK Auto, headquartered at Phoenix, AZ, is the largest specialty retailer of automotive parts and accessories in Western United States and one of the largest such retailers in the United States, based on store count

### **Accomplishments**

- Mentored/Assisted client on PeopleSoft Upgrade for HRMS 7.51 to 8.8 on Tools 7.62 to 8.42 and for Financials 7.52 to 8.4 on Tools 8.42 in an Informix/HP-UX platform.
- Assisted in troubleshooting and resolving Informix/Informix issues in a timely fashion and expediting the project in an efficient and effective path

### **Rockwell Automation - Milwaukee, WI**

**Dec 02 – Mar 03**

Sr. Consultant / Technical Manager (Lead PeopleSoft DBA)  
(PeopleSoft/Oracle/Solaris)

Rockwell Automation is a leading industrial automation company focused to be the most valued global provider of power, control and information solutions

Actively Involved in PeopleSoft Implementation on HRMS8.3/Tools8.18 and Financials8.4/Tools8.41

### **Accomplishments**

- Built Production/Test Environments for HRMS and Automated Batch Process Monitoring
- Troubleshoot and Resolved localization problem on Tuxedo for NT Batch Server and Unix Application Server based on environment settings Vs startup.
- Installed / Configured / Monitored / Troubleshoot / Performance Tuned / Maintained and Managed Resources Backup and Recovery Oracle 9i on Solaris8 for Sun Enterprise E4500/E5500 servers and HP-UX
- Performed manual backups as well as Utilized Recovery Manager RMAN. Cloned Oracle databases to create new PeopleSoft environments. Established Disaster recovery procedures
- Handled connectivity – Configured, Troubleshooted and enabled connectivity using Net8.

### **Phelps Dodge Corporation - Phoenix, AZ**

**Feb 02 – Nov 02**

Sr. Consultant / Technical Manager (Lead PeopleSoft/SQL Server DBA/Windows Administrator)

Phelps Dodge embarked upon an aggressive PeopleSoft HRMS 8.3 Upgrade that also included a platform migration from Oracle8 / HP-UX 10 to MSSQLServer2000 / Win2000

### **Accomplishments**

- Designed, Developed and Deployed the complete end-to-end combined Single-handed Migration/Upgrade effort in an aggressive project from PeopleSoft HRMS 7.51 Tools 7.59 on Oracle8/HP-UX to HRMS 8.3 Tools 8.17 on MSSQLServer 2000 / Windows 2000 and Provided Production Support.
- Migrated Selective Security and Queries and got rid of 3000+ queries from the pre-go-live environment. Assisted client in configuring IIS/Weblogic plugin

### **Abercrombie & Fitch - Columbus, OH**

**Oct 01 – Jan 02**

Sr. Consultant (Lead PeopleSoft DBA)

- Led the technical team for the Financials (GL, AP, AR, AM, Projects) Upgrade from version 7.0.2 to 8.x / tools 8.15 on a DB2/OS390 platform
- Assisted client in Payroll Interface for HRMS 8.x Implementation
- As part of HRMS development team Sai was involved in Development, Implementation and testing phases of payroll Interface and accomplished the following tasks. Creation of records, menus, components, pages, process definitions etc.
- Developed/Documented Project Scope, Plan/Upgrade approach/Path
- Migrated projects for modified objects from one environment to other in the financial module to have consistency in all the upgrade testing environments
- Modified custom SQRs from version 7 to work in 8.0 for 1099 Vendor/Voucher Discrepancies
- Modified Interfaces from version 7 to work in 8.0 for Loading Purchase order lines as well as receiver lines and some other customized SQRs into the PeopleSoft database
- Performed Panel Modifications for Voucher distribution lines



- Troubleshooting contact for Process Schedulers/Application Servers
- Identified risks and issues and kept the client constantly informed of possible trouble spots and helped them direct their efforts efficiently around problem areas.

**The Rouse Company - Columbia, MD**

**Jun 01 – Oct 01**

Sr. Consultant (Lead PeopleSoft/Oracle-SQL DBA/Windows Administrator)  
(Led the Migration effort of PeopleSoft HRMS on DB2/AS400 to SQLServer/NT)

**Accomplishments**

- One of the first project in any PeopleSoft environment to perform this kind of migration
- The system was live on Production in a PeopleSoft HRMS on DB2/AS400 platform
- Modules included HR, Payroll, Base Benefits and Ben Admin on a Tools 7.56 release
- Project scope was to get the old PeopleSoft system on DB2/AS400 migrated onto a MS SQL Server/NT environment on a Tools 7.61 release

**Ariba Inc., - Bay Area, CA**

**Nov 00 – May 01**

Sr. Consultant (Lead PeopleSoft/SQL Server DBA/Windows Administrator)  
(Production Support for PeopleSoft Financials Environment, PeopleSoft Upgrade project from 7.x to 8.x on MS SQL Server platform, Project for Data warehousing group)

**Accomplishments**

- Successfully upgraded from HRMS 7.5 to 8 SP1 in five weeks and be one of the first Companies to do so.
- Simultaneously worked on several projects (PeopleSoft HRMS Upgrade, Financials Production Support, Project for Decision support systems, External Upgrade Assessments, Support for Internal PeopleSoft Practice Implementation) round the clock

**Price Water House Coopers / Vail Associates Inc - Vail, CO**

**Mar 00 - Oct 00**

Principal Consultant, Senior PeopleSoft/SQL Server DBA

**Accomplishments**

- Mentored/Trained Client DBA on PeopleSoft and SQL Server Database Administration activities
- Trained Consultants from PeopleSoft Inc at Vail Resorts on Performing Upgrades/Fixes on Application Updates, Tax Updates etc. to bring up the system to latest and greatest, after Installation of PeopleSoft HRMS 7.51 / PeopleTools 7.57

**Arthur Andersen / Southern UTE Indian Tribe –Durango, CO**

**May 99 - Mar 00**

Principal Consultant, PeopleSoft Administrator/Senior SQL Server DBA

**Accomplishments**

- Sole DBA responsible for establishing and maintaining PeopleSoft Infrastructure including PeopleSoft Financials, HRMS, SQL Server, Windows NT, Kronos Time system and implementing the necessary hardware components
- Maintained several PeopleSoft environments including Demo, Playground, Configuration, Dev, Conversion, Test, QA, Train, Production and Copy etc in HRMS/Financials
- Automated HR Accounting lines migration from HR to Fin by supplementing GL Interface.

**SALEM ASSOCIATES INC., Norcross, GA**

**Sep 97 – May 99**

Senior Consultant, Senior DBA/Administrator (SQL Server/NT)

Gone above and beyond in exceeding company's expectations

**CLIENTS**

**Home side Lending Inc - Jacksonville, FL**

**May 98 - May 99**

(Worked in Development, Testing, Production, Y2K Support on MS SQL Server 6.5, 7.0)

**Accomplishments**

- Addressed design and architectural issues for performance and efficiency improvements, Supported and Upgraded 35 MS SQLServers and 100+ Databases on Version 6.5 and 7.0 Ran a Y2K Test Lab



with a LAN Administrator and a developer, hosting 15 Applications, 30 SQL Servers and 120+ databases having sizes from 200Meg to 100 Gig

**Adesa Auctions Inc, Indianapolis, IN** **Sep 97 - May 98**  
**(Worked in Development, Testing, Production on MS SQL Server 6.5)**

- Installed, Maintained, Monitored, Troubleshot SQL Servers 6.5
- Found solution for a customized report by using DDE principle from Erwin Case tool.

**NIIT Ltd., Madras, India** **Nov 93 - Aug 97**

Product Manager / Techno-Marketing / Training / Technical Support Manager / Database Administration  
 (Sybase Products and Microsoft SQL Server)

- Wore multiple hats - was responsible for Managing, Techno-Marketing, Installation, Training, Technical Support and Administration of Sybase (Sybase Database Server, Replication Server, Sybase SQL Anywhere, Sybase IQ, Sybase Open Client, Power Bulider) and Microsoft Products (MS SQL Server) at Several Customer locations
- Partnered with customers, sales, marketing and development - Interpreted and Translated client language/business requirements to sales/marketing teams to position products for specific requirements.
- Demonstrated, presented and trained sales staff on product features and benefits, which lead to new accounts and enhanced customer service.
- Demonstrated, presented and trained clients on Sybase products and Microsoft SQL Server.
- Focused team on rapid troubleshooting and resolution of client issues while maintaining quality.
- Developed support policies and Quality of Service agreements.
- Performed root cause analysis of recurrent support issues with development, deployment, and client management teams.
- Identified software performance issue and provided solution that improved substantial performance.
- Provided Database Support/Administration to clients on Sybase and Microsoft SQL Server

**HEWLETT PACKARD India Ltd.** **Jan '93 - Oct '93**

Systems/Database Analyst  
 Responsible for coding, testing, implementation and Support of a Sales Application using Sybase 10, PowerBuilder 4.0

**TOSHNIWAL HYVAC Pvt. Ltd.** **Feb '92 - Jan '93**

Systems Analyst  
 Responsible for analysis, design, coding and testing of a Sales Monitoring System using Sybase 4.2, Unix SVR4

**MADRAS INDUSTRIAL LININGS Ltd.** **Jun '90 - Feb '92**

Programmer Analyst  
 Design, coding, testing of loans and schemes accounting of a Payroll System using C++, Foxpro 2.5, Sybase 4.2, Unix SVR4

**EDUCATION**

Bachelors in Engineering; Graduate in Software Technology and Systems Management

Training in Oracle 9i Enterprise Database Administration

Training in PMP (Project Management Professional)

**CERTIFICATIONS**

PeopleSoft Certified Technical Consultant



Microsoft Certification in SQL Server 2000 System Administration (MCDBA)

Oracle 9i/10G Certification in Database Administration (OCPDBA)

PMI Project Management Professional (PMP), in progress



## Satya Raj Kanaparthu

### PS Admin.

#### SUMMARY

- **Over 16 years of experience in IT** in the design, development and implementation of software systems at senior levels in both technical and functional capacities.
- **Over 14 years** of extensive experience in Customer support, functional study, process and GAP analysis, systems Design, **Customization, Coding and Implementation, Security, Enterprise Integration and Report Development of PeopleSoft Applications.**
- **Over 2 years working experience in Developing applications** using Oracle 6.0/7.X, SQL, PL/SQL, Developer 2000, Forms 4.5 and Reports 2.5 with a working knowledge in HTML, Java Script, UNIX and C.
- **Over 4 years working experience** in hosting PeopleSoft applications with **MS SQL Server databases** – Resolving Customers issues, fixing/Testing bugs and providing resolutions
- **Conversion specialist, PeopleSoft Systems Admin, STAT Admin and Code Migrator** in a Major PeopleSoft upgrade team for one of the industry leader in Public sector. Also involved in HR Upgrade project of HCM 9.1 and Enterprise Portal 9.1 as a Portal administrator and security administrator.
- Exceptionally skilled in installing, upgrading, developing and managing Enterprise Portal 8.1, 8.4, 8.8, 8.9 and 9.0 applications (Content Workgroups, New Publications, Iscript and HTML Pagelets, Portal Registry etc..) and PeopleSoft Mobile Applications.
- **Portal and Security Admin/Lead** in the PeopleSoft FSCM 8.9, **HCM 8.9 and Enterprise Portal 8.9 Implementation** team for one of the major city in California.
- Over 3 years of functional experience as Assistant Research Officer/ Assistant Executive Engineer in APERL working on Irrigation projects.
- Over 2 years of functional experience as Junior & Deputy Manager in SAIL working on Civil Engineering Projects.
- Expert skills in People Tools, People Code, PS Process Scheduler, PS Integration Broker, PS Query, Data Mover, SQR, Component Interface, Application Engine, Business Interlinks, PS Query, Crystal reports and PS/nVision.
- Technically proficient and expert in **PeopleSoft module design, upgrade, interfacing, and migration, security administration, LDAP configuration, Workflow**, Kerberos integrated desk-top single signon, maintenance, reports, using PeopleCode and various PeopleTools.
- Technically proficient with the latest web technologies like **Web services, WSRP, SOA, SAOP messages, WSDL, UDDI** etc.
- Self-trained in Oracle Identity Manager.
- Functionally proficient in **gathering and analyzing requirements** to successfully design and implement PeopleSoft modules based on customer needs.
- Received numerous '**Exceptional Service awards**', **accolades and kudos** from PeopleSoft customer base.
- **Excellent communication/interpersonal and leadership Skills.**
- Solid management skills. Demonstrated proficiency in leading and **mentoring individuals to maximize levels of productivity** while forming cohesive team environment.

#### TECHNICAL SKILLS

PeopleSoft	<ul style="list-style-type: none"><li>• PeopleSoft Enterprise Portal 8.0/8.4/8.8/8.9/9.1, PeopleTools 6.xx/7.xx/8.1x/8.4x/8.5x, HRMS 6.0/9/1, FSCM 7.0/8.8/9.0</li></ul>
Languages	<ul style="list-style-type: none"><li>• PeopleCode, Java 2, SQL, PL/SQL, SQR</li></ul>
Web	<ul style="list-style-type: none"><li>• HTML, XML, JavaScript, WSDL, SOAP, Web services</li></ul>
Databases	<ul style="list-style-type: none"><li>• Oracle, MS SQL-Server, DB2, MS Access</li></ul>
Operating Systems	<ul style="list-style-type: none"><li>• Unix (Solaris, HPUX), Linux, Windows, MS-DOS</li></ul>
Middleware	<ul style="list-style-type: none"><li>• BEA TUXEDO</li></ul>
Reporting Tools	<ul style="list-style-type: none"><li>• Crystal Reports, SQR, PS/nVision</li></ul>

Other Software	BEA Weblogic, IBM Websphere, Netscape iPlanet directory, MS Office, Novell Directory, Quest Software(STAT and TOAD), Time Machine, Oracle Identity Manager
Security	PeopleSoft, Web services, Kerberos integrated desktop SSO, SSL

## PROJECTS AND PROFESSIONAL EXPERIENCE

### Delaware North Inc.,

Dec 2012 – To-date

#### Role: HCM9.1 Portal and Security Admin

**Tools:** PeopleSoft HCM 9.1, PeopleSoft HCM 8.8, Tools 8.44.12/8.52.07, SQL Developer 3.2.2, Oracle 11g

#### Responsibilities:

- Lead the Security effort for the Delaware North Inc., in identifying the requirements and providing the required access.
- Implemented row level security by business unit, location, emplid etc., for both field and corporate users in DNCINC.
- Worked on the Pagelet security for HR dashboards.
- Resolved numerous security defects that came up during the implementation
- Conducted user sessions for requirement gathering.
- Provided Query security depending on the user access and created Query trees/access groups.
- Lead the go-live effort from the security in decommissioning the old instances and moving into the new ones.
- Worked on the Recruiting module.
- Involved in decommissioning the current Production environment, creating the read only access to all users without impacting their access.
- Created read only permission list, roles and users without impacting the existing super users.
- Worked on Security Strategy and Solution design documents for current go-live as well as for decommissioning the existing HR implementation.
- Go-to person on Security.
- Support Post Go-Live on HCM 9.1.

### CalPERS

Jan 2009 – Nov 2012

#### Role: Data Conversion Lead, Data Masking Architect, PeopleSoft Systems, Portal and Security Admin, PeopleSoft Migrator, STAT Admin

**Tools:** PeopleSoft Financials 8.8, PeopleSoft HCM 9.1, Enterprise Portal 9.1, Tools 8.49.10/8.50.15/8.51.10, 8.52.07 SQL Developer 1.5.3, Oracle 10g & 11g, STAT, Time Machine, TOAD, Kerberos Authentication

#### Responsibilities:

- Lead the FSIP Data conversion effort and fixed numerous data conversion related issues.
- Supported over 12-16 PeopleSoft instances at any given time as a Systems Admin
- Ran numerous mock runs to correct the data issues.
- Involved in decision making on the source data requirements to suite the data conversion on PeopleSoft.
- **Delivered the Physical architecture design and specs**
- **Delivered the Data migration process Architecture and specs.**
- Involved in writing up the FDD, TDD and designing the integrated desktop single signon with Kerberos
- **Worked on the PeopleSoft – Kerberos Architecture and specs.**
- **Worked on the Pagelets and Homepage Design of HCM Applications portal.**
- **Worked on Navigation collections to display the quick links as per the user requirements**
- Installed **Tools 8.52.07** in personal laptop for troubleshooting purposes.
- **Setup FTP for Interfaces and Web services for integration to third party systems.**
- Developed interfaces to receive and to send receivables data to the feeder systems.
- Upgrade of Tools 8.50 from the 8.49 tools version
- Designed the conversion of the Legacy long term receivables.

- Designed the conversion of the Customer ID's, legacy receivables, attributes etc.,
- Designed and delivered the custom Data Masking approach for PeopleSoft application in masking the personal data like name, SSN, Address, account numbers etc.,
- Installed and Implemented Time Machine software for conducting time based System Test and Integrated System test.
- Developed and secured the PeopleSoft application using the self-signed digital certificates using keytool utility.
- Secured integration broker channels with self-signed digital certificates.
- Created and implemented self-signed certificates for REN Server using OPENSLL utility.
- Created weblogic filters to block all incoming SSL connections except for a few workstations.
- Code Migration between PeopleSoft applications using STAT tool and with the PeopleSoft delivered Copy Project functionality.
- Compared the databases to make sure that the code is at sync.
- Used Data Mover tool for loading the setup data
- Worked with Production staff on nVision reports deployment and troubleshooting.
- Involved in the server level configuration setup of XML Publisher, fonts and barcodes.
- Developed data masking scripts and Programs using Database links for masking import data.
- Go to guy for all system, migration and conversion data related issues.
- Used EXCEL to CI functionality to load converted data into PeopleSoft.
- Involved in replicating and troubleshooting the security vulnerabilities especially with PeopleSoft Portal technologies.
- Involved in Enterprise Portal 9.1 implementation/requirements discussions and HCM 9.1 upgrade project.
- Involved in PeopleSoft delivered Data Masking functionality and AWE implementation.
- Involved in prototype design used for decision making of go/no go decision on Enterprise portal hosting HR self-service applications.
- Involved in Kerberos Single signon implementation for HR self-service applications.
- Worked on IBM Clear quest and HP Quality center for logging/documenting the defects.

**Kaizer Permanente****April 2008 – Jan 2009****Role: Solution Architect****Tools:** SQL Developer 1.2.1, Oracle 10g, PeopleSoft Enterprise Portal 8.9, FSCM 89, HCM89, Tools 8.48**Responsibilities:**

- Taken the COATT tool live in seven months, a major achievement in Kaizer Permanente.
- Database Administration and sizing of all Oracle 10g Legacy remediation databases
- Delivered the Physical architecture design and specs
- Delivered the Data migration process Architecture and specs.
- Involved in technical specifications design for LR applications design and approval.
- Supported over 100 applications that connect to the Legacy remediation (LR) applications.
- Go to guy for all data related issues
- Involved in developing interfaces to receive and to send Old chart of accounts and Universal chart of accounts data to the feeder systems.
- Worked on the data sync between the LR Databases.
- Worked with the ETL development team for data synchronization of the translated Chart of Accounts in the legacy systems
- Worked on Remedy for logging the issue and tracking the Implementation problems.
- Worked on Webservices and Solution Design Documents for the new Outpatient Pharmacy Project.
- Worked on the technical specs of the Provider (Doctors) integration and solution document.
- Worked on HL7 Messages.

**City of Sacramento****Jan 2007 – March 2008****Role: Senior Technical Consultant, Enterprise Portal Admin/Lead, Security Admin/Lead****Tools:** PeopleSoft Enterprise Portal 8.9, FSCM 89, HCM89, Tools 8.48 PS Security, Workflow**Responsibilities:**

- Enterprise Portal and Security Admin/Lead in PeopleSoft Implementation of FSCM 89, HCM 89, ELM 89, EPM 89 and Enterprise Portal 89 on PeopleTools 8.48 for a large US City

- Setup of Implementation Portal using PeopleSoft Enterprise Portal database with links to different Implementation environments.
- Setup of Single signon for FSM, ELM, EPM and HCM environments on Enterprise Portal.
- Created Pagelets for Portal FAQ's, PeopleBooks links, Project plan links & updates, Implementation databases single link access.
- News Pagelets for Project progress updates/notices.
- Worked on conversion of the existing users to a different format using an SQR during the post production.
- Branding of Portal Homepage, Designed the signon page for City of Sacramento
- Setup on My Reports Pagelet by integrating it with FSM and HCM using Integration Broker.
- Worked and created Navigation Collections for existing and new content references.
- Guest Page Design of Enterprise Portal
- Setup LDAP Authentication on PeopleTools 8.48 in Linux environment for single signon with Novell Directory Services.
- Worked on load balancer/SSL accelerator setup for PeopleSoft.
- Designed and Implemented the PeopleSoft access security and row Level security from the scratch.
- Setup PeopleSoft security for FSCM and HCM users.
- Used Integration Broker to do User Profile Sync and Role Sync
- Installed Portal packs and setup of Self service applications.
- Worked on FSCM(AP) Conversion and Interface programs
- Modified the delivered Crystal checks and reports on AP module.
- Worked on outbound/inbound interfaces for FSCM 89 implementation.
- Worked on PS-Query, Application Engine, Integration Broker setup, Component Interfaces (EXCEL to CI), File Layout and Business Interlinks.
- Worked on Time and Labor Self service application (row level) security and setup.
- Worked on loading the Load testing users on HCM, FSCM and Portal.
- Worked on Navigation collections and Folder collections for self service applications and Pagelets.
- Worked on design and development of workflow for GL, AP, Travel and expenses, and ePro modules.
- Created on Favicons for the City of Sacramento Enterprise Portal.
- Worked on Integrated Workflow worklists.
- Supported Post Go-Live on FSCM and HCM for Portal, security and Workflow.
- Worked on Remedy for logging the issue and tracking the Post production support problems.

## Oracle Corp.

March 2004 – Dec 2006

### Role: Principal Support Engineer

**Tools:** PeopleSoft Enterprise Portal 8.0/8.4/8.8/8.9/9.0, **PS Security**, Mobile Applications, Application Development PeopleTools, MS SQL-Server database

#### Responsibilities:

- Serving the entire Oracle's Enterprise Portal support team by providing support for the entire team catering to their needs **by building and backing up databases on MS SQL server database platforms for PeopleSoft Enterprise Portal and other applications.**
- Guiding the team in giving top class customer support by continuous teaching and mentorship. Providing the organization with many useful tips and techniques documents. Assisting the team with escalated technical issues as well as customer management.
- Successfully troubleshoot different issues with Enterprise Portal 8.4/8.8/8.9 Content Management (and gave training presentations) specifically on News publications and Content Workgroups.
- Successfully troubleshooted and resolved numerous issues with Verity search, HTML Pagelets, Iscripts and Portal registry.
- Setup of Integration broker and worked on the messages. Technically proficient with the latest web technologies like **Web services, WSRP, SOA, SAOP messages, WSDL, UDDI** etc
- Successfully completed upgrade projects and change assistant implementation projects and made special fix pack/maintenance pack databases ready for team on demand.
- Followed the quarterly curriculum of presenting technical and functional brown bag sessions.
- Key player in understanding and implementing industry leading Enterprise Integration.
- Travelled to other countries like India and conduct training and knowledge transfer sessions.

- Participate in conference calls with hot customers and help the other team members with various technical escalations via Internal Assistance Requests.
- Work on any new technologies that Oracle enterprise team is going to incorporate into the upcoming releases and transfer the knowledge to the entire floor.
- Received numerous 'Exceptional Service awards', accolades and kudos from our PeopleSoft customer base.

### **PeopleSoft Inc.**

**Aug 1999 – Feb 2004**

To be the technical interface to customers for resolution of problems related to the installation, recommended maintenance and use of PeopleSoft products. Requires complete understanding of all PeopleSoft products in the respective competencies and in-depth knowledge of several products and/or platforms. Should be highly experienced in multiple platforms and be able to complete assigned duties with minimal direction and Guidance.

#### **Role: Sr. Support Analyst**

**Tools:** App Dev Tools, PS Security, Business Interlinks, Application Engine, Crystal Reports, PS Query, Import Manager, PeopleBooks, End user Training, MS SQL-Server database

#### **Responsibilities:**

- The project entails excellent analytical skills and a strong functional understanding of the PeopleSoft applications.
- Worked on all **Versions of PeopleSoft Applications and Tools** across databases and Hardware platforms. Offered Support services in the area of Enterprise **PORTAL Applications, Reporting Tools, Integration Tools** and **Application development tools** for all stages of the implementation.
- Supported the most current release of **Enterprise Portal Applications (Portal Registry, Content Management, Search Indexes, Verity, Portal Pagelets, Portal Templates, Home page Creation etc.,)**
- Multi platform and version specific **testing** was undertaken to replicate the problems of the customers and debug them.
- Contributed to **fix bugs** in the application while working in close association with the development team. Worked closely with Development and supported new tools and Applications.
- Resolved over 7000 technical issues, created over 1000 solutions with most of them posted on PeopleSoft Customer Connection, created numerous Tips and Techniques Docs for both internal use and for customers, Created FAQ's, Resolved numerous Technical escalations, Mentored number of Analysts both in USA and internationally.
- Worked with the renowned clients of the PeopleSoft helping them troubleshoot the problems and errors that they get while using PeopleTools in general, **Reporting Tools** in Particular like **Queries, Crystal, Tree Manager, nVision, SQR, Cube Manager** (Essbase, Cognos), **Process Scheduler** etc., **Integration Tools** in particular like **Business Interlinks, Application Messaging** etc., and **Application Development Tools** in particular like **Application Designer, Security, Portal, Mobile, PeopleSoft Internet Architecture(PIA)** etc., Installation, working and troubleshooting of **PeopleBooks, Installation, Upgrade, developing and maintaining of Enterprise Portal Applications.**
- Received numerous 'Exceptional Service awards' and kudos from our PeopleSoft customer base.
- Supported the client customizations if they are within the scope of the delivered PeopleSoft table structure and had given the possible solutions with all reporting tools of PeopleSoft Applications.
- Well conversant with the CRM Tools like **Vantive** and Motive and used **Lotus notes** extensively for customer support.

### **Comp-U-Tech Corp.**

**Mar 1999 – Jul 1999**

#### **Client – County of Napa**

This project deals with PeopleSoft (HRMS AND FINANCIALS) up gradation from version 6.0 to 7.0. Worked on trouble shooting places in FINANCIALS (AR Module) during the Up gradation and in the Time and Labor Module of HRMS.

**Role:** Programmer/Analyst

**Tools:** PeopleSoft 6.0/7.0 (HRMS & FINANCIALS), Informix

#### **Responsibilities:**

As a **Programmer/ Analyst** on this implementation, my responsibilities include the following:

- Reviewed the existing customized Time Cards System Panels, Records and PeopleCode (**Time and Labor**) and presented a detailed report as was required.
- Customized the built in **SQR's** in Time and Labor Module to client's requirement.

- Customized **Crystal reports**.
- Checked, Corrected and Customized Payments panels in the AR module using **Application Designer** for display and data entry (eg., N\_PAYMENT\_EXPRESS2 etc).
- Checked, Corrected and Customized **PeopleCode** for the Payments panel related fields in the **AR module** after the Upgradation according to the Client's requirement (eg.,FUNCLIB\_AR\_PS.AR\_FUNCTIONS FeildFormula).
- Designed the panel default settings for testing mode to show the difference between the production database and the testing database.

**Optech Inc.****Jul 1998 – Feb 1999****Client – Park Memorial Hospital**

Project Deals with the Design and Development of Benefit, Payroll and Time and Labor calculations of Parkland Memorial Hospital with **PeopleSoft 7.0 Human Resources Management system (HRMS)**. This project includes Designing Benefit Information, Define Benefit plans, Customize Benefit programs with the Benefit/Deduction Program Table Group, adopted Benefit program for health plans, life and AD/D plans, Dental Plans, Establishing rate and calculation rules, Garnishments, Payroll Taxes, Setting up Employee Payroll Data, calculating pay, Defining Payroll Taxes, Customizing Payroll and Tax Reports etc. Earnings, Deductions, Pay Calendars, Pay Groups, State Tax, Local Tax panels were customized as part of Pay Roll Process.

**Role:** Programmer/Analyst**Tools:** PeopleSoft HRMS 7.0, Oracle**Responsibilities:**

- Customized different in built **SQR's** in benefits, Payroll and Time and Labor to client's requirement.
- Developed new reports using **PS Query** and executed through **Crystal reports**.
- Developed new reports using **SQR** to insert new data into database and to retrieve data from the database.
- Customized and created on line panels using **Panel Designer** for display and data entry.
- Written **PeopleCode** for the new fields and to the old fields to customize the product according to the Client's requirement.
- Used **Process Scheduler** to make SQR's available from within PeopleSoft and schedule various periodic reports.

**CBSI Ltd.****Jan 1998 – Jun 1998****Training and In-house Project**

The objective of this project was to ensure that specific functional needs of the company were met and to maintain its **GL,AR and HRMS modules** on PeopleSoft 6.0. Modifications include application records, tables, panels, SQR reports and crystal reports.

**Role:** Programmer/Analyst**Tools:** PeopleSoft HRMS 6.0, Oracle**Responsibilities:**

- Used **Data Designer** to built record definitions, created tables and views to enforce row level security. Created search records using existing or new record definitions.
- Customized and created on line panels using **Panel Designer** for enhancements.
- Created derived work records to calculate the computed values dynamically.
- Used **Menu Designer** to make them available at the application level.
- Attached **People Code** in the record definition for validation, set default values, dynamically derived values for panels and to modify the existing People Code to meet the current business requirement without affecting the rest of the system.
- Used **Data Mover** to import data from other Databases.
- Used **Import Manager** to import data from Flat files.
- Customized AR objects as per the specifications.
- Modified existing **Crystal, PS/nVision** reports and the **Queries** involved in the reports.
- Modified and Developed complex **SQR** reports to suit the needs of the company.
- Interfaced **PS Query** with **Crystal Reports**.
- Used **Process Scheduler** to make SQR's available from within PeopleSoft and schedules various periodic reports.

**Panorama Computers Pvt. Ltd****Mar 1997 – Dec 1997**

### **Expowin-Export Management System**

Expowin is projected to be the total software solution for export documentation to be used by many countries in all over Europe. It can be used to make an invoice and from there on for making the lists and labels involved in packing and delivering the goods. It makes the documentation for Export according to the destination country. At present, there are three proposed versions for Expowin. They are:

1. Standard German Version. 2. Swiss Version. 3. Austrian Version.

Some of the common Features are –

Stamm or Master, Vorgang or Process, Verpackung or Packaging, Formular or Forms, Parameiterung or Parameters.

**Role:** Developer

**Tools:** SQL, PL\SQL, Forms 4.5, Reports 2.5

**Responsibilities:**

- Programmed **database Triggers, Stored Procedures, Functions and Package to implement business procedures using PL/SQL.**
- Generated Reports using **Reports2.5.**
- Testing and Integration of the System.
- Created **unit test plans** and performed unit tests.
- Documentation of the system.

### **Panorama Computers Pvt. Ltd**

**Jul 1996 – Feb 1997**

#### **Export-Import management System**

This system is projected for a German based company, which manufactures the salts and chemicals. It incorporates the features of SAP – r2 that reads the data from the SAP database into temporary databases and deals with the complete management of sales and exports with the efficient document printing.

**Role:** Developer

**Tools:** SQL, PL\SQL, Forms 4.5, Reports 2.5

**Responsibilities:**

- Programmed database Triggers, Stored Procedures, Functions and Package to implement business procedures using PL/SQL.
- Generated Reports using Reports2.5.
- Testing and Integration of the System.
- Created unit test plans and performed unit tests.
- Documentation of the system.

### **Andhra Pradesh Engineering Research Laboratories (APERL)**

**Aug 1993 – Jun 1996**

The Andhra Pradesh Engineering Research Laboratories (APERL) is a premier R & D organization of Government of AP established in 1945 as Hyderabad Engineering Research Laboratories (HERL). It is one of the oldest Research Institutions in the country. It is located adjacent to Himayatsagar Reservoir, 20 Km away from the City of Hyderabad.

**Role:** Assistant Research Officer / Assistant Executive Engineer

**Tools:** Auto CAD, Advanced Silt deposit calculation technology

**Responsibilities:**

- Involved in the estimation of present capacity of reservoir and the rate of sedimentation by conducting reservoir surveys.
- Involved in crop land acreage estimation under command area.
- Involved in change detection studies in river morphology upstream.
- Involved in other applications related to water resources development and management studies.
- Conducted systematic capacity surveys of reservoirs and collection of concrete data regarding the problems in view of the risks involved in silting and proposing remedial measures.
- Conducted capacity surveys using the highly sophisticated “Integrated Boat Mounted Bathymetric System (IBS)”

### **Steel Authority of India Ltd (SAIL)**

**Jun 1991 – Aug 1993**

Steel Authority of India Ltd. (SAIL) is a steel producing Fortune 500, Public Sector Company with 7 steel plants through out the country.

**Role:** Junior/Deputy manager

**Tools:** Civil Constructions

## TRAINING

- Technical training in PeopleSoft Security.
- Functional training in PeopleSoft Enterprise portal 8.8
- Functional Training on FSCM 8.8
- Functional Training on HCM 8.9
- Technical training in PeopleTools.
- Technical training in Server Administration
- Technical training on PeopleTools Upgrade
- Oracle Database 10g: Administration Workshop I
- Completed Fundamentals of Supervision and Management 1 and 2 from LasPositas Community college.

## EDUCATION

- **Bachelor of Engineering Sciences in Civil Engineering, Grade Excellent**  
National Institute of Technology - Silchar, India
- **Post Graduate Diploma in Computer Applications**  
Panorama Computers Pvt. Ltd, Mumbai