

Frederick Carnes

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Education

University of Pennsylvania

Certificate

Philadelphia, Pennsylvania

Graduating October 2019

Coding BootCamp - Full Stack Developer Program

Employment History

UNIVERSITY OF PENNSYLVANIA

Union Shop Steward

July 2012 – Present

- Earned the trust and respect of my co-worker's to be voted the Union Shop Steward in less than one year.
- Negotiate, proofed, and approved contracts for the Collective Bargaining Unit with the University.
- Responsible for scheduling overtime for 30 employees.
- File and conference for grievances due to contract violations.
- Resolve compensation, accrued time issues, and coworker friction for the shop.
- Maintain an assigned area of the campus on a daily basis.
- Ensure the planting and trimming of plants, trees, and pulling of weeds is completed as needed.
- Mulching, fertilizing, and policing of the area.
- Snow Removal.

Fortress Protective Services, Inc

Operations Director

May 2006 – June 2010

- Consulted with clients daily to ensure that they were receiving the best possible service.
- Supervised 2 area managers, 17 site managers and approximately 160 employees.
- Responsible for all training, supervision, and human resource management functions of approximately 160 employees.
- Conducted performance reviews on all employees on a yearly basis covering work quality, attendance and uniform appearance, in order to meet the standards for promotions and raises.
- Reduced overtime by 25% in first 3 months of being promoted to Operations Director.
- Responsible for ensuring all accounts were staffed with qualified people. Over a period of 6 months, cross trained employees working in different locations to efficiently cover absences, resulting in reducing overtime from 3.9% to 2%, a \$2000 per week savings.
- Obtained an employee turnover rate of less than 33% in an industry with an average turnover rate of 125%.
- Performed all interviews of potential employees, and the discipline of current employees.
- Worked with all of the outside vendors to provide main office, and 17 remote locations, with anything needed. From office supplies to new security cameras, to HVAC repairs and new lights.
- Implemented the Company Drug Free workplace policy. Found non-evasive, cost effective, drug tests that could be administered in our office, with results in 15 minutes. Resulted in an average savings of \$103 per test over using traditional drug testing.

United States Army 82nd Airborne Division

Sergeant / Infantry Team Leader / Operations Non Commissioned Officer In Charge

October 2001 – May 2006

- Personally selected to be a part of the Presidential security team that was taken from Afghanistan to Pakistan for the March 4th US Presidential visit in 2006 protecting President George W. Bush.
- Responsible for over \$10M worth of equipment.
- Performed over fifty raids on enemy and suspected enemy compounds over the span of 3 combat tours. Duties entailed being a rifleman in Afghanistan to being a Team Leader in both Afghanistan and Iraq.
- Non-commissioned Officer in charge of the Tactical Operations Center. Authorized the arrival and departure of every patrol that was involved with the Forward Observation Base my company occupied, as well as the recording of any intelligence and patrol positions that the patrols would report.
- Maintained constant communication with supply channels to ensure that the company had the materials that were needed on a day to day basis.
- Responsible for training, accountability, health, moral, welfare, and providing guidance for the professional development of a five member team.
- Investigated pay discrepancies for a 120 person company resolving all issues under strict time lines and restrictions.

Performed all personnel management functions for US government contractors including pay, vacations, and planned absences. • Devised and implemented a training plan to insure smooth transition of daily running and organization of the company's Operations office. • Company Physical Security Non Commissioned Officer. • Responsible for composing daily intelligence reports and presenting them to the Commander.

Professional Skills

HTML
CSS
Javascript
jQuery
React.js
node.js
Bootstrap
Flexbox
MongoDB
Express.js

Projects

All Projects can be seen on my Portfolio - <http://www.carnesdev.com>

Hangman: **Technology Used** - HTML5, CSS3, JavaScript, Bootstrap. **Deployed on** - GitHub Pages.

"An app created to explore my use of Vanilla JavaScript in conjunction with Bootstrap. Created the classic "Hangman" game."

Star Trek RPG: **Technology Used** - HTML5, CSS3, jQuery, Bootstrap. **Deployed on** - Github Pages.

"A turn-based RPG game where you select your ship then selects an enemy to fight. Continue until you beat all available enemy ships, or you die."

Game of Thrones Trivia Game: **Technology Used** - HTML5, CSS3, jQuery, Bootstrap. **Deployed on** - Github Pages.

"A trivia Game that expanded on my knowledge of Bootstrap, CSS3, and jQuery. Bringing audio into the project."

LIRI: **Technology Used** - Node.js. **Deployed on** - Github

"A Command-Line App that must be downloaded from Github to use. It takes commands to access some functions with API's that have been used in the app."

Bamazon: **Technology Used** - Node.js, MySQL. **Deployed on** - Github

"A Mock Amazon app that must be downloaded from Github to use. It will show a list of items (for sale) and allow you to (buy) them. Then it will update the database accordingly. (No real items or money involved)."

Friend Finder: **Technology Used** - HTML5, CSS3, Node.js, Express.js, jQuery, Bootstrap. **Deployed on** - Heroku.

"A profile matching app that selects other users most like you from a list of questions that you answer"

Project Management System: **Technology Used** - HTML5, CSS3, Node.js, Express.js, jQuery, Handlebars, MySQL, Express Session, Bootstrap. **Deployed on** - Heroku.

"A group project. We made a fully functional project management app for landscaping businesses. Including - foreman and manager views and abilities, Jobsite tracking with map overview, cost of material and labor tracking, and customer requests."

Clicky Game: **Technology Used** - React.js, HTML5, CSS3, Bootstrap. **Deployed on** - Github Pages

"A React.js app that mimics the classic memory game."