

ROBERT S. TODD, PH.D.

ASSOCIATE PROFESSOR OF COMPUTER APPLICATIONS AND INFORMATION SYSTEMS
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January 25, 2013

EXPERT OPINION EVALUATION OF ACADEMICS AND WORK EXPERIENCE

Name: Mello De Andrade Figueira, Gustavo

Institution: Uniabeu Centro Universitario

Years of Study: At least two years

Award: Titulo de Tecnologo in Computer Networks

Date of Award: December 2006

Country: Brazil

Qualifying Experience and Training: At least twelve years

Field of Experience and Training: Information Technology

Academic Equivalent in the United States:

DEGREE:

- BACHELOR'S DEGREE IN INFORMATION TECHNOLOGY

This evaluation report relies solely upon copies of documents provided by Mr. Mello De Andrade Figueira to be authentic and true copies of those documents. There are no apparent grounds to disbelieve the authenticity and accuracy of the documentation presented on behalf of Mr. Mello De Andrade Figueira. This evaluation report is advisory for the customer who requested it. The evaluator is not responsible for how this evaluation report will be used, is not responsible for damages resulting from such use, and provides no assurance as to how this candidate will perform on the job.

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The following evaluation reflects the academic credentials as well as the work experience attained by Mr. Gustavo Mello De Andrade Figueira during the course of his academic and professional career. This evaluation was completed based on a review of Mr. Mello De Andrade Figueira's diploma from Uniabeu Centro Universitario, his employment letter from Gemalto do Brasil Cartoes e Terminals Ltda., and his resume. An analysis of Mr. Mello De Andrade Figueira's employment experience as well as his attainment of a Titulo de Tecnologo in Computer Networks from Uniabeu Centro Universitario forms the basis for the following evaluation. Mr. Mello De Andrade Figueira has completed at least twelve years of progressively responsible qualifying work experience in Information Technology, and related areas.

ACADEMICS

- Uniabeu Centro Universitario is an accredited institute of higher learning in Brazil.

Uniabeu Centro Universitario's Titulo de Tecnologo in Computer Networks program requires graduation from high school and competitive entrance examinations for admission and enrollment. Mr. Mello De Andrade Figueira completed all qualifying academic course work subsequent to his enrollment in the institute. In December 2006, he completed examinations and was awarded a Titulo de Tecnologo in Computer Networks. In addition to having completed his course work in general studies, Mr. Mello De Andrade Figueira has fulfilled the requirements in his area of concentration, Computer Networks, which earned him a Titulo de Tecnologo in Computer Networks from the institute.

The course work required by Uniabeu Centro Universitario's Titulo de Tecnologo in Computer Networks program is substantially similar to at least the first two years of required course work leading to a Bachelor's Degree from an accredited institution of higher learning in the United States. Mr. Mello De Andrade Figueira completed at least two years of specialized courses in his area of concentration, Computer Networks, as well as in other related subjects.

Having reviewed Mr. Mello De Andrade Figueira's academic history, it becomes apparent that Mr. Mello De Andrade Figueira has satisfied requirements which are substantially similar to those required toward the completion of at least the first two years of course work in a four-year Bachelor's Degree program at an accredited institution of higher education in the United States.

PROFESSIONAL EXPERIENCE

Mr. Mello De Andrade Figueira has completed at least twelve years of specialized training and work experience in Information Technology, and related areas. During this period Mr. Mello De Andrade Figueira assumed professional responsibility, under supervision, at a level of employment commensurate with Bachelor's level training. To demonstrate specialized

training, experience, and employment which is commensurate with baccalaureate-level training in Information Technology, an individual in Mr. Mello De Andrade Figueira's position must evidence that he has learned specific skills and has received specific training which normally is obtained during a Bachelor's Degree program in Information Technology.

A Bachelor's Degree in Information Technology at an accredited institution of higher education in the United States typically requires a demanding curriculum consisting of courses in Computer Programming, Information Systems, Operating Systems, Database Theory, Networking, Local Area Networks, Wide Area Networks, Systems Analysis, Business Systems Simulation, Web and Internet Applications, Information Technology, and other related course work. The student completing such a degree program also is required to demonstrate, through rigorous testing and challenging case studies, knowledge of various theories and methods in Information Technology and related areas. In the following paragraphs detailing Mr. Mello De Andrade Figueira's work experience, it becomes apparent that he has acquired the same knowledge obtained in such a degree program by virtue of his professional training and experience.

When substituting work experience for education in granting a college-level equivalency in the United States, any on-the-job employment experience can not merely be substituted for academic course work without further detailed assessment. Rather, the nature and quality of the actual employment must be closely examined along with the duration of employment in order to grant the appropriate educational equivalency. Further, it must be demonstrated that experience which is substituted for education must include the theoretical and practical application of specialized knowledge required at the professional level in the field of Information Technology. As detailed in this section, Mr. Mello De Andrade Figueira's work experience clearly meets these requirements.

From June 2000 through June 2004, Mr. Mello De Andrade Figueira was employed by Instituto Nacional da Propriedade Industrial as a Senior Support Analyst. During this period, his responsibilities included administering Unix systems and Linux and Windows servers, planning and implementing an information security policy, handling Sun Cluster 3.0 and IBM HACMP 4.4 cluster administration, managing and designing the TCP/IP network, using tools and technologies such as IBM Websphere 4.0, Jboss, Tomcat, Linux, Windows, Unix, Solaris, Sun Cluster 3.0, and Informix RDMS, and other related duties.

From July 2004 through June 2006, Mr. Mello De Andrade Figueira was employed by Kern Technologies do Brasil Ltda. as a Network Administrator. During this period, his responsibilities included developing and administering the Captive Portal based on Linux, PHP, MySQL, and Shell Scripts, administering Linux and Windows servers, providing Cisco platform support, managing and designing TCP/IP, HPNA, and wireless networks, using tools and

technologies such as BGP4, Cisco, Linux, Windows, MySQL, Shell Scripts, and PHP, and other related duties.

From June 2006 through October 2006, Mr. Mello De Andrade Figueira was employed by Fidelity IT Servicos em Informatica Ltda. as a Unix Support Analyst. During this period, his responsibilities included working on an HP project, providing multi-platform Unix support, supporting Logical Volume Manager for a storage team, creating a multi-platform Shell script that takes the full inventory of servers for disaster recovery, using tools and technologies such as Unix, Linux, Tru64, Solaris, Aix, HP-UX, and Shell Scripts, and other related duties.

From October 2006 through November 2007, Mr. Mello De Andrade Figueira was employed by Drogarias Pacheco S/A as a Senior Support Analyst. During this period, his responsibilities included handling HP-UX system administration, supporting DB2 RDMS and SAP ERP, working with the HP EVA6000 platform, handling Frame Relay network administration on Cisco 1800 series routers, administering Linux and Windows servers, using tools and technologies such as SAP, Linux, Windows, Cisco, SAN, and HP-UX, and other related duties.

From November 2007 through January 2008, Mr. Mello De Andrade Figueira was employed by Fidelity IT Servicos em Informatica Ltda. as a Support Analyst. During this period, his responsibilities included working on an HP project, creating DRP for Brocade and McData switches and directors, IBM SVC storage virtualization, SVC copy services, and IBM DS8000 storage systems, working on business continuance planning for SAN and storage systems, using tools and technologies such as IBM, SAN, HP, ISO 27000, ITIL, and SVC, and other related duties.

From February 2008 through the present, Mr. Mello De Andrade Figueira has been employed by Gemalto do Brasil Cartoes e Terminals Ltda. as an Integration Engineer. During this period, his responsibilities included servicing, troubleshooting, installing, commissioning, and repairing integration systems, handling development projects, working with Oracle products, administering Unix systems, integrating Service Manager on LATAM customers using 2G and 3G SIMCARDS standards, supporting Oracle RDMS and third party software, using tools and technologies such as PostgreSQL, MySQL, Visibroker, Weblogic, Jboss, Tomcat, Oracle, Unix, Linux, and Solaris, and other related duties.

The foregoing summary of Gustavo Mello De Andrade Figueira's professional experience itemizes his responsibilities during a period of at least twelve years of employment experience and training in the concentration of Information Technology.

After assessing the specifics of Mr. Mello De Andrade Figueira's work experience in detail, it becomes apparent that the responsibilities throughout his career are indicative of university level course work in Information Technology, and related subjects. The knowledge obtained during Mr. Mello De Andrade Figueira's work experience directly corresponds to the

knowledge obtained by a student completing a Bachelor's Degree program in Information Technology consisting of a curriculum with the courses listed above. Additionally, the length of time along with the nature and quality of Mr. Mello De Andrade Figueira's work experience demonstrates that his experiential history includes the theoretical and practical application of specialized knowledge required at the professional level in the field of Information Technology.

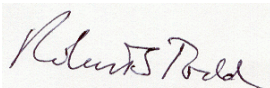
Further, Mr. Mello De Andrade Figueira's twelve-plus years of employment reflect experience and training in positions of progressively increasing responsibility. His achievement further illustrates his application of relevant and specialized skills and training by superiors and peers that demonstrate the equivalent of university level training in Information Technology and related areas.

Additionally, the Citizenship and Immigration Services have established that three years of work experience and/or specialized training is equivalent to one year of university-level training. Mr. Mello De Andrade Figueira completed the time equivalent of at least four years of university-level academic training in Information Technology. Mr. Mello De Andrade Figueira's work experience and training in Information Technology, and related areas, affirm that Mr. Mello De Andrade Figueira's academic and experiential qualifications are equivalent to university-level training in Information Technology.

SUMMARY

On the basis of the credibility of Uniabeu Centro Universitario, the number of years of course work, the nature of the course work, and considering at least twelve years of work experience and professional training in Information Technology, and related areas, Mr. Mello De Andrade Figueira has attained the equivalent of a Bachelor's Degree in Information Technology from an accredited institution of higher education in the United States.

The foregoing evaluation of Gustavo Mello De Andrade Figueira has been completed by me, Dr. Robert S. Todd, this day of January 25, 2013. In my position as Associate Professor of Computer Applications and Information Systems in the School of Business at University of Bridgeport, I have the authority to grant college level credit for experience, training, and/or courses taken at other U.S. or international universities.



Robert S. Todd, Ph.D.
Associate Professor of Computer Applications and Information Systems,
School of Business,
University of Bridgeport, Bridgeport, Connecticut.

Brief Summary of Evaluator's Credentials

Dr. Robert S. Todd, Associate Professor of Computer Applications and Information Systems, School of Business, University of Bridgeport, Bridgeport, Connecticut; Bachelor of Science in Aerospace Engineering, Georgia Institute of Technology; Master of Business Administration (M.B.A.) in Management Information Systems, University of Bridgeport; Master of Science in Computer Science, Polytechnic University, Brooklyn, New York; Ph.D. in Computer Science, University of Connecticut.

Dr. Todd is currently an Associate Professor of Computer Applications and Information Systems in the School of Business at University of Bridgeport, a fully accredited university. In this role, Dr. Todd's responsibilities include granting academic credit for work experience through the university's IDEAL program, an adult continuing education program, by assessing whether knowledge attained during a period of employment in a certain field corresponds to the knowledge attained during college courses in the same field.

Dr. Todd is an authority in the fields of Computer Science, Computer Information Systems, Information Technology, and Business Administration. He also has professional and academic experience in Engineering and related areas. His research has been well received. Contributions from his research can be viewed in numerous publications and academic journals.

In his various capacities, Dr. Todd routinely evaluates students with foreign educational and experiential credentials because approximately 80% of the student body of the School of Business at the University of Bridgeport is comprised of foreign nationals. He is thus familiar with foreign educational systems and has had extensive experience reviewing foreign academic and work experience credentials in various disciplines. Before becoming a professor, Dr. Todd worked for 16 years in various engineering and business capacities. His previous employers include Bell Helicopter (Ft. Worth, TX), Fischer AG Bearings (Schweinfurt, Germany), NASA (Marshall SFC -- Huntsville, AL), and Pitney Bowes (Stamford, CT).



University of Bridgeport

School of Business

February 22, 2012

To Whom It May Concern:

This is to confirm that Robert S. Todd is a fulltime member of the faculty of the School of Business at the University of Bridgeport. The University of Bridgeport is fully accredited by the New England Association of Schools and Colleges (NEASC), the Connecticut Board of Higher Education, and the Association of Collegiate Business Schools and Programs (ACBSP).

Dr. Todd has earned a Ph.D. in Computer Science from the University of Connecticut, an M.S. in Computer Science from Polytechnic University (Brooklyn, NY), an M.B.A. from the University of Bridgeport, and a B.A.E. (Aerospace Engineering) from the Georgia Institute of Technology. Additionally, Dr. Todd has 16 years of professional experience in a variety of engineering and managerial positions in industry.

In his capacity as Associate Professor of Computer Applications and Information Systems, Dr. Todd is authorized and qualified to grant "life experience" credits through the University of Bridgeport's IDEAL ("Innovative Degree Excellence in Accelerated Learning") degree completion program offered through the School of Continuing and Professional Studies. More information about the IDEAL program can be found at www.bridgeport.edu and following the link to "Continuing Education – IDEAL."

Yours truly,

A handwritten signature in blue ink that reads "Robert Gilmore".

Robert Gilmore, Ph.D
Dean
School of Business
University of Bridgeport

Robert S. Todd

University of Bridgeport, School of Business

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-----Curriculum Vitae-----

Education:

Ph.D., Computer Science, University of Connecticut.

M.S., Computer Science, Polytechnic University (Brooklyn).

M.B.A., Managerial Information Systems, University of Bridgeport.

B.A.E., Aerospace Engineering, Georgia Institute of Technology.

Professional Employment:

1985 - Present (except 1991-1992 academic year): University of Bridgeport
Associate Professor, Computer Applications and Information Systems

- Taught courses in Linear Programming, Statistics I & II, Programming (VB, C++, Java, HTML, XML, JavaScript), Database Theory, Computer Literacy, MIS, Systems Analysis & Design, Production & Operations Management, System Simulation, and Calculus at both undergraduate and graduate level.
- Taught Liberal Arts “Capstone” courses on artificial intelligence and supervised many Independent Studies.
- Member of the University Senate and Faculty Council.
- Served on numerous committees, including Core Commission, e-Portfolio Committee, Business School Strategic Planning Committee, “Forms” Committee, Academic Affairs Committee, NEASC Standard 7 Committee, and Senate Planning Committee.
- Advised several student organizations, including Business School Club, Student Congress, Caribbean Club, and UB Marshals.
- Managed Business School Computer Lab and supervised several upgrades.
- Awarded Dana Prize for quality of student advising.
- Nominated for Littlefield Distinguished Teaching award and for Distinguished Professor of the Year.
- Chosen by students as one of five “most favorite” professors on campus.
- Consistently received excellent student evaluations.
- Revised CAIS curriculum to reflect current trends.
- Upgraded content of Computer Literacy course that was subsequently chosen by the Faculty to be the University-wide computer competency course for the Core Curriculum.
- Upgraded content of Statistics courses to integrate *Excel* software.

1991-1992: Quinnipiac College

Visiting Assistant Professor, Computer Science and Information Systems

- Offered innovative systems analysis course emphasizing the definition, measurement and management of quality in business systems; class presented results to Dean and Associate Dean.

1982-1985: Dictaphone Corporation, Bridgeport, CT
Senior Systems Analyst

- Participated in successful specification, design, acquisition, and implementation of nationwide Distribution System for three warehouses and 54 District Offices that reduced inventory 20% while maintaining customer service levels.
- Invited by Management to attend three Advanced Inventory Management seminars in Miami, Boston, and Philadelphia; recommended implementation strategy and supervised implementation in Los Angeles and Florida.
- On my own time and initiative, prepared and delivered lectures on Relational Database Design to technical staff.

1980-1982: Computata Systems, Westport, CT
Director of Product Development

- Supervised successful system conversion of 80 IBM S/1 programs in 90 days to double market penetration.

1975-1980: Bridgeport Housing Authority, Bridgeport, CT
Data Processing Manager

- Designed, planned, and supervised automation of BHA manual system including system specification, equipment selection, installation, program development, and operational procedures.
- Invited to address National Convention in Denver on automating PHAs.

1973-1975: Northrop Services, Inc, NASA Marshall SFC, Huntsville, AL
Research Engineer

- Developed realtime graphics software for simulating Shuttle manipulator arm for astronaut training, resulting in redesign of mechanism.
- Wrote software and papers for SRB recovery, docking with spin-stabilized satellites, and Hubble telescope pointing.

1971-1973: Fischer AG Bearings Corporation, Stamford, CT
Chief Analytical Engineer

- Developed then state-of-the-art software for slewing bearing analysis.
- Advised sales engineers on technical considerations for bearings applications.

1971: Bodine Corporation, Bridgeport, CT
Design Engineer

- Performed tooling and cam design for automatic assembly equipment.

1969-1971: Bell Helicopter Company, Fort Worth, TX
Research Engineer

- Participated on rotor performance study to develop quieter blades for Cobra attack helicopter.

Publications and Presentations:

"Multi-Attribute Progress Measures," Proc. of Annual Meeting, Association for Advancement of Educational Research, Palm Beach, Florida, Nov. 8 – 12, 2005 (Refereed).

"Ranking Multi-Attribute Entities," Proc. of Annual Meeting, Association for Advancement of Educational Research, Palm Beach, Florida, Nov. 9 – 13, 2004 (Refereed).

"Finding 'Natural' Data Clusters," Proc. of Annual Meeting, Northeast Decision Sciences Institute, Providence, RI, March 27 – 29, 2003 (Refereed)

"Multi-Attribute Sorting," Proc. of Annual Meeting, Northeast Decision Sciences Institute, Providence, RI, March 27 – 29, 2003 (Refereed)

"What Does the Customer Want?" presented to Fall ACBSP Meeting, University of Bridgeport, Bridgeport, CT, Oct., 2000. (Refereed)

"Adapting ISO 9000 Quality Standards to Educational Institutions," Proc. of Fall ACBSP Meeting, Fitchburg State University, Fitchburg, MA, Oct. 1997. (Refereed)

"Self-esteem Through Grading -or- How to Deal with Your Admissions Department's Decisions," presented to Association of Private Enterprise Education (APEE), Washington, DC, April, 1997. Also chaired the session in which the paper was presented. (Refereed)

"SPT: The Illusion of Efficiency and the Reality of Bottlenecks," International Journal of Operations and Production Management, vol 14, no 12, 1994. With G. Bassett. (Refereed)

"Performance-based Quality Measures for Parallel Software Design," Ph.D. Dissertation, University of Connecticut, 1994. Presented to Distributed Processing Laboratory, UConn, 1993.

"Notes on Competing for Common Resources," presented to Production and Operations Management Society, Annual Meeting, New York, NY, Oct. 1991. (Refereed)

"Surface Reconstruction, Area and Volume for Topological Spheres from Planar Contours," Invited talk, UConn Image Processing Lab, University of Connecticut, 1990.

"Relational Database Design," Invited talk, Dictaphone Corporation, Bridgeport, CT, 1984.

"The Ultimate Productivity Aide," Computerworld Magazine, 1984, Dictaphone Corporation, Bridgeport, CT.

"Guidelines for Computerization of PHA (Public Housing Authority) Applications," Invited talk, National Convention, Denver, CO., Bridgeport Housing Authority, 1976.

"Hubble Space Telescope Pointing Using Earth's Magnetic Field," NASA TN, with J. Crenshaw, Northrop Services, Inc., Marshall SFC, Huntsville, AL., 1975.

"Space Shuttle Manipulator Arm Design Problems," NASA TN, with J. Crenshaw, Northrop Services, Inc., Marshall SFC, Huntsville, AL., 1974.

"Monte Carlo Simulation of Space Shuttle SRB (Solid Rocket Booster) Recovery," NASA TN, with A. Banerjee, Northrop Services, Inc., Marshall SFC, Huntsville, AL., 1974.

"Space Tug Recovery of Spin-Stabilized Satellites," NASA TN, with J. Crenshaw, Northrop Services, Inc., Marshall SFC, Huntsville, AL., 1974.

“Rotor-blade Design for Increased High-Speed Performance”, NASA TN, with B.D. Charles, Bell Helicopter Company, Fort Worth, TX., 1970.

Conferences attended:

- 2005 – Association for Advancement of Educational Research, Palm Beach, Florida
(Presented a paper)
- 2005 – ACBSP Regional Meeting, Ledyard, CT
- 2004 – Association for Advancement of Educational Research, Palm Beach, Florida
(Presented a paper)
- 2004 – ACBSP Regional Meeting, Ledyard, CT
- 2003 – Northeast Decision Sciences Institute Annual Meeting, Providence, RI
(Presented 2 papers)
- 2002 – Data Mining & Statistics Conference, Warwick, RI
- 2000 – ACBSP Regional Meeting, Bridgeport, CT
(Presented a paper)
- 1998 – MAA Northeast Regional Meeting, Danbury, CT
- 1997 – ACBSP Regional Meeting, Fitchburg, MA
(Presented a paper)
- 1997 – APEE Annual Meeting, Washington, DC
(Presented a paper and chaired a session)
- 1991 – POMS Annual Meeting, NYC
(Presented a paper)

Consulting Clients:

Law Offices of Donald S. Holland, Esq., Longmeadow, MA.

The Bridgeport Housing Authority, Bridgeport, CT.

Honorary Societies:

- ΦΚΦ (Phi Kappa Phi – All-scholastic Honorary)
- ΒΓΣ (Beta Gamma Sigma – AACSB Business Honorary)
- ΔΜΔ (Delta Mu Delta – ACBSP Business Honorary, President of UB Chapter)
- ΣΒΔ (Sigma Beta Delta – Unaffiliated Business Honorary)

Professional Memberships:

- ACM (Association for Computing Machinery)
- IEEE (Institute of Electrical and Electronic Engineers)
- MAA (Mathematics Association of America)

Community Service:

Math and SAT prep tutor at local high schools.

Bring international UB students to local high school to speak about world events.