Michele A. Hobson
Web Developer

Name: Michele Hobson
Date of Birth: June 1, 1962
Address: Stockbridge, GA 30281, US
Phone: (706) 299-6402
Email: MicheleHobson@hotmail.com
Website: MicheleHobson.com

Goal oriented, multi-tasking, user friendly, specialist who gives 110% to each endeavor.

Development Skills

JavaScript
10%

HTML
40%

CSS
40%

10%

HTML
40%

CSS
40%

PHP
3%

Visual Basic
75%

COBOL
40%

Micro Focus COBOL
90%

Lawson Development
90%

Wix Development
50%

Showcase

[Human Management Systems](#)

✓ Education

DeKalb Technical College - Clarkston, GA · AAT in Computer Programming · June 1997

Georgia Piedmont Technical College - Clarkston, GA · AAS in Database Administration · April 2016

✓ Additional Training

Tek Systems React Developer Bootcamp via Per Scholas
Lawson Application Development Workbench Tools 1 & Application Development Case 7.0
Lawson Payroll Processing and UNIX POSIX Shell Programming

✓ Computer Skills

Operating Systems:
Windows, UNIX, and UNIXWARE

Databases:
Oracle, MySQL, SQLite, SQL

Microsoft Access

Hardware:
HP 9000, IBM AIX, IBM RISC 6000, and IBM iSeries

Languages:
JavaScript, HTML, CSS, Visual Basic, Micro Focus COBOL, COBOL 85, and RM COBOL

Third Party:
Syncfusion Winforms, Bold Reports, Crystal Reports, NSIS, Node, Visual Studio, Visual Studio Code, Git, GitHub, MySQL Workbench, MySQL CLI Client, SQL Developer, SQL Server Enterprise Manager, Micro Focus Server Express, Micro Focus Net Express, Oracle Reports, Tax Factory, Compliance Factory, Document Express, Jet Form Design, Vertex, BSI, Wallace Software, Ceridian, SQL Plus, SQL Plus Worksheet, Microsoft 365, Microsoft Project, PuTTY, and BugZilla

∨ Work Experience

Human Management Systems LLC ▪ **Owner/Designer/Developer** ▪ July 2010 – present
Accomplishments:
- Designed and coded 76 screens for the Human Management Systems ERP software suite for the social care industry.
- Designed, built, and encrypted the databases.
- Designed 49 reports using Crystal Reports.
- Designed website.
- Created HTML Help documentation.

Crawford & Company ▪ **Senior Programmer/Analyst** ▪ January 2008 – July 2009
Accomplishments:
- Modification of Employee and Manager Self Service HTML forms.
- Modification of custom programs for cyclical and new release

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Education
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Additional Training
Tett Systems React Developer Bootcamp via Per Scholas
Lawson Application Development Workbench Tools 1 & Application Development Core 7.0
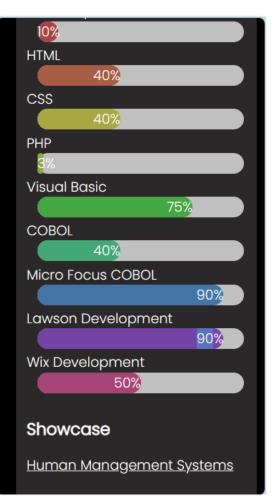Lawson Payroll Processing and UNIX POSIX Shell Programming

Computer Skills
Operating Systems: Windows, UNIX, and LINXWARE
Databases: Oracle, MySQL, SQLite, SQL Server, DB2, Informix, and Microsoft Access
Hardware: HP 9000, IBM AIX, IBM RISC 6000, and IBM iSeries
Languages: JavaScript, HTML, CSS, Visual Basic, Micro Focus COBOL, COBOL II5, and RM COBOL
Third Party: Synctuation Winforms, Raid Reports, Crystal Reports, MGS, Node, Visual Studio, Visual Studio Code, Git, GitHub, MySQL Workbench, MySQL, CLI Client, SQL Developer, SQL Server Enterprise Manager, Micro Focus Server Express, Micro Focus Net Express, Oracle Reports, Tax Factory, Compliance Factory, Document Express, Jet Form Design, Vertex, IBS, Wallace Software, Ceridian, SQL Plus, SQL Plus Worksheet, Microsoft 365, Microsoft Project, PuTTY, and BugZilla

Work Experience
Human Management Systems LLC - Owner/Designer/Developer • July 2010 - present
Accomplishments:
- Designed and coded 76 screens for the Human Management Systems ERP software suite for the social care industry.
- Designed, built, and encrypted the databases.
- Designed 40 reports using Crystal Reports.
- Designed website.
- Created HTML Help documentation.

Crawford & Company - Senior Programmer/Analyst • January 2008 - July 2009
Accomplishments:
- Modification of Employee and Manager Self Service HTML forms.
- Modification of custom programs for cyclical and new release upgrades.
- Creation of custom programs to parse and convert DB2 integral Retirement data into Lawson's Human Resources and Personnel Administration suites.
- Creation and modification of batch reports and updates to notify new hires of course requirements with the first 90 days of employment. To send reminder letters on 30-, 60-, and 90-day intervals from the original notification, notify branch managers of all emails sent to adjusters with regional managers copied on the 90-day reminder for Self Service Training.
- Creation of the following reports and extractions: Payroll, Human Resources, Benefits, Promotions Report, 401K Match Accrual, Department of Labor, Actuarial Reports, Branch Turnover, Interface to KMC, Annual Insurance Renewal, and Bonus Payment Restrictions.

Mascon Global IT - Consultant for Elli/Pathmark • November 2007 - January 2008
Accomplishments:
- Creation of an online screen which included, HR history, personnel action history, job history, EEOC, Personnel Actions, Benefits, Dependent Benefits, Bank Accounts, ACH Distributions, Payroll, and Dependents

Mascon Global IT - Consultant for Walgreens • October 2006 - February 2007
Accomplishments:
- Modified Lawson Accounts Payable program AP40 by adding a fourth screen. AP4G-4 is used to place vendors on partial holds, future date holds or auto release a hold by amount.
- Created batch update program to read the accounts payable audit table for records written by AP4G-4, parse the before and after images created during the online process, report the changes, and purge those records.
- Created batch update program that looks for current effective dates for partial holds and future date holds created by AP4G-4 and updates the vendor hold table accordingly.
- Modified AP25 and its libraries to capture invoices as the batch is released and to create records in a control table used for the Post Audit project.
- Modified AP59 to create payment records in the control table when executed.
- Modified C860 to create records in the control table whenever a void, stop payment or open payment is executed.
- Created Middle User Exit for AP60.4 to capture canceled invoices, AP93.2 for distributions, and AP93 for updated invoices.
- Modified custom extraction program to extract all the records listed in the Middle User Exit and to delete those records when a combination of three flags have been set.

BSI - Lawson Programmer • May 2006 - September 2006
Accomplishments:
- Modified and developed extraction programs for BSI's Compliance Factory 4.0 release for Unix, SQL Server, and the AS400 utilizing Micro Focus Cobol and Micro Focus Net Express.
- Created Lawson schema, Lawson tables, and indexes in Oracle 9.2.1.
- Created SQL Server databases and tables utilizing SQL Server Enterprise Manager.
- Customer support with issues involving the integration of Lawson into Compliance Factory.
- Installation of Compliance Factory on Unix.
- Designed, administered tests, and interviewed prospective employees.

Pro Staffing Inc. - Consultant for Mirabilis HR • November 2004 - May 2006
Accomplishments:
- Creation of human resource and benefit reports using Crystal Reports.
- Creation of time record interfaces using Microsoft Access.
- Creation and modification of benefit, payroll, and human resource programs.
- Created, tested, and maintained payroll, accounts payable and receivable accounts via Document Express, for multiple entities.
- Created, coordinated, and tested accounts payable and payroll Positive Pay and direct deposit files.

Development Skills

JavaScript
HTML — 40%
CSS — 40%
PHP
Visual Basic — 70%
COBOL — 40%
Micro Focus COBOL — 80%
Lawson Development — 90%
Wix Development — 90%

Showcase
Human Management Systems

IT Computing Services Inc. - Consultant for Network Communications • March 2003 - September 2004
Accomplishments:
- Created Phase I of the Lockbox Automation project using Lawson's 40L case tools to read the Accounts Receivable batch file from Bank of America, calculated and compared amounts from the detail records and the check header record, reformatted the banks reference number to search for the correct invoice number and customer, and tracked records with errors for use with Phase II of the project.
- Created Phase II of the Lockbox Automation project utilizing Lawson's 40L case tools to process batches in the same increments sent by the bank, checked the status of the invoice and if fully paid - searched and applied the payment to the oldest open invoice, if partially paid - applied the payment to the invoice and left payments overages as credits on the customers account and if there were no open invoices, left the payment as open on the customers account. Parsed the file of records with errors and output them to a CSV file for the user to fix in Excel and load using Phase III, allowed users to release up to 20 batches per run.
- Created Phase III of the Lockbox Automation project, which used the error file created in Phase II, performed error checks, and loaded the records into the Accounts receivable system with entry into the original batch created by Phase II.
- Creation of a comprehensive MS Access reporting tool for Human Resources that reduced report completion time from 30 days to ten minutes and includes a compensation detail, compensation summary, pay increase rates summary and a pay history position recap report using Lawson tables and Microsoft's ODBC SQL Server driver.
- Customized ARE5 - statement print by adding terms to statement, searching billing for the customers last invoice to extract the salesman, salesman2 and process level for the correct remit to address, sorting the order the transactions printed in, printing subtotal lines for invoices, credits, debits and payments, creating a table and indexes to keep track of balance forwards for future statements of account, adding line comments for invoices, descriptions for credits, modifying line counts to have 68 lines per page.
- Customized ARE75 - Credit Exception Report to add selection criteria and sorting options by credit analyst, sales representative and customer. Created a detail report to list all customer activity, which included billing line numbers and comments.
- Extensive modifications to AR39 - Company Aging Report.

ArgentBright Security Inc. - Senior Lawson Programmer • July 1999 - January 2003
Accomplishments:
- Created Interfaces for Human resources, payroll, benefits, and dependent benefits to convert non-Lawson data into formats Lawson's conversion programs could interpret.
- Loaded all human resource, payroll, benefit, and dependent benefit data from company mergers into Lawson.
- Revolutionized payroll processing and reduced employee resources by 25% using Lawson's 40L case tools and Unix shell scripting to read the ACH tape files created by PRM0, allowing users to process from one to 1000 batches in one step by concatenating the files that go to each institution, reformatting the output to be interpreted by each institution, calculating amounts to ensure employee payroll amounts within a batch are equivalent to batch total amounts, and transmitting one file to each financial institution.
- Implementation, maintenance, and cyclical upgrades of IBS's payroll tax package TaxFactory on clients and server using Lawson tables and Oracle ODBC drivers.
- Maintained State Unemployment Insurance rates for 50 states in IBS COBOL and their TaxFactory after its implementation.
- Design and maintenance of direct deposit, payroll and accounts payable checks using Jetform Design and Unix shell scripting to map data, change signatures, routing numbers, bank account numbers, banks, addresses or companies. Creation, setup, maintenance and removal of shell scripts and printers defined in Lawson's printer definition for checks and direct deposit receipts.
- Created and maintained extraction interfaces for MasterAual, Benefit Vision, Cigna, Standridge, Delta Dental, and Principal.
- Created documentation and requirements for field supervisors to gather federal EEOC compliance data for all service workers.
- Created Interface programs to read, check and convert non-Lawson data into formats Lawson's conversion programs could interpret, and then load that data into an Oracle database to be accessed by Lawson programs.
- Setup Employee/Manager Self Service Center and added web users using the Lawson portal.
- Application of Environment Service Packs, Maintenance Service Packs, and Critical Patches.
- Maintained employee data and user access for Lawson's website administration.
- Modified Lawson 8.x for human resources, payroll, benefit, billing, accounts receivable, and accounts payable programs for the upgrade to Lawson 7.2.3.
- Applied Year-End processing updates for payroll and accounts payable.
- Applied critical updates and maintained PR delivery file for federal, state, and local payroll garnishments.
- Design and maintenance of employee and employer W2 forms using Jetform Design and Unix shell scripting to map data, change format to meet federal guidelines and to change reporting year.
- Added, removed and maintained printers and scripts defined in Lawson's printer definition for each W2 created.
- Maintained monthly reports for Lawson's sales tax programs and applied updates to Vertex.
- Created Interface for Fedex and its electronic funds transfer method of payment.
- Customized NL122 - Invoice and Registry Print.

Kaufman Supply - Lawson Programmer • January 1996 - July 1999
Accomplishments:
- Implemented Lawson's route processing module and trained 15 users in its use across the southeastern states.
- Creation of accounts receivable, accounts payable, benefit, billing, inventory control and sales analysis online inquiries/updates and batch reports/updates using Lawson's 40L case tools.
- Customized Lawson's 7.0.7 OE65 - Order Entry screen to maintain extensive modifications for an upgrade from Lawson 6.x.
- Maintained Lawson user security using SAM and OmniBack by adding new users, assigning security classes, modifying user access to Lawson programs, environment, and user forms.
- Maintained the servers, hubs, patch panels, printers, and PCs for 350 users.