Developer Story

Paul Elling

This document is meant to provide clarification to questions that you might have regarding my resume, background and employment history.

I was born in Napoleon, Ohio, on March 13, 1979. My dad re-enlisted in the Navy when I was very young, which allowed me to grow up in San Diego, California; Virginia Beach, Virginia; and St. Petersburg, Florida. My parents divorced during my junior year of high school in Florida. After moving back to Ohio with my mom, I graduated from Napoleon High School in 1997.

During my academic career, I took several honors and Advanced Placement classes in high school and was inducted into the National Honor Society twice and offered the opportunity to be inducted into the Spanish National Honor Society. My first semester of college was at DeVry Institute of Technology in Columbus, Ohio, in 1997, where I began studying Computer Information Systems. I transferred from DeVry to Bowling Green State University in Bowling Green, Ohio, as I believed BGSU would offer me a richer educational experience. I attended college at BGSU for two years (1998 – 1999), where my major was Business Administration with a specialization in Management Information Systems (MIS). The major is a hybrid of business, information systems, computer science (I learned VBA for Excel, COBOL, and C++) and general education. I also served as Vice President of Chinese Club and studied Chinese during my time at BGSU. To broaden my education, I added International Business and Information Systems Auditing and Control (ISAC) as specializations to my major. I wanted to do an internship in a foreign country, so I acquired a college work visa to pursue work experience in Ireland. I chose Ireland, because a friend told me about the Celtic Tiger (Ireland's economic boom at the time) and

that there was a lot of IT work, much of it due to many US IT companies having established European headquarters there.

I moved to Dublin, Ireland, just a few days before the year 2000, and received two job offers, one as a Visual Basic Programmer and the other as a Web Developer/Programmer. In Ireland, I got to experience the Internet Bubble burst. From January 2000 – July 2000, I worked in Dublin as a Web Developer/Programmer at a new, small start-up called IT Intelligence. At IT Intelligence, I developed web pages for an e-commerce site to sell Fujitsu-Siemens computers that was built with Classic ASP, VBScript, JavaScript, DHTML and SQL Server. As business dried up, the company closed its doors and laid everyone off. From August 2000 – February 2001, I worked for Nua, an e-publishing company in Dublin, where I built an e-learning website in Classic ASP with a design created in Dreamweaver. I learned a lot about JavaScript at Nua, as I built a folder-tree menu like Windows Explorer. After Nua was acquired by a larger company and laid off many employees, including me, I worked at third-party software developer, Nebula Technologies, in Dublin from April 2001 – June 2002. My time at Nebula allowed me to work on a wide variety of projects, which included an internal financial planning system, SOAP web service research, leading a couple of developers in building Java COM objects using Visual J++ for a document management system, a debtors system, a website re-branding, and an Irish genealogy website, where I assumed many roles to complete the project, which was built using ASP, VB, COM, JavaScript and SQL Server. Nebula was acquired by a larger company and laid off several people, including me. Each company I worked for in Ireland sponsored me on work visas. While working full-time, I took evening classes at Dublin Institute of Technology and earned a British Computer Society Certificate in IT. Following that, I earned a British Computer Society Diploma in IT while studying independently part-time.

I moved to Fort Worth, Texas (where my dad lives), in August 2002, and went to work as a Programmer/Analyst for Texwood Industries, a kitchen and bathroom cabinet company, in Duncanville,

Texas, in September 2002. Texwood was owned by a larger company in Michigan called MASCO. During my time in Duncanville, I had the opportunity to work on several interesting projects, including Service Automation Manager (SAM), TXNotes order/fax integration system, a J2ME mobile phone app (SAM Wireless), and two IVR systems. Web development technologies included ASP, VB, COM, JavaScript, HTML and SQL Server. In September 2003, I enrolled at Amberton University (located in Garland, Texas) as a part-time online student (while working full-time) studying for a Bachelor of Business Administration degree in Information Systems and Technology, after transferring credit from BGSU. In 2005, MASCO merged Texwood with Merillat Industries (in Adrian, Michigan) to form MASCO Builder Cabinet Group. In December 2005, I relocated to the MASCO BCG office in Adrian to work on large enterprise systems, IntelliQuote and Quote to Order Entry (Q2OE), which have a patent (US Patent Number 7689474), and were developed in JD Edwards Advanced Order Configurator (AOC), VB, VBScript and DB2. In November 2006, I completed my bachelor's degree through Amberton. I followed this up in June 2007 by starting a Master of Business Administration (MBA) degree in Strategic Leadership through Amberton University, part-time and online, while working full time.

I resigned from MASCO BCG in September 2007 to go to work as a Programmer/Analyst at a global engineering firm, ARCADIS, in Toledo, Ohio, as I was determined to get more experience in Microsoft .NET. At ARCADIS, I developed several ASP.NET applications for HR and Accounting departments. My knowledge of SQL Server increased greatly through independent study, creating and analyzing stored procedures and working on nightly accounting jobs. Each year, I maintained the Benefits Re-enrollment website, in addition to creating several accounting and finance reports in SSRS. The GRiP Remediation project allowed me to work closely with project managers to provide them with Microsoft Project VBA macros, ASP.NET ASMX web services and SSRS reports to accomplish their tasks. I completed my MBA through Amberton in May 2010.

In December 2010, I resigned from ARCADIS to go to work as a Senior Programmer/Analyst at a large bearing and steel manufacturer, The Timken Company, in Canton, Ohio, so that I could be closer to my son, who lives in Akron with his mother. At Timken, I was on a team that supported e-commerce applications, including Timken Direct, Timken Supplier Network (TSN), and the VB.NET transaction broker between the PTplace website and MQ Series and SAP. The e-commerce applications were a hybrid of Classic ASP/VB/COM and ASP.NET/VB.NET/C#. I also mentored a junior developer while supporting the e-commerce applications. I took on more responsibility to help support HR web applications, SharePoint sites, and participated in evaluating software, including dynaTrace application monitoring software and MobileIron Mobile Data Management software. I had the opportunity to manage a small project and mentor an intern when working on the Competitor Part Interchange application. I managed the first phase of the Automotive Aftermarket Global Catalog project, where I employed Agile/Scrum concepts with developers in India and business principals in Canton. On this project, I designed the SQL Server database and created a WCF web service for database CRUD operations.

In October 2012, I resigned from Timken to alter my career path from being a Programmer/Analyst to more of a Computer Science/Software Development path. I went to work as a Software Developer/Programmer at The Law Offices of John D. Clunk in Stow, Ohio, as I had always wanted to work for a law firm. At the law firm, I supported and enhanced the ED law case management system, which had been developed in C#, ASP.NET and SQL Server. Additionally, I created a WCF service that integrated ED with NetDirector to process bankruptcy and foreclosure referrals. To further my technical knowledge, I started a Master of Science in Applied Computer Science degree part-time and online through Columbus State University (located in Columbus, Georgia) in January 2013. In August 2013, the law firm laid off many employees, including me, due to lack of work.

In September 2013, I went to work as a Software Developer at trucking software company, TMW Systems, in Mayfield Heights, Ohio. At TMW, I enhanced and supported the Web Enterprise product, Client Center, Licensing, SystemsLink and the Base Framework. The technologies involved with this work included C#, VB.NET, ASP.NET, WCF, SQL Server, Telerik RAD Controls and MVVM design pattern. While at TMW, I got married and bought a house in Uniontown, Ohio, which made the commute to and from work difficult, especially during winter.

I resigned from TMW in April 2015 to go to work as a Senior Web Developer at advertising agency, Innis Maggiore Group, in Canton, Ohio. At Innis Maggiore, I worked on several projects, including Baird Brothers e-commerce website, Bank of America Online Matrix, Maximal SaaS, and GOJO website re-branding. The technologies included .NET, C#, WCF, SQL Server, JavaScript, Angular, CSS, REST, JSON, Web API, and MVC. In September 2015, I became a Certified Sitecore XP Developer. In 2016, I completed more classes for the Computer Science degree (through CSU), including Business Intelligence (BI), Android development, and Design Patterns (including MVC) in Java. Due to lack of work, I was laid off from Innis Maggiore in December 2016.

After relocating back to the Dallas/Fort Worth area in January 2017, I began working for Anovia Payments, in Irving, Texas, as a Senior Software Engineer. At Anovia Payments, I developed file import and ETL processes for Core, the central financial data and file processing hub for the organization. Core was built with Azure, C#, and SQL Server. I made recommendations for daily auditing reports of merchants, leads, and applications records between front-end and backend systems and followed through with implementations. During my time at Anovia, I fulfilled various roles that included technical support and liaison for integration between merchants and partners, Anovia and ProPay, technical support for the Finance and Operations departments, monitoring and maintenance of databases, auditing of data in financial reports, data-synching between Sales and partner MongoDB databases, Core SQL Server, and Trio CRM MySQL databases, quality assurance end-to-end testing of file and data

processing, merchant on-boarding through APIs, and Core software releases. Additionally, I documented process flows for boarding merchants with Anovia and ProPay. Furthermore, I assumed sole responsibility for backend support and development of Core when the Executive Vice President became suddenly unavailable for months. In 2017, I took two more classes for the Computer Science degree: Cybersecurity and Survey of Modeling and Simulation.

Since Anovia was undergoing a merger with a security company from California, I resigned from Anovia Payments in April 2018 to avoid losing my job or having to relocate. I immediately began working for BenefitMall as a Senior Software Developer on the EDI team in Dallas, Texas. At BenefitMall, I served as interim Team Lead and facilitated daily Scrum meetings in both the absence and departure of the Team Lead. With technologies that included C#, WCF, Web API, and SQL Server, I developed enhancements and bug fixes for EDI applications. I provided production support for EDI applications, including both DC Exchange and Inbound processing. Additionally, I participated in bi-weekly status meetings with Aetna, which included auditing of group and member processing. During the eBN migration project, I provided technical support for EDI applications. For code reviews, builds and deployments to both QA and Production environments, the EDI team utilized Azure DevOps and Octopus. Lastly, I represented the EDI team at weekly Change Control meetings to facilitate communications of changes to applications.

In February 2020, I left BenefitMall and joined The Clearing House as a Distributed Systems Development Specialist in Dallas, Texas. From 2020 through 2024, I worked on payment systems for TCH. I implemented programming changes in SVPCO (TCH's Small Value Payment system) and CHIPS Web (TCH's High Value Payment system). Much of my time was spent on the CHIPS Web ISO project, which was part of a large project to convert the CHIPS mainframe and CHIPS Web systems into ISO 20022 communications standard. My work on CHIPS Web ISO involved converting the legacy application to a modern MVC ASP.NET Web application. I re-designed the entire front-end of the

application using HTML, CSS, JavaScript, and jQuery. CHIPS is part of the United States' critical economic

infrastructure. In 2025, I assisted in a project aimed at changing the technology stack of CHIPS Web to

React and Java. I created a proof-of-concept (POC) of a few CHIPS Web pages in React and I created a

Java RESTful API that provided the front-end React pages access to a SQL Server database.