

MARK A. JONES

**12501 S. 13th PL,
Jenks, OK 74037**

EXPERT OPINION LETTER

Specialty Occupation / Proffered Position / Labor Condition Application Requirements

BENEFICIARY: SANDEEP MARUPUDI

**POSITION: OIM DEVELOPER (SOC: SOFTWARE DEVELOPER,
APPLICATIONS)**

PETITIONER/EMPLOYER: SOFTWARE BLOC, LLC.

The proffered position requires the application of a body of theoretical knowledge in the computer field as a minimum prerequisite for hire. The petitioner Software Bloc, LLC., has provided the following profile of its activities:

Software Bloc LLC. ("Software Bloc") was incorporated in 2015, Software Bloc is a premier enterprise IT and technology services company headquartered in the Plano, TX. Software Bloc has been dedicated to delivering comprehensive solutions and the professionals that supplement and increase customers' ability to provide services to their constituents. We believe that a collaborative, integrated approach to consulting and professional service - supported by the continuous technical development of resources - is the best and value based approach for our clients and ourselves.

We provide a range of innovative IT solutions and professional services to help our clients succeed in challenging and changing environments. We offer a range of solutions from a ready-to-deploy suite of service enterprise mobility applications to industry and client specific custom-build apps.

We are a process advisory and systems Integration company in the design and deployment of industry-specific solutions to mid market and enterprise level organizations. By leveraging our best practices, experience and domain expertise, we help organizations tackle more complex information and business challenges with shorter delivery windows. Our business expertise combined with our technology competence delivers rapid time to market and value while making our customers stronger and more competitive in the global business marketplace. Our experience and capabilities provide significant value to our clients' business – we reduce risk and allow flexibility, expansion and high availability for clients' databases, applications and high-end support needs.

DUTIES AND RESPONSIBILITIES

Mr. Marupudi is being offered temporary employment in the specialty occupation of Software Developers, Applications. In this capacity, Mr. Marupudi will work at client located at Plano, TX. Specifically, his responsibilities will include, but are not limited to the following:

- The OIM Developer is a key member of software development life cycle SDLC which includes User Interaction, Business Analysis/Modeling, Design, Development, Implementation, Integration, Documentation, Testing, Deployment, Builds, Configuration and Code Management, Production/Customer Support and Maintenance
- Implement and customize of OIM as per the client infrastructure requirements for OIM 11gR2PS3.
- Configure Pre-populate adapter and Process Task Adapter which are used for user management during provisioning to target systems.
- As a front-end LDAP proxy server using MS Active Directory (AD) and Oracle Internet Directory (OID)
- Involve in migrating the data from the old system.
- Integrate OIM Application using Disconnected Approach and customizing Reconciliation using Flat File Connector.
- Develop and arrange the Roles with access strategies to procurement the clients into the LDAP Group in OID.
- Monitor OIM server log files to check any error for user, resource related errors.
- Work on new configurations for criteria-based Provisioning, Membership rules and Access Policies.
- Perform tuning of LDAP and OIM components.
- Involve in analysis with consumers and gathering new user requirements for the system
- To improve the performance, fine-tuned Web Logic configuration and OIM & OIM configuration.
- Monitor Individual queue for tickets assigned, troubleshooting and repair of all aspects of operating systems and hardware.
- Customize UI as per CEC Web standards.
- Create the auto group memberships and access policies to provision users into target systems as per user job code and job role.

SUPERVISORY HIERARCHICAL NATURE OF ORGANIZATION

Within the organization, there are various levels of management along with multiple departments that oversee, direct and detail the operations and employees. Each position has its role within the mission of the organization that requires cooperation and communication to ensure that all details are handled correctly, within the specified time frame, and by standards set forth by the stakeholders. The organizational chart defines the supervisory chain and position level within each department to ensure accuracy outlined by the organization's governance plan or company guidelines that each employee agrees to upon after being hired. This proffered position works

directly with other departments closely to complete the organization's mission and functional operations.

PROFFERED POSITION AND SIMILAR JOB OFFER DEGREE REQUIREMENTS

REQUIRES AT LEAST A FOUR-YEAR BACHELOR'S DEGREE IN COMPUTER APPLICATION, COMPUTER SCIENCE, ENGINEERING, INFORMATION TECHNOLOGY, OR A RELATED FIELD, OR EQUIVALENT

The position offered is in a Specialty Occupation.

"8 C.F.R. § 214.2(h)(4)(iii)(A). To perform services in a specialty occupation, an alien must meet one of the following criteria:

- (1) hold a United States baccalaureate or higher degree as required by the specialty occupation from an accredited college or university;
- (2) possess a foreign degree determined to be equivalent to a United States baccalaureate or higher degree as required by the specialty occupation from an accredited college or university;
- (3) have any required license or other official permission to practice the occupation (for example, architect, surveyor, physical therapist) in the state in which employment is sought; or
- (4) have, as determined by USCIS, the equivalent of the degree required by the specialty occupation acquired through a combination of education, training, and/or experience.

Specialty occupations may include, but are not limited to, computer systems analysts and programmers, physicians, professors, engineers, architecture, engineering, mathematics, physical sciences, social sciences, medicine and health, education, business specialties, accounting, law, theology, and the arts."

Section 214(i)(1) of the Act, 8 U.S.C. § 1184(i)(1), defines the term "specialty occupation" as an occupation that requires:

- (A) theoretical and practical application of a body of highly specialized knowledge, and
- (B) attainment of a bachelor's or higher degree in the specific specialty (or its equivalent) as a minimum for entry into the occupation in the United States.

For the reasons set forth below, I find that the nature of the specific duties of the position offered is specialized and complex that the knowledge required to perform the duties is attained only through attainment of a Bachelor's degree in COMPUTER APPLICATION, COMPUTER SCIENCE, ENGINEERING, INFORMATION TECHNOLOGY, OR A RELATED FIELD, OR EQUIVALENT. The employer requires this degree or its equivalent as a minimum requirement for entry into this specialty occupation role. Additionally, based on my research evidence of which is attached to this letter, I find that this degree requirement is common to the industry in parallel positions among similar organizations.

As background, I provide below an excerpt from the Department of Labor's O*NET description of the occupational classification in which the proffered position clearly falls:

15-1132.00 - SOFTWARE DEVELOPERS, APPLICATIONS (O'NET)

Develop, create, and modify general computer applications software or specialized utility programs. Analyze user needs and develop software solutions. Design software or customize software for client use with the aim of optimizing operational efficiency. May analyze and design databases within an application area, working individually or coordinating database development as part of a team. May supervise computer programmers.

SAMPLE OF REPORTED JOB TITLES

Software Engineer, Application Integration Engineer, Applications Developer, Computer Consultant, Information Technology Analyst (IT Analyst), Software Architect, Software Developer, Software Development Engineer, Applications Developer, Technical Consultant

RESPONSIBILITIES AND DUTIES

- Modify existing software to correct errors, allow it to adapt to new hardware, or to improve its performance.
- Analyze user needs and software requirements to determine the feasibility of design within time and cost constraints.
- Confer with systems analysts, engineers, programmers and others to design system and to obtain information on project limitations and capabilities, performance requirements and interfaces.
- Store, retrieve, and manipulate data for analysis of system capabilities and requirements.
- Design, develop and modify software systems, using scientific analysis and mathematical models to predict and measure outcome and consequences of design.
- Develop and direct software system testing and validation procedures, programming, and documentation.
- Supervise the work of programmers, technologists and technicians and other engineering and scientific personnel.
- Determine system performance standards.
- Coordinate software system installation and monitor equipment functioning to ensure specifications are met.
- Consult with customers about software system design and maintenance.
- Analyze information to determine, recommend, and plan computer specifications and layouts, and peripheral equipment modifications.

KNOWLEDGE

- Computers and Electronics — Knowledge of circuit boards, processors, chips, electronic equipment, and computer hardware and software, including applications and programming.
- Engineering and Technology — Knowledge of the practical application of engineering science and technology. This includes applying principles, techniques, procedures, and equipment to the design and production of various goods and services.
- English Language — Knowledge of the structure and content of the English language including the meaning and spelling of words, rules of composition, and grammar.
- Mathematics — Knowledge of arithmetic, algebra, geometry, calculus, statistics, and their applications.
- Design — Knowledge of design techniques, tools, and principles involved in production of precision technical plans, blueprints, drawings, and models.
- Customer and Personal Service — Knowledge of principles and processes for providing customer and personal services. This includes customer needs assessment, meeting quality standards for services, and evaluation of customer satisfaction

JOB ZONE FROM O'NET JOB ZONE

Title	Job Zone Four: Considerable Preparation Needed
Education	Most of these occupations require a four-year bachelor's degree, but some do not.
Related Experience	A considerable amount of work-related skill, knowledge, or experience is needed for these occupations. For example, an accountant must complete four years of college and work for several years in accounting to be considered qualified.
Job Training	Employees in these occupations usually need several years of work-related experience, on-the-job training, and/or vocational training.
Job Zone Examples	Many of these occupations involve coordinating, supervising, managing, or training others. Examples include accountants, sales managers, database administrators, graphic designers, chemists, art directors, and cost estimators.
SVP Range	(7.0 to < 8.0)

As the DOL notes, “most” of the listed occupations require a four-year bachelor’s degree, but some do not. The proffered position is among the majority that does require such a degree. I note further that in my expert opinion, based upon my 20 years’ experience in IT across a broad range of industries, the Department of Labor’s statement is outdated, because most enterprise-level Software and IT companies across multiple industries and domains require at least a bachelor’s degree or its equivalent for hire; an exceptionally small number does not.

SPECIFIC DUTIES AND APPROPRIATE EDUCATIONAL PREREQUISITES FOR POSITION OF: SOFTWARE DEVELOPER (O*NET)

This specialty occupation expert letter outlines specific skillsets and appropriate educational prerequisites for this position of Software Developer. The Software Developer designs, implements, and maintains web applications and participates in discussions and planning in technology design, UX, infrastructure and considers the pros and cons of a technology choice based on business value, scalability, maintainability and project delivery performance. The candidate maintains and shares knowledge in emerging technologies and tools in the industry and prioritizes and manages work and adheres to critical project timelines in a fast-paced environment.

AUTHORITY TO WRITE THIS EXPERT OPINION

This letter is an expert opinion written in the capacity of a consultant and subject matter expert. I am providing this expert opinion letter based on my extensive experience covering a diverse range of disciplines in the computer and information technology industry. To provide the most authoritative and accurate expert opinion possible, I draw upon many years of experience as an information technology practitioner and subject matter expert. I utilize the knowledge I have gained from more than twenty years of experience as an Information Technology professional that crosses multiple industries. Over the course of my career, I have acquired advanced knowledge in a wide range of fields throughout the computer and information technology industries. Due to my considerable education and devotion to cultivating knowledge in the application of computer and information technology operations, I am confident in my ability to give an expert opinion.

I have also gained in-depth knowledge in information technology during the course of my past experience as President of an IT business specializing in small business solutions, Director of IT for the US branch of a world-leading multinational, and VP, Software Development and Professional Services for a specialist in mobile business applications, and President/Founder of a computer software consulting company.

As demonstrated by the previous statements, I have gained extensive familiarity with the nature, degree, and the depth of knowledge from theoretical and practical experience acquired by entrants at various levels to the information technology industry, as well as being adept in understanding how employers recruit those skilled positions in diverse operating environments. As such, my expertise in distinguishing the levels of experience, technical proficiency and academic attainment required to perform the tasks and duties of the proffered position is stated above.

Drawing from extensive and varied studies and past positions, I believe I am qualified to issue an expert view regarding the requirements needed for the subject position stated above. I have thoroughly reviewed the duties, skill sets and knowledge required for the subject position stated above, and I am personally familiar with the functions performed by such professionals within industrial, business, and technology consulting organizations, such as the employer. Stated above are the listed occupational duties and knowledge area requirements outlining the role and responsibilities of the proffered position. These are defined based on its O'NET/ONES or Occupational Outlook Handbook (Bureau of Labor Statistics under the US Department of Labor Guidelines) Classification.

SPECIALTY OCCUPATION

Based on my review of the petition and supporting documents, I find that the beneficiary possesses the qualifications and body of specialized knowledge required to perform the duties of the proffered position (**OIM DEVELOPER**). This role is a specialty occupation, because of its complex job duties and the requirement to apply the theoretical body of knowledge acquired from specific courses taken to earn a Bachelor's degree in COMPUTER APPLICATION, COMPUTER SCIENCE, ENGINEERING, INFORMATION TECHNOLOGY, OR A RELATED FIELD, OR EQUIVALENT, to the performance of job duties. Furthermore, this expert letter concludes that the proffered position qualifies for specialty occupation classification.

According to the Department of Labor guidelines, it is the employer that determines a position's requirements. It is clear that the position requires at least a Bachelor's degree in COMPUTER APPLICATION, COMPUTER SCIENCE, ENGINEERING, INFORMATION TECHNOLOGY, OR A RELATED FIELD, OR EQUIVALENT. The duties of the proffered position require the candidate to apply the theoretical principles obtained from a Bachelor's degree in COMPUTER APPLICATION, COMPUTER SCIENCE, ENGINEERING, INFORMATION TECHNOLOGY, OR A RELATED FIELD, OR EQUIVALENT.

It is my expert opinion that a strong nexus exists between the nature of the beneficiary's academic coursework and degree and the position duties proposed by the petitioner. The **OIM DEVELOPER** position demands a complex mix of sophisticated academic concepts acquired from a bachelor's level education in a directly related, specialized discipline such as COMPUTER APPLICATION, COMPUTER SCIENCE, ENGINEERING, INFORMATION TECHNOLOGY, OR A RELATED FIELD, OR EQUIVALENT. This level and type of instruction prepare the beneficiary to perform the requisite tasks related to the analysis, testing, troubleshooting, and evaluation of the company's computer software systems. To qualify to perform the duties of this position, a candidate must have an educational background that includes bachelor's degree level studies in information systems development, network and communication systems, computer systems, operating systems, database systems, programming, and information systems for business.

In my experience, it is an industry-standard practice for Enterprise-level companies, such as this employer, to require the attainment of at least a Bachelor's degree in COMPUTER APPLICATION, COMPUTER SCIENCE, ENGINEERING, INFORMATION TECHNOLOGY, OR A RELATED FIELD, OR EQUIVALENT, to ensure that the beneficiary has acquired the necessary technical and theoretical background for a professional position of this nature.

The job duties and the position of **OIM DEVELOPER** must be analyzed within the context of the computer information systems field. The responsibilities of the position involve technical duties that cannot be performed by an individual lacking at least a Bachelor's degree in COMPUTER APPLICATION, COMPUTER SCIENCE, ENGINEERING, INFORMATION TECHNOLOGY, OR A RELATED FIELD, OR EQUIVALENT. A bachelor's degree graduate in another field simply would be unable to perform the required duties of the position. Indeed, an individual

without a technical degree in a field related to computers or information technology would not know where to begin in attempting to perform the technical requirements of the proffered position.

LCA WAGE LEVEL DETERMINATION

To accurately determine which wage level one should use, the "Prevailing Wage Determination Policy Guidance Memo" issued by the Department of Labor acts as reference. This guide provides a method for employers to determine which wage level to select based on several factors such as the complexity of the duties, the educational requirements, independent judgment required, experience, special skills, and amount of supervision deemed required.

An LCA Wage Level II denotes the duties of the particular job offer for 'qualified' level employees who have a good understanding of the occupation. These employees perform moderately complex tasks that require limited judgment. The tasks provide experience and familiarization with the employer's methods, practices, and programs. The employees may perform higher level work. These employees work under supervision and receive direction for completing required tasks and results expected. Their work is monitored and reviewed for accuracy.

As per DOL, the proffered position of **15-1132.00: SOFTWARE DEVELOPERS, APPLICATIONS** designates a Job Zone 4 requires 'considerable' preparation - indicating an SVP of 7.0 to 8.0, which means more than 2 years up to and including 4 years preparation normal for the occupation. This typically indicates a Bachelor degree + 2 years or 4 years experience. Under SVP a Bachelor degree indicates 2 years preparation, Master degree 4 years preparation and a Ph.D. 7 years preparation.

The proffered position of **OIM DEVELOPER** is a specialty occupation where the employer, actually values the beneficiary's academic background as it relates to their ability to take on more complex tasks gradually. A specialty occupation, like **OIM DEVELOPER**, requires comprehensive knowledge from a wide spectrum of disciplines that typically require critical thinking, good communication, and the ability to think outside the box when complex issues arise. While education teaches basic theory and application, it does not provide the real-world conditions and challenges that enhance or enable one to comprehend and perform the duties of the proffered position completely.

PARALLEL POSITIONS REQUIREMENTS

Attached are some similar recent job offers that outline the duties of the proffered position with the employers' notes as to knowledge, education, and qualifications required.

SUMMARY

Mr. Marupudi is highly qualified for the above-referenced position. He holds a Master Of Science in Computer Science from University Of Illinois and Bachelor of Technology in Computer Science & Engineering from The Jawaharlal Nehru Technological University located in India.

The beneficiary's academic background qualifies the beneficiary as a member of a specialty occupation in accordance with 8 C.F.R. § 214.2(h)(4)(iii)(C)(2). As per the attached copies of diplomas and transcripts, the beneficiary completed such relevant coursework and research experience to equip them with the desired skills and knowledge to perform the duties associated with this proffered position since they must apply the theoretical knowledge learned.

The beneficiary's understanding of the duties and responsibilities required for the position of **OIM DEVELOPER** is essential to carry out assigned duties successfully. The beneficiary's progressive education provides a knowledge base required to assist the organization in its mission. The nature of their abilities characterized as highly specific and relevant prerequisite within the information technology and information systems field demonstrate that the beneficiary's education and progressive experience qualify them with the required theoretical knowledge and skill sets required by this proffered position of **OIM DEVELOPER** which further classifies this as a specialty occupation position.

In my expert opinion, (based upon field experience and through extensive research) the proffered position is a specialty occupation position that requires at least a Bachelor's degree in COMPUTER APPLICATION, COMPUTER SCIENCE, ENGINEERING, INFORMATION TECHNOLOGY, OR A RELATED FIELD, OR EQUIVALENT. This position classifies as a specialty occupation due to the complexity that it requires expanded multiple skill sets that cannot be gained without both theoretical and practical preparation. The position requires complex critical thinking, and logic skills are required for completing each task.

Industry standards and research denote that this specialty occupation position requires knowledge of computer systems, programming languages, the software development cycle, various methodologies and other technologies directly associated with the proffered position. Each duty and responsibly tests the capabilities of the employee's understanding of directly related knowledge obtained from the university level education. This emphasizes the need for multiple positions of varying skill level. In this instance, the duties may seem extremely complex, which denotes specialty occupation with duties assigned based upon the LCA wage level. More and more specialty occupation positions such as this one are required in this field to meet the increasing demand for fresh, up-to-date skill sets, compensating for the ever-changing standards and working environment.

Due to the critical impact on the organization's mission, this specialty occupation position must be filled by a highly qualified candidate, who has attained at least a Bachelor's degree in COMPUTER APPLICATION, COMPUTER SCIENCE, ENGINEERING, INFORMATION TECHNOLOGY, OR A RELATED FIELD, OR EQUIVALENT. The beneficiary has acquired the advanced and theoretical knowledge as well as the skills to apply that knowledge practically, which is the minimum required for this specialty occupation position of **OIM DEVELOPER**.

To summarize, it is my expert opinion based upon industry standards and research; the beneficiary qualifies for the proffered specialty occupation position of **OIM DEVELOPER**, which cannot adequately be performed without at least a Bachelor's degree in COMPUTER APPLICATION, COMPUTER SCIENCE, ENGINEERING, INFORMATION TECHNOLOGY, OR A RELATED FIELD, OR EQUIVALENT. This multi-discipline position requires complex knowledge and skills acquired from academic and/or professional training in specific disciplines as summarized above. The preceding is the expert opinion of the undersigned, prepared at the request of a representative of the above-referenced petitioner/employer.

This expert opinion is based on but not limited to interviews, correspondence, research, and documents provided by the petitioner/employer, the employee, the attorney, and my collected references. In the process of rendering this opinion for this proffered position, independent research has been conducted into the beneficiary's qualifications by evaluating copies of all their educational degrees and transcripts, their Labor Condition Application, their resume and work experience letters. Independent research of petitioner **SOFTWARE BLOC, LLC.**'s business and products has been done by evaluating the individual web pages on their official website. The job duties provided in a study by **SOFTWARE BLOC, LLC.**, detailing the proffered position have also been evaluated. Further, the employee/beneficiary who is working in the proffered position has been interviewed electronically to understand the detailed day to day tasks involved in these job duties. In the course of the preparation of this expert opinion, the project scope and depth that is to be produced by the employee/beneficiary has been reviewed to make a determination that the duties in the proffered position are highly specialized and complex, and the knowledge required to perform them can be gained only by attaining a Bachelor's degree in COMPUTER APPLICATION, COMPUTER SCIENCE, ENGINEERING, INFORMATION TECHNOLOGY, OR A RELATED FIELD, OR EQUIVALENT.

NATURE AND STANDARDS APPLICABLE TO AN EXPERT OPINION

It is important to bear in mind two factors related to the appreciation of expert evidence. First, the expert is NOT required to go to the premises of the employer and observe workflows. That does not happen even in federal courts. The only way the USCIS can discount the evidence of an expert without a detailed discussion is if there is any flaw in the assumptions made by the expert witness.

Please note that FRE 703 indicates the basis of expert evidence as follows:

An expert may base an opinion on facts or data in the case that the expert has been made aware of or personally observed. If experts in the particular field would reasonably rely on those kinds of facts or data in forming an opinion on the subject, they need not be admissible for the opinion to be admitted. But if the facts or data would otherwise be inadmissible, the proponent of the opinion may disclose them to the jury only if their probative value in helping the jury evaluate the opinion substantially outweighs their prejudicial effect.

Notes of Advisory Committee on Rules further explain:

Thus, a physician in his own practice bases his diagnosis on information from numerous sources and of considerable variety, including statements by patients and relatives, reports and opinions from nurses, technicians and other doctors, hospital records, and X rays. Most of them are admissible in evidence, but only with the expenditure of substantial time in producing and examining various authenticating witnesses. The physician makes life-and-death decisions in reliance upon them. His validation, expertly performed and subject to cross-examination, ought to suffice for judicial purposes. Rheingold, supra, at 531; McCormick § 15. A similar provision is California Evidence Code § 801(b).

Therefore, the expert is entitled to rely upon the facts provided by the petitioner. Any evidence, such as the job description, that is provided under penalty of perjury MUST be accepted by the USCIS. On that ground alone, an adverse opinion or decision by the USCIS would be reversible in a court of law. Unless USCIS intends to make a specific finding of misrepresentation, these statements MUST be accepted. Accordingly, an expert is also entitled to rely upon both the job description and the context that has been fully explained in this response.

A handwritten signature in black ink, appearing to read "Mark Jones", with a stylized, flowing script.

SIGNATURE

18 September 2019

ABOUT MARK A. JONES, SUBJECT MATTER EXPERT, CONSULTANT

Over 20 years' experience in software development, specializing the past 15 years in mobile and web software development, 12+ years leading development teams and 7+ years leading managers of development teams. Thorough experience with complete Software Development Life Cycle and project management methodologies. Leads by example, values team members by supporting their ideas and empowering them to succeed. Possesses strong partnering and collaboration skills with a unique ability to establish strong relationships with customers, business partners and colleagues. Completely comfortable working with executive management, business units and OIM Developers.

As a manager of development teams, maintains a level of prowess in development languages, design methodologies and implementation technologies. Over the last several years has continued to participate in the design and development of both custom software and product software solutions. Contributed to development teams and acted as sole developer on several projects including web and mobile applications.

KEY TECHNOLOGY EXPERIENCE

- Web server side: C#.net

- Web, client side: HTML5, Bootstrap, CSS3, JavaScript, jQuery, AngularJS
- Cloud services experience: Microsoft Azure
- Backend database: MSSQL, MySQL
- iPhone / iPad / Android development using Cordova Framework, jQuery and jQuery Mobile
- Familiarity and experience with Objective C for IOS and Java for Android SDK

PROFESSIONAL EXPERIENCE:

Zeeco, Inc. (2016 – present)

Director, Information Technology

- Manage all aspects of Information Technology for Zeeco including
 - All custom software development projects
 - Global infrastructure
 - Internal business customer service and support
 - Business software licensing and management
- Implemented and continuously improve agile software development methodology
- Actively participate in the design and development of internal web-based software solutions.
- Align corporate vision and strategy with departmental goals
- 3 departmental managers and 18 in my direct line of report

Primary responsibilities at Zeeco include overseeing and managing all activities under the Information Technology umbrella. One of the largest and most notable needs for my expertise since arriving at Zeeco has been in the arena of Software Development architecture and development. A custom CRM tool known as zPOD had been built to support tracking of sales, progress towards sales goals and vision setting for the Zeeco business. Built using Microsoft SharePoint, this tool had grown to be instrumental in executive decision making but had been built rapidly with a less-than-optimal architecture, and as such, was not able to scale with business demand. Since my arrival the solution has been compartmentalized into several applications working seamlessly together, is more secure, scalable and uses modern technologies.

A high-level technology stack of the solution can be summarized as follows:

- Web client (AngularJS)
- Web API (C#.net, Azure App Services)
- Data Layer (LINQ and Entity Framework)
- MS SQL back end (relational database)
- Azure Cloud Storage for blobs

I actively participated and continue to contribute in architecture, design and development of this project and its related applications.

Pyramus Solutions, Inc. (2000 – present)

President/Founder/Software Designer/Software Developer

Started in July of 2000, Pyramus Solutions is a small software consulting business that designs, supports and maintains solutions for small businesses. Based on business requirements, Pyramus designs, develops, implements and supports web applications in a variety of industries including field services, inventory and transportation. I am directly involved with the design and development of these solutions. Technologies utilized in most projects include those I am familiar with such as HTML5, AngularJS, C#.net, MSSQL and Azure.

DecisionPoint Systems, Inc. (formerly Anyware Mobile Solutions) (2004 – 2016)

VP, Software Development and Professional Services

- Manage all facets of software products and professional services activities including software design, development, quality assurance and support.
- Create and oversee IT and software development departmental strategy and align that strategy with the corporate vision.
- Lead, designed and participated in the development of multiple projects ranging in complexity and length.
- Create and continuously improve Custom Software Design and Development Methodology
- 2 software managers and 11 OIM Developers in my direct line of report.
- Serve as project manager for multiple projects.
- Serve in sales engineer role to support sale activities including product demonstrations, business requirements definition, account management and customer support.

Incorporated in 1997, Anyware Mobile Solutions provides mobile business applications in the form of both custom and “off-the-shelf” solutions. Being a small organization, my responsibilities cover a broad spectrum. In August of 2012, DecisionPoint Systems, Inc. acquired my software development group from Anyware Mobile Solutions. My primary responsibilities include managing multiple software projects, making sure those projects are delivered on-time and on-budget, and reporting the status of those projects to senior management. Being part of a smaller organization, I also spend an equal amount of time gathering business requirements or “defining” solutions for businesses, working with the development team to translate those business requirements to a technical design, building a solid project plan with detailed tasks that support the design, and managing the development of the solution. To maintain my knowledge in the tools and components my team utilizes to develop solutions and to assist in developing and maintaining a good relationship with my team, I also participate in the design and development of these solutions as well. This has provided me with the fortune of not only sharpening my management skills, but also maintaining and enhancing my skills in current development technologies and methodologies.

In addition to the project management and development activities described above, I often provide sales support in the form of software demonstrations and technical advice. After sales are closed, my responsibilities include account management activities such as the identification of new customer requirements or enhancements, defect management and customer support, and software version control.

During my tenure I have also implemented several key internal IT infrastructure improvements including but not limited to:

- Implementation of a customer response and defect management tool,
- Implementation of best practices for software deployment including the implementation

- of multiple software and database environments
- Implementation of a Design and Development methodology
- Construction of a Quality Assurance Team
- Improvements to previous outdated Source Code Control procedures
- Improvements to server, workstation and data backup procedures

Provide Technologies, L.L.C. (1997 – 2004)

President/Founder

Started in August of 1997, Provide Technologies is a small, computer OIM Developing and consulting company currently comprised of 4 OIM Developers that deliver custom software solutions.

- **American Electric Power**

American Electric Power (AEP), formerly Central and SouthWest Corporation (CSW), is Provide Technologies' largest client. While managing Provide Technologies, led, managed and participated in the design, development and support of the mobile energy delivery application SPECTRUM, for AEP. This application, written in MS Visual Basic 6, with an Oracle back-end, enables field operations and service technicians to receive their daily schedules and tasks from central processing, through a RF radio network. Field crews complete their work and update central processing via SPECTRUM. This system has over 600 users across Texas, Arkansas, Oklahoma and Louisiana. In automating AEP's process of energy delivery, SPECTRUM saved the company over \$1,000,000 dollars in annual operating costs.

In December of 2001, AEP purchased a new work management system, STORMS, and subsequently, my team was tasked to design the interface to link this new work management system to SPECTRUM. Along with the evaluation process for a new work management system, SPECTRUM was re-evaluated against 4 other mobile application solutions available on the market. SPECTRUM received the highest marks from the evaluation committee and was chosen as the go forward product for the new AEP, which included implementation to the rest of the corporate regions. This implementation, released in 2003 increased the user base from 600 to 2000, and saved AEP an additional \$1,500,000 in annual operating costs. **It is still in use today.**

In conjunction with the new version of SPECTRUM, a new application written for Compaq IPAQ®, will be released. CTT was designed and built to provide line crews a method of reporting time without using the bulky laptop. This application was written in Visual Basic for CE and Oracle SQL Lite. In addition, XML was used to manipulate, store and retrieve data. Prior to SPECTRUM, I provided consulting and expertise in support of the MARS application at CSW. A Marketing Analysis and Reporting System, MARS provided the marketing department with valuable information on specific energy programs such as "Good Cents". Based on predefined algorithms, MARS provided detailed information to help analysts make decisions about the productivity and efficiency of different programs. MARS was written in PowerBuilder.

Williams Energy Group (1996-1997)

Systems Analyst

Designed, developed, implemented and supported the “Transportation Book” of the risk management trading system, WILTRADE. WILTRADE, written primarily in Sybase’s PowerBuilder, is a large application to aid risk management traders in determining their positions on natural gas futures and options. The transportation book allowed traders to see their total costs; incorporating positions at receipt and delivery points (or source and destinations) of natural gas along a physical pipeline. These points had their respective indices and could be used to gain an edge in natural gas trading.

Education:

Oklahoma State University, Stillwater, OK

- Bachelor of Science in Management Information Systems 1996
- Bachelor of Science in Accounting 1996