

AGREEMENT NUMBER 08-050
REGISTRATION NUMBER

- This Agreement is entered into between the State Agency and the Contractor named below:
 STATE AGENCY'S NAME
 State Board of Equalization
 CONTRACTOR'S NAME
 International Network Consulting, Inc.
- The term of this Agreement is: January 5, 2009, through June 30, 2010
- The maximum amount of this Agreement is: \$ 3,276,000.00
 Three Million Two Hundred Seventy Six Thousand Dollars and no cents.
- The parties agree to comply with the terms and conditions of the following exhibits which are by this reference made a part of the Agreement:

Exhibit A – Scope of Work	5 pages
Exhibit A-1 - Resumes	40 pages
Exhibit B – Budget Detail and Payment Provisions	2 pages
Exhibit C –*General Provisions - Information Technology, 10/03/05,	10 pages
-Information Technology Software Special Provisions, 1/21/03,	3 pages
-Information Technology Personal Services Special Provisions, 1/21/03,	5 pages
Exhibit D – Special Term and Conditions	2 pages

Items shown with an asterisk (*) may be viewed at www.pd.dgs.ca.gov/modellang/generalprovisions or www.pd.dgs.ca.gov/modellang/ITmodules

IN WITNESS WHEREOF, this Agreement has been executed by the parties hereto.

CONTRACTOR		CALIFORNIA Department of General Services Use Only
CONTRACTOR'S NAME (If other than an individual, state whether a corporation, partnership, etc.) International Network Consulting, Inc.		<input type="checkbox"/> Exempt per
BY (Authorized Signature) 	DATE SIGNED (Do not type)	
PRINTED NAME AND TITLE OF PERSON SIGNING		
ADDRESS P.O. Box 254620, Sacramento, CA 95865		
STATE OF CALIFORNIA		
AGENCY NAME State Board of Equalization		
BY (Authorized Signature) 	DATE SIGNED (Do not type)	
PRINTED NAME AND TITLE OF PERSON SIGNING Suzan Bills, Manager, Contract Unit		
ADDRESS 450 N Street, MIC: 24; Sacramento, CA 95814		

EXHIBIT A
Scope of Work
Page 1 of 5

A. Scope and Description:

1. The purpose of this Agreement is for International Network Consulting, Inc. (Contractor) to provide information technology consulting services to the Board of Equalization (BOE), Technology Services Division (TSD) located at 450 N Street, Sacramento, CA 95814. The services shall be performed by the Contractor for the BOE for the E-Services 08-10 Expansion Project.

Under the direction of the BOE Application Development Manager, the E-Services 08-10 Adabas/Natural Programmer Analysts will update current BOE mainframe objects and documentation in order to provide new functionality as identified in the E-Services 08-10 requirements documents. The Programmer Analyst will also perform maintenance of mainframe objects and documentation, as needed, in order to resolve other system problems. These services are included in paragraph B. Contractor Key Tasks and Responsibilities and paragraph C. Contractor Deliverables below.

2. The services, terms, and conditions shall be provided in accordance with Exhibit A, Scope of Work, and Master Service Agreement (MSA) number 5-06-70-76, which is hereby incorporated by reference.
3. The services shall be performed between the hours of 7:00 a.m. and 5:00 p.m., Monday through Friday, except on State holidays.
4. The Project Coordinators during the term of this Agreement will be:

Board of Equalization
Mark Peletta
450 N Street, MIC 26
Sacramento, CA 95814
Phone: (916) 323-1089
Fax: (916) 327-3483
E-mail: Mark.Peletta@boe.ca.gov

International Network Consulting, Inc.
Fred Sutarjo
P.O. Box 254620
Sacramento, CA 95865
Phone: (916) 213-3387
Fax: (916) 914-2209
E-mail: Fsutarjo@my2inc.com

Direct all Agreement inquiries to:

Board of Equalization
Contracts Unit
450 N Street, MIC: 24
Sacramento, CA 95814
Phone: (916) 322-2107
Fax: (916) 322-3184

International Network Consulting, Inc.
Fred Sutarjo
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Sacramento, CA 95865
Phone: (916) 213-3387
Fax: (916) 914-2209
E-mail: Fsutarjo@my2inc.com

EXHIBIT A
Scope of Work
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5. This contract may be amended for time or money upon mutual written consent of the parties at the rate of pay stated in this agreement for up to one additional year. Amendments shall be in accordance with the provisions outlined in MSA number 5-06-70-76.

B. Contractor Key Tasks and Responsibilities:

Provide technical expertise in the following areas:

- Facilitate and/or participate in Joint Application Development (JAD) Sessions.
- Develop and update Requirements.
- Develop and update Construction Design Specifications.
- Develop and maintain Natural Objects.
- Build and maintain Unit Test Plans.
- Execute Unit Test Plans.
- Build and maintain Integration Test Plans.
- Build, maintain and/or review System Test Plans.
- Execute Integration Test Plans.
- Fix program problems.
- Perform maintenance of current IRIS modules.

1. Required Skills:

- a. Understanding of Object Oriented Design principles and methodologies.
- b. Minimum of five (5) years experience with Adabas/Natural programming in a mainframe/CICS environment.
- c. Minimum of two (2) years experience with developing systems using Natural Construct.
- d. Demonstrated experience with JCL.
- e. Formal testing experience.
- f. Strong documentation and written communication skills.
- g. Familiarity with full suite of Microsoft Office tools.
- h. Ability to work with both business and technical staff in a team environment.

2. Desired Skills:

- a. Familiarity with BOE's Integrated Revenue Information System (IRIS).
- b. Familiarity with BOE's Application Life Cycle (ALC) methodology.
- c. Familiarity with IEEE standard documentation.
- d. Familiarity with large-scale taxation systems.
- e. Familiarity with large government data center services.

Exhibit A
Scope of Work
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Contractor's Resources:

Resource Name	MSA Labor Classification	Offer Rate
Wayne Rodger	Senior Programmer	\$88
Reymundo Valderama	Senior Programmer	\$85
Shafik Haji	Senior Programmer	\$85
Kumar Balasubramanian	Senior Programmer	\$82
Cemme Meyer	Senior Programmer	\$82
Jesus "Joey" Ventura	Senior Programmer	\$82
Jennifer Fernandez	Senior Programmer	\$82
Pete Dedace	Senior Programmer	\$81
Archie Guerrero	Senior Programmer	\$81
Debra Edwards	Senior Programmer	\$81
Gabriel Debia	Senior Programmer	\$81

C. Contractor Deliverables:

All deliverables provided under this SOW shall be in accordance with the criteria outlined under "Scope of Work" and "Contractor Deliverables" herein. This contract shall be complete when the deliverables identified in this SOW are completed, within time frame and budget. Additional time may be negotiated as needed.

The Programmer Analysts shall provide the following work products ("Deliverables") at the direction of the BOE Application Development Manager:

- System Requirement Specifications.
- Construction Specifications.
- Unit Test Plans.
- Integration Test Plans.
- Constructed Systems.
- Traceability Matrix.
- Product Deliverable Metrics.

Exhibit A
Scope of Work
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D. Acceptance Criteria:

It shall be the State's sole determination as to whether a deliverable has been successfully completed and acceptable to the State.

Acceptance criteria shall consist of the following:

- Reports on written deliverables are completed as specified and approved.
- All deliverables must be in a format that can be used by the State.
- If a deliverable is not accepted, the State shall provide the rationale in writing within five (5) days of receipt of the deliverable or upon completion of acceptance testing period.

E. Other Reporting Requirements:

The Contract Manager in BOE's TSD and the E-Services 08-10 Application Development Manager will monitor the Contractor's time and approve each time sheet submitted monthly by the Contractor. The Contractor shall use TSD's time reporting system and time sheet for approval of time reported.

Invoices shall be submitted monthly for approval for the actual hours and dollars incurred. The Contractor's contract period is as stated on the Purchase Order. This work is full time for the length of the contract.

The contractor shall designate a person to whom all project communications may be addressed and who has the authority to act on all aspects of the E-Services 08-10 Project. The contractor shall comply with all applicable BOE, and State Chief Information Officer policies and procedures, including but not limited to policies regarding Sexual Harassment Prevention, IT Security, Workplace Violence Prevention, and Emergency Preparedness. If you would like to review these documents, you may contact James Hutchison at (916) 322-0665.

The contractor will make its best efforts to maintain staff continuity throughout the life of the project. The BOE will be notified, in writing, of any changes in the personnel assigned to tasks. If a contractor employee is unable to perform his or her duties due to illness, resignation, or other factors beyond the contractor's control, the contractor will make every reasonable effort to provide suitable substitute personnel. The substitute personnel must meet all requirements of the SOW and must be approved by the BOE Application Development Manager in writing prior to initiating work.

Exhibit A
Scope of Work
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F. State Responsibilities:

The State shall provide the Contractor with the following:

- Provide access to business and technical documents as necessary for the contractor to complete the tasks identified in the department's purchase document.
- An environment overview on the first day of work.
- Timely access to BOE staff and readily available information.
- Resource support, as required, to complete the above tasks and deliverables.
- Timely review of deliverables.
- Workspace, which includes a workstation configured with the appropriate hardware, software, and network connectivity as required to perform job duties and ensuring the security of State data.
- Office equipment, including telephones, faxes, copy machines, and other resources as required, within reason, to perform job duties.
- Access to building during the Contractor's tenure with BOE as agreed upon between BOE and Contractor.

G. Travel:

Payment of travel time to the project's base of operations in Sacramento is not considered as a travel expense for this contract. However, if approved in advance by the Chief of TSD, travel expenses may be reimbursed according to the MSA terms and conditions not to exceed State per diem rates.

H. Contractor Time Reporting:

The Contract Manager in the BOE's TSD will monitor the Contractor's time and approve each time sheet submitted by the Contractor. Contractor shall use TSD's time sheet for approval of time reported and TSD's time reporting system.

I. Invoicing:

Invoicing shall be in accordance with Exhibit B, Budget Detail and Payment Provisions.

J. Amendment:

This agreement may be amended, by BOE's discretion, to extend the term of the agreement for 2 – 1 year options if the DGS MSA is also amended to extend their term.



WAYNE RODGER

SUMMARY OF QUALIFICATIONS

Programmer Analyst, Systems Analyst with over 21 years of experience in data processing and information technology. Expertise includes all aspects of the SDLC with technical development using Natural/ADABAS.

PROFESSIONAL EXPERIENCE

2006 – Present Indicomp, Inc. - Sacramento, CA

Independent Consultant

California State Teacher's Retirement System

At CalSTRS, I function as a System Engineer involved in all aspects of the SDLC for the Accounts Receivable, Cash Receipts and Variance subsystems in START using Natural 4.2 and Construct on the mainframe and Natural 6.3 on the server. This development is an integral part of the Accounting Re-engineering Project (ARP) using Software AG's Predict, Adabas, Construct and Natural development tools.

I am also involved in the analysis, design and development of a data visibility utility using a hybrid RAD development life cycle with emphasis on iterative prototyping and dynamic mapping which will enable the client to access many aspects of the accounting data using MS-Excel or MS-Access to provide management information and data profiling.

In addition, I participated in the preparation of use-cases and use-case walkthru's and used prototyping methodologies in the development of select functionality which was successfully released to the client.

1995 – 2006 Indicomp, Inc. - Sacramento, CA

Independent Consultant

State of California, BOE

At BOE, I functioned as a Senior Programmer/Analyst involved in all aspects of the Design, Development and Maintenance life cycle on some of the subsystems which form part of the Integrated Revenue Information System (IRIS) at The State Board of Equalization (BOE). This includes extensive participation in the Payments/Security Integration, Alternative Cigarette Tax Stamp (ACTS) and Revenue Database Consolidation (RDC) projects at BOE.

Before this, I was involved in maintaining and managing the technical aspects of a Sales Tax liability subsystem after previously functioning as a lead analyst and occasionally filling the role of team leader/project leader of a team of 12 programmers and analysts involved in the process of post-implementation troubleshooting and production maintenance performed by Software AG at the BOE. My responsibilities also included preparation and delivery of knowledge transfer presentations and the mentoring of client technical staff.



International Network Consulting, Inc.

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Attachment A-1

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1987 – 1995 Systems Programming Limited (SPL). - Johannesburg, South Africa

Independent Consultant

Saambou Bank Ltd

As team leader, I was involved in the analysis and design of an archiving system used on the main banking transaction engine. This process included the database design and bench marking to find the optimal batch extraction processes needed to preserve the on-line systems integrity. The design also included making the archived data available to the users in a batch and on-line environment. Intensive testing which included simulations and error recovery was undertaken with QA and audit staff. A phased implementation was used to seamlessly meld the archiving system to the existing banking systems and the entire project was handled so as to meet the banks critical success factors.

As team leader, I was involved in the design, construction and implementation of an interface between a COBOL life assurance system and the main banking client system using Adabas. The interface made use of the Software AG VSAM Bridge software, Adabas and VSAM files. Further development entailed the conversion of VSAM data to Adabas, making use of the bridge software and adapting the CICS modules to be able to dialogue with the bridge. The existing COBOL system was re-engineered to be able to communicate with Adabas through the bridge tables and segments of the existing system were analyzed for a rewrite using Natural 2.

EDUCATION

University:

Information Systems 4

Computer Science 1

Criminology 1 & 2

Penology 1 & 2

Psychology 1

English 1

Industry specific:

van Zyl & Pritchard Diploma

Computer Users Council Diploma

General:

Associate member of Computer Society of SA

TECHNICAL EXPERIENCE

Software

ADABAS, VSAM, MS Access, OS/MVS, Construct, JCL, TSO/ISPF, VSAM/Adabas Bridge, CLIST, BMS Mapping, CICS, PREDICT, DOS, MS Windows, WordPerfect, MS Word, MS-Excel, PAC, N2O, Peek, Crystal Reports, MS-Access

Programming Languages

NATURAL 4.2, NATURAL 6.3 for Windows, COBOL, Turbo Pascal, VB 3,



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REYMUNDO VALDERAMA

SUMMARY OF QUALIFICATIONS

More than 18 years of solid experience in information technology and data processing as Programmer Analyst and Systems Analyst. Expertise includes system analysis, system design, programming and maintenance of application systems using NATURAL/ADABAS.

PROFESSIONAL EXPERIENCE

2006 – Present International Network Consulting, Inc. - Sacramento, CA
Independent Consultant
State of California, Board of Equalization

My duties and responsibilities include:

- Analyze business requirements for SP06 Projects, E-Filing Infrastructure Project (EFIP) and Legislation Bills
- Create program specifications
- Develop new online and batch programs for the projects using NATURAL/CONSTRUCT/ADABAS
- Modify existing modules to include new requirements
- Develop, maintain and execute unit test scripts/plans
- Update and maintain Object Traceability Matrix
- Perform unit testing and system integration testing
- Modify existing JCLs and create new ones to execute batch programs
- Support the production maintenance of IRIS application.
- Develop adhoc programs to extract data from IRIS for users reporting purposes
- Participate in the Joint Application Development (JAD) sessions

1999 – 2006 R Systems, Inc. - El Dorado Hills, CA
Programmer Analyst
State of California, Board of Equalization

My duties and responsibilities include:

- Involve in the analysis, design, programming, testing and maintenance for RDC Project and Legislation Bills for Revenue, Difference and ASP subsystems
- Create program specifications
- Develop new online and batch programs for the projects using NATURAL/CONSTRUCT/ADABAS
- Modify existing modules to include new requirements
- Develop, maintain and execute unit test scripts/plans
- Update and maintain Object Traceability Matrix
- Perform unit testing and system integration testing
- Modify existing JCLs and create new ones to execute batch programs
- Identify, analyze and resolve data integrity issues for IRIS and RDC conversion.
- Support the production maintenance of IRIS application.
- Develop adhoc programs to extract data from IRIS for users reporting purposes
- Participate in the Joint Application Development (JAD) sessions



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1998 – 1999 APAR Infotech Corporation – Pittsburgh, PA

Programmer Analyst

State of California, Board of Equalization

My duties and responsibilities include:

- Convert A15 COBOL programs to NATURAL/ADABAS for Fund Distribution Subsystem
- Perform unit testing and system integration testing
- Modify existing JCLs and create new ones to execute batch programs

1997 – 1998 APAR Infotech Corporation – Singapore

Software Engineer

Customs and Excise Department, Singapore

My duties and responsibilities include:

- As Team Lead for Y2K Project, supervised a pool of 10 programmers by coordinating work loads and monitoring project development.
- Involve as Lead Programmer in the maintenance and enhancements of Duty Payment System and Revenue Analysis System
- Develop new online and batch programs for the projects using NATURAL/ADABAS
- Modify existing modules to include new requirements
- Perform impact analysis, unit testing, and system testing and integration.
- Prepare program specifications and system test plans.
- Prepare JCL batch processes and monitor production batch jobs.

1996 – 1997 Australasian-IT Software Services Pte Ltd – Singapore

Programmer Analyst

Citibank, N.A., Singapore

My duties and responsibilities include:

- Develop new online and batch programs using NATURAL/DB2 with SQL and COBOL/CICS/DB2 for the Global Relationship Banking System
- Perform program migration and module binding into test and production environments using ChangeMan
- Modify existing JCLs and create new ones to execute batch programs
- Assist the Project Lead in conducting user trainings in Indonesia.
- Perform system testing and integration and prepare operations manual.
- Monitor scheduled production batch processes.

1996 – 1997 Mastech Systems Corporation – Singapore

Software Engineer

Office of the Prime Minister, Singapore

My duties and responsibilities include:

- Develop new online and batch programs using NATURAL/ADABAS for the Office of the Prime Minister's Social Development System



- Prepare program specifications and user requirements specifications.
- Perform system testing and integration, unit testing and prepare test plans.
- Modify existing JCLs and create new ones to execute batch programs
- Provide support for production problems
- Monitor scheduled production batch jobs using JobTrac

1995 – 1996 Mastech Systems Corporation – Singapore

Software Engineer

Software AG Asia Pacific Pte Ltd, Singapore

My duties and responsibilities include:

- Responsible for migration and conversion of Censorship System for Singapore's Ministry of Information and Arts from Mainframe to UNIX environment
- Migrate database from ADABAS to ADABAS D with SQL.
- Develop online and batch programs using NATURAL/ADABAS D and SQL.
- Conduct unit testing and system integration.
- Prepare system test plans and user acceptance test cases.
- Provide support for user testing.

1994 – 1995 Software Laboratories, Inc. – Philippines

Lead Systems Analyst Programmer

Insular Life Assurance Company, Philippines

My duties and responsibilities include:

- Designated as Team Lead/Systems Analyst for the Agency Management and Compensation System which automates the actuarial services, computation of commissions and other compensations due to various insurance agencies
- Perform system analysis, technical design, and prepare system requirements and specifications
- Supervise four (4) NATURAL programmers, monitor their work loads and performance and provide technical support.
- Develop new online and batch programs using NATURAL/ADABAS
- Perform system test and integration.
- Prepare program specifications and unit testing.
- Prepare and monitor project summaries and plans for management reporting.
- Coordinate with users for system requirements and approval.
- Conduct and coordinate user trainings.

1993 – 1994 Software Laboratories, Inc. – Philippines

Systems Analyst

National Housing Authority, Philippines

My duties and responsibilities include:

- Assigned as Lead System Analyst for the analysis, design, development and implementation of Lot Inventory Project which keeps track of production and distribution of mass low-cost housing projects to the public
- Prepare system requirements and specifications, program specifications and system test plans.



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- Conduct system design presentation to management and users.
- Perform system testing and integration.
- Supervise five (5) programmers/developers.
- Prepare project summaries and development plans for management reporting.

1992 – 1993 Isetann Department Store, Inc. – Philippines **Systems Analyst**

My duties and responsibilities include:

- Functioned as System Analyst for the Purchasing and Inventory System that keeps tracks of timely ordering, warehousing, inventory, and distribution to each departments.
- Prepare system requirements and specifications, program flows and specifications.
- Perform system testing and integration.
- Prepare project plans and summaries for management reporting.
- Evaluate hardware and software products from different vendors for Company's acquisition

1989 – 1992 Department of Public Works and Highways – Philippines **Programmer Analyst**

My duties and responsibilities include:

- Responsible for the analysis, design, development, and implementation of Foreign-Assisted Project Monitoring System which handles the performance and development of foreign-funded infrastructure projects.
- Perform system testing and integration.
- Develop programs using COBOL
- Monitor scheduled batch processes.
- Prepare system requirements and specifications, system flows and program specifications.
- Conduct computer training courses to Department's employee

EDUCATION

Bachelor in Management Information Systems, April 1989
Polytechnic University of the Philippines - Manila, Philippines
Graduated Cum Laude

TECHNICAL EXPERIENCE

Software

ADABAS, DB2, VSAM, OS/MVS, JCL, TSO/ISPF, CICS, PREDICT, DOS, UNIX, MS Windows, MS Access, MS Excel, MS Word, Visio, PAC, Peek, Expediter, Micro Focus, SPUFI

Programming Languages

NATURAL, CONSTRUCT, NATURAL for Windows NT, Java, SQL, COBOL



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SHAFIK HAJI

SUMMARY OF QUALIFICATIONS

Programmer Analyst, Systems Analyst with over 18 years of experience in data processing and information technology. Expertise includes System Analysis, and System Design using Natural/ADABAS.

PROFESSIONAL EXPERIENCE

2004 - Present **Kearnford Application Systems Design.** - Sacramento, CA

Independent Consultant

State of California, Board of Equalization

My duties and responsibilities include:

- Developer for the Revenue subsystem, in IRIS (Integrated Revenue Information System) project, implementing various projects including ACTS (Alternative Cigarette Tax Stamp), Sales Tax E-Filing, and Security Deposit/Payment Subsystem interface projects.
- Projects designed using the Software Development Life Cycle (SDLC) involving: requirements gathered thru JADs, design, code development, updating traceability matrix, testing, and implementation.
- Developed logical and physical design code specification, and test scripts.
- Developed code using object oriented design methodology.
- Maintained existing production systems by resolving reported incidents
- Modify existing modules to include the new requirements
- Consult with business users when resolving reported incidents
- Modify existing JCLs and create new ones to execute batch programs

1996 – 2004 **Software AG Inc.** - Sacramento, CA

Senior Consultant

State of California, Board of Equalization

My duties and responsibilities included:

- Part of the Revenue subsystem group, in IRIS (Integrated Revenue Information System) project, and implemented various projects including RDC (Revenue Database Consolidation) project, which involved merging duplicate Taxpayer information, and integration of Special Taxes Accounts into IRIS.
- Projects designed using the Software Development Life Cycle (SDLC) that involved: requirements gathered thru JADs, design, code development, updating traceability matrix, testing, and implementation.
- Developed logical and physical design code specification, and test scripts.
- Developed code using object oriented design methodology.
- Maintained existing production systems by resolving reported incidents
- Modified existing modules to include the new requirements
- Consulted with business users when resolving the reported incidents
- Modified existing JCLs and create new ones to execute batch programs

1996 – 2004 **Software AG Inc.** - Sacramento, CA

Senior Consultant

State of Alaska, Department of Transportation



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My duties and responsibilities included:

- Documented existing on-line Accident Input Subsystem
- Created process flow diagrams for the on-line Accident Input Subsystem

1996 – 2004 Software AG Inc. - Sacramento, CA

Senior Consultant

EdFund

My duties and responsibilities included:

- Part of the team of Collection Payment File Fix project
- Analyzed production data errors, and developed data fix modules to correct the errors
- Analyzed, and resolved Service Requests assigned
- Consulted with users in capturing requirements, performed unit and integration testing, and assisted in system testing.

1996 – 2004 Software AG Inc. - Sacramento, CA

Consultant

State of California, Board of Equalization

My duties and responsibilities included:

- Part of the team that implemented Revenue, Payments, and Fiscal Summary subsystems in IRIS (Integrated Revenue Information System).
- Designed and coded using object oriented design methodology, documented test plans, and program specifications.
- Coded programs to fix data converted from the old system.
- Coordinated change control for Revenue/Difference subsystems.
- Designed LoadRunner macros to simulate typical user load on specific Revenue subsystem functions to determine response time.
- Resolved reported incidents, and updated documentation.

1990 – 1996 Nissan Canada Inc. - Mississauga, Ontario, Canada

Programmer/Analyst

My duties and responsibilities included:

- Developed, enhanced, and maintained production systems including Parts Inventory, Warranty, D&B Accounting System, Forklift Inventory, and Customer Information.
- Designed, and coded urgent requests and/or enhancements as required
- Developed short deadline data fix/extract modules.
- Assisted Project Leader in the analysis of new user requests
- Part of the team that developed Vehicle Lease Finance, Direct Mail, and Customer Information subsystems. Projects were designed using the Software Development Life Cycle (SDLC) that involved: requirements gathered thru JADs, design, development, unit testing, system integration testing, and implementation.
- Supported production systems – including overnight support

1990 – 1996 Moore Business Forms, Toronto, Ontario, Canada

Programmer/Analyst

My duties and responsibilities included:



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- Part of the team that worked on various projects, including the developed of new Order Processing system and printing of year end T4 payroll tax receipts.
- Documented existing Order Processing system used to generate specification for new system to be developed
- Developed logical and physical design specifications for new Order Processing system
- Maintained and supported production systems including Payroll, Order Processing, and Warehouse Inventory
- Performed system enhancements as assigned

EDUCATION

Various courses, including:

Natural for Windows Version 5, Natural Engineer
Building websites using Macromedia Dreamweaver MX
Programming in C, C++, C#.NET, Perl, Java, Visual Basic
Project Management

1997 - Present

University of Toronto, Mississauga, Ontario, Canada
Degree: *Specialist in Computer Science, B.Sc*

1982 - 1986

TECHNICAL EXPERIENCE

Software

ADABAS, DL/I, MS Access, INSIGHT, Construct, Load Runner, Mercury Interactive TestDirector, JCL, TSO/ISPF, CICS, PREDICT, DOS, VSAM, VM/CMS, MS Windows, MS Word/Excel, MS PowerPoint, MS Visio, PAC, Peek

Programming Languages

NATURAL, COBOL, PL/I, EASYTRIEVE/PLUS, MARK IV



KUMAR BALASUBRAMANIAN

SUMMARY OF QUALIFICATIONS

Lead Programmer/Analyst, System Engineer, Conversion specialist, Lead Tester with over 22 years of experience in data processing and information technology. Expertise include conducting JADs, data modelling, structured system analysis, logical and physical design, development (using CONSTRUCT), testing and implementing applications using Natural / ADABAS. Experience in other relational databases include ORACLE, MSSQL, MSACCESS and dBASE.

PROFESSIONAL EXPERIENCE

2004 - Present – Independent Consultant - Sacramento, CA

State of California, California State Teachers' Retirement system (CalSTRS)

Worked in the Accounting Reengineering Project and START - Maintenance & Enhancement Projects.

Duties and Responsibilities include:

- Project planning and estimating.
- Gathering Business and Functional Requirements through JADs with business users.
- Documenting Requirements using CalSTRS' SDLC standards.
- Designing file layouts, screens and reports.
- Developing Functional and Technical specifications.
- Developing Online and Batch modules in Natural / Adabas (new and modify existing).
- Creating new and modifying existing JCLs for batch submission.
- Developing and executing Test scripts for unit test, system integration test and regression test.
- Aiding users during user acceptance testing.
- Migrating objects across various environments using N2O migration tool.
- Fixing incidents
- Developing and implementing enhancements adopting End-to-End SDLC process.

**1997 – 2004 Shiva Systems International, Inc. - Sunnyvale, CA
Independent Consultant**

State of California, Board of Equalization (BOE)

Worked in the IRIS Project, RDC Project and TI / DAQA unit.

Duties and Responsibilities include:

- Gathering Business and Functional Requirements thru JADs with business users for Difference subsystem and ACMS.
- Designing file layouts, screens and reports.
- Developing Functional Requirements using IEEE standards.
- Developing Technical specifications.
- Developing Online modules in Natural using CONSTRUCT.



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- Developing new and modify existing Batch modules in Natural.
- Creating new and modifying existing JCLs for batch submission.
- Developing and executing Test scripts for unit test, system integration test and regression test.
- Aiding users during user acceptance testing.
- Converting data for RDC project.
- Database Administrator for TEST DIRECTOR MSSQL database.
- Project Administrator for TEST DIRECTOR Projects.
- Loading Requirements in TEST DIRECTOR (RDC Project).
- Developing automated test scripts in C++ using WINRUNNER for End-to-End testing of IRIS.
- Developing ERDs and Process flow diagrams for IRIS subsystems.
- Conducting Training for BOE and contract staff for using TEST DIRECTOR.

**1996 – 1997 Shiva Systems International, Inc. - Sunnyvale, CA
Independent Consultant**

Tropical Shipping, Florida.

Worked in the Development Team for in-house application.

Duties and Responsibilities include:

- Gathering Business and Functional Requirements thru JADs with business users.
- Designing file layouts, screens and reports.
- Developing Technical specifications.
- Developing Online modules in Natural using CONSTRUCT.
- Developing new and modify existing Batch modules in Natural.
- Creating new and modifying existing JCLs for batch submission.
- Developing and executing Test scripts for unit test, system integration test and regression test.
- Aiding users during user acceptance testing.
- Developing ERDs and Process flow diagrams.

**1990 – 1996 Emirates Airlines – Dubai, UAE.
Employee**

Worked in the Development Team for in-house applications.

Duties and Responsibilities include:

- Gathering Business and Functional Requirements thru JADs with business users.
- Designing file layouts, screens and reports.
- Developing Technical specifications.
- Developing Online modules in Natural using CONSTRUCT.
- Developing new and modify existing Batch modules in Natural for EMPACS application.
- Creating new and modifying existing JCLs for batch submission.
- Developing and executing Test scripts for unit test, system integration test and regression test.
- Aiding users during user acceptance testing.
- Developing Uniform Management System using ORACLE.
- Developing Transport management system using ORACLE.
- Developing Photo Library management system using Visual Basic / MSACCESS.



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- Developing Air Cargo Management system using INFOBASIC / PRIME database.

1986 – 1990 Tata Consultancy Services – Madras, India.

Employee

Worked as consultant for various clients in India and Bahrain.

Duties and Responsibilities include:

- Gathering Business and Functional Requirements thru JADs with business users.
- Designing file layouts, screens and reports.
- Developing Technical specifications.
- Developing new and modify existing Batch modules in COBOL.
- Creating new and modifying existing JCLs for batch submission.
- Developing and executing Test scripts for unit test, system integration test and regression test.
- Aiding users during user acceptance testing.
- Developing various standalone applications using dBASE for Arab Banking Corporation, Bahrain.

EDUCATION

M.S. in Industrial Engineering & Computer Science, Feb 1986
Anna University, Madras, India.

B.S. in Mechanical Engineering, June 1984
University of Madras, Madras, India.

TECHNICAL EXPERIENCE

Software

ADABAS, ORACLE, MS Access, OS/MVS, Profiler, Construct, Test Director, Win Runner, JCL, TSO/ISPF, CICS, PREDICT, DOS, MS Windows, WordPerfect, MS Word, PAC, Peek, Crystal Reports, N2O, dBASE, MS SQL, ORACLE Designer 2000.

Programming Languages

NATURAL, NATURAL for Windows Server, VB, C++, COBOL, Info Basic, dBASE.



International Network Consulting, Inc.

CEMME MEYER

SUMMARY OF QUALIFICATIONS

- 19 years of system analysis, design and programming experience.
- 14 years of Adabas/Natural development and maintenance experience in a mainframe/CICS environment.
- 6 years of Adabas/Natural development experience using Construct.
- 10 years of team management experience.

PROFESSIONAL EXPERIENCE

Nov 2002 – Present **Natural Software Solutions, Inc.** – Sacramento, CA
Independent Consultant
State of California, California State Teachers' Retirement System (CalSTRS)

The California State Teachers' Retirement System application (START) uses a MVS mainframe system located at the Department of Technology Services (DTS). The START system was developed using Object Oriented principles and concepts utilizing CONSTRUCT and the NATURAL programming language. The data is stored within ADABAS.

As a lead System Engineer assigned to resolve complex data integrity issues on this large retirement system my duties and responsibilities include:

- Applying the formal System Development Life Cycle (SDLC) methodology.
- Facilitating and participating in Joint Application Development sessions (JADs).
- Gathering and documenting the business requirements working closely with business staff.
- Performing analysis to determine scope and time estimates.
- Creating proposals after completing feasibility studies.
- Updating the Functional Specifications.
- Developing and updating the Construction Design Specifications.
- Creating System Integration Test Plans.
- Developing new and modifying existing code using NATURAL and CONSTRUCT to meet the design specifications.
- Utilizing PREDICT to define new data elements and file structures.
- Maintaining and creating new JCL members to execute batch programs.
- Developing and executing unit test plans.
- Preparing migration release documents.
- Executing System Integration Test plans.
- Supporting the business staff during the User Acceptance Testing.
- Providing training and support to peers and business staff on complex sub-systems.
- Supporting team members by reviewing their requirements and design documentation, code and test plans to ensure quality project deliverables.
- Reporting to management.
- Conducting post implementation verification.



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July 2006 – Present Natural Software Solutions, Inc. – Sacramento, CA
Independent Consultant (Part Time)

State of California, California Victim Compensation and Government Claims Board (VCGCB)

As a systems analyst/programmer my duties and responsibilities include:

- Performing maintenance and information requests on the Adabas/Natural mainframe based Victims of Crime system.
- Creating XML formatted extracts for the records that need to be converted from the mainframe system to the new server based system. This includes creating JCL members to process the extracts, prepare secure zip files, ftp the zipped datasets, and send email notifications.

Jan 1999 – Nov 2002 Software AG – Sacramento, CA

Senior Programmer/Analyst

State of California, California Victim Compensation and Government Claims Board (VCGCB)

As a senior consultant to the California Victim Compensation and Government Claims Board my duties and responsibilities included:

- Performing enhancements and maintenance on the Adabas/Natural mainframe based Victims of Crime system (VOX). The VOX system is a Construct based Adabas/Natural application developed in the late 80's.
- Reinstating the change order committee process to determine priorities and the feasibility of change requests with the business community.
- Analyzing, designing, coding in Adabas/Natural and testing system enhancements for numerous change requests, legislative changes and problem reports.
- Serving as a project lead on the following projects:
 - Reconfiguration and implementation of a Document Management System that was developed and used at BOE, which utilizes the EntireX Broker technology to download text between the PC and the mainframe.
 - The conversion and integration of a stand-alone client-server Criminal Disposition Tracking system into the Adabas/Natural mainframe based system.
- Proto-typing the use of EntireX SYSRPC technology.

Oct 1997 – Dec 1998 Toyota Manufacturing – Durban, South Africa

Analyst Programmer

As an analyst programmer my duties and responsibilities included:

- Maintaining the Adabas/Natural mainframe based Completely Knocked Down vehicle costing system and the Shipping system.
- Ensuring that all Adabas/Natural applications within the Finance systems were Y2K compliant.
- Developing the Adabas/Natural interface between the vehicle chassis tracking system and the mainframe, including the printing, and scanning of bar codes.
- Researching and preparing data extracts for the SAP/R3 Materials Management module.



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Jul 1995 – Sep 1997 EDP Consulting Center – Durban, South Africa Analyst Programmer

As an analyst programmer my duties and responsibilities included:

- Analyzing, designing, programming in Adabas/Natural, testing and documenting several new system functions for a short term financing company which included a monthly bad debt system, applying debtor payments made directly at a bank or post office and received via a PC file, capturing payments and issuing cash receipts, a cash book subsystem to generate the cash book entries for download and use by a COTS accounting package.
- Maintaining an Adabas/Natural mainframe based wool processing system.
- Programming, unit testing and implementing a new wool quotation system from specifications.

Jan 1984 – Jul 1990 ISCOR Pty. Ltd. – Newcastle, South Africa Systems Analyst/Programmer

As a systems analyst/programmer my duties and responsibilities included:

- Evaluating and recommending the purchase of a database management system to be used on the Mirco VAX II systems.
- Designing, programming in Adabas/Natural, testing and documenting a Menu system and a User Batch job system to be used as a standard on all MicroVAX II systems.
- Creating standard templates for all Natural programs.
- Initiating and chairing an on-site VAX/Adabas/Natural User Group to enable colleagues to exchange information.
- Training colleagues and subordinates in Natural and the standard applications developed.
- Developing and managing the Energy Management system in Adabas/Natural on a MicroVAX II.
- Utilizing ADASQL in VAX FORTRAN programs to interface with the Adabas database.
- Performing the following DBA functions: System and Adabas startup, System and Adabas backups, generating, modifying, loading, unloading and performing mass deletions of Adabas files using Adabas utilities in a Micro VAX II environment.

EDUCATION

B.Sc. Computer Science and Applied Math, December 1983
University of Natal, Durban, South Africa

TECHNICAL EXPERIENCE

Software

ADABAS, CONSTRUCT, PREDICT, MVS, CICS, TSO/ISPF, JCL, EntireX Broker, XMITIP, PKZIP, FTP, COMPLETE, ICCF, ADASQL, Entire Connection, Natural Connection, Windows 2000, Microsoft Office tools, Visio.

Programming Languages

NATURAL, NATURAL for Windows, Pascal, FORTRAN, COBOL, ADASQL.



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JESUS "JOEY" VENTURA

SUMMARY OF QUALIFICATIONS

Experienced in Mental Health, Retirement, Taxation, Consumer Protection and Correctional Systems. Expert in Business Analysis, System Design, Application Development and Systems Maintenance, Documentation, Database Design and Modelling, Team Leader, Project Management, Computer Operations and Data Guidance. Strong analytical, problem solving and people skills.

Team/Project Lead, Technical Lead and Analyst Developer, supported and lead projects from infancy through implementation. Use of Service Oriented methodology, support of Java launched functionality, support Middleware unit using SAG EntireX broker in the integration architecture for the legacy system and my|CalPERS. Created project plan and schedule, performed database design and data modelling, conversion, testing (unit-integration), performed process re-engineering, evaluated and assisted in writing the Feasibility Study Reports, Request for Proposal and Economic Analysis Worksheets, evaluated bids from vendors in the procurement phase of the project, Senate and Assembly Bill analysis, Impact analysis, Risk Assessment, RAD/JAD/meeting facilitation provides quality control on product deliverables, wrote technical documentation and memorandums, performed presentation and training to other team members, clients and management.

PROFESSIONAL EXPERIENCE

May 2007 – Present

Independent Consultant

State of California, California Public Employees Ret Sys

Uses Service Oriented Architecture ensuring need of provider and consumers are met. Provide support for My|CalPERS Java launched functionalities and Middleware's EntireX processes. Assist in the creation, review and approval of Use Case docs for the My|CalPERS project. Project management, analysis, development (batch and online), conversion, testing and documentation (User and Technical). Project reporting, production support and mentoring.

Jul 2003 – Nov 2007

Independent Consultant

State of California, Department of Mental Health

Business requirement analysis, initial design and data modeling for the Medicare Part D project. Completed HIPAA ID Table project for the enterprise wide legacy systems. Project management, analysis, data modeling, design, development (batch and online), conversion, testing and documentation (User and Technical). Used **Construct** for report and map generation. User training (hands on and docs), project reporting, production support and mentoring.



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May 2002 – May 2003

System Engineer/Sr. Programmer Analyst

State of California, California State Teacher's Ret Sys

Managed the performance tuning and enhancement of the Benefit Adjustment process with projected savings of up to \$50K/year. Managed and fixed START system enhancements and incidents. Provided assistance in IBM AFP troubleshooting, repository and migration. JAD facilitation, project walkthru and technical documentation (project charter, economic analysis and feasibility analysis report, system requirements, unit/user acceptance/system testing docs). User training (hands on and docs).

Jul 2000 – Feb 2002

Independent Consultant

State of California, Department of Mental Health

Lead (used MS Project) the upgrade of all the Admission Discharge and Transfer System modules to use the Application Independent Variable (AIVs) eliminating the use of Globals (2000 online/batch modules) and requiring unit through integration testing. Primary consultant in the conversion of the Patient, Hospital Formulary and Master Formulary files, to include specific allergies and codes associated with it. Added new functionality to the ADT and Physician Ordering System. **Has developed HTML reports in Natural.** Assisted in production problem resolution. User training (hands on and documentation).

Jan 2000 – Apr 2000

Independent Consultant

Hawaii, Department of Taxation

Analysis and Development of the Projected Penalties and Interest function of the Integrated Tax Information Management system, created the Systems Requirement Specification, Testing and User Acceptance documentation. Wrote management and performance measure reports.

Jun 1999 – Nov 1999

Independent Consultant

State of California, Secretary of State

Project/Technical Lead, coordinated (used MS Project) the Y2K remediation effort for the **Uniform Commercial Code System**. Wrote Y2K Impact and Risk analysis documentation for the UCC System. Requirements Analysis and created project plan (identifying tasks and activities) for the Electronic File Transfer functionality between the agency and the Department of Internal Revenue Services. Facilitated the meeting between IRS and Ca. SOS business community, documented requirements, resolution and strategy, wrote memos and user acceptance documentation. Maintained **Natural Construct** modules.

Jun 1998 – Jun 1999

Independent Consultant

State of California, Board of Equalization

Project/Technical Lead (2 P/A), Analysis, Remediation, Testing, Project Coordination (used MS Project) and status to mgmt. Coordinated the Y2K remediation effort for the **Consumer Use Tax** and the **Electronic Fund Transfer** systems. Analyzed, remediated and tested the **Special Taxes Automated Revenue System**, and **Taxable Activity Registration - Special Taxes** systems. Identified all modules impacted (batch/online),



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determine resolution, timeline (remediation/testing), provided required documentation (requirements analysis and testing), Used Insight 2000 and Winrunner for analysis and testing documentation. Used PAC and maintained **Natural Construct** modules.

Sep 1995 – Jun 1998

Team Leader/Sr. Programmer Analyst

State of California, Dept. of Consumer Affairs

Coordinated and led (used MS Project) the efforts to implement Senate and Assembly Bills changes to the Department's IT Systems, requiring bill analysis, risk analysis, impact to enterprise wide systems and cost analysis documentation. Project/Technical Lead (12 staff), Analysis, Design, Process Re-Engineering, JAD/RAD, Data Modelling, Project Coordination, Remediation, Conversion, Testing, Data Mapping (Adabas into Oracle), Lead the development of the Change Control standards, procedures and documentation. Used Designer/Developer 2000, Documentation, PowerPoint presentation and status to executive management. User training (hands on and documentation) and mentoring.

Sep 1995 – Jun 1998

Staff Programmer Analyst

State of California, Department of Corrections

Coordinated and led (used MS Project) the efforts to implement Senate and Assembly Bills changes to the Department's IT Systems. Was the lead Technical Analyst (6 P/A) in the implementation of "3-Strikes and You're Out" functionality, Assisted in the creation of the Feasibility Study reports, Led the creation of the various documentations (documentation of the business requirements, creation of the Systems Requirements Specs, Testing, development standards, User Acceptance memos and docs), Assisted in the creation of the RFP for CMIS and was part of the evaluation team that inspected vendors proposal. Design (JAD/RAD), Application Development / Remediation, Testing, Project Coordination, Data Modelling, Conversion (Adabas into Oracle), Documentation (technical and user). User training (hands on and documentation) and mentoring.

Feb 1992 – Jan 1993

Staff Programmer Analyst

State of California, Franchise Tax Board

Lead Technical analyst in the Conversion (VSAM/ISAM into Adabas) of the Board's Tax Information system. Setup PREDICT and Cross Reference capabilities within the Board's different tax systems/platform. Ensured that modules have proper documentation before migration into production.

Sep 1989 – Feb 1992

Staff Programmer Analyst

State of California, Student Aid Commission

Coordinated the efforts to implement Senate and Assembly Bills changes to the Department's IT Systems, requiring bill analysis, risk analysis, impact to enterprise wide systems and cost analysis. Technical Lead (2 P/A) in fine tuning and enhancement of modules for the Financial Aid Processing System, Requirements Analysis, Design, Application Development / Remediation, Testing, Project Coordination, Data Modelling, Conversion (VSAM to Adabas), Documentation/Reporting



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EDUCATION

Macromedia University – HTML, XML, Java and VB scripts, Crystal Reports.
PeopleSoft – Foundation (PeopleTools I and II), SQR, PeopleCode and Process Scheduler
Systems Analysis and Design, Database Design and Modelling (Natural / Adabas / Oracle)
Structured Programming, Fine Tuning and Enhancement (Natural/Adabas)
Natural/Adabas (Advance/Intermediate/Beginners)
Problem Solving and Structured Analysis
Introduction to Oracle PL/SQL, Designer and Developer 2000, Fine Tuning Oracle PL/SQL
PC Troubleshooting and LAN Administration
Introduction to Supervisory Practices, Interpersonal Communication and Public Speaking
Certificate in Computer Operations from Computer Learning Center
Certificate in Data Processing from City College of San Francisco
Three years College, Major in Computer Science
Bachelor of Arts Technological University of the Philippines

TECHNICAL EXPERIENCE

Adabas 8 / Natural 4.2	PeopleSoft/Oracle PL/SQL	Service Oriented Architecture
MS Word / Excel / Project / PowerPoint	Visio	Win XP/NT, MVS/VSE, OS390
TSO/ISPF/CICS/JCL	Informix 4GL/SQL	Assembler Lotus Notes
HTML, Predict, Natural Construct, COBOL, FORTRAN, RPG II, PASCAL, Peek		

Final Approval



JENNIFER FERNANDEZ

SUMMARY OF QUALIFICATIONS

As a Programmer Analyst and Systems Analyst, I have over 19 years of experience in Information Technology, of which over 17 years are in Natural/ADABAS programming including Construct in a mainframe/CICS environment. I have a broad base of experience in all phases of the software development life cycle, experience using formal testing methodology and procedures, experience with the majority of the Microsoft Office tools and a good understanding of Object Oriented Design principles. I have system development experience in both large and small scale environments.

PROFESSIONAL EXPERIENCE

2002 – Present Interskills and Brindabella, Inc - Sacramento, CA

Independent Consultant

State of California, California State Teachers' Retirement System

My duties and responsibilities include:

- Working in the Data Integrity Project, Option Simplification Project, Defined Benefit Supplement Annuity project and the Defined Benefit Supplement project
- Facilitating and participating in Joint Application Development (JAD) sessions
- Identifying and documenting Business Requirements and Business Requirement matrix
- Prototyping to help identify Business Requirements
- Analyzing system problems and designing alternatives to solutions
- Creating and updating Functional Specifications
- Writing Technical Design Specifications
- Writing and executing formal test plans including unit, system and integration testing
- Creating new online Construct programs and batch programs in Natural/ADABAS
- Modifying existing online and batch programs to include new requirements
- Modifying screen and report changes to include new requirements
- Creating and updating existing JCLs to execute batch processes
- Analyzing and fixing coding/program problems
- Maintaining modules in the various sub systems of the Teachers' Retirement System (Refund, Service Retirement, Disability and Survivor Benefits, Accounts Payable and Accounts Receivable sub systems)
- Participating in Quality Assurance (QA) procedures and walkthroughs for programs and technical documentation
- Ensuring the CalSTRS' programming and System Development Life Cycle methodology standards are maintained
- Identifying, analyzing and implementing web changes on CalSTRS websites such as the web calculator
- Developing and generating window period estimate letters to CalSTRS members
- Liaising with business users and technical staff for the various projects
- Reviewing and estimating project estimates for tasks identified for the projects
- Working in the discovery phase of the Customer Contact Management project



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2001 – 2002 Interskills - Sacramento, CA

Independent Consultant

Dole Fresh Vegetables Company

My duties and responsibilities included:

- Working in the redesign of the Pricing Structure Project
- Analyzing the Pricing, Invoicing and Order systems
- Identifying and documenting Business Requirements
- Designing alternatives to allow future expansions of additional pricing without major programming changes
- Writing Technical Design Specifications
- Converting data from the old pricing structure to the new pricing design
- Modifying existing online and batch programs to cater for the new requirements in Natural/ADABAS
- Creating and updating existing JCLs to execute batch jobs
- Creating online data integrity programs to support parallel processing of the old and the new system
- Developing and executing testing scripts
- Analyzing and fixing coding/programs problems
- Participating in Quality Assurance (QA) procedures and walkthroughs for programs and technical documentation
- Ensuring the programming and System Development Life Cycle methodology standards were maintained
- Liaising with business users and technical staff for the project

2001 – 2001 Software AG, Inc - Sacramento, CA

Independent Consultant

Laredo National Bank

My duties and responsibilities included:

- Working in the Loans Project
- Identifying and documenting Business Requirements
- Writing Technical Design Specifications
- Writing new online and batch functions of the Loans system in Natural/ADABAS
- Writing new General Ledger reconciliation reports for the application
- Developing new online inquiries
- Developing new batch processing of loans due for late fees, service charges and past due notices
- Creating and updating existing JCLs for batch processes
- Developing and executing testing scripts
- Analyzing and fixing coding/programs problems
- Participating in Quality Assurance (QA) procedures and walkthroughs for programs and technical documentation
- Ensuring the programming and System Development Life Cycle methodology standards were maintained
- Liaising with business users and technical staff for the project



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2000 – 2000 **Software AG, Inc - Sacramento, CA**

Independent Consultant

Dole Fresh Vegetables Company

My duties and responsibilities included:

- Working in the E-commerce Project, Vegetable Code Expansion Project, Bill Back Ads Project and the Advertisement Project
- Identifying and documenting Business Requirements
- Developing programs to send data such as invoices and purchase orders between the mainframe and the Trading Post website
- Developing major enhancements to the various sub-systems regarding advertisements and code expansion
- Writing Technical Design Specifications
- Modifying existing online and batch programs to cater for the new requirements in Natural/ADABAS
- Creating and updating existing JCLs to execute batch processes
- Developing and executing testing scripts
- Analyzing and fixing coding/programs problems
- Participating in Quality Assurance (QA) procedures and walkthroughs for programs and technical documentation
- Ensuring the programming and System Development Life Cycle methodology standards were maintained
- Liaising with business users and technical staff for the project

1998 – 2000 **CPL World Group, Inc - Sacramento, CA**

Independent Consultant

US Airways

My duties and responsibilities included:

- Maintaining and enhancing the Material Services Control system
- Identifying and documenting User Requirements
- Writing Technical Design Specifications
- Writing new and maintaining existing online and batch functions in Natural/ADABAS
- Writing data cleansing programs
- Creating and updating existing JCLs for batch processes
- Developing and executing testing scripts
- Analyzing and fixing coding/programs problems
- Participating in Quality Assurance (QA) procedures and walkthroughs for programs and technical documentation
- Ensuring the programming and System Development Life Cycle methodology standards were maintained
- Liaising with business users and technical staff for the project



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1997 – 1998 Janmoss Pty Ltd - Australia
Independent Consultant
IP Australia

My duties and responsibilities included:

- Working in the Fee Allocation and Processing System (FANG) and the Trade Marks Administrative system
- Identifying and documenting User Requirements
- Prototyping to help identify user requirements
- Writing Technical Design Specifications
- Developing the interfaces between FANG and SAP systems using MQ Series
- Modifying existing online and batch programs to cater for the new requirements in Natural/ADABAS
- Creating and updating existing JCLs to execute batch processes
- Developing and executing testing scripts
- Analyzing and fixing coding/programs problems
- Participating in Quality Assurance (QA) procedures and walkthroughs for programs and technical documentation
- Ensuring the programming and System Development Life Cycle methodology standards were maintained
- Liaising with business users and technical staff for the project

Centrelink, Australia

My duties and responsibilities included:

- Working in the Newstart Benefits system
- Identifying and documenting User Requirements
- Writing Technical Design Specifications
- Developing complex letters for clients receiving the various benefits
- Modifying existing online and batch programs to cater for the new requirements in Model 204/User Language and Cobol
- Creating and updating existing JCLs to execute batch processes
- Developing and executing testing scripts
- Analyzing and fixing coding/programs problems
- Participating in Quality Assurance (QA) procedures and walkthroughs for programs and technical documentation
- Ensuring the programming and System Development Life Cycle methodology standards were maintained
- Ensuring the ISO 9000 standards were maintained
- Liaising with business users and technical staff for the project



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1992 – 1997 **Computer Sciences Corporation of Australia - Australia**
Consultant
Australian Electoral Commission, Australia

My duties and responsibilities included:

- Maintaining and enhancing the Certified List Production facility that produced the various electoral rolls during elections
- Developing and implementing the Post Election system for the 1993 Federal Election, specifically the Non Voter System, Multiple Voter System and the Compulsory Enrolment System
- Identifying and documenting Business Requirements
- Writing Technical Design Specifications
- Writing new online and batch programs for the various sub-systems in Natural/ADABAS
- Creating new JCLs to execute new batch processes
- Developing and executing testing scripts
- Analyzing and fixing coding/programs problems
- Participating in Quality Assurance (QA) procedures and walkthroughs for programs and technical documentation
- Ensuring the programming and System Development Life Cycle methodology standards were maintained
- Liaising with business users and technical staff for the project

1989 – 1992 **Federal Government - Australia**
Employee
Department of Administrative Services, Australia

My duties and responsibilities included:

- Maintaining and enhancing the Invoicing, Reference Data and General Ledger Management Systems
- Identifying and documenting user requirements
- Writing Technical Design Specifications
- Writing online and batch programs in Natural/ADABAS
- Creating and updating existing JCLs to execute batch jobs
- Developing and executing testing scripts
- Analyzing and fixing coding/programs problems
- Participating in Quality Assurance (QA) procedures and walkthroughs for programs and technical documentation
- Ensuring the programming and System Development Life Cycle methodology standards were maintained
- Liaising with business users and technical staff for the project



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1989 – 1989 **Federal Government - Australia**

Employee

Department of Social Security, Australia

My duties and responsibilities included:

- Maintaining and enhancing the Personnel system
- Converting the manual Superannuation card system into the existing Personnel system
- Writing new and modifying existing online and batch programs in Model 204/User Language
- Analyzing and fixing coding/programs problems
- Participating in Quality Assurance (QA) procedures and walkthroughs for programs and technical documentation
- Ensuring the programming and System Development Life Cycle methodology standards were maintained
- Ensuring the ISO 9000 standards were maintained
- Liaising with business users and technical staff for the project

EDUCATION

Bachelor of Business in Information Processing, December 1988
Curtin University of Technology, Western Australia, Australia

TECHNICAL EXPERIENCE

Software

ADABAS, Model 204, DB2, OS/MVS, APAS, INSIGHT, Construct, JCL, TSO/ISPF, CICS, PREDICT, DOS, MS Windows, MS Word, PAC, Peek, Complete, N2O, Connect, MQ Series, File-aid

Programming Languages

NATURAL 2, User Language, COBOL 2, SQL, PASCAL, BASIC, C



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PETE DEDACE

SUMMARY OF QUALIFICATIONS

Programmer / Analyst with over 20 years of experience in data processing and information technology. Expertise includes programming and system analysis using NATURAL/ADABAS, CONSTRUCT and COBOL.

PROFESSIONAL EXPERIENCE

2007 – 2008 Inforce, Inc. - Sacramento, CA

System Tester

Client: State of California, Board of Equalization (BOE)

My duties and responsibilities included:

- Work as a member of a testing team that performs system testing for new subsystems (i.e. AB1749 Phase 5 Project) before implementation to Production
- Update Menu Hierarchical Diagram for the different subsystems in IRIS
- Update test scripts affected by a Service Request
- Update process flow diagrams affected by a Service Request

2002 – 2007 Inforce, Inc. - Sacramento, CA

Programmer / Analyst

Client: State of California, California State Teachers' Retirement System (CALSTRS)

My duties and responsibilities included:

- Work as a System Tester on the Employer Reporting Project (ERP)
 - Perform System Integration Testing (SIT) on the Secure Employer Website (SEW). Test system functionalities of the website e.g. transmit files from school districts to CalSTRS, view transmitted files to CalSTRS on the website
 - Log bugs/incidents discovered in SIT and User Acceptance Testing (UAT)
 - Re-test resolved SIT and UAT incidents
- Work as a Programmer/Analyst on the Option Simplification Project (OSP), System Quality & Customer Request (SQCR) project and Defined Benefit Supplemental Annuities, Annual Update & Credit Compensation (DACs) project
 - Perform analysis, code, unit test and implement programs using NATURAL/ CONSTRUCT for new system functionalities
 - Prepare technical specifications for the new developed and modified programs
 - Perform and attend quality assurance (QA) meetings and code walkthroughs
 - Provide Production maintenance support



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P.O. Box 254620, Sacramento, CA 95865, U.S.A.

www.my2inc.com

Phone: (916) 213-3387

Fax: (916) 914-2209

2001 – 2002 Mara Consulting, Inc. - Sacramento, CA

Programmer / Analyst

Client: State of California, California Public Employees' Retirement System (CALPERS)

My duties and responsibilities included:

- As part of a 7 person team that work on the Service Credit Buyback Account (SCBA) project
- Develop, test and implement programs using NATURAL/ CONSTRUCT for system enhancements
- Provide Production maintenance support
- Prepare problem report documentation

1999 – 2001 Computer Consulting Services Corporation - Atlanta, GA

Programmer / Analyst

New Boston Systems - Client: EDS in Sacramento, CA

My duties and responsibilities included:

- Work on the Financial Aid Processing System (FAPS) project
- Apply Life Cycle Methodology in resolving Service Requests (SR)
- Analyze SR requirements and prepare Service Request Analysis document
- Coordinate and schedule JAD sessions with users
- Perform construction and Unit Testing of programs affected by the SR
- Provide System Testing and User Acceptance Testing support
- Organize SR implementation to Production
- Perform Post Implementation Review

1997 – 1999 Computer Consulting Services Corporation - Atlanta, GA

Programmer / Analyst

Software AG - Client: State of California, Board of Equalization (BOE)

My duties and responsibilities included:

- Work on the Integrated Revenue Information System (IRIS) project
- Provide Production maintenance support
- Prepare project documentation
- As part of a 10 person team on the Revenue subsystem that resolve incident reports for release and system testing
- As part of a 7 person team on the Difference subsystem that resolve incident reports for release and system testing
- Perform PAC migrations



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1997 – 1997 Computer Consulting Services Corporation - Atlanta, GA

Programmer / Analyst

Software AG - Client: State of Florida, Florida Community Colleges Consortium

My duties and responsibilities included:

- As part of a 10 person team that developed a Student Information system using NATURAL/ CONSTRUCT as its main development tool

1996 – 1996 Computer Consulting Services Corporation - Atlanta, GA

Programmer / Analyst

Software AG - Client: State of California, Board of Equalization (BOE)

My duties and responsibilities included:

- Work on the Integrated Revenue Information System (IRIS) project
- As part of a 15 person team on the Revenue subsystem, develop and test core on-line programs using NATURAL/ CONSTRUCT
- As part of a 7 person team on the Audits subsystem, develop prototype on-line programs using NATURAL/ CONSTRUCT

1995 – 1996 Computer Consulting Services Corporation - Atlanta, GA

Programmer / Analyst

Software AG - Client: Andersen Consulting

My duties and responsibilities included:

- Work on the Child Support Enforcement system for the State of Arizona
- Develop and test programs using NATURAL/ CONSTRUCT

1993 – 1994 Computer Consulting Services Corporation - Atlanta, GA

Programmer / Analyst

Systemhouse - Client: Department of Human Services in Washington, DC

My duties and responsibilities included:

- Work on the Automated Client Eligibility Determination System (ACEDS) project
- As part of an 8 person maintenance support team, maintain and enhance on-line and batch programs using NATURAL, COBOL and ADAPREP

1992 – 1993 Asian Development Bank – Manila, Philippines

Programmer / Analyst

My duties and responsibilities included:

- Test and implement program revisions using ADABAS/NATURAL
- Prepare user and system documentation



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1989 – 1990 Australian National Railway (ANR) – Adelaide, Australia Programmer / Analyst

My duties and responsibilities included:

- Create a NATURAL 2 program interface which generates transaction input for the General Ledger System
- Develop and test programs on the Payroll Costing System using ADABAS/NATURAL
- Investigate and resolve System Investigation Requests for the Traffic Information Management System (TIMS)
- Develop, test, and implement NATURAL 2 report programs for the Yard Management System

1987 – 1989 Asian Development Bank – Manila, Philippines Programmer / Analyst

My duties and responsibilities included:

- Work on the Investment Portfolio System (IPS), Borrowing Portfolio System (BPS) and Market Price Monitoring System (MPMS)
- Convert programs from NATURAL 1 to NATURAL 2
- Develop and enhance NATURAL 2 (and NATURAL 1) programs to meet user requests and resolve incident reports
- Document new and revised programs using PREDICT
- Develop and test data entry and query programs

1985 – 1987 Development Bank of the Philippines Data Center – Manila, Philippines Programmer

My duties and responsibilities included:

- Develop batch update and report programs in COBOL with DIRECT CALLS to ADABAS
- Develop on-line NATURAL/ADABAS programs for data entry, file maintenance and queries
- Maintain and enhance COBOL programs for a Housing System and a Savings Accounts and Time Deposits System (SATDS)
- Develop, test, and debug COBOL programs
- Resolve incident reports



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EDUCATION

B.S. in Industrial Management Engineering, December 1984
De La Salle University, Manila, Philippines

TECHNICAL EXPERIENCE

Software

ADABAS, ADAPREP, NATURAL CONNECTION, OS/MVS, MVS/XA, JCL, TSO/ISPF,
PREDICT, PAC, PEEK, PROFS, CONNECT, DOS/VSE, TSS, PFD, EXTRA, MS Windows,
WordPerfect, MS Word

Programming Languages

NATURAL, NATURAL/CONSTRUCT, NATURAL for Windows NT, COBOL, DIRECT CALLS

Pending Approval



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ARCHIE GUERRERO

SUMMARY OF QUALIFICATIONS

Programmer Analyst, Systems Analyst, Systems Auditor, and Security Specialist with over 30 years of experience in data processing and information technology. Expertise includes system analysis, system design, and project leader using Natural/ADABAS and SDLC.

PROFESSIONAL EXPERIENCE

2008 - 2008 Interskills LLC - Monterey, CA

Independent Consultant

DOLE Foods Inc.

My duties and responsibilities include:

- Analyze business requirements for Farm Workers and Crew Payroll System
- Work with the users to create screen and report layouts during JAD sessions.
- Design file layouts for Farm Workers and Crew Payroll System
- Develop new online and batch Natural/ADABAS modules for the system
- Perform enhancements to existing modules to include the new business requirements
- Develop System Test Plan and Test Scripts
- Modify existing JCLs and create new ones to execute batch programs
- Conducted unit, systems and acceptance testing of the Farm Workers and Crew Payroll System
- Prepared and submitted the deliverables for Farm Workers and Crew Payroll System
- Work with the users to rectify the system outputs during the post implementation period and secure signoff.
- Conducted systems audit to determine compliance of the DOLE Foods A/P and Payroll systems with the Sarbane-Oxley Act of 2001
- Provided DOLE management team with systems security reports and systems audit procedures.

2007 - 2008 Staff Tech Inc - Folsom, CA

Independent Consultant

California Public Employees Retirement System (CalPERS)

My duties and responsibilities included:

- Perform assessments on service requests from CalPERS user community assigned to me.
- Work with the users to identify new business requirements for the Retirement Information Benefit System (RIBS) during JAD sessions.
- Perform analysis on the business requirements for Retirement Information Benefit System (RIBS)
- Design files and/or tables for Retirement Information Benefit System (RIBS)
- Modify existing modules to include the new business requirements
- Develop new online and Batch Natural/ADABAS modules for Retirement Information Benefit System (RIBS)
- Develop System Test Plan and Test Scripts
- Modify existing JCLs and create new ones to execute batch programs
- Conducted unit, systems and acceptance testing of the Retirement Information Benefit System (RIBS)



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- Work with the users to rectify the system outputs during the post implementation period and secure signoff.

1999 - 2006 International Business Machines - Torrance, CA

Independent Consultant

Nissan Motors North America

My duties and responsibilities included:

- Requirement analysis and functional design of the Warranty Claims Processing System
- Work with the users to create screen and report layouts during JAD sessions.
- Design file layouts for Warranty Claims Processing System
- Develop new online and batch Natural/ADABAS modules for the system
- Perform enhancements to existing modules to include the new business requirements
- Develop System Test Plan and Test Scripts
- Modify existing JCLs and create new ones to execute batch programs
- Conducted unit, systems and acceptance testing of the Warranty Claims Processing System
- Prepared and submitted the deliverables for Warranty Claims Processing System
- Work with the users to rectify the system outputs during the post implementation period and secure signoff.
- Work on various automotive application areas to enhance existing systems with new business requirements.
- Work on the Y2K enhancements for the Parts Systems, Survey System and Personnel System.

1996 – 1999 Balantyne Consulting, Inc. – Los Angeles, CA

Independent Consultant

Hunt-Wesson

My duties and responsibilities included:

- Requirement analysis and functional design of the Supply Chain Development Project's Goods Issue Data Warehouse System
- Design file layouts for Goods Issue Data Warehouse System
- Develop new online and batch Natural/ADABAS modules for the Goods Issue Data Warehouse System
- Perform enhancements to existing modules to include the new business requirements
- Develop System Test Plan and Test Scripts
- Modify existing JCLs and create new ones to execute batch programs
- Conducted unit, systems and acceptance testing of the Goods Issue Data Warehouse System
- Prepared and submitted the deliverables for Goods Issue Data Warehouse System
- Work with the users to rectify the system outputs during the post implementation period and secure signoff

1995 - 1996 Delphi Consulting, Inc. – Los Angeles, CA

Independent Consultant

State of Hawaii, Department of Social Services

My duties and responsibilities included:

- Work with the users to identify new business requirements for the Department of Social Services, Child Support Systems (Keiki Project) during JAD sessions.



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- Develop new online and batch Natural/ADABAS modules for the Department of Social Services, Child Support Systems (Keiki Project)
- Develop System Test Plan and Test Scripts
- Modify existing JCLs and create new ones to execute batch programs
- Conducted unit, systems and acceptance testing of the Department of Social Services, Child Support Systems (Keiki Project)

1969 - 1994 Various Companies and Government Entities Independent Consultant and Staff Programmer/Analyst

My duties and responsibilities included:

- Identifying user requirements
- Resolving issues (problems, scope issues, integration issues, interface issues, performance issues)
- Designing screen and report layouts
- Designing and writing the most complex programs of the system
- Providing object interfaces to and from other systems
- Writing program documentation

EDUCATION

B.S. in Industrial Engineering, June 1972
Adamson University, Manila, Philippines

TECHNICAL EXPERIENCE

Software

ADABAS, DB2, ORACLE, MS Access, Unix, OS/MVS, Z/OS, NATRJE, COMPLETE, AOS, INSIGHT, Profiler, Construct, AFP, JCL, TSO/ISPF, CICS, PREDICT, DOS, MS Windows, WordPerfect, MS Word, PPS, Peek, DYL280, VISIO, FileAid, Predict, MS Excel, MySQL

Programming Languages

NATURAL, HTML, XHTML, XML, JAVA, JavaScript, VB, C, C++, COBOL, PL/I, PHP



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DEBRA EDWARDS

SUMMARY OF QUALIFICATIONS

Programmer Analyst with 24 years of experience in data processing and information technology. Expertise includes system analysis, system design, coding using Adabas/Natural/Construct, system testing and installation. IBM Mainframe, JCL, CICS, TSO, Microsoft Office Suite, N2O

PROFESSIONAL EXPERIENCE

2003 – Present NanRan, Inc. - Sacramento, CA

Independent Consultant

State of California, CalSTRS (California State Teachers' Retirement System)

My duties and responsibilities include:

Accounting Re-engineering Project (ARP):

- Leading and participating in JAD sessions with the users to determine requirements
- Creation and updating of Functional Specifications
- Systems Analysis and design
- Code design using Object Oriented Design principles
- Creation of Technical Specifications
- File design and changes in Predict
- Develop new online and batch Natural/ADABAS/Construct modules
- Modify existing modules to include new requirements
- Creating and/or changing JCL to support new requirements
- Unit testing all code changes and updates
- Creation and execution of TECs (Test Execution Checklists)
- Migration of modules and file changes to various test databases
- Full support of system during User Acceptance Testing
- Migration to Production Environment, Post Implementation Verification

Address Re-design and Enhancement Project (CARE)

- Performed all of the above duties for this project which was successfully implemented in 2007.

Cash Balance Project (CB)

- Performed all of the above duties for this project which was successfully implemented in 2006.

Floating Point Discovery Effort

- Assisted in the discovery effort to quantify the impact of changes in Natural floating point calculations and created the discovery document.



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2003 – 2003 Ciber, Inc. – Austin, TX

Independent Consultant

State of Texas, Office of the Attorney General – Child Support Division

My duties and responsibilities included:

- Revitalization of Case Initiation system (technical analysis, design and coding) including Case and Member matching using Natural/Adabas/Construct
- Created System Use Cases and Realizations using IBM's Rational/Rose
- Designed and coded a Case and Member archive and restore system using OO design principles and Natural Construct.
- Created JCL to support new requirements
- Unit tested all code changes and updates
- Supported User Testing

2002 – 2003 TEK Systems - Irvine, CA

Independent Consultant

BAX Global

My duties and responsibilities included:

- Technical analysis and design of phase 1 of a new Purchase Order Management System
- Wrote extracts to pass data to the Web Brokerage System
- Team leader in charge of 3 programmers
- Wrote and executed Test scripts
- Supported User Testing

2001 – 2002 Orlando, FL

Independent Consultant

Chep USA

My duties and responsibilities included:

- Provided mainframe support for the system during conversion to SAP
- Identified production problems and implemented corrective action using Adabas/Natural/Construct
- Performed functional analysis and design of system modifications based on user requests and company needs
- Created test plans, test scripts, test data and performance specifications for all new development
- Streamlined existing batch processes to cut down on runtime – achieved a reduction of over 70%
- Researched and developed data conversion programs from Adabas to Manugistics using MQ Series

2000 – 2001 Boca Raton, FL

Independent Consultant

Siemens

My duties and responsibilities included:

- Converted system from mainframe Natural 2.8 to Server Natural NT using OO design and techniques
- Provided support for day to day running of the system, fixing errors as they occurred
- Technical and Functional analysis, design and programming of new features as company needs arose.



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1999 - 2000 Salisbury, MD

Independent Consultant

Purdue Farms

My duties and responsibilities included:

- Provided mainframe support for the system during conversion to SAP
- Worked closely with users to define system needs both online and batch, then designed and developed these based on company priorities using Natural/Adabas/Construct
- Developed interfaces to numerous systems, and data conversion programs for the new SAP system

1998 - 1999 Fort Pierce, FL

Independent Consultant

Florida Community College Software Consortium

My duties and responsibilities included:

- Full SDLC development of state-mandated reporting requirements for Community Colleges, from functional analysis through implementation, using Natural/Adabas/Construct
- Responsible for general maintenance of the system and the running of regularly scheduled payrolls
- Provided mentoring to less experienced programmers and aided in creating programming standards

1997 - 1998 St. Paul, MN

Senior Analyst Programmer

GE Capital Consulting

My duties and responsibilities included:

- Worked on TAPS Y2K and EURO project as a team leader overseeing 4 people.
- Performed business and functional analysis for EURO conversion project
- Helped to create test plans and test data for Y2K remediation
- Provided Adabas/Natural training for new employees and provided mentoring to junior personnel
- Served as liaison person between project groups in New York and Minnesota by keeping management and users informed as to progress and bringing problems to their attention

1994 - 1997 Minneapolis, MN

Independent Contractor

Fairview Healthcare Organization

My duties and responsibilities included:

- Full SDLC development of Bad Debt system, incorporating it with current systems, using Adabas/Natural/Construct
- Worked with technical writers to develop user documentation and training materials
- Provided mainframe support for the current system by troubleshooting production problems and implementing corrective action
- Did analysis and design for development/maintenance projects and implemented these based on company objectives
- Assisted other teams in designing database files to get the most efficient use out of Adabas database



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1994 - 1994 Dibold, TX

Independent Contractor

Temple Inland

My duties and responsibilities included:

- Developed new system including writing, testing and installing batch and online programs, and batch programs from online submittal using NATRJE. Systems were written in Natural/Adabas/Construct
- Created test data according to scripts and changed already-written programs to work more efficiently

1984 - 1994 South Africa

Various roles

Various Companies

My duties and responsibilities included:

- Analysis and design of new systems using Adabas, Natural 1 and Natural 2, Construct.
- Facilitated JAD sessions
- Team Leader for data conversion project overseeing 4 people
- Used OO design principles to write a bonds trading system for a commercial bank.
- Acted as DBA at two separate companies
- Wrote programs in COBOL and IBM Assembler

EDUCATION

COBOL Programming Certificate

Van Zyl & Pritchard Programming School, Johannesburg, South Africa

Most highly regarded COBOL programming school in South Africa. Finished in top ten of my class.

TECHNICAL EXPERIENCE

Software

ADABAS, Construct, Microsoft Office, TSO/ISPF, CICS, JCL, Predict, MVC, PAC, N2O
ler, Construct, Load Runner, JCL, TSO/ISPF, CICS, PREDICT, DOS, MS Windows, WordPerfect,
MS Word, PAC, Peek, Crystal Reports

Programming Languages

NATURAL, NATURAL NT for Windows, COBOL, IBM Assembler 370



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GABRIEL DEBIA

SUMMARY OF QUALIFICATIONS

Programmer Analyst and Systems Analyst with over 17 years of experience in data processing and information technology. Expertise includes all the phases of the system development life cycle using Natural/ADABAS and other languages.

PROFESSIONAL EXPERIENCE

November, 2003 – Present: Jaykumar Maistry - Sacramento, CA

Contractor at the California State Teachers' Retirement System

Projects:

- Member Account Balance
- Data Integrity
- Additional Earnings and Annuity Credit

My duties and responsibilities include:

- Facilitate and/or participate in Join Application Development Sessions
- Develop, update and review Requirements
- Develop, maintain and review System Functional Specifications
- Develop, maintain and review Design Specifications
- Develop, maintain and review online and batch Natural Objects on a MVS mainframe and CICS environment
- Develop, maintain and review JCL scripts to execute batch programs
- Develop, maintain and review data elements using PREDICT
- Develop, maintain, review and execute System Test plans
- Develop and review System Job-Aid's

July, 2002 – October 2003: Sapphire Technologies Inc. - Sacramento, CA

Contractor at the California State Teachers' Retirement System

Project:

- Production Incidents

My duties and responsibilities include:

- Facilitate and/or participate in Join Application Development Sessions
- Develop, update and review Requirements
- Develop, maintain and review System Functional Specifications
- Develop, maintain and review online and batch Natural Objects on a MVS mainframe and CICS environment
- Develop, maintain and review JCL scripts to execute batch programs
- Develop, maintain and review data elements using PREDICT

January 1999 – June 2002: Mercado Abierto Electrónico - Buenos Aires, Argentina

- Develop, update and review Requirements
- Develop, maintain and review System Specifications



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- Develop, maintain and review online and batch Natural and COBOL objects
- Develop, maintain and review JCL scripts to execute batch programs
- Develop, maintain and review Delphi and C++ programs on Windows-PC

January 1993– July 1998: Oltex S.A. - Buenos Aires, Argentina

- Requirements gathering
- Software Design and coding using Natural/Adabas on IBM Mainframe
- Software Design and coding using COBOL on Unix System
- Software Design and coding using Pascal on MS-DOS and NOVELL
- Customer Support

January 1992– July 1992: F.M & Asociados - Buenos Aires, Argentina

- Software Design and coding using Pascal on MS-DOS and NOVELL

April 1991– September 1991: ICC Sistemas - Buenos Aires, Argentina

- Software Design and coding using COBOL on MS-DOS and NOVELL

March 1987– March 1989: Sevel Argentina S.A. - Buenos Aires, Argentina

- Software Development using dBase III+ and CLIPPER on MS-DOS
- Customer Support

January 1986– February 1987: Centro de Tecnologia de Ciencia y Sistemas Universidad de Buenos Aires- Buenos Aires, Argentina

- Software Development using BASIC on MS-DOS
- Customer Support

EDUCATION

B.S. in Computer Science, December 1987
Universidad de Buenos Aires – Buenos Aires Argentina

TECHNICAL EXPERIENCE

Software

Construct, Peek, OS/MVS, N2O, JCL, TSO/ISPF, CICS, PREDICT, FTP, MS DOS, MS Windows, MS Word, MS Excel, MS Access, MS Visio, MS Project, SharePoint

Programming Languages

NATURAL, NATURAL for Windows, SQL, HTML, JavaScript, VB Script, C, C++, COBOL, Pascal, Delphi, dBase III+, CLIPPER



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TEACHING EXPERIENCE

May 1991 – June 2002: Universidad de Morón – Morón, Argentina

Teacher of Structured Computer Programming and Object Oriented Computer Programming

May 1985 – March 1989: Universidad de Buenos Aires – Buenos Aires, Argentina

Teacher Assistant on Mathematics, Logic and Computer Programming

Pending Approval

EXHIBIT B
Budget Detail and Payment Provisions
Page 1 of 2

BUDGET DETAIL AND PAYMENT PROVISIONS

1. Invoicing and Payment:

- A. For services satisfactorily rendered and upon receipt and approval of the invoices, the BOE agrees to compensate the Contractor for actual expenditures incurred in accordance with the rates specified herein.

		Phase I FY 2008/09	Phase II/Phase III FY 2009/10	Total All Phases
Programmers (Natural Adabas)	08-050	\$ 1,677,240	\$ 1,598,760	\$ 3,276,000
The contractor will invoice for the time to produce the deliverables identified in the Scope of Work. This will commence with Phase I and continue until funds are expended and then to Phases II.				

- B. Invoices shall include the Agreement Number and be submitted in duplicate not more frequently than monthly in arrears to:

Board of Equalization
 Accounting Section
 450 N Street, MIC: 23
 P. O. Box 942879
 Sacramento, CA 94279-0023

- C. Labor Rates shall correspond with the following Contractor staff and hourly labor rates:

Resource Name	MSA Labor Classification	Offer Rate
Wayne Rodger	Senior Programmer	\$88
Reymundo Valderama	Senior Programmer	\$85
Shafik Haji	Senior Programmer	\$85
Kumar Balasubramanian	Senior Programmer	\$82
Cemme Meyer	Senior Programmer	\$82
Jesus "Joey" Ventura	Senior Programmer	\$82
Jennifer Fernandez	Senior Programmer	\$82
Pete Dedace	Senior Programmer	\$81
Archie Guerrero	Senior Programmer	\$81
Debra Edwards	Senior Programmer	\$81
Gabriel Debia	Senior Programmer	\$81

EXHIBIT B
Budget Detail and Payment Provisions
Page 2 of 2

2. **Budget Contingency Clause:**

- A. It is mutually agreed that if the Budget Act of the current year and/or any subsequent years covered under this Agreement does not appropriate sufficient funds for the program, this Agreement shall be of no further force and effect. In this event, the State shall have no liability to pay any funds whatsoever to Contractor or to furnish any other considerations under this Agreement and Contractor shall not be obligated to perform any provisions of this Agreement.
- B. If funding for any fiscal year is reduced or deleted by the Budget Act for purposes of this program, the State shall have the option to either: cancel this Agreement with no liability occurring to the State, or offer an Agreement Amendment to Contractor to reflect the reduced amount.

3. **Prompt Payment Clause:**

Payment will be made in accordance with and within the time specified in Government Code, Chapter 4.5 (commencing with Section 927).

EXHIBIT D
Special Terms and Conditions
Page 1 of 2

SPECIAL TERMS AND CONDITIONS

1. Potential Subcontractors:

Nothing contained in this Agreement or otherwise shall create any contractual relation between the State and any subcontractors, and no subcontract shall relieve the Contractor of its responsibilities and obligations hereunder. The Contractor agrees to be as fully responsible to the State for the acts and omissions of its subcontractors and of persons either directly or indirectly employed by any of them as it is for the acts and omissions of persons directly employed by the Contractor. The Contractor's obligation to pay its subcontractors is an independent obligation from the State's obligation to make payments to the Contractor. As a result, the State shall have no obligation to pay or to enforce the payment of any moneys to any subcontractor.

2. Computer Software Copyright Laws:

Contractor certifies that it has appropriate systems and controls in place to ensure that state funds will not be used in performance of this Agreement for the acquisition, operation or maintenance of computer software in violation of copyright laws.

3. Ownership of Data/Ownership in Data:

The State owns data filed with or collected by the Contractor in both hardcopy, electronic and internet formats. Data, in all forms, is the property of the State of California and copyrights, trademarks, service marks, or patents will not be filed that infringe on the exclusive ownership by the State. Contractor may use said data for academic research and possible publication with written approval of the Executive Director of the BOE or Designee.

4. Licensees and Permits:

The Contractor shall be an individual or firm licensed to do business in California and shall obtain at his/her expense all license(s) and permit(s) required by law for accomplishing any work required in connection with this contract.

If you are a Contractor located within the State of California, a business license from the city/county in which you are headquartered is necessary; however, if you are a corporation, a copy of your incorporation documents/letter from the Secretary of State's Office can be submitted. If you are a Contractor outside the State of California, you will need to submit to the BOE a copy of your business license or incorporation papers for your respective State showing that your company is in good standing in that state.

EXHIBIT D
Special Terms and Conditions
Page 2 of 2

In the event, any license(s) and/or permit(s) expire at any time during the term of this Agreement; Contractor agrees to provide the BOE a copy of the renewed license(s) and/or permit(s) within 30 days following the expiration date. In the event the Contractor fails to keep in effect at all times all required license(s) and permit(s), the State may, in addition to any other remedies it may have, terminate this Agreement upon occurrence of such event.

5. Contractor Evaluation:

In accordance with Public Contract Code 10369, within sixty (60) days after the completion of this Agreement, the BOE shall complete a written evaluation of Contractor's performance under this Agreement. If Contractor did not satisfactorily perform the work, a copy of the evaluation will be sent to the Department of General Services, Office of Legal Services. The BOE shall send a copy of the unsatisfactory evaluation to the Contractor within fifteen (15) working days of the completion of the evaluation.

6. Confidentiality Statement:

All Contractor staff must sign and return a Confidentiality Statement, Form BOE-4.

Approval

RFO 08-050 – LPAER 57

**E-Services 2008-10 Expansion Project
Programmer (Adabas/Natural)**

For

State Board of Equalization

November 18, 2008

Pending Approval

COMPARISON AND SELECTION REPORT
RFO 08-050

COMPARISON AND SELECTION TEAM

SIGN-OFF

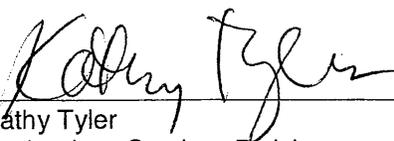
The following team members have read the enclosed Evaluation and Selection Report and concur with the findings as written:



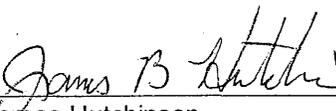
John Hamlin
Technology Services Division



Scott Capulong
Technology Services Division



Kathy Tyler
Technology Services Division



James Hutchinson
Technology Services Division

Pending Approval

COMPARISON AND SELECTION REPORT
RFO 08-050

I. SUMMARY AND RECOMMENDATION

A. SUMMARY

The purpose of this RFO, E-Services 2008-10 Expansion Project (Programmer – Adabas/Natural), was to elicit proposals for Board of Equalization (BOE) by utilizing the Department of General Services (DGS) IT Consulting Master Service Agreement (MSA). For this project, BOE is soliciting offers for 11 Adabas/Natural programmers who will be used to either make the necessary modifications needed to develop new functionalities in the existing mid-tier and mainframe applications that support E-filing and the mainframe functions supporting IRIS, or to perform miscellaneous maintenance and application development activities on IRIS and related systems. All technical roles, including system maintenance, require the advanced skillsets referenced above. The term of the project will be approximately 24 months. The budget for these services is no more than \$1,677,240 for Fiscal Year (FY) 2008-09 and \$1,598,760 for FY 2009-10. The term of this contract is anticipated to start January 5, 2009, or upon contract execution, whichever is later, to March 31, 2011 with a one year optional extension of time and/or services, provided that DGS exercises its option to extend the MSA through June 30, 2010.

The Contractor must perform the following activities and provide technical expertise in the following areas:

- Facilitate and/or participate in Joint Application Development (JAD) Sessions.
- Develop and update Requirements.
- Develop and update Construction Design Specifications.
- Develop and maintain Natural Objects.
- Build and maintain Unit Test Plans.
- Execute Unit Test Plans.
- Build and maintain Integration Test Plans.
- Build, maintain and/or review System Test Plans.
- Execute Integration Test Plans.
- Fix program problems.
- Perform maintenance of current IRIS modules.

The Contractor is responsible for completion of the following tasks related to management of the project:

- System Requirement Specifications.
- Construction Specifications.
- Unit Test Plans.
- Integration Test Plans.
- Constructed Systems.
- Traceability Matrix.
- Product Deliverable Metrics.

The RFO was sent to selected MSA vendors. The offers are to be submitted electronically using a "single-envelope" procedure for the administrative, technical, and cost response. The administrative and technical responses to the RFO were first compared for responsiveness, points were scored and the scores were determined.

The award of the contract is to be based upon best value. The effective aspects of the acquisition were weighted 10% administrative (30 Pts), 60% technical (180 Pts) and cost 30% (90 Pts). Final selection was determined on the basis of highest overall point score resulting from a combined score of the technical comparison and the total cost comparison for proposals that are responsive to the RFO requirements. Award, if made, would be to a single offeror receiving the highest score.

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I. SUMMARY AND RECOMMENDATION (cont.)

B. RECOMMENDATION

Final Proposals were submitted from International Network Consulting, Inc., Public Sector Consultants, Inc., R Systems, Inc., Setka, Inc., Staff Tech, Inc. and Trinity Technology Group, Inc. The total scores are as follows:

<u>Company</u>	<u>Total Score</u>
International Network Consulting, Inc	252.9
Public Sector Consultants, Inc.	222.5
R Systems, Inc.,	216.9
Setka, Inc.	238.6
Staff Tech, Inc.	233.5
Trinity Technology Group, Inc.	214.8

Responsiveness is comprised of meeting the technical and administrative requirements. All offers received were considered responsive and scored accordingly.

The highest combined score is for the International Network Consulting Inc. proposal with a total of 252.9 points. It is the recommendation of the Comparison and Selection Team that the Intent to Award be issued to International Network Consulting Inc., a certified California small business, as the offeror receiving the highest score in accordance with the comparison criteria set in the RFO.

II. COMPARISON

A. COST SUMMARY

The comparison of costs for each offer was based upon the top eleven graded candidates offered by a company. Each company was allowed to offer more than 11 candidates, however only the top 11, as determined by grading each candidates technical score, was used to calculate the teams technical score and the average hourly cost. The average hourly cost was used to score the cost portion of the RFO. Below is a summary of the average hourly rate for each offer.

<u>Offeror Name</u>	<u>Avg. Hourly Rate</u>
International Network Consulting, Inc.	\$82.73
Public Sector Consultants, Inc.	\$82.73
R Systems, Inc.	\$74.00
Setka, Inc.	\$76.45
Staff Tech, Inc.	\$75.55
Trinity Technology Group, Inc.	\$90.00

COMPARISON AND SELECTION REPORT
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II. COMPARISON—COST SUMMARY (cont.)

INC	
Name	Rate
Wayne Rodger	\$ 88.00
Reymundo Valderama	\$ 85.00
Shafik Haji	\$ 85.00
Kumar Balasubramanian	\$ 82.00
Cemme Meyer	\$ 82.00
Jesus "Joey" Ventura	\$ 82.00
Jennifer Fernandez	\$ 82.00
Pete Dedace	\$ 81.00
Archie Guerrero	\$ 81.00
Gabriel Debia	\$ 81.00
Debra Edwards	\$ 81.00

Average \$ 82.73

Public Sector	
Name	Rate
Alfredo Murillo	\$78.00
Andrew Kalas	\$85.00
Bashir Saikh	\$81.00
Bob Brace	\$90.00
James Reed	\$85.00
Jerry Moreno	\$79.00
Karthik Alaguraja	\$79.00
Mack Leopeng	\$90.00
Sandy Brace	\$81.00
Seelam Reddy	\$72.00
Sudha Patki	\$90.00

Average \$ 82.73

Staff Tech	
Name	Rate
Eduardo Ruz	\$79.00
Franklin Merkle	\$72.00
Andrew Kalas	\$93.00
Graham Sandford	\$73.00
Vamshi Thridandapany	\$67.00
Maruthi Nadakuduru	\$67.00
Sivarani Nimmala	\$67.00
Oleg Douch	\$85.00
Tanya Rhodes	\$94.00
David Cline	\$72.00
Mark Minnis	\$62.00

Average \$75.55

COMPARISON AND SELECTION REPORT
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II. COMPARISON—COST SUMMARY (cont. 2)

The following offers from R Systems Inc., Setka Inc., and Trinity Technology Group Inc. each offered more than eleven (11) candidates. The following table identifies which offered candidates were considered in the top 11.

Setka	
Name	Rate
David Del Rio	\$87.00
Don Chipman	\$87.00
Douglas Regelin	\$77.00
Santosh Chavakula	\$68.00
Boris Karchevsky	\$68.00
Jack Eden	\$70.00
Fred Benjamin	\$75.00
Ron Jolly	\$72.00
Ann Edwards	\$77.00
Barbara Zawadzki	\$84.00
Don Brown	\$76.00
Average	\$76.45

R Systems	
Name	Rate
Edgardo Cruz	\$ 74.00
Jerry Moreno	\$ 74.00
Vishnu Thota	\$ 74.00
Bhaskar Bathina	\$ 74.00
Seelam Reddy	\$ 74.00
Srinivasa R. Meenavalli	\$ 74.00
Karthikeyan Alaguraja	\$ 74.00
Divakar Biswas	\$ 74.00
Bala Pandian	\$ 74.00
Vamshi Thridandapany	\$ 74.00
Mithum Sapui	\$ 74.00
Average	\$ 74.00

Trinity Technology	
Name	Rate
Shekhar Singh	\$ 92.00
Robert Pimenta	\$ 92.00
David Fitch	\$ 70.00
Larry Allen	\$ 92.00
Sukhie Dhaliwal	\$ 92.00
Pamela Howe	\$ 92.00
Rajesh Cheebur	\$ 92.00
Brian Reynolds	\$ 92.00
Leopeng Mackenzie	\$ 92.00
Dennis Marpuri	\$ 92.00
Shah Monfared	\$ 92.00
Average	\$ 90.00

Candidates Not in Top Eleven

Manish Makhija	\$68.00
Johannes van Niekerk	\$77.00
Guy Sudsataya	\$77.00
Sivarani Nimmala	\$62.00
Carlton Mason	\$84.00
Leopoldo Zapain	\$84.00

Candidates Not in Top Eleven

Vijay Maddipati	\$ 74.00
Vijaya Raju	\$ 74.00
Abu Siddiqui	\$ 74.00
Narender Kammair	\$ 74.00

Candidates Not in Top Eleven

Mpho Mogadingoane	\$ 79.00
Gabriel Jaitovich	\$ 70.00
Adrian Eaton	\$ 92.00
Naka Alpheus	\$ 92.00
Jamil Ahmad	\$ 70.00

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II. COMPARISON

B. COMPARISON RESULTS

Requirements were reviewed for responsiveness and scored. The Comparison and Selection Team met as a group. Each proposal was read by each team member. Each proposal was reviewed in total upon completion of the review, in group discussions. In accordance with Section F of the RFO, the proposal responses were compared and scored. The cost points were determined by multiplying the cost factor times 90 points. Administrative and Technical scores were weighted and combined with the weighted cost value to attain the resulting final score as shown below. No small business preference was granted.

Offeror	Admin Pts	Tech Pts	Average Hourly Cost	Cost Factor	Cost Pts	Total Pts
International Network Consulting, Inc.	30.0	142.8	\$82.73	0.89	80.1	252.9
Public Sector Consultants, Inc.	30.0	112.4	\$82.73	0.89	80.1	222.5
R Systems, Inc.	30.0	96.9	\$74.00	1.00	90.0	216.9
Setka, Inc.	30.0	121.3	\$76.45	0.97	87.3	238.6
Staff Tech, Inc.	30.0	115.3	\$75.55	0.98	88.2	233.5
Trinity Technology Group, Inc.	30.0	111.0	\$90.00	0.82	73.8	214.8

COMPARISON AND SELECTION REPORT

Administrative Criteria — 30 Points Maximum

Exhibit A — Review Offer Form (9 Points Maximum)

Criteria	INC			R Systems		
	Public Sector	Public Sector	Public Sector	Public Sector	Public Sector	Public Sector
Review of Offer Form. As shown on Exhibit A. (0-9 Points)	The offer form identified 11 resource names that met the minimum requirements and Exhibit A was filled out correctly.	The offer form identified 11 resource names that met the minimum requirements and Exhibit A was filled out correctly.	The offer form identified 11 resource names that met the minimum requirements and Exhibit A was filled out correctly.	9 Points	9 Points	9 Points
TOTAL Points Exhibit A — Review Offer Form (9 Points Maximum)	9 Points	9 Points	9 Points	9 Points	9 Points	9 Points

Criteria	Setka			Trinity		
	Staff Tech	Staff Tech	Staff Tech	Staff Tech	Staff Tech	Staff Tech
Review of Offer Form. As shown on Exhibit A. (0-9 Points)	The offer form identified 17 resource names that met the minimum requirements and Exhibit A was filled out correctly.	The offer form identified 11 resource names that met the minimum requirements and Exhibit A was filled out correctly.	The offer form identified 11 resource names that met the minimum requirements and Exhibit A was filled out correctly.	9 Points	9 Points	9 Points
TOTAL Points Exhibit A — Review Offer Form (9 Points Maximum)	9 Points	9 Points	9 Points	9 Points	9 Points	9 Points

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COMPARISON AND SELECTION REPORT

Administrative Criteria — 30 Points Maximum

Exhibit B — Review of Company Reference Sheet (21 Points Maximum)

Criteria	INC	Public Sector	R Systems
Review of Company Reference Sheet. As shown on Exhibit B. (0-21 Points)	For each of the 3 references, up to 7 points were assigned based upon the demonstration of experience of providing the services requested.	For each of the 3 references, up to 7 points were assigned based upon the demonstration of experience of providing the services requested.	For each of the 3 references, up to 7 points were assigned based upon the demonstration of experience of providing the services requested.
	Reference #1. 7	Reference #1. 7	Reference #1. 7
	Reference #2. 7	Reference #2. 7	Reference #2. 7
	Reference #3. 7	Reference #3. 7	Reference #3. 7
	21 Points	21 Points	21 Points

Criteria	Setka	Staff Tech	Trinity
Review of Company Reference Sheet. As shown on Exhibit B. (0-21 Points)	For each of the 3 references, up to 7 points were assigned based upon the demonstration of experience of providing the services requested.	For each of the 3 references, up to 7 points were assigned based upon the demonstration of experience of providing the services requested.	For each of the 3 references, up to 7 points were assigned based upon the demonstration of experience of providing the services requested.
	Reference #1. 7	Reference #1. 7	Reference #1. 7
	Reference #2. 7	Reference #2. 7	Reference #2. 7
	Reference #3. 7	Reference #3. 7	Reference #3. 7
	21 Points	21 Points	21 Points
TOTAL Points Exhibit B — Review of Company Reference Sheet (21 Points Maximum)	21 Points	21 Points	21 Points

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COMPARISON AND SELECTION REPORT

Total Administrative Criteria — Exhibit A and Exhibit B (30 Points Maximum)

	INC	Public Sector	R Systems
Review Offer Form (Exhibit A) — 9 Points Maximum	9.0	9.0	9.0
Review of Company Reference Sheet (Exhibit B) — 21 Points Maximum	21.0	21.0	21.0
Total, Administrative Criteria 30 Points Maximum	30.0	30.0	30.0

	Setka	Staff Tech	Trinity
Review Offer Form (Exhibit A) — 9 Points Maximum	9.0	9.0	9.0
Review of Company Reference Sheet (Exhibit B) — 21 Points Maximum	21.0	21.0	21.0
Total, Administrative Criteria 30 Points Maximum	30.0	30.0	30.0

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COMPARISON AND SELECTION REPORT**

Technical Criteria — 180 Points Maximum

“Key” Table of Exhibits C & D to identify assigned names to associated number’s of each candidate

INC		Public Sector		R Systems	
Assigned #	Candidate Name	Assigned #	Candidate Name	Assigned #	Candidate Name
1.1	Wayne Rodger	2.1	Alfredo Murillo	3.1	Edgardo Cruz
1.2	Reymundo Valderama	2.2	Andrew Kalas	3.2	Jerry Moreno
1.3	Shafik Haji	2.3	Bashir Saikh	3.3	Vishnu Thota
1.4	Kumar Balasubramanian	2.4	Bob Brace	3.4	Bhaskar Bathina
1.5	Cemme Meyer	2.5	James Reed	3.5	Seelam Reddy
1.6	Jesus “Joey” Ventura	2.6	Jerry Moreno	3.6	Srinivasa R. Meenavalli
1.7	Jennifer Fernandez	2.7	Karthik Alaguraja	3.7	Karthikeyan Alaguraja
1.8	Pete Dedace	2.8	Mack Leopeng	3.8	Divakar Biswas
1.9	Archie Guerrero	2.9	Sandy Brace	3.9	Bala Pandian
1.10	Gabriel Debia	2.10	Seelam Reddy	3.10	Vamshi Thridandapany
1.11	Debra Edwards	2.11	Sudha Patki	3.11	Mithum Sapui
				3.12	Vijaya Raju
				3.13	Vijay Maddipati
				3.14	Abu Siddiqui
				3.15	Narender Kammar

Note- Candidates that have been shaded and have numbers greater than 11 were compared as not being in the top 11 and therefore not included in team grade.

Setka		Staff Tech		Trinity	
Assigned #	Candidate Name	Assigned #	Candidate Name	Assigned #	Candidate Name
4.1	David Del Rio	5.1	Eduardo Ruz	6.1	Shekhar Singh
4.2	Don Chipman	5.2	Franklin Merkle	6.2	Robert Pimenta
4.3	Douglas Regelin	5.3	Andrew Kalas	6.3	David Fitch
4.4	Santosh Chavakula	5.4	Graham Sandford	6.4	Larry Allen
4.5	Boris Karchevsky	5.5	Vamshi Thridandapany	6.5	Sukhie Dhaliwal
4.6	Jack Eden	5.6	Maruthi Nadakuduru	6.6	Pamela Howe
4.7	Fred Benjamin	5.7	Sivarani Nimmala	6.7	Rajesh Cheebur
4.8	Ron Jolly	5.8	Oleg Douch	6.8	Brian Reynolds
4.9	Ann Edwards	5.9	Tanya Rhodes	6.9	Leopeng Mackenzie
4.10	Barbara Zawadzki	5.10	David Cline	6.10	Dennis Marpuri
4.11	Don Brown	5.11	Mark Minnis	6.11	Shah Monfared
4.12	Manish Makhija			6.12	Mpho Mogadingoane
4.13	Johannes van Niekerk			6.13	Gabriel Jaitovich
4.14	Guy Sudsataya			6.14	Adrian Eaton
4.15	Sivarani Nimmala			6.15	Naka Alpheus
4.16	Carlton Mason			6.16	Jamil Ahmad
4.17	Leopoldo Zaplain				

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COMPARISON AND SELECTION REPORT

Exhibit C — Review of Individual Candidate Reference Sheet (30 Points Maximum)

Criteria	INC			Public Sector			R Systems							
	#1	#2	#3 Total	#1	#2	#3 Total	#1	#2	#3 Total					
Review of Individual Candidate Reference Sheet. As shown on Exhibit C. (0-30 Points)	1.1	.91	.91	2.7	2.1	.91	.91	2.7	2.7	3.1	.91	.91	2.7	
	1.2	.91	.91	.91	2.7	2.2	.91	.91	2.7	2.7	3.2	.91	.91	2.7
	1.3	.91	.91	.91	2.7	2.3	.91	.91	2.7	2.7	3.3	.91	.91	2.7
	1.4	.91	.91	.91	2.7	2.4	.91	.91	2.7	2.7	3.4	.91	.91	2.7
	1.5	.91	.91	.91	2.7	2.5	.91	.91	2.7	2.7	3.5	.91	.91	2.7
	1.6	.91	.91	.91	2.7	2.6	.91	.91	2.7	2.7	3.6	.91	.91	2.7
	1.7	.91	.91	.91	2.7	2.7	.91	.91	2.7	2.7	3.7	.91	.91	2.7
	1.8	.91	.91	.91	2.7	2.8	.91	.91	2.7	2.7	3.8	.91	.91	2.7
	1.9	.91	.91	.91	2.7	2.9	.91	.91	2.7	2.7	3.9	.91	.91	2.7
	1.10	.91	.91	.91	2.7	2.10	.91	.91	2.7	2.7	3.10	.91	.91	2.7
	1.11	.91	.91	.91	2.7	2.11	.91	.91	2.7	2.7	3.11	.91	.91	2.7
					30 Points				30 Points					30 Points

Criteria	Setka			Staff Tech			Trinity							
	#1	#2	#3 Total	#1	#2	#3 Total	#1	#2	#3 Total					
Review of Individual Candidate Reference Sheet. As shown on Exhibit C. (0-30 Points)	4.1	.91	.91	.91	2.7	5.1	.91	.91	.91	2.7	6.1	.91	.91	2.7
	4.2	.91	.91	.91	2.7	5.2	.91	.91	.91	2.7	6.2	.91	.91	2.7
	4.3	.91	.91	.91	2.7	5.3	.91	.91	.91	2.7	6.3	.91	.91	2.7
	4.4	.91	.91	.91	2.7	5.4	.91	.91	.91	2.7	6.4	.91	.91	2.7
	4.5	.91	.91	.91	2.7	5.5	.91	.91	.91	2.7	6.5	.91	.91	2.7
	4.6	.91	.91	.91	2.7	5.6	.91	.91	.91	2.7	6.6	.91	.91	2.7
	4.7	.91	.91	.91	2.7	5.7	.91	.91	.91	2.7	6.7	0	0	0
	4.8	.91	.91	.91	2.7	5.8	.91	.91	.91	2.7	6.8	.91	.91	2.7
	4.9	.91	.91	.91	2.7	5.9	.91	.91	.91	2.7	6.9	.91	.91	2.7
	4.10	.91	.91	.91	2.7	5.10	.91	.91	.91	2.7	6.10	0	0	0
	4.11	.91	.91	.91	2.7	5.11	.91	.91	.91	2.7	6.11	0	0	0
					30 Points				30 Points					20.9 Points

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COMPARISON AND SELECTION REPORT

Technical Criteria — Maximum 180 Points

Exhibit D — Skills Summary: Required Skills (96 Points Maximum)

Individual candidates disqualified if they did not have the required skills or scored as minimal, average or maximum.

Criteria	INC			Public Sector			R Systems		
	Ratings for Each Individual:			Ratings for Each Individual:			Ratings for Each Individual:		
Understanding of Object Oriented Design principles and methodologies. As shown on Exhibit D. Disqualified (DQ)-12 Points	1.1	12		2.1	12		3.1	12	
	1.2	12		2.2	12		3.2	8	
	1.3	8		2.3	12		3.3	4	
	1.4	12		2.4	12		3.4	4	
	1.5	4		2.5	12		3.5	4	
	1.6	12		2.6	12		3.6	4	
	1.7	4		2.7	4		3.7	4	
	1.8	8		2.8	8		3.8	4	
	1.9	4		2.9	12		3.9	4	
	1.10	8		2.10	8		3.10	4	
	1.11	8		2.11	4		3.11	4	
		8.4 Points			9.8 Points			5.1 Points	

Criteria	Setka			Staff Tech			Trinity		
	Ratings for Each Individual:			Ratings for Each Individual:			Ratings for Each Individual:		
Understanding of Object Oriented Design principles and methodologies. As shown on Exhibit D. Disqualified (DQ)-12 Points	4.1	4		5.1	4		6.1	4	
	4.2	4		5.2	12		6.2	8	
	4.3	8		5.3	4		6.3	4	
	4.4	4		5.4	4		6.4	12	
	4.5	8		5.5	4		6.5	4	
	4.6	4		5.6	4		6.6	8	
	4.7	4		5.7	4		6.7	8	
	4.8	4		5.8	12		6.8	4	
	4.9	12		5.9	4		6.9	4	
	4.10	12		5.10	8		6.10	4	
	4.11	8		5.11	4		6.11	4	
		6.5 Points			5.8 Points			5.8 Points	

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COMPARISON AND SELECTION REPORT

Technical Criteria — Maximum 180 Points

Exhibit D — Skills Summary: Required Skills (96 Points Maximum) (continued)

Criteria	INC			R Systems		
	Ratings for Each Individual:	Public Sector	Ratings for Each Individual:	Ratings for Each Individual:	Public Sector	Ratings for Each Individual:
Minimum of five (5) years experience with Adabas/Natural programming in a mainframe/CICS environment. As shown on Exhibit D. (DQ-12 Points)	1.1	12	2.1	12	3.1	8
	1.2	12	2.2	12	3.2	8
	1.3	12	2.3	12	3.3	8
	1.4	8	2.4	12	3.4	4
	1.5	8	2.5	12	3.5	4
	1.6	12	2.6	12	3.6	4
	1.7	12	2.7	4	3.7	4
	1.8	12	2.8	8	3.8	4
	1.9	12	2.9	12	3.9	4
	1.10	8	2.10	8	3.10	4
	1.11	12	2.11	4	3.11	4
		10.9 Points		9.8 Points		5.1 Points

Criteria	Setka			Staff Tech			Trinity			
	Ratings for Each Individual:									
Minimum of five (5) years experience with Adabas/Natural programming in a mainframe/CICS environment. As shown on Exhibit D. (DQ-12 Points)	4.1	12	5.1	8	6.1	12	5.1	8	6.1	12
	4.2	4	5.2	12	6.2	12	5.2	12	6.2	12
	4.3	8	5.3	12	6.3	12	5.3	12	6.3	12
	4.4	4	5.4	12	6.4	12	5.4	12	6.4	12
	4.5	12	5.5	4	6.5	12	5.5	4	6.5	12
	4.6	12	5.6	4	6.6	8	5.6	4	6.6	8
	4.7	12	5.7	4	6.7	12	5.7	4	6.7	12
	4.8	12	5.8	12	6.8	8	5.8	12	6.8	8
	4.9	4	5.9	12	6.9	12	5.9	12	6.9	12
	4.10	12	5.10	8	6.10	12	5.10	8	6.10	12
	4.11	12	5.11	12	6.11	12	5.11	12	6.11	12
		9.5 Points		9.1 Points		11.3 Points				

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COMPARISON AND SELECTION REPORT

Technical Criteria — Maximum 180 Points

Exhibit D — Skills Summary: Required Skills (96 Points Maximum) (continued)

Criteria	INC		Public Sector		R Systems	
	Ratings for Each Individual:	10.2 Points	Ratings for Each Individual:	10.9 Points	Ratings for Each Individual:	7.3 Points
Minimum of two (2) years experience with developing systems using Natural Construct. As shown on Exhibit D. (DQ-12 Points)	1.1	12	2.1	12	3.1	8
	1.2	12	2.2	8	3.2	8
	1.3	12	2.3	12	3.3	8
	1.4	12	2.4	12	3.4	8
	1.5	12	2.5	12	3.5	8
	1.6	4	2.6	12	3.6	8
	1.7	8	2.7	8	3.7	8
	1.8	12	2.8	12	3.8	4
	1.9	8	2.9	12	3.9	8
	1.10	8	2.10	12	3.10	8
	1.11	12	2.11	8	3.11	4
		10.2 Points		10.9 Points		7.3 Points

Criteria	Setka		Staff Tech		Trinity	
	Ratings for Each Individual:	6.2 Points	Ratings for Each Individual:	8.0 Points	Ratings for Each Individual:	8.0 Points
Minimum of two (2) years experience with developing systems using Natural Construct. As shown on Exhibit D. (DQ-12 Points)	4.1	4	5.1	12	6.1	12
	4.2	4	5.2	4	6.2	12
	4.3	12	5.3	8	6.3	4
	4.4	4	5.4	12	6.4	12
	4.5	12	5.5	4	6.5	8
	4.6	8	5.6	4	6.6	4
	4.7	4	5.7	8	6.7	8
	4.8	4	5.8	8	6.8	8
	4.9	8	5.9	12	6.9	8
	4.10	4	5.10	4	6.10	4
	4.11	4	5.11	12	6.11	8
		6.2 Points		8.0 Points		8.0 Points

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COMPARISON AND SELECTION REPORT

Technical Criteria — Maximum 180 Points

Exhibit D — Skills Summary: Required Skills (96 Points Maximum) (continued)

Criteria	INC			R Systems		
	Ratings for Each Individual:					
Demonstrated experience with JCL. As shown on Exhibit D. (DQ-12 Points)	1.1	8	2.1	12	3.1	8
	1.2	12	2.2	12	3.2	8
	1.3	12	2.3	12	3.3	4
	1.4	8	2.4	12	3.4	8
	1.5	8	2.5	12	3.5	8
	1.6	12	2.6	12	3.6	4
	1.7	12	2.7	4	3.7	4
	1.8	12	2.8	8	3.8	8
	1.9	12	2.9	12	3.9	4
	1.10	8	2.10	8	3.10	4
	1.11	12	2.11	4	3.11	4
	10.5 Points			9.8 Points		

Criteria	Setka			Staff Tech			Trinity		
	Ratings for Each Individual:								
Demonstrated experience with JCL. As shown on Exhibit D. (DQ-12 Points)	4.1	12	5.1	8	6.1	12			
	4.2	12	5.2	12	6.2	12			
	4.3	12	5.3	12	6.3	12			
	4.4	4	5.4	8	6.4	12			
	4.5	12	5.5	8	6.5	8			
	4.6	12	5.5	4	6.6	12			
	4.7	12	5.7	4	6.7	12			
	4.8	12	5.8	12	6.8	12			
	4.9	4	5.9	12	6.9	12			
	4.10	12	5.10	4	6.10	12			
	4.11	12	5.11	12	6.11	12			
	10.5 Points			8.7 Points			11.6 Points		

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COMPARISON AND SELECTION REPORT

Technical Criteria — Maximum 180 Points

Exhibit D — Skills Summary: Required Skills (96 Points Maximum) (continued)

Criteria	INC	Public Sector	R Systems
Formal testing experience. As shown on Exhibit D. (DQ-12 Points)	Ratings for Each Individual:	Ratings for Each Individual:	Ratings for Each Individual:
	1.1 12 1.2 12 1.3 12 1.4 12 1.5 8 1.6 8 1.7 4 1.8 12 1.9 4 1.10 4 1.11 12	2.1 12 2.2 12 2.3 12 2.4 12 2.5 12 2.6 12 2.7 4 2.8 8 2.9 12 2.10 8 2.11 4	3.1 4 3.2 8 3.3 4 3.4 8 3.5 8 3.6 4 3.7 4 3.8 4 3.9 4 3.10 4 3.11 4
	9.1 Points	9.8 Points	5.1 Points

Criteria	Setka	Staff Tech	Trinity
Formal testing experience. As shown on Exhibit D. (DQ-12 Points)	Ratings for Each Individual:	Ratings for Each Individual:	Ratings for Each Individual:
	4.1 4 4.2 12 4.3 12 4.4 8 4.5 8 4.6 12 4.7 8 4.8 4 4.9 12 4.10 12 4.11 12	5.1 8 5.2 12 5.3 12 5.4 12 5.5 8 5.6 4 5.7 4 5.8 12 5.9 8 5.10 4 5.11 12	6.1 12 6.2 8 6.3 12 6.4 12 6.5 8 6.6 8 6.7 8 6.8 4 6.9 8 6.10 4 6.11 8
	9.5 Points	8.7 Points	8.4 Points

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COMPARISON AND SELECTION REPORT

Technical Criteria — Maximum 180 Points

Exhibit D — Skills Summary: Required Skills (96 Points Maximum) (continued)

Criteria	INC		
	Ratings for Each Individual:	Public Sector	R Systems
Strong documentation and written communication skills. Shown in Exhibit D. (0-12 Points)	1.1	12	12
	1.2	12	12
	1.3	12	12
	1.4	12	8
	1.5	12	8
	1.6	12	8
	1.7	12	4
	1.8	8	4
	1.9	12	8
	1.10	12	12
	1.11	12	4
		11.6 Point Avg	9.8 Points

Criteria	Setka			Staff Tech			Trinity		
	Ratings for Each Individual:	Staff Tech	Trinity	Ratings for Each Individual:	Staff Tech	Trinity	Ratings for Each Individual:	Staff Tech	Trinity
Strong documentation and written communication skills. Shown in Exhibit D. (0-12 Points)	4.1	4	8	5.1	8	12	6.1	8	12
	4.2	12	12	5.2	12	12	6.2	12	12
	4.3	12	12	5.3	12	12	6.3	12	12
	4.4	8	4	5.4	4	4	6.4	4	12
	4.5	8	4	5.5	4	4	6.5	4	12
	4.6	12	4	5.6	4	4	6.6	4	8
	4.7	8	4	5.7	4	4	6.7	4	8
	4.8	4	12	5.8	12	12	6.8	12	12
	4.9	12	12	5.9	12	12	6.9	12	12
	4.10	12	8	5.10	8	8	6.10	8	12
	4.11	8	12	5.11	12	12	6.11	12	12
		9.1 Points	8.4 Points	11.3 Points	8.4 Points	11.3 Points	11.3 Points	8.4 Points	11.3 Points

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COMPARISON AND SELECTION REPORT

Technical Criteria — Maximum 180 Points

Exhibit D — Skills Summary: Required Skills (96 Points Maximum) (continued)

Criteria	INC			Public Sector			R Systems		
	Ratings for Each Individual:			Ratings for Each Individual:			Ratings for Each Individual:		
Familiarity with full suite of Microsoft Office tools. Shown in Exhibit D. (0-12 Points)	1.1	8		2.1	12		3.1	12	
	1.2	12		2.2	12		3.2	12	
	1.3	8		2.3	12		3.3	8	
	1.4	12		2.4	12		3.4	8	
	1.5	8		2.5	12		3.5	8	
	1.6	12		2.6	12		3.6	4	
	1.7	8		2.7	4		3.7	4	
	1.8	8		2.8	8		3.8	8	
	1.9	8		2.9	12		3.9	4	
	1.10	12		2.10	8		3.10	8	
	1.11	8		2.11	4		3.11	8	
	9.5 Points			9.8 Points			7.6 Points		

Criteria	Setka			Staff Tech			Trinity		
	Ratings for Each Individual:			Ratings for Each Individual:			Ratings for Each Individual:		
Familiarity with full suite of Microsoft Office tools. Shown in Exhibit D. (0-12 Points)	4.1	4		5.1	4		6.1	12	
	4.2	8		5.2	12		6.2	12	
	4.3	12		5.3	12		6.3	4	
	4.4	4		5.4	12		6.4	12	
	4.5	4		5.5	8		6.5	8	
	4.6	12		5.6	4		6.6	8	
	4.7	12		5.7	4		6.7	4	
	4.8	4		5.8	12		6.8	12	
	4.9	12		5.9	12		6.9	8	
	4.10	12		5.10	8		6.10	4	
	4.11	4		5.11	8		6.11	4	
	8.0 Points			8.7 Points			8.0 Points		

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COMPARISON AND SELECTION REPORT

Technical Criteria — Maximum 180 Points

Exhibit D — Skills Summary: Required Skills (96 Points Maximum) (continued)

Criteria	INC		Public Sector		R Systems	
	Ratings for Each Individual:	12.0 Points	Ratings for Each Individual:	9.8 Points	Ratings for Each Individual:	8.0 Points
Ability to work with both business and technical staff in a team environment. Shown in Exhibit D. (0-12 Points)	1.1	12	2.1	12	3.1	12
	1.2	12	2.2	12	3.2	12
	1.3	12	2.3	12	3.3	8
	1.4	12	2.4	12	3.4	8
	1.5	12	2.5	12	3.5	8
	1.6	12	2.6	12	3.6	4
	1.7	12	2.7	4	3.7	4
	1.8	12	2.8	8	3.8	8
	1.9	12	2.9	12	3.9	8
	1.10	12	2.10	8	3.10	8
	1.11	12	2.11	4	3.11	8
		12.0 Points		9.8 Points		8.0 Points

Criteria	Self/a		Staff Tech		Trinity	
	Ratings for Each Individual:	11.6 Points	Ratings for Each Individual:	9.1 Points	Ratings for Each Individual:	11.6 Points
Ability to work with both business and technical staff in a team environment. Shown in Exhibit D. (0-12 Points)	4.1	12	5.1	8	6.1	12
	4.2	12	5.2	12	6.2	12
	4.3	12	5.3	12	6.3	12
	4.4	8	5.4	12	6.4	12
	4.5	12	5.5	8	6.5	12
	4.6	12	5.6	4	6.6	8
	4.7	12	5.7	4	6.7	12
	4.8	12	5.8	8	6.8	12
	4.9	12	5.9	12	6.9	12
	4.10	12	5.10	8	6.10	12
	4.11	12	5.11	12	6.11	12
		11.6 Points		9.1 Points		11.6 Points

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COMPARISON AND SELECTION REPORT

Technical Criteria — Maximum 180 Points

Exhibit D — Skills Summary: Desired Skills (54 Points Maximum)

Criteria	INC		Public Sector		R Systems	
	Ratings for Each Individual:	5.5 Points	Ratings for Each Individual:	0.4 Points	Ratings for Each Individual:	0 Points
Familiarity with BOE's Integrated Revenue Information System (IRIS). Shown in Exhibit D. (0-12 Points)	1.1 1.2 1.3 1.4 1.5 1.6 1.7 1.8 1.9 1.10 1.11	12 12 12 12 0 4 0 8 0 0 0	2.1 2.2 2.3 2.4 2.5 2.6 2.7 2.8 2.9 2.10 2.11	0 4 0 0 0 0 0 0 0 0 0	3.1 3.2 3.3 3.4 3.5 3.6 3.7 3.8 3.9 3.10 3.11	0 0 0 0 0 0 0 0 0 0 0

Criteria	Setka		Staff Tech		Trinity	
	Ratings for Each Individual:	2.2 Points	Ratings for Each Individual:	2.2 Points	Ratings for Each Individual:	2.2 Points
Familiarity with BOE's Integrated Revenue Information System (IRIS). Shown in Exhibit D. (0-12 Points)	4.1 4.2 4.3 4.4 4.5 4.6 4.7 4.8 4.9 4.10 4.11	4 0 0 8 0 0 0 0 12 0 0	5.1 5.2 5.3 5.4 5.5 5.6 5.7 5.8 5.9 5.10 5.11	0 0 4 0 0 0 0 0 12 8 0	6.1 6.2 6.3 6.4 6.5 6.6 6.7 6.8 6.9 6.10 6.11	0 4 0 12 8 0 0 0 0 0 0

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COMPARISON AND SELECTION REPORT

Technical Criteria — Maximum 180 Points

Exhibit D — Skills Summary: Desired Skills (54 Points Maximum) (continued)

Criteria	INC			R Systems
	Public Sector	Staff Tech	Trinity	
Familiarity with BOE's Application Life Cycle (ALC) methodology. As shown on Exhibit D. (0-12 Points)	Ratings for Each Individual:			
	1.1 12	2.1 0	3.1 0	3.1 0
	1.2 12	2.2 4	3.2 0	3.2 0
	1.3 12	2.3 0	3.3 0	3.3 0
	1.4 12	2.4 0	3.4 0	3.4 0
	1.5 0	2.5 0	3.5 0	3.5 0
	1.6 4	2.6 0	3.6 0	3.6 0
	1.7 0	2.7 0	3.7 0	3.7 0
	1.8 12	2.8 0	3.8 0	3.8 0
	1.9 0	2.9 0	3.9 0	3.9 0
	1.10 0	2.10 0	3.10 0	3.10 0
	1.11 0	2.11 0	3.11 0	3.11 0
5.8 Points	0.4 Points	0 Points	0 Points	

Criteria	Setka			Trinity
	Public Sector	Staff Tech	Trinity	
Familiarity with BOE's Application Life Cycle (ALC) methodology. As shown on Exhibit D. (0-12 Points)	Ratings for Each Individual:			
	4.1 4	5.1 0	6.1 0	6.1 0
	4.2 0	5.2 0	6.2 4	6.2 4
	4.3 0	5.3 4	6.3 0	6.3 0
	4.4 8	5.4 0	6.4 12	6.4 12
	4.5 12	5.5 0	6.5 8	6.5 8
	4.6 0	5.6 0	6.6 0	6.6 0
	4.7 0	5.7 0	6.7 0	6.7 0
	4.8 0	5.8 0	6.8 0	6.8 0
	4.9 12	5.9 12	6.9 0	6.9 0
	4.10 0	5.10 8	6.10 0	6.10 0
	4.11 0	5.11 0	6.11 0	6.11 0
3.3 Points	2.2 Points	2.2 Points	2.2 Points	

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COMPARISON AND SELECTION REPORT

Technical Criteria — Maximum 180 Points

Exhibit D — Skills Summary: Desired Skills (54 Points Maximum) (continued)

Criteria	INC	Public Sector	R Systems
Familiarity with IEEE standard documentation. As shown on Exhibit D. (0-10 Points)	Ratings for Each Individual: 1.1 10 1.2 10 1.3 10 1.4 6 1.5 0 1.6 10 1.7 0 1.8 10 1.9 10 1.10 0 1.11 0 6.0 Points	Ratings for Each Individual: 2.1 0 2.2 3 2.3 0 2.4 0 2.5 0 2.6 0 2.7 0 2.8 0 2.9 0 2.10 0 2.11 0 0.3 Points	Ratings for Each Individual: 3.1 10 3.2 10 3.3 10 3.4 10 3.5 10 3.6 10 3.7 10 3.8 10 3.9 10 3.10 10 3.11 10 10.0 Points

Criteria	Setka	Staff Tech	Trinity
Familiarity with IEEE standard documentation. As shown on Exhibit D. (0-10 Points)	Ratings for Each Individual: 1.1 3 1.2 10 1.3 0 1.4 6 1.5 3 1.6 10 1.7 0 1.8 3 1.9 10 1.10 0 1.11 0 4.1 Points	Ratings for Each Individual: 2.1 0 2.2 10 2.3 10 2.4 0 2.5 0 2.6 10 2.7 10 2.8 0 2.9 10 2.10 10 2.11 10 6.4 Points	Ratings for Each Individual: 3.1 3 3.2 3 3.3 3 3.4 3 3.5 10 3.6 10 3.7 3 3.8 3 3.9 0 3.10 3 3.11 0 3.7 Points

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Technical Criteria — Maximum 180 Points

Exhibit D — Skills Summary: Desired Skills (54 Points Maximum) (continued)

Criteria	INC			R Systems
	Ratings for Each Individual:	Ratings for Each Individual:	Ratings for Each Individual:	
Familiarity with large-scale taxation systems. As shown on Exhibit D. (0-10 Points)	1.1	10	2.1	3.1
	1.2	10	2.2	3.2
	1.3	10	2.3	3.3
	1.4	6	2.4	3.4
	1.5	0	2.5	3.5
	1.6	6	2.6	3.6
	1.7	0	2.7	3.7
	1.8	6	2.8	3.8
	1.9	0	2.9	3.9
	1.10	0	2.10	3.10
	1.11	0	2.11	3.11
	4.4 Points	0.3 Points	6.0 Points	

Criteria	Setka			Staff Tech			Trinity
	Ratings for Each Individual:						
Familiarity with large-scale taxation systems. As shown on Exhibit D. (0-10 Points)	4.1	6	5.1	6	6.1	0	6.1
	4.2	10	5.2	0	6.2	3	6.2
	4.3	10	5.3	6	6.3	0	6.3
	4.4	6	5.4	0	6.4	6	6.4
	4.5	3	5.5	0	6.5	3	6.5
	4.6	10	5.6	6	6.6	3	6.6
	4.7	0	5.7	0	6.7	0	6.7
	4.8	3	5.8	0	6.8	0	6.8
	4.9	10	5.9	6	6.9	0	6.9
	4.10	0	5.10	3	6.10	6	6.10
	4.11	0	5.11	3	6.11	3	6.11
	5.3 Points	2.7 Points	2.7 Points	2.2 Points			

Exhibit D — Skills Summary: Desired Skills (54 Points Maximum)

Criteria	INC			R Systems		
	Ratings for Each Individual:	Public Sector	Ratings for Each Individual:	Ratings for Each Individual:	Ratings for Each Individual:	
Familiarity with large government data center services. As shown on Exhibit D. (0-10 Points)	1.1	10	2.1	0	3.1	0
	1.2	10	2.2	3	3.2	0
	1.3	10	2.3	0	3.3	0
	1.4	10	2.4	0	3.4	0
	1.5	10	2.5	10	3.5	0
	1.6	10	2.6	0	3.6	0
	1.7	10	2.7	0	3.7	0
	1.8	10	2.8	0	3.8	0
	1.9	6	2.9	0	3.9	0
	1.10	6	2.10	0	3.10	0
	1.11	6	2.11	0	3.11	0
		8.9 Points		1.5 Points		0 Points

Criteria	Setka		Staff Tech		Trinity	
	Ratings for Each Individual:					
Familiarity with large government data center services. As shown on Exhibit D. (0-10 Points)	4.1	6	5.1	6	6.1	0
	4.2	10	5.2	10	6.2	6
	4.3	10	5.3	6	6.3	10
	4.4	3	5.4	0	6.4	10
	4.5	3	5.5	0	6.5	3
	4.6	10	5.6	3	6.6	10
	4.7	0	5.7	3	6.7	0
	4.8	3	5.8	0	6.8	0
	4.9	10	5.9	10	6.9	0
	4.10	0	5.10	10	6.10	3
	4.11	6	5.11	10	6.11	0
		5.5 Points		5.3 Points		3.8 Points

COMPARISON AND SELECTION REPORT

Technical Criteria — Maximum 180 Points

	INC	Public Sector	R Systems
TOTAL Points Exhibit C — Review of Individual Candidate Reference Sheet (30 Points Maximum)	30.0	30.0	30.0
TOTAL Points Exhibit D — Skills Summary: Required Skills (96 Points Maximum)	82.2	79.5	50.9
TOTAL Points Exhibit D — Skills Summary: Desired Skills (54 Points Maximum)	30.6	2.9	16.0
Total, Technical Criteria (180 Points Maximum)	142.8	112.4	96.9

	Setka	Staff Tech	Trinity
TOTAL Points Exhibit C — Review of Individual Candidate Reference Sheet (30 Points Maximum)	30.0	30.0	20.9
TOTAL Points Exhibit D — Skills Summary: Required Skills (96 Points Maximum)	70.9	66.5	76.0
TOTAL Points Exhibit D — Skills Summary: Desired Skills (54 Points Maximum)	20.4	18.8	14.1
Total, Technical Criteria (180 Points Maximum)	121.3	115.3	111.0

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COMPARISON AND SELECTION REPORT

III. BACKGROUND

A. COMPARISON AND SELECTION TEAM

The Offer comparison was completed by the Comparison and Selection Team. Members of the team are listed on the Comparison and Selection Team Sign-Off.

B. RELEASE OF RFO

On September 29, 2008 a Request for Offer was issued to all vendors in the IIB Category of the IT MSA. No addenda were issued. Questions submitted by the October 9, 2008 deadline were answered.

C. OFFEROR'S CONFERENCE

No offeror's conference

D. CONCEPTUAL OFFERS

No conceptual offers

E. OFFERS

Final Offers were received from six offerors by October 20th, 2008. There was no need for a public opening of costs for the RFO, as this was not a competitive solicitation.

IV. Interview

The State had the option to require an interview with the offeror; which was not exercised by the State.