

Mike Peace

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SUMMARY:

- 20+ years SAP HCM International payroll including Public Sector, Concurrent Employment
- 9 full life cycle SAP payroll projects – blueprint thru go-live using ASAP, Dynamic and Activate project methodologies
- SAP Technical Team Lead on 8 SAP HCM Payroll projects
- Successful integration of SAP SF EC and ECP Payroll, Business ByDesign and Workday with on-premises SAP ERP Payroll and Time Evaluation
- Significant cloud ERP experience with SAP Hana, Business ByDesign, SuccessFactors, Workday, Kronos, Boomi IPaaS and ADP GlobalView® HCM Payroll and Time Management utilizing programming languages SAP ABAP, SQR, Java, Javascript, VB, C+, C#, REGEX, HTML and CSS
- 13 years ABAP development experience including ESS/MSS and Netweaver Web Dynpro
- 7 Years SAP Time & Net Payroll functional configuration of schemas, functions & rules
- Expert Witness for SAP America, IBM America and HCL AXON concerning failed ERP implementations of US PY, OTC, CRM, TM, RTR, WM and EWM modules
- Expert Witness for (2) SAP clients concerning failed SAP Hybris version 6.4 and 6.6 implementations with integration to SAP ECC and S4 HANA
- Proficient in the design, configuration, and provisioning of cloud services on SAP HCI, AWS, Azure, DigitalOcean, Vultr, Salesforce, Algolia, Relevanssi, Close.io CRM and AgileCRM
- 11 years as System Architect for Australia Auto Network implementing LAMP, Angular, React and Mongo
- 18 years as System Architect for Mosko Realty implementing and managing Real Estates public and back-office web applications using WP IDX, React, Angular, MySQL, Algolia enterprise search Relevanssi REGEX search and Cloudflare workers

EXECUTIVE and ADVISORY ROLES:

Director	UDA Group, Perth Western Australia	09/2019 - Current
Expert Witness	Panorama Consulting, Denver CO USA	10/2015 - Current
Systems Architect	Pure & Clean LLC, Nixa MO USA	04/2015 - Current
Systems Architect	Australian Auto Network PTY LTD	02/2011 - Current
Systems Architect	Mosko Realty, Freeport Bahamas	04/2003 - Current

RECENT EXPERIENCE:

Pure&Clean LLC, Springfield MO USA

January 2022 - Current

Systems Architect

Integration of the sticky.io full-stack subscription commerce platform with Pure@Clean's Bigcommerce and Salesforce systems to support the Vision Source Exchange April 2022 event. Subscriptions also required significant re-work of Klaviyo workflows for customer messaging. The three-day event resulted in 216 new subscriptions.

Accenture USA to STRIPE Payments SaaS

October 2021 – January 2022

SAP OTC Integration Lead on the Accenture ERP OTC Reporting Project

- Design of the SAP Digital Payments integrations in SAP OTC with STRIPE payments events using REST API
- Design of API authentication integration between STRIPE and SAP Digital Payments for
- Design of Idempotent Request handling integrations with SAP Digital Payments
- Design of error handling for exceptions and out of sequence events

Panorama Consulting, Denver CO (part-time remote)

August 2020 to Current

Expert Witness to Foley & Lardner LLP concerning case: The Danville Group vs Carmax

Business Services, LLC concerning the failed Rootstock ERP integration with Salesforce CRM using HVPE API with Azure Cloud Services

Authored an Expert Opinion Report concerning the Rootstock ERP integrations with Salesforce CRM using HVPE and Azure Cloud Services including topics: quality of service, architecture, defect resolution and performance testing.

I was deposed by Troutman Pepper Attorney, Mr. Alan Winfield concerning my Expert Report in August 2021 and the case is ongoing.

- **Senior SAP Commerce Cloud Technical Consultant to Carter Ledyard & Milburn LLP, New York, NY concerning the failed SAP Hybris Commerce Cloud implementation case between Pure Romance vs. Gorilla Inc.**

Investigated the case complaint and counter-complaint issues and authored my expert opinion report based on code reviews and artifacts from discovery using eDiscovery, SAP Hybris support portal technical documentation, SAP Incidents, deposition Transcripts and PMO artifacts discovered in JIRA, Confluence, Google Drive, SharePoint, and Exchange.

I also reviewed Hybris and Apache Solr configuration settings for compliance with ecommerce search best practices.

UDA Group, Perth Western Australia (part-time remote)

April 2020 – January 2021

SAP ECP Payroll Consultant

- PMO support for Northern Star Resources SAP ECP Implementation
- SAP EC Payroll Systems Architecture and Integrations
- Data migration of Pronto employee master and payroll data to Successfactors using BIB Infoporter and web services
- Configuration of business security roles for Successfactors and ECP

UDA Group, Perth Western Australia (part-time remote)

March 2020 – October 2020

BigCommerce Systems Architect to Pure & Clean LLC – Nixa, MO USA

Migration of B2B and B2C e-commerce shops to BigCommerce Enterprise with configuration of integrations to ShipStation, Avalara Tax, Connex/QuickBooks, Salesforce Enterprise, AgileCRM and SSO using Postman.

Cap Gemini (part-time remote)

December 2019 – March 2020

Successfactors, SAP Time and Payroll Senior Consultant to SA Power Utility, Adelaide SA

Deliverables at SA Power Networks:

- ERP to ECP point-to-point ABAP interface of transaction PT60 de-clustered time evaluation results using BADI implementations calling BAPI webservice sending ERP B2 cluster tables ZL, C1 & ABWKONTI results and additional infotypes 2001, 2003, 2010 and 0416 records to Employee Central Payroll via SAP CPI
- Development of HP ALM test cases and scripts for SF point-to-point integration
- Payroll business process documentation to include the ERP to ECP interface reports for time evaluation data validation

NTT Data, Perth WA – Iluka Minerals

March 2019 - December 2019

SAP Payroll & Workday HCM Consultant

Deliverables at Iluka Minerals:

- Coordinated and test year end Rimini Street RS19SAP-AU-P06 Tax & Regulatory Release
- Payroll Q4 reconciliation for year-end
- Manual overrides for financial year-end adjustments for AU payroll & Expats
- Payroll year end STP testing and support using Jira, Confluence and Trello
- Configuration & ABAP development of custom payroll driver Include for Superannuation Maximum Contribution Base (MCB) calculations for the Iluka salary structures
- ABAP development for Workday integration for ECC payroll
- Modification of the ANZ EFT bank file format to meet new requirements
- Reconciliation of employee personal leave quota balances
- ABAP report to analyze all rosters for proper variants for quota deductions
- Configured and tested 150+ rosters for new mine Cataby in WA

Panorama Consulting, Denver CO (part-time remote)

Sept. 2019 to Sept. 2020

Senior SAP Technical Consultant to Reed Smith LLP, Chicago IL concerning case:

Insight Direct USA vs. Gorilla Inc. (failed SAP Hybris implementation)

Investigated the Insight complaint and Gorilla Inc. counter-complaint issues and produced expert opinion statements based on artifacts from discovery using Relativity, Bitbucket repository of Java code, SAP Hybris support portal & technical documentation, deposition transcripts and Insight/Gorilla project management applications including JIRA, Confluence, SharePoint, Exchange Email, and HP ALM.

Authored rebuttal arguments to the Gorilla Expert's opinion report

Specific areas of investigation include the following:

- SAP Hybris implementation Statement of Work
- Analysis of test defects document in JIRA and HP ALM
- Analysis of Hybris integrations with SAP ECC and Apache Solr
- Gorilla Inc. technical, functional, and architectural documents in Confluence
- Custom Java code development performed by Gorilla Inc
- Analysis of Gorilla implementation deliverables to SAP Hybris best practices
- Analysis of Apache Solr search configuration to meet best practices for ecommerce
- Analysis of functional and technical specifications to business requirements
- Use of APM software for system performance monitoring and tuning
- Quality of the change management process documentation and communications
- Analysis of non-functional requirements for Landscape Design, Hardware Selection Software Selection, Network Selection and Configuration, Redundancy, Stability and Performance testing/monitoring
- Email communications between Insight, Gorilla and SAP Hybris ES
- Analysis of SAP Hybris ES support and development performed during remediation

Pure&Clean LLC, Springfield MO USA

April 2018

Bigcommerce Systems Architect

- Implemented new Bigcommerce shop using REST API services for B2B customers and order data between Pure&Clean Vision domain and Vision Source portal using POSTMAN, PHP, MySQL, Angular Javascript and JSON
- API logging of customer authentications access using AppGini, PHP 7.2 and MySQL
- Setup of Green Bar SSL, Payment Gateways, ShipStation, AgileCRM, Twilio SMS API, Mailgun SMTP API, and ShipperHQ web service
- Configured Ajax live search for all vision care products and related keywords based on AHREFs keyword explorer results
- The shop went live in May 2018 for the Vision Source Exchange event in Tampa, FL
- This BigCommerce shop has been updated for Virtual Exchange 2020 due to pandemic

IBM Australia to client Water Corporation, Perth WA

Nov 2018 thru April 2019

SAP Successfactors Employee Central, On-Premise Time and Payroll Senior Consultant

- Single Touch Payroll (STP) configuration and ATO connectivity using SAP HCI middleware
- Revised payroll business process documents for STP transactions
- Configuration of Time & Payroll schema, rules and wage types for 2018 Enterprise agreement
- Level 2&3 ServiceNow incident resolution for Successfactors, SAP Time & Payroll defects
- BW model maintenance for ERP, Successfactors and Peopleview HR data
- ECC BADI development for Successfactors data replication to ECC PA and OM
- Setup of HCM ERP and SF reports in Spinifex for payroll and STP reporting
- Configuration of Rosters and Holiday Calendars for salary and wages employees
- Configuration of Off-Cycle Payroll for late adjustments, Bonus & New Starter/Rehires

Panorama Consulting – Denver Colorado

Oct 2018 – Nov 2018

IFS ERP Technical Consultant for Cotton Holdings, Houston Texas

- Pre-implementation project planning for a greenfield IFS ERP system
- Business process blueprinting for the new IFS ERP system
- Responsible for designing the roles and job requirements for key Cotton IT positions
- Technical candidate interviews for the IT Director, IFS System Administrator, IFS Finance Business Analyst and IFS Business Analyst with Service Management

CEW – Phoenix AZ

April 2018 – Sept 2018

Expert Witness - SAP TM, WM, EWM, CCP, WPS, PI & Loadbuilder representing HCL Axon

Expert opinion based on forensics analysis of SAP project failure including blueprint, functional and technical specification, Traceability Matrix, ARIS, Solution Manager, HP ALM testing, Change Management, BPMN & Power Designer, Go-Live Cutover, Post go-live Defect Management in ServiceNow, Hypercare, SAP Support Packs, SAP Incidents and SAP OSS Notes.

Charter Mason – Australia

November 2017 – April 2018

Allied Mills/Pinnacle, Melbourne VIC - SAP HCM Payroll and Kronos Time Collection

- Time Type and Wage type configuration for Kronos time feed to SAP Payroll
- Payroll configuration for weekly, fortnightly and monthly payroll areas
- Pay Grade and Pay Scale configuration for acquisition employees
- Payroll schema and PCR changes for new acquisition location awards
- New configuration of the Enterprise Structure for acquisition locations
- Configuration of Cost Centers and Organizational Assignments for acquisitions
- Revision of pay slips for acquisition locations
- LSMW scripts for data loads for SAP HCM PA, OM, TM and FI
- ABAP interface to load Kronos feed to PTEX2010, PTEX2000 & CATSDB

- Parallel testing between legacy Sage MicroPay and SAP Payroll
- Developed business process documentation for payroll administrators
- Basis management of the sandpit test system including STMS transports
- Parallel testing data management and results reporting for senior management.

SAP Australia to Westrac Caterpillar

March 2017 – October 2017

(Phase 2 OTC Implementation) – SAP HCM Payroll & Successfactors

- SuccessFactors integration with SAP ERP and the new OTC CRM & HANA system
- ECC/ERP Configuration of Business Integration Builder for SuccessFactors
- Dell Boomi Employee and Organization Objects Replication to SAP ERP and OTC CRM
- BADI implementations and ABAP enhancements for SF integration with SAP ERP
- Financial Delegation of Authority (FDR) automation using SAP Workflow in both ERP and CRM for the following: OTC Sales Quotations & Orders, Rentals, Service Orders, Parts Exchange, Procurement for Inventory, Equipment Lease, Real Estate Purchase and Leases specific to material and product groups created in S4 HANA info views
- Development of functional specifications and liaison with offshore team
- AU Payroll test data and test case preparation using Tik Nexus Suite
- Develop test cases, scripts and scenario data for HP ALM support of unit and integration test cycles
- Second level support of SAP ERP, SF & Dell Boomi trouble tickets using ServiceNow
- Training workshops for business process knowledge transfer and functionality test
- Redesign of Organizational Structure to support OTC workflows for sales orders
- Configuration of custom SAP Org objects and relationships for workflow in SAP CRM

Panorama Consulting, Denver, CO

July 2016 - Feb 2017

IBM Americas – Expert ERP Systems Consultant

Bridgestone USA vs. IBM Americas concerning failed SAP OTC Project

Investigated Bridgestone complaint issues and produced rebuttal arguments based on artifacts discovered in the SAP and IBM systems and applications, Bridgestone project management applications including BMC Remedy, SharePoint, Outlook Exchange, network share drives, SAP Solution Manager and Bridgestone legacy applications.

Specific investigations included the following:

- SAP Solution Manager analysis of project artifacts
- BMC Remedy, BMC Patrol and IBM ClearQuest analysis of defects root cause
- SAP PI and SAP ALE/IDOC analysis of configuration and customizing
- SAP Systems performance and code quality analysis of ABAP deliverables
- IBM WPS Change Management, SAP Change Management impact on project phases
- Expert Opinion concerning SAP RICEF Specifications and Deliverables fit for purpose
- Analysis of SAP BI and Middleware ETL Development deliverables to functional/technical requirements and results of corresponding test cases

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- Analysis and opinion concerning the offshore development teams, management staffing and the code quality
 - Administration of workspaces in Relativity for documents used in Expert Opinions
 - Rebuttal opinion concerning not-functional requirements for Landscape Design, Hardware Selection, Software Selection, Network Selection and Configuration, Redundancy, Stability and Performance

Duane Morris LLC, San Francisco, CA

October 2015 – June 2016

SAP America vs. State of California (SCO) - SAP HCM Payroll Expert Witness

HCM Payroll, Benefits, Time, Performance, HP ALM, Remedy and Legacy Mainframe

In this role, I prepared an Expert Witness Opinion containing rebuttal to the SCO complaint issues. I was deposed in Sacramento in February 2016 by Phillip Kaplan of firm MANATT, PHELPS & PHILLIPS, LLP.

My opinion focused on the following project elements:

- SCO Blueprint and (BPD) Business Process Design documents
- SAP ASAP Methodology project phase entrance and exit criteria compliance
- SAP Public Sector PY configuration and custom ABAP Development
- SAP Public Sector Time Management processes including integration with SCO legacy mainframe time collection processes
- US SAP Public Sector Benefits and Retirement plans customizing to fit SCO requirements
- SAP ECC and Netweaver and ABAP systems performance
- BMC Remedy incidents root cause analysis of SAP and SCO legacy applications defects
- HP ALM test scripts fit for purpose of SAP HCM and FICO business requirements
- HP ALM test scripts test data, test results and defect analysis

I was not engaged until after discovery and upon joining, identified the BMC Remedy defect management data that was provided by SCO was incomplete. The missing defect data was pursued by Duane Morris Council and the full BMC Remedy system backup was restored to EC2 Amazon Cloud instances and made available to the DM council and expert witness team.

The complete Remedy defect database contained evidence that was used in Expert Opinions and to rebut false claims made by SCO Council during depositions. I also wrote numerous rebuttals against the SCO expert witness opinions and SCO deposition transcripts.

Inpex Australia, Perth WA

August 2015 - October 2015

Senior SAP HCM TM Consultant – ECC 6.08, EHP7, Netweaver 7.4 SuccessFactors 1210

- SAP Shift Planning configuration for On and Offshore Production Operations
- Customizing of Shift Planning ABAP customer exit: F5AH_CUSTOMER_EXIT
- Wireframe Prototypes of SAP Netweaver applications using JUSTINMIND for mobile and desktop
- Netweaver Webdynpro development for Shift Planning in the ABAP Workbench
- OM Configuration of objects and relationships for Shift Planning including Roles and Qualifications
- SAPUI5 development using UI templates created from JUSTINMIND wireframes for mobile devices

NTT Data / AECOM USAF JDFPG, Pine Gap, Alice Springs NT AU **May 2015 - July 2015**

Industry: Defense/Military

Senior SAP HCM Consultant – SAP ECC 6.07, EHP7 and Netweaver 7.4

- SAP Time re-configuration for new 2015 awards agreement, by creating a new time schema, and new or revised PCRs & features
- SAP Time integration and unit testing using copy of PRD Instance using VMWare.
- Process improvements for payroll outsourcing to external provider Pay Global
- ABAP User-Exit and BADI development for CAT2 and Leave Entitlements
- Agile Scrum project management methodology

Transport NSW, Sydney, NSW AU (Wave 0)

February 2015 - May 2015

Senior SAP HCM Test Consultant – SAP ECC 6.08 SP 0007 and Netweaver 7.4, SuccessFactors

- Test scripts and user training for SuccessFactors Learning & Development
- Test scripts for PI & BizX data interfaces to SuccessFactors and Taleo Onboarding
- Test scripts for Taleo Recruitment integration with PA40 Hire events
- Test scripts and user training for custom Leave Purchase functionality
- Test scripts and user training for CRM HR Enquiry Help Desk and Production Support
- Test scripts for SAP OM/PD, Nakisa, Fiori, ESS/MSS

NTT Data / AECOM USAF JDFPG, Alice Springs NT AU
2015

September 2014 - January

Industry: Defense/Military

Senior SAP HCM Payroll and Time Consultant – SAP ECC 6.04 and Netweaver 7.3

- SAP Business Blueprint for new Australia payroll project implementation
- Developed project milestones for configuration and development deliverables
- Developed Visio business process flow charts for HCM Infotypes & payroll activities
- Role-based ECC & Portal security authorizations and workflow configuration.
- SAP wage type development for SAP Australian payroll
- SAP wage type development for history migration from Time Synergy Global Pay
- SAP Time configuration for Leave, Attendance, Quotas and Awards rules

NTTData, Perth, WA

April 2014 - August 2014

Industry: Agriculture - Grain

Senior SAP HCM Payroll and Time Consultant, CBH, West Perth – HCM ECM on Netweaver 7.3

- ECM configuration for annual Australia employee remuneration review cycle
- Custom development of ECM BADI enhancements
- Developed mass update for annual ECM eligibility Infotypes 758 & 760
- Configuration of Hay grade band and annual budget guidelines
- Setup of SAP security authorizations based on roles and organizational structure
- Configured Infotype 0008 notational wage types for calculation of remuneration
- SAP ABAP interface to Silkroad Redcarpet
- Custom remuneration employee letters using Spinifex

EPI-USE, Perth, WA

May 2011 – March 2014

Industry: Utilities

Senior SAP HCM Business Analyst – (Multiple Clients)

Jemena Utilities, Melbourne - SAP HCM Technical Consultant

- Applied manual OSS Notes to Rules and Schemas for Australia financial year-end
- Created eCatt test scenarios and business process scripts in HP QC
- Solman maintenance of ALM template for project changes & test results reporting and management
- Management of VMWare virtual machine instances of SOLMAN, HPQC and Remedy
- Configuration of SOLMAN connectors for HPQC and Remedy
- Created custom Spinifex reports for Payroll Posting to FICO
- Configured MDM integration with NetWeaver Portal 7.3
- BADI and User-Exit development for PA and Time enhancements

Avago, Singapore

Industry: Electronics – Semiconductors

Workday & SAP Payroll Consultant for the Avago Asia Pacific Region

- Workday and SAP HCM Payroll Implementation for Asia Pacific Region
- Workday ABAP Interface to SAP ECC
- Configured Oracle Fusion XML Payroll Interface to import into SAP PA Infotypes for net payroll
- Unit and Integration Testing for China, Taiwan, Hong Kong and Japan Payroll
- Infotype 1002 configuration for Talent Management /Learning Solutions
- Configuration of PD Vacancies to work with Recruitment
- Data migration of Infotype 0024 Personal data and Qualifications using RHQINTEO, RHQINTE

Fortescue Metals Group, Perth, WA

Industry: Mining

2012 Year End Support Packs & OSS Notes

SAP Senior HCM and Payroll Consultant with C-ID

- Apply year-end OSS Notes manual changes to Payroll Schemas, Rules and Functions
- Year-end regression test of Support Packs and OSS Notes
- Managed payroll year-end transport list for import to PRD system

NSW Department of Primary Industry, Orange NSW

Industry: Public Sector - Government

SAP Payroll Functional Consultant

- SAP Public Sector Payroll Configuration.
- SAP Payroll Schema, Rules and Features Configuration
- Time Evaluation and Payroll UAT testing using HPQC
- SAP Payroll Posting to FICO
- Custom business object development using Visual Studio C# .net framework
- Integration testing of mash-up including ECC, BYD ESS & MSS
- Superannuation interface development using SAP ABAP
- Production Go-Live Support using Cherwell Ticket System
- SAP Payroll year end Payment Summary process development

BHP, Perth, WA

Industry: Mining

SAP Project Services and HCM Payroll Consultant

- Integration and UAT Testing of HCM Payroll for Go-Live using HPQC and Mercury
- Project R3 Go-Live Cut-Over Project Plan for SSM and NiW Payroll Contingency
- Performance analysis of ABAP reports using SOLMAN and ABAP Workbench
- Data cleansing of HCM Org Structure using Cransoft
- HCM PA, PY, OM business process documentation and user training using ARIS

Fortescue Metals Group, Perth, WA

Industry: Mining

Managed Services Support contract with SAP Australia

SAP Project Specialist with C-ID

- Providing client-facing liaison of 2nd Level AMS and CSC Support for SAP Australia
- Also supporting change management, defect tracking and test using SAP Solution Manager, HP Quality Centre and SAP TAO
- Functional support for SAP HCM Learning Solutions and Compensation Planning

Queensland Health (QH), Brisbane QLD

Industry: Public Sector – Healthcare

Senior SAP HCM and Payroll Consultant

- Supporting QH Managed Services SAP change management process by analyzing changes and developing test plans and scripts for both new functionality and regression testing of support packs and repairs
- Regression testing of WorkBrain time and attendance rules thru to pay results/pay slip
- Performed project management and process design for SAP system changes to support the voluntary early separation of surplus employees
- Provide support for the EPI-USE Data Sync Manager Product Suite

Rio Tinto, Brisbane QLD

Industry: Mining

Senior SAP Australia Payroll Consultant

- Performed analysis of both Australia and USA SAP Payroll system go-live blueprints to identify common activities and deliverables to include in the SAP Global Payroll Template to be used as Best Practices for use in future SAP Payroll projects

Australian Auto Group, Sydney NSW

February 2011 to Current

Industry: Transport Hire

Systems Architect – Web Quote & Booking systems, Search and Social Media Marketing

- Migration of camper hire websites from custom LAMP stack quotation and booking management system to Rackspace Cloud services in 2011
- Technology refresh to Amazon Cloud, Vultr and Cloudflare web services in 2017 using Mean Stack including Node, Angular and MongoDB for quotation and booking management systems
- Web marketing refresh in 2018 using Google Cloud services, Search Console, Analytics, Semrush, Wordstream and IPAPI for traffic and keyword analysis and search ads
- Management of India-based offshore web development and marketing resources

Citic Pacific Mining, Perth, WA

March 2010 - April 2011

Industry: Mining

SAP Senior BA - HCM/Payroll and Portal, ECC 6.00 and BI 7.03

- Year-end payroll ATO PAYG electronic tax filing and employee payment summaries
- Work Schedule Roster configuration for mine site employees
- Custom ABAP Executive Reports to reconcile Bank EFT processing
- Apply and regression test Support Packs and OSS Notes
- Payroll wage type and PCR configuration, custom PA Infotype development
- MSS configuration for HCM/Payroll functions
- Business Area re-configuration for HCM payroll postings to FI
- Change management of customizing and workbench requests
- BI Crystal / Xcelsius Reports development

Presence of IT, North Sydney, NSW Australia

January 2009 – March 2010

Industries: Telcom, Food/Beverage

Senior HCM Payroll Consultant – (Multiple clients in Sydney and also Remote)

- Australia PY, PA, OM, TM, BN and FI Posting on ECC 6.0
- Oracle Payroll to SAP Payroll Migration.
- Planning and configuration of ECM for 6K Employees
- OM Clean-up for ECM Structural Authorizations, config of ECM iViews
- USA and Canadian SAP time & payroll configuration on ADP GlobalView
- Authorizations for ECM Super Users and Managers
- ETL using Dataflux, SQR, Visual Studio, Excel from Access & Oracle databases to MS SQL
- SAP ETL Data Migration using LSMW and Data Migration Workbench
- Kronos Time Interface development to SAP CATSDB
- Custom SAP FI to Oracle G/L Interface
- Pay Slip and Remuneration Statement using Smart Forms and Adobe PDF
- Custom Payroll Reports for Superannuation using ALV

ADP Globalview, Toronto, Canada

08/2009 to 09/2012

GV Application Support - SAP HCM Payroll Consultant – Part-Time Remote

- Support Pack and BSI TUBs testing including regression testing of custom development
- HCM Benefits Interface ABAP Development with batch file SAP updates from carrier
- ECM Integration Testing using HP Quality Center & Mercury
- Org Structure Maintenance using Cransoft and BOBJ
- Enhancements to OM configuration of custom objects and relationships
- Client communications for retro tax changes and forced-retro payrolls
- ABAP interface development using payroll cluster RT, CRT, BT and TCRT tables
- BSI TUBS - table comparisons and adjustments
- US Payroll tax model configuration for Global View North America Clients
- BSI Tax Factory Upgrade to version 8.0p thru current version 9.0g including Tax Locator
- Update BSI TF SUI max wages and experience rates
- Year-end closing support for W2 Printing and Tax Reporter
- Support of Global Test Team located in India for US Payroll test findings
- Process Documentation and Variant Maintenance client payroll staff

Blount International, Portland, Oregon (Remote Access)

10/08 – 01/09

HCM Technical ABAP Developer

- ABAP development for Canadian Benefits Interface to Desjardins
- ABAP development for USA Benefits Interface to Mercer
- Data Migration of 2009 Benefits Open Enrollment
- Custom ALV Report for Benefits data validation
- SFTP and PGP configuration for secure file transfer to Mercer and Desjardins

Titanium Metals Timet, Dallas, TX

10/08 – 03/09

SAP Senior Payroll Consultant

- Part-Time remote-access HCM Payroll and Benefits Configuration
- User-Exits for Benefits BSAL
- Cost Center Substitutions Infotype 2003 Customizing
- Payroll and Time Schema Customizing / PCR's
- 2nd level trouble-ticket break-fix

Hobby Lobby, Oklahoma City, OK

02/08 – 09/08

SAP Senior Payroll Consultant

- Infotype 0019 and 0021 Module Pool Customizing using PM01
- User-Exits for Infotypes 0000, 0001 and 0041
- Custom reports from Payroll and Time Clusters using ALV and output to PDF
- Data modeling to support HR Functional Consultants test configurations in PA and OM
- Applied OSS notes to repair ALV Grid / SAPGui version incompatibility issues
- Outbound G/L FICO ABAP Interface from SAP to JD Edwards using SQL Exec and IDOC

General Mills, Minneapolis, MN

08/07-02/08

SAP Senior Payroll Consultant

- Upgrade BSI Tax Factory Server 7.0i to 8.0G1 on Microsoft MSSQL
- TUBS and Cyclic Bulletins applied for Tax Factory 8.0G1
- Applied Year end Support Pack 43 upgrade for ERP 5.0
- 2007 Year End HR/Payroll Support
- ABAP – Custom SunLife Benefits Interface
- ABAP – Custom 3PR Third Party FI Posting of HR Payroll Garnishments
- ABAP – CMOD User Exit for US Payroll RPCALCUO
- ABAP – Unicode Compliance for existing custom development

Samsonite, Denver, CO (remote-access)

12/06 – 8/07

SAP HR Technical ECC 5.0/6.0

- Configure PU12 for ADP Payroll Outsourcing for USA Payroll
- General Ledger Interface ADP to SAP
- Migration from Infinium to SAP PD and PA Infotypes
- SAP Infotype Mapping to Infinium and ADP PayForce
- ALE/IDOC Configuration for HROT_UM / OTMU
- SAP Benefits Interfaces to external insurance providers

SAP America – Zeller Plastics (Remote-Access)

9/06 – 11/06

SAP ABAP SD /Technical 4.7 Enterprise – with C-ID

- Custom Aging Report.
- Pricing User-Exit RV60AFZZ Modification
- ECC 6.0 Upgrade Planning and Test
- Production Support on-demand

SAP America - Microsoft, Redmond WA (Remote-Access)

7/06 - 8/06

SAP HR Functional/Technical 4.7 Enterprise with C-ID

- Configure PU12 for ADP Payroll Outsourcing for Asia Pacific Countries
- Migration and Data Cleansing for first ADP Payroll Baseline IDOC
- Job Scheduling and Configuration for ADP Payroll Automation
- Setup PGP COM object for file encryption to ADP on Windows 2003 Clustered Servers
- Modified PU12 OTMX interface to trigger PGP file encryption and FTP PUT file transfer

SAP America - Oklahoma City Public Schools (Remote-Access) 6/06

SAP HR Functional/Technical 4.7 Enterprise with C-ID

- Generated Payroll Calendars for new fiscal year
- Generated Absence Quotas for new fiscal year
- Configured 2007 Benefit Plans for Aetna, Health Choice and Community Care

SAP America - Louis Dreyfus (Remote-Access) 5/06

SAP HR Functional/Technical 4.7 Enterprise with C-ID

- Apply BSI Tubs and Cyclic Updates
- Customize Garnishments Transactions and modified Report Tree
- Interface SAP FI/HR forms to FileNet P8 Form Manager
- Configure additional wage types for US and Canadian Payroll

SAP America - USPS, Eagan, Minnesota

6/05 – 4/06

SAP HR Functional/Technical HCA 5.0 & Enterprise Portal 6.0 with C-ID

- Developed Mercury LoadRunner scripts for HR- PA, PD, ESS/MSS and Portal Transactions for volume/load test, regression testing for 4.7 to 5.0 upgrade and DB2 8.0 upgrade
- ESS/MSS Portal Single-Sign-On integration with LDAP on ECC 6.0.
- ESS/MSS Application configuration including integration with USPS Employee portal
- Custom IDOC interfaces for middleware distribution of employee payroll data to benefits carriers
- Portal development for MSS PCR and customized template using NetWeaver.
- Created new CSS Style Sheets for PCR templates to match USPS Portal Style CSS
- Configured HR Change Logging and ALE Change-Pointers to generate HRMD_A IDOC messages

Mission Foods, Dallas, Texas and Monterrey, Tamaulipas Mexico

5/05 – 6/05

SAP HR Functional/Technical 4.7 Enterprise – Remote Access

- Development of the Cigna Benefits Interface
- Migration of Organizational Structure for Compensation Management.
- Setup of Structural Authorizations and Roles for HR OM and PA
- FI - ALV Reporting of Monthly Orders Closed
- Created Transactions Variants and Job Schedules for FI and HR

Charles Machine Works, Perry, Oklahoma

10/04 – 5/05

SAP HR Functional/Technical 4.7 Enterprise

- Configuration of SAP Benefits for Aetna Health, Life, ADD and 401K Plans
- Custom ABAP Interface for Aetna Benefits Enrollment
- Configuration of Compensation Planning
- Migration of HR data from Legacy system using the DTT, LSMW, CATT and ABAP
- Customizing of Payroll Forms using SAPScript and Smart Forms
- Created custom 9000 infotype for custom compensation calculations
- Configuration of Dynamic Actions
- Configuration of OM/PA Structural Authorizations
- Migration of CMW organizational structure to SAP OM
- Development of Business Process Plans (BPP's) for end-user training
- Remuneration Statement and Check Form customizing of F110_US_AVIS
- FI – OSS Note 90320 to split PY Payment Documents Summary and Line Items using HRFPHYR00

Energen/Alagasco, Birmingham, AL

9/04 – 10/04

SAP HR Technical – Remote Access 4.7 Enterprise

- Researched and applied OSS notes for Tax Reporter, BSI, W-2 Processing and Wage Type Reporter
- Setup variants for transaction PU19 Tax Reporter
- Tested Tax Forms to ensure correct layout and calculations
- Setup variants in Wage Type Reporter to identify employees with taxes not paid and arrears
- Validated BSI tax schedules
- Resolved issue with Tax Reporter for the State of Alabama SUI

VMH, Carson City, NV

7/04 – 9/04

SAP HR Benefits Functional Configuration – Remote Access 4.7 Enterprise

- Configured new benefit plans for 403B Savings Plan company match for both PA and PY
- Modification of the Remuneration Statement to reflect the new 403B match

Ingles Markets, Ashville, NC

7/04 – 9/04

SAP HR Benefits Functional Configuration – Remote Access

- New Configuration for PA40 Fast Hiring Action, Infotype 41 Subtypes, Benefit Savings Plans, Batch load and migration of existing PA infotype 0001, 0041 and 0168 records
- Configuration of HR/FI Travel Management for Merchandisers
- Migration using Mini-Master for FI/Travel Management Integration
- Developed custom infotype for performance appraisal data

Shell Oil, Houston, TX

4/04 to 7/04

SAP HR Functional Payroll Consultant 4.7 Enterprise

- Diagnose and correct payroll and time schema errors causing incorrect payrolls
- Create specifications for reports to aid payroll processing team in processing off-cycle corrections, reversals and claims
- Setup of variants and forms for Remuneration Statements, Payroll Journal, Payroll Statements and Wage Type Reporter including ALV Grid Control
- Conducted hands-on training with 90+ HR Administrators to resolve PA infotype data maintenance and CATS (timesheet) issues including Hourly, Salary and Expatriate Employees
- Investigate and resolve benefits issues resulting from schema errors at go-live and the resulting retro-calculation periods
- Setup HR Query Reports to aid HR Administrators in detecting data maintenance errors and missing employee data

Energen/Alagasco, Birmingham, AL

9/03 to 4/04

SAP HR Payroll Consultant 4.7 Enterprise

- HR Payroll and Benefits Configuration, Migration and Technical Development of PD and PA
- HR Payroll blueprint and configuration for US Net Payroll, CATS (Time), Benefit and ESS
- Design specifications and Configuration of HR WebFlow Workflows
- Migration of PD and PA Infotype from Cyborg legacy system
- Design and ABAP development of Blue Cross benefits interface
- PA Infotype 22 Education and PD Infotype 1008 Account Assignment PMO1 and PPCM screen customizing
- ESS Employee Self Service Open Enrollment for benefits
- YTD migration of legacy Cyborg payroll data to SAP Cluster Tables using
- ULK9 Schema and T558B, T558C and T5U8C
- Configuration of Pay Grades and Pay Scales and load of T510 and T710
- Created Basis BDC utility ABAP to load SAP Users and Profiles using SU01 from NT LDAP directory file
- Configuration of Dynamic Actions in T588Z
- Development of BADI for defaulting Infotype 8 Basic Pay for Union Pay Progression
- Configuration of ALE Distribution Models, Logical Systems, Partner Profiles and Message Types
- HIPPA 834 Compliant Enrollment Interfaces using XML for Presbyterian and Hewitt

SAP HR Canadian Payroll Consultant - 4.7 Enterprise

- HR Configuration and ABAP for Canadian Gross Payroll and Time/Labor Outsourcing to ADP Pay Specialist using PU12 HR Interface Toolbox
- Research and application of OSS notes to 4.7 Enterprise / 6.2 Web Application Server.
- Migration of Organizational Structure and Staffing Assignments for MSS Compensation Adjustments. Assigned Approval Agents using transaction HRCMP_CMP_WORKFLOW for Canadian Employees
- Implementation of BADI HRLDAP_ATTRIBUTES to consolidate LDAP directory users across two systems to support MSS Compensation Adjustments
- NETG Course #14338 - Development of WebAS Applications using (BSP) Business Framework with the Web Application Builder. Development of Bank Details application using SE80 and external editors Macromedia MX and Microsoft .Net
- Configuration of Logical Systems, Partner Profiles and RFCs of ALE/IDOCs for outbound payroll and time interface files.
- Custom middleware to map IDOC payroll OTMK and OTTM IDOC structures to ADP Canada Pay Specialist structures using MQSeries
- Migration of legacy tax data to Canadian tax infotypes 461, 462, 463 and 464
- Development of ABAP comparison reports to verify migration data from Legacy
- Migration of Canadian Legacy Payroll Deductions / Credits to SAP Infotypes 14 and 15

Applera Corporation, Foster City CA.

8/02 to 4/03

SAP HR Payroll Consultant - 4.7 Enterprise

- HR Functional Configuration and HR Technical ABAP for ADP Payroll Outsourcing Configuration and Customizing of Managers Desktop and ESS Employee Reports
- Configuration of Infotypes 167 (Health), 168 (Insurance), 169 (Savings) and 377 (Miscellaneous) Benefits Plans for both active and retirees
- Configuration and customizing of the Benefits Interface to Cigna using the ANSI X12.834 format transaction HRBEN0052
- Customizing of ESS for Benefit Enrollment, Bank Details, Address details to call transaction
- SendMail function to send employee notifications of record changes via SAP MAPI MTA connector
- Copied and modified ESS transaction PZ10 to display remuneration statement using data feed From ADP to custom tables in the Data Dictionary
- Setup Authorizations and Users for the Payroll Administration Team for Payroll Outsourcing
- Setup object P_PERNR for ESS Authorization and converted ESS User ID's to PA0105
- In/Outbound Interface for Arbor FSA payments and deductions
- Coded BDC's for Tax Infotypes 207, 208, 209 and 210 migrations
- Documented the migration and go-live strategy and schedule
- Configured change validation logic for PU12 structure OTMU for Bank Details.
- Coded ABAP reports for ETL migration data validation
- Setup workflows using Workflow Builder to use employee new hire and organizational changes as events to notify Payroll Administrator for cost center assignment and company code changes
- Setup of roles and templates for ESS triggered Workflows for W2 Reprint and Salary Verification
- Legacy database re-organization to comply with California Civil Code for protection of EE SSN
- Setup Maestro jobs and coded bash shell scripts for FTP automation of payroll IDOC files
- Message Type HROT_USM using WE20 & WE21 Setup User-Exit POUT0001 for custom infotypes

CSC/ US Postal Service - Falls Church, VA.

5/02 to 8/02

Senior SAP HCM Consultant

- HR Functional Configuration Public Sector - (HR-PD Org. Management SAP Release 4.6C)
- Developed the Phase 1 proposal for the Business Blueprint for the HR PA-PD Implementation
- Developed Project Plan Proposal based on the DSDM Dynamic Implementation Model
- Configured PD Maintenance Transaction PPOM to perform maintenance on custom Object types and relationships using the Hierarchy Framework. Developed five ABAP

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- programs to perform mass changes in PD Organizational Structure
 - Developed a deliverables list of tasks and programs for PA Configuration and Migration
 - Conducted org management training sessions for Functional Users
 - Setup workflows events/agents for Manager approval of changes to chief assignment
 - Performed training for HR Representatives to perform Org Structure maintenance using PPOM
 - Modified core 4.6C SAP code to improve performance of Organizational Management in handling more than 800,000 position objects in preparation for position-holder relationship migration

Vodacom, Midrand, South Africa
05/02

04/02 to

SAP Senior HCM Consultant

Provided SAP HR Functional and Technical consulting in support of CRI Partner Sales Team

AFG Industries, Kingsport, TN

12/01 to 4/02

HR Benefits and ABAP Payroll Developer - (SAP Release 4.6C)

- Net Payroll and Time/Labor Configuration for Canadian payroll
- Configuration of Benefits Areas feature BAREA, Groups & Status IT0171
- Configuration of Benefits Providers, Family Members, Benefit Plan Types
- Configuration of Benefit Salary Groups and Age Groups (CID*) for pricing
- Configuration of Health Plan Coverage Options and Benefits Wage Types
- Configuration of disability and Life Insurance and 401K Savings Plans
- ABAP development of benefit user-exits PBAS0001 and PBEN0008
- Development of training documentation for users new to SAP Benefit Admin. ABAP development of benefit reports using logical database PNP and ALV reporting technology
- ABAP development of payroll reports using new object-oriented RU Cluster read PNP screen 900
- ABAP development of outbound interfaces to Metlife, Unicare, Great West Life & Gates McDonald

Coca Cola Company, Atlanta, GA

9/01 to 12/01

HR Technical ABAP Developer, SAP Release 4.6C

- Payroll Interface to Pro Business using OTMU and PU12
- Computer Security Interface using PU12 custom file ETL migration
- International Employee Movement Report for Benefits Eligibility
- Outbound Benefits Interface to SBC Systems
- Custom PA and PD Infotype development for Cost Accounting
- Performed user training of HR Ad Hoc Query and Report Tree

- Analyzed system problems and submitted OSS notes for resolution
- Data migration for FI/PA Travel Management
- New hire and termination workflows for security and documentation

Avaya Inc. (Lucent spin-off), Greensboro, NC

8/00 to 9/01

SAP HR Technical ABAP/4 Developer, SAP Release 4.6C

- Master data interface to ADP for US and International payroll out-sourcing utilizing PU12 Interface Toolbox and transaction WEDI ALE/IDOC development
- Infotype 2 Area Code Split Interface using CE Services Database
- Sales Commission inbound interface from legacy system to HR Infotype 15
- Inbound Time and Attendance interface to SAP Time Infotypes including time types for labor cost accounting
- Data extracts for Avaya ESS website utilizing XML technology
- Employee Notifications forms using SAP Smart Forms
- Installation of the SAP MAPI Mail Connector with Lotus Notes for HR workflow event processing
- Report development using SAP Query, ALV, HIS and ABAP/4
- Workflow process development for Email Notifications using Workflow Builder
- Migration of legacy employee data from Peoplesoft utilizing BDC and Fast Data Entry
- Configuration of dynamic events to execute ABAP/4 programs to satisfy business process requirements

Carriage Industries, Dalton, Georgia

5/00 to 8/00

SAP HR Payroll Technical Application Developer

- Developed custom infotype for union vacation payment rules.
- Program to calculate semi-annual vacation payments for union employees and populate IT 15
- Program to analyze time and payroll results data and calculate vacation for custom 9001 infotype
- Custom reporting of time and payroll data for union employees to support union labor negotiations

Adobe Systems Inc., San Jose, California

11/99 to 7/00

SAP HR Payroll Technical Team Lead, SAP Release 4.6B

- Migration of legacy data from PeopleSoft to SAP 4.6B HR. Developed custom PD and PA infotype dialog modules for LDAP and Custom Job Attributes
- Migration of non-employee workers using Mini-Master for Security and LDAP databases
- transactions PZ01, PZ02, PZ12, PZ13 and PZ14 including custom BAPI's.
- Configuration and customization of Manager's Desktop
- Custom development of the Adobe "Benefits by Design" for Health and Life Insurance enrollment and changes via the intranet utilizing SAP Web Studio and the SAP ITS
- Additional Java Applet, Javascript, HTML and CGI-Perl development was performed using Visual Café, Apple WebObjects and Adobe Go-Live

- Development of reports on both the transaction server and Business Warehouse
- Configured workflow events and agents to process termination event document approvals form HR Admin thru Payroll Manager for employee's last paycheck
- Development of Interfaces using PU12 to external benefits vendor systems
- Created a custom dialog program for annual Cost Center table maintenance (CSKS)
- Developed HR master data interfaces to Microsoft Word and Excel using OLE and XXL technology
- Setup of the payroll interface to ADP and development of User-Exit POUT001 for segment CS

Kimberly Clark Corporation, Knoxville, Tennessee

7/98 to 10/99

Senior SAP HR Payroll Technical Lead Consultant

- HR ABAP/4 Lead Developer, SAP Release 4.0B
- Assisted client in mapping legacy master data to SAP Human Resources TIM, PD and PA
- Identified SAP HR customization requirements and developed tables and programs to perform custom business processes
- Converted mainframe EEO/AAP data to SAP HR Table View V_T5U13_B Infotype 1610 using BDC call transaction PO03 and created custom reports for Federal EEO-1, VETS-100 and FLMA
- Developed migration data extracts, BDC's and native SQL programs to convert legacy data to SAP HR TIM, PD and PA
- Created Authorizations and Profiles for HR Users and converted users from existing LDAP data
- Developed programs to duplicate the legacy organizational structure in SAP HR PD infotypes 1000 and 1001 using transaction PP02
- Developed migration program to duplicate the KC salary structure to HR PD Infotype 1005
- Developed migration programs to convert historical legacy data to SAP HR PA.
- Specified and scheduled programs required for unit, integration, and parallel test and go-live
- Developed an employee change report for use by department supervisors and managers to verify accuracy of employee events records
- Developed interfaces to third party benefits providers and tax interfaces
- Conducted concentrated HR ABAP/4 training to five direct KC employees including logical database selections, reading payroll clusters and coding migration data extracts
- Developed RFC's, Function Modules, HAHT-Site IDE script, VB and client-side Javascript in support of the KC Employee Self-Service and Time System on corporate intranet
- Developed custom PD module pool program IT9002 for the Hay Methodology of job evaluation
- Developed user-exits using transaction CMOD for time entry, background reporting, workflow items and email notifications using the SAP MAPI with Microsoft Exchange Server
- Developed enrollment forms and interface to IT 14 deductions for annual United Way

- Campaign
- Recommended and deployed the reporting tool 'HR Browser' and 'WS FTP Pro Server' to increase the productivity of the development team
- Implemented HR Workflow process for HR Administrator Notification of Employee Termination for company credit card cancellation

ADC Telecommunications, Minneapolis, Minnesota

11/97 to 6/98

HR ABAP/4 Lead Developer, SAP Release 3.1G, 3.1H

- Developed programs to produce the year end W-2 forms for all ADC employees
- This task required modification of SAP 3.1 G base code and extensive calculations utilizing the payroll cluster PCL2
- Developed state unemployment interfaces to the Frick Company, St. Louis, Missouri
- Developed insurance interfaces to Watson-Wyatt to automate infotype 14 deductions
- Developed PA migration programs for approx. 220 ADC Australian employees
- Developed year end benefits summaries for ADC retirees and pensioners
- Modified SAPScript forms for direct deposit check advice
- Developed security reports for HR Managers to monitor job and pay changes

Occidental Petroleum Services Inc, Dallas, Texas

7/97 to 11/97

ABAP/4 Developer, SAP Release 3.1G

- BDC Interface program to perform Vendor Direct Bank Deposits (FI)
- Data extract to generate RFQ and PO forms for EDI transmission
- Asset Accounting Report - Price per Unit for Assets w/ UOP Depreciation
- SAPscript CA110, LCA120, and CA130 trained at Lambton College
- SAPscript forms for SD international orders, hazardous materials, and shipping

GTE Telops, Irving, Texas

12/96 to 6/97

SAP HR ABAP/4 Consultant SAP release 3.1H

- Developed code to provide financial market reports using ABAP/4
- Maintenance and population of tables by converting Unix and PC data files
- Coded BDC sessions to automate transaction processing
- Programmed online multi-screen transactions using screen painter & flow logic
- Coded Data Extracts to transfer revenue variances to legacy system to generate Reports for verification of migration effort

Lockheed Martin Astronautics Division, Harlingen, Texas

(Formerly Martin Marietta Astronautics Division)

(Formerly General Dynamics Space Systems)

Engineering Specialist

1993-1996

Engineering Chief

1988-1993

- System support for company-wide internet CS system and 150+ PC LAN
- Specify, install, and configure hardware and software to support facility material control, manufacturing and engineering systems utilizing UNIX, Windows NT, MacOS,

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- Novell and Win95 operating systems
- Administer 5 station HP9000 CAD network supporting IDEAS, CADD5 5X and Pro E.
 - Developed access-only FileMaker database to distribute engineering specifications and procedures with verification log to meet ISO9001 requirements.
 - Recommended for registration 11 December 1996
 - Revised Compass Contract to provide a production planning module that provides relational labor accounting and WIP for the I.E. Department. Installed Oracle database and developed an application to administer Atlas and Titan manufacturing jigs and fixture design, fab. and mods. Created an Oracle database to process manual purchase requisitions and orders from originator thru accounts payable

Zenith Electronics, Matamoros, Mexico

Supervisor, Mechanical and Manufacturing Engineering

5/87 - 4/88

Participated in a management training program in the US and Mexico. This training was designed to develop managerial talent capable of filling key management positions within the corporation, specifically for managers of offshore manufacturing operations. Supervised five Engineers and three draftsmen in the design and installation of automated electronics assembly and test equipment in a clean environment.

Zenith Electronics, Springfield, Missouri

Electronics Engineer/Manufacturing Engineer

08/81 - 04/87

Designed and installed automated assembly and test equipment for the high-volume production of videocassette recorders, camcorders, personal computers, monitors, television receivers and video accessories.

Education:

Date	Qualification / Course
10/2020	SAP SE - Product Support Knowledge 2020 - Product Support Accreditation
2014	NTT DATA – Agile Scrum Master
2013	EPIUSE Australia - Successfactors Employee Central
2013	EPIUSE Australia - SAP BYD (Business by Design)
2010	EPIUSE Australia - HP Quality Centre
2010	EPIUSE Australia - Data Sync Manager
2010	EPIUSE Australia – Payroll Variance Monitor
2009	SAP Australia - BC400 Payroll Configuration
2004	SAP America - BC404 ABAP Object Oriented Programming
2004	SAP America - BC412 Dialog Programming Enjoy SAP Controls
2004	SAP America - NET200 WAS BSP Application Development
2002	SAP America - Java Eclipse IDE for SAP Connector
2000	Bluestone Tot-E-Server Developer Certification
1999	SAP America - BC600 Workflow
1998	Lambton College - SAP LCA210 EDI
1997	Lambton College - SAPScript CA120
1997	Lambton College - SAPScript CA110
1993	LSU – Management Development Summer Program
1992	General Dynamics - ANSI Y14.5 Geometric Dimensioning and Tolerances
1992	General Dynamics - TQM and Juran Quality Improvement
1979-1983	SMSU Springfield MO - ASIE Degree Program
1978	SWBC Bolivar MO - Programming languages Intro to COBOL, RPG and Forth
1977-1977	Louisburg Vo-Tech - Heath Digital and Analog Circuit Design