

Ed Hastings

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.NET(C#) Developer with extensive SQL Server / T-SQL & Data Analysis experience

EXPERIENCE Software Developer

Watson Wyatt Worldwide 2/05-present

Benefits Administration Software Development: Coding and support of complex outsourced benefits administration software and services for prominent corporations in a n-tier architecture across multiple environments for both the legacy Flex2k (VB6 COM middle ware, ASP Classic clients, SQL Server 2000) and current **BenefitConnect** platforms (.NET 1.1 and 2.0; C#, 3-tier ASP.NET / Web Service / SQL Server architecture).

- EVALUATE CHANNEL CORE DEVELOPER: Responsible for new development, enhancements, patches, contributing to future direction, and providing knowledge sharing to implementing developers nationwide. Innovations include a ground-up rewrite of large portions of the Channel, implementation of many new features, and improvement of existing functionality. This base code has since been used for many successful client implementations. Also, as part of the larger BenefitConnect development team, participated in the migration of the platform from .NET 1.1 to .NET 2.0.
- APPLE COMPUTERS, Inc: Lead Developer for all aspects of Apple benefits administration and employee self service; responsible for software development, maintenance, build control, annual enrollment business logic changes related to benefits plan design, and ongoing support. (VB6 COM / ASP Classic)
- SUN MICROSYSTEMS: Employee Self Service Developer for Elect Channel; responsible for software development, implementation, enhancements, and support of the self service software used for benefits enrollment by all SUN employees. (.NET 2.0)
- WEYERHAEUSER: Lead developer for client implementation and annual enrollment support for the Evaluate health plan tools product. Innovations include new Health Spending Account calculator and analysis capabilities. (.NET 2.0)
- GEORGIA PACIFIC: Lead developer for client implementation and annual enrollment support for the Evaluate health plan tools product. Innovations include handling of a complex plan design and eligibility rules. (.NET 1.1)
- CONOCOPHILLIPS: Lead developer for client implementation and annual enrollment support for the Evaluate health plan tools product. Innovations include implementation of a Single Sign On (SSO) functionality using TripleDES Encryption. (.NET 2.0)
- BAKER HUGHES INC, GENERAL MILLS, KERR MCGEE, GOOGLE, OGE ENERGY: Various levels of setup, initial implementation, client customization, and troubleshooting of the Evaluate health plan tools product. (mix of .NET 1.1 and 2.0)
- TARGET, ARROW ELECTRONICS, OGE ENERGY: Developer resource for Educate projects. Recently upgraded OGE Energy to .NET 2.0 and to include Evaluate as well. (mix of .NET 1.1 & 2.0)
- GOOGLE: Developed custom email code to handle all employee email requests and sending for BenefitConnect. Was later incorporated into core technology. (.NET 1.1)
- DAVITA: Developed a custom "activity based" reporting mechanism displaying specific counts for migration across offered benefits plans across two years, which is a difficult but useful metric to capture. This was later incorporated into core technology. (T-SQL, .NET 1.1, generated XML snippets and Data Dynamix Active Reports for .NET).

Tools Development: As one of three developers initiated and completed a significant upgrade to the internally developed legacy "ITS" Issues Tracking System (ASP Classic / SQL Server 2000) which is heavily used as the primary means to track and communicate issues by a large segment of the firm as well as many clients. Challenges included the heavy use of the Microsoft proprietary XML Data Island technology by the initial development team several years ago, lack of documentation, and general design limitations. The upgrade was extremely well received.

Knowledge Expert: Frequently consulted by Developer peers, Business Analysts, and Project Managers on general technical knowledge; particularly pertaining to T-SQL queries and stored procedures, and software design concepts.

**Programmer/Analyst
San Diego Union Tribune, San Diego, CA, 5/02-2/05**

Application Development: Use of Visual Basic 6.0, VB.NET, ASP, ASP.NET, Web Services, SQL Server 2000 to design, develop, debug, troubleshoot, document and support several in-shop applications created to streamline, standardize and automate internal processes and operations. Significant technologies/methods employed include: ADO 2.v, ADO.NET, T-SQL, dynamically built DTS Packages, RDBMS Client/Server programming. Developed several applications including:

- Fully Relational 4NF SQL Server 2000 based Payroll Budget System with an ASP front end. Application made heavy use of SQL 2000 User Defined Functions and stored procedures to keep all tax formulae and business logic in the Server Layer, enabling a fully disposable client. Fully transactional system with 100% logging and rollback capability, extremely complex output request model, strenuous security.
- A series of informational web applications presenting controlled access ASP pages via the intranet for a variety of HR and Purchasing needs, layered over a SQL Server relational backend accessed via stored procedures and views.
- An ASP.NET Integration application phasing out four ASP classic applications, matching employees across four databases to populate a common object model for HR consumption.
- A VB.NET file importer to accept CSV files in batch mode extracted from the Lawson HRIS system to automate data synchronization of above mentioned web applications by programmatically using Excel and Access via Interop to convert incoming data automatically then build and execute custom DTS packages on the fly to transition data into several databases and finally execute appropriate stored procedures to flush and rebuild the applicable tables.
- FLSA (Fair Labor Standards Act) Bonus Calculation process to accurately accrue FLSA mandated payouts for any number of employees stemming from performance related bonuses given for work rendered over any period of time where employees worked double-time or overtime. Extremely complex calculation requiring involved interaction with the Lawson Payroll system; succeeded in one month working alone where two previous teams had failed on separate efforts spanning several months. Implemented as an ETL solution importing and transforming data and then exercising business logic via complex stored procedures to calculate amounts owed, accounting for previous payouts.

Data Conversion: Conversion and transformation of legacy data from the antiquated Ross HRIS system for inclusion in Lawson HRIS System which had defied 2.5 years of conversion efforts prior to my involvement.

SSN Disclosure Solution: Implemented solution for publicly disclosed Social Security Numbers on timecards slated for correction by development of a middleware application by researching, getting approved, and implementing a printed barcode/keyboard-wedge scanner arrangement which was in place and operational for a fraction of the time, cost, and price of ownership of the originally planned application, with minimal retraining necessary for existing Payroll staff. This also had the side effect of making their payroll entry process much faster as it removed hand-keying of employee lookups.

Technical Representative for major System Acquisitions: Key participation as Technical Lead in exhaustive proofs of concept for Crystal Decision's new "Crystal Enterprise", and Business Object's "Business Intelligence" and "Web Intelligence" Enterprise Reporting Systems.

Business Objects Implementation: Ongoing implementation of the Business Objects Enterprise Reporting system as Project Lead for Lawson Integration. Attended Supervisor, Designer and Report Writing courses for Business Objects. Designed three Business Objects "Universes".

Most Valuable Player Customer Service Award: Winner of yearly Union Tribune Employee Recognition Award for Customer Service 2003.

**Programmer/Data Development Analyst
Fidelity National Information Solutions (formerly VISTA Information Solutions, Inc.),
San Diego, CA, 9/99-4/02**

Application Development: Significant technologies/methods employed include: VB 6.0, DAO & ADO 2.v, T-SQL, SQL Server 7.0/2000, MS Access, SQL-DMO, ADO Shape Statements, RDBMS Client/Server programming. Developed many applications including:

- An XML Generator that turns batches of relational databases into hierarchical XML ideal for Data Streaming and storage of diversely structured source data.
- A workflow tool that tracked all steps of an entire department's daily processes.
- An ad-hoc SQL query analyzer and report generator.
- A wizard-based database converter with on-the-fly DTS package creation and execution to automatically scrub and transform a selected Access database and then export all data to a designated SQL Server.
- An IIS Web Application to make relevant Data Warehouse meta-data available to management & sales via the corporate intranet.

Data Conversion & Manipulation: Conversion and transformation of 300+ large and dissimilar databases using Visual Basic 6.0 and Data Junction 7.0. Manipulated and migrated data to SQL Server 7.0 using Data Transformation Services (DTS) and ad-hoc transactional SQL queries. Designed VB Class Modules and reusable VB Project Templates used by many other developers to increase standardization and reduce cross training.

Database Analysis and Structuring: Analyzed the structure, layout, design, relationships and normalization level of several hundred databases on repeated release cycles, often with little or no source-agency documentation.

Data Management and Porting: Transformed, managed and moved vast amounts of data organized via a 3-tier classification system to ensure no overlap of data across multiple SQL Server 7.0/2000 data storage and processing machines with incremental / periodical updates and versioning.

Data Warehouse Rebuild: Designed, developed and tested multiple plans to redesign and optimize massive corporate data warehouse, and convert existing data into new data model.

Project Manager/Head of Technical Support CRW Associates, San Diego, CA, 8/98–8/99

Project Management: Coordinated the acquisition of data, forms and specialized requirements to enable the implementation of the CRW suite of software services. Scheduled meetings and deadlines; performed and delegated work as appropriate to ensure completion of projects.

Data Conversion & Manipulation: Converted large databases into multiple relational Microsoft Access databases using a variety of methods, including Data Junction and scripting Visual BASIC for Applications (VBA) Modules.

On-Site Deployment: Implemented the CRW Associates suite of software services on many hardware platforms and across various network configurations. Provided on-site training and support for client personnel across California.

Technical Support Management: Developed and implemented policies and procedures for phone and on-site support with an emphasis on ensuring customer satisfaction.

Contracted PC Technician TekSystems, San Diego, CA, 05/98–8/98

Contracted PC Technician: Directly involved in cold-site relocations, mass PC build-outs and swap-outs, physical and software inventories, software roll-outs and upgrades, and infrastructure overhauls at a variety of mid to large companies in the greater San Diego area on a contractual basis.

Intelligence Specialist USMC, Camp Pendleton, CA, 5/93 – 5/98

Intelligence Specialist: Primary Military Occupational Specialty: 0231 Intelligence Specialist; extensively involved in Marine Tactical Intelligence Operations, Collection, and Dissemination from various periods and at various commands including IMEF G-2, FSSG G-2, 15th MEU S-2, 1st Intelligence Company, and 1st Topographic Platoon. Highlights include repeated periods of Surveillance and Reconnaissance Control (SARC) operations both on shore and afloat. Held Top Secret/SCI Clearance for duration of tour. Awarded Navy/Marine Corps Achievement Medal.

Web Developer USMC, Camp Pendleton, CA, 3/97 – 6/97

Web Design and Implementation: Single handedly conceptualized, designed, established, troubleshot, posted and maintained a massive classified web site for use as a rapid dissemination tool for immediate intelligence, imagery, and situation reports in a complicated multi-ship and shore based environment for Kernel Blitz 97 (a massive major field exercise with over 25,000 active participants). Concept incorporated into Marine Corps Standard Operating Procedure thereafter. Awarded Navy/Marine Corps Commendation Medal.

Web Design Instruction: Conducted classes and trained novice web designers.

Systems Administrator/Independent Systems Coordinator USMC, Camp Pendleton, CA, 8/95–5/98

Systems Coordination: Network administration, hardware acquisition, installation, and support for 1st Intelligence Company.

REFERENCES Available On Request