



West Virginia Purchasing Division

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The following documentation is an electronically-submitted vendor response to an advertised solicitation from the *West Virginia Purchasing Bulletin* within the Vendor Self-Service portal at wvOASIS.gov. As part of the State of West Virginia's procurement process, and to maintain the transparency of the bid-opening process, this documentation submitted online is publicly posted by the West Virginia Purchasing Division at WVPurchasing.gov with any other vendor responses to this solicitation submitted to the Purchasing Division in hard copy format.

Header 5

List View


General Information | Contact | Default Values | Discount | Document Information

Procurement Folder: 702868

SO Doc Code: CRFQ

Procurement Type: Central Contract - Fixed Amt

SO Dept: 1300

Vendor ID: 

SO Doc ID: STO2000000002

Legal Name: Cynosure Technologies LLC

Published Date: 6/2/20

Alias/DBA: Cynosure Technologies LLC

Close Date: 6/10/20



Total Bid: \$437,500.00

Close Time: 13:30

Response Date: 

Status: Closed

Response Time:

Solicitation Description:  

Total of Header Attachments: 5

Total of All Attachments: 5



Purchasing Division
 2019 Washington Street East
 Post Office Box 50130
 Charleston, WV 25305-0130

**State of West Virginia
 Solicitation Response**

Proc Folder : 702868

Solicitation Description : Addendum No 2 Supplemental Staffing for Microsoft Applicatio

Proc Type : Central Contract - Fixed Amt

Date issued	Solicitation Closes	Solicitation Response	Version
	2020-06-10 13:30:00	SR 1300 ESR06092000000007366	1

VENDOR

VS0000022546
 Cynosure Technologies LLC
 Cynosure Technologies LLC

Solicitation Number: CRFQ 1300 STO2000000002

Total Bid : \$437,500.00 **Response Date:** 2020-06-10 **Response Time:** 12:12:37

Comments:

FOR INFORMATION CONTACT THE BUYER

Melissa Pettrey
 (304) 558-0094
 melissa.k.pettrey@wv.gov

Signature on File	FEIN #	DATE
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All offers subject to all terms and conditions contained in this solicitation

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
1	Temporary information technology software developers	2000.00000	HOUR	\$90.000000	\$180,000.00

Comm Code	Manufacturer	Specification	Model #
80111608			

Extended Description :	Year 1 / Individual 1
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Comments: Submitting 2 Resumes with 14 years

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
2	Temporary information technology software developers	2000.00000	HOUR	\$85.000000	\$170,000.00

Comm Code	Manufacturer	Specification	Model #
80111608			

Extended Description :	Year 1 / Individual 2
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Comments: Submitting 2 Resumes with 9 and 10 years

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
3	Temporary information technology software developers	500.00000	HOUR	\$90.000000	\$45,000.00

Comm Code	Manufacturer	Specification	Model #
80111608			

Extended Description :	Three (3) Month Renewal Option Individual 1
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Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
4	Temporary information technology software developers	500.00000	HOUR	\$85.000000	\$42,500.00

Comm Code	Manufacturer	Specification	Model #
80111608			

Extended Description :	Three (3) Month Renewal Option Individual 2
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WEST VIRGINIA STATE TREASURER'S OFFICE

Bid No.: ST0200000002

SUPPLEMENTAL STAFFING FOR MICROSOFT APPLICATION DEVELOPMENT

VOLUME I – TECHNICAL PROPOSAL

RESPONSE TO REQUEST FOR
QUOTATION



Submitted By:
Cynosure Technologies, LLC.
2401 Fountain View Drive, Suite 502
Houston, TX 77057

Submission Date & Time:
June 10, 2020

Offeror Point of Contact:
Ramesh Vadlamani - President
Email: rvadlamani@cynosuretechnologies.com
Phone: (713) 977-2901

Submitted To:
West Virginia State Treasurer's Office
Bid Clerk
Department of Administration
2019 Washington St. E
Charleston, WV 25305

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1.0 OFFER LETTER

Reference: West Virginia State Treasurer's Office | Supplemental Staffing for Microsoft Application Development | Solicitation No.: STO2000000002

CYNOSURE TECHNOLOGIES, LLC., (“CYNOSURE”) is pleased to submit our proposal in response to the West Virginia State Treasurer’s Office Request for Quotation (RFQ) Solicitation No.: STO2000000002, demonstrating our directly relevant capabilities to support Microsoft Staff Augmentation requirements. As a minority-owned small business, we possess the institutional knowledge, capabilities, reference citations, and relevance needed to seamlessly support work requirements under the resulting award. We provide exceptional recruiting and technical delivery services to Federal customers nationwide.

For more than a decade, Cynosure has distinguished itself as a leader in the areas of candidate identification, recruitment, and management. With a broad base of technical expertise, highly qualified key corporate personnel, and project-based IT management skills, we offer the State the depth and breadth of our abilities to seamlessly administer work requirements. Our proposal reflects months of careful due diligence and is informed by our thorough understanding of the State’s unique requirements, challenges, and needs with respect to the identification, screening, recruitment, placement, and management of skilled IT professionals across multiple diverse labor categories.

Accordingly, we submit our proposal in line with the terms, conditions, and provisions as outlined in the RFQ. Our proposal is fully compliant with all specifications as mandated. We submit all required technical documentation, copies of relevant forms, attachments, and Appendices, where requested. In response to the State, we have formulated and submit our pricing which we offer as reasonable, fair, and competitive, while confirming to industry labor standards. Our proposal is a firm offer for a twelve-month period, commencing upon the time of contract award.

I, Rams Vadlamani, Managing Partner of Cynosure, am the Point of Contact for this response. I hereby confirm that Cynosure takes no deviations or exceptions to the terms and conditions as defined in the resulting RFP. Please feel free to contact me with any questions or clarification requests. On behalf of Cynosure, I would like to thank you for your time and attention to our response.

Sincerely,

Ramesh Vadlamani

Mr. Ramesh Vadlamani

Managing Partner

Cynosure Technologies, LLC. [“Authorized Representative (Signature Authority)”]

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2.0 NARRATIVE OF PROPOSED SERVICES

As an industry-recognized provider of staff augmentation services in response to IT requirements for Federal and Commercial customers, Cynosure delivers exceptional technical services and project-based personnel to support the most complex of requirements. We predicate our approach on a combination of knowledge, skills, and abilities. Accordingly, we design and deliver “right-sized” technical solutions and personnel services that align with customer needs and reflect the urgency of their respective challenges. We provide professional systems integration and management, strategic planning, change management, and outsourcing services to our worldwide clients.

In the ensuing sections, we highlight relevant details and characteristics that validate our scope of relevant experience, consistent with Section III of the solicitation.

2.1 STAFF AUGMENTATION EXPERIENCE

Cynosure’s active national accounts are bi-coastal: Adventist Health Systems in Altamonte Springs, Florida; Asurion in Sterling, Virginia; Hartford Health Care in Hartford, Connecticut; Oxford University Press in Cary, North Carolina; and the University of California, San Francisco. Our resources work at the Government end-clients as IT subs through prime staffing companies. The Government end-clients are: State of South Carolina, State of New York, State of New York NYSLRS, and Missouri Department of Transportation. Cynosure’s higher education clients where we provide IT sub services are Cornell University, University of Georgia, University of Maryland, North Dakota University, and University of South Carolina.

Direct Clients and as Sub Contractor. Cynosure’s active, direct Houston clients are Methodist Hospital and Energy Partners. Locally, we are subs to prime staffing companies, Cynosure serve the following end clients in Houston: KBM Group/Knowledge Based Marketing; CHI St. Luke’s Hospital; and Harris County Hospital District (Harris Health System) through ECOM. As subs to prime staffing companies, Cynosure is privileged to serve the following end clients: Blue Cross Blue Shield Illinois in Chicago and Blue Cross Blue Shield Michigan in Detroit; WR Berkeley in Stamford, Connecticut; SAP America in Philadelphia; FIS in Milwaukee; Verizon Wireless in Jersey City, New Jersey; Bank of America in Newark, Delaware; Enterprise Fleet Management in St. Louis, Missouri; Corning Glass in New York; and Santander Bank in Boston, New York.

2.2 RECRUITMENT AND RETENTION CAPABILITIES

Recruitment Strategy and On-Boarding Procedures. Our recruiting strategy uses a suite of products to facilitate our hiring process. We use an in-house ATS to source and track candidates. This enables us to easily find the ideal candidate by posting openings simultaneously to popular job boards (e.g., Monster, Indeed, ClearedJobs, etc.), social media (e.g., LinkedIn, Twitter, and Facebook), all in one action. Cynosure possesses a pool of over 3,000 personnel nationwide in a variety of disciplines (e.g., administrative, clerical, and general support). Our recruiting approach is predicated on a defined eight-step process that begins with the receipt of a job requisition and ends with a candidate being placed on-site at the State’s required work locations.

Exhibit 1. Cynosure’s Contract Recruiting Pools. We approach recruiting across four pools, digging beyond resume keywords to determine candidates’ qualifications and fitness.

Pools	Our Approach to Recruitment
Pool 1	We staff with incumbent personnel who meet the State’s leadership and Cynosure’s required levels of training, desired certifications, experience, and motivation and fit within the State’s culture. Our hiring

Use or disclosure of data contained on this sheet is subject to the restriction on the title page of this document.



Pools	Our Approach to Recruitment
	team, including HR, the PM, and leaders participate in interviews and ensure candidate's qualifications align with the Labor Category Descriptions. In compliance with 48 C.F.R. § 52.222-17, we offer first right of refusal to incumbents who have performed well.
Pool 2	We continuously check availability of our trusted long-term employees across the Cynosure Team eligible for promotion or completing assignments. Our Talent Management Platform digitally matches employees in our system with open requisitions and notifies the PMO of a match.
Pool 3	For highly specialized, hard to find talent, our PM submits requests to our Advisory Council (AC), for recommendations of qualified individuals who the AC members believe have distinguished themselves.
Pool 4	We draw qualified personnel from our industry association databases and our database of over 3,000+ pre-screened and cleared candidates.

Cynosure has multiple in-house dedicated technical recruiters, with 60+ years of experience. Our focus is on identifying, screening, and hiring qualified candidates and emphasizing hard technical skills and qualifications (e.g., Microsoft Office). We also consider soft skills (e.g., flexibility, teamwork, and collaboration, written and oral communication, and ability to build client relationships). We also use the recruiting pools in **Exhibit 2**, to identify candidates for the State's staffing requirements. Cynosure is well-positioned to provide staff during program transition in, as well as to support surge/ad-hoc requirements.

Exhibit 2. Cynosure's 9-Step Personnel Management/Recruiting Plan.



Use or disclosure of data contained on this sheet is subject to the restriction on the title page of this document.



As a “one badge” team, to ensure resources are available to meet day-to-day and surge requirements, we leverage our trusted long-term employee resources for reach back capability. Our unified staffing approach requires each teaming partner to source for new talent on an ongoing basis to maintain a fresh centralized database of resumes for reach back to fill hard to find staff, suited with the appropriate skills and expertise to ramp up quickly. Our Recruiting Flow, depicted in **Exhibit 3**, ensures we have appropriate steps defined to rapidly source and onboard candidates.

High performing employees most often are looking for challenging work, personal and professional growth opportunities, work/life balance, and workspace flexibility. We invest in every employee and offer professional growth. We offer incentives to our staff for successfully completing industry certifications, and working on emerging technologies in our labs, and spot bonuses for customer recognitions. Cynosure has established a very positive, team-oriented work environment. We encourage our employees to create, innovate, and improve upon existing practices. We regard ourselves as a learning organization, by continuously incorporating lessons learned to improve our work. Our track record in retaining a highly skilled workforce, documented has contributed to our 100% employee retention rate on all our contracts.

2.3 STAFFING PROCESS

To address specific needs, we first look at any available incumbent employees and then internally, within the team. Above, we outline our team’s recruiting plan to provide quality support staff over the life of the awarded contract. Our plan consists of nine critical elements: opportunity, pursuit, transition, recruiting, screening, hiring, training, monitoring, retention, and replacing. Our staffing process in **Exhibit 3** is designed to assess a candidate’s functional job skills, experience, work ethic, leadership skills, and professionalism. By processing candidates through the 9-steps in **Exhibit 3** Cynosure attracts, filters, identifies, hires, trains, monitors and retains some of the best available, diverse and capable resources. Moreover, as depicted in steps five, eight and nine in **Exhibit 3** Cynosure’s process for hiring and retaining staff is as follows:

- **Qualifying Candidates.** Once the general requirements of a TO are met by the candidate, our HR Manager works with the PM to verify the levels of functional and technical expertise, required for the position. We also verify the candidate’s skills, experience, education and certifications are in alignment with the Labor Category Descriptions (LCATs).
- **Rating of Applicants.** The HR Manager and the PM rate and rank candidates against each LCAT description based on availability, years of experience, certifications, educational background, demonstrated leadership ability as well as other factors that are pertinent to the job. Priority attention is given to the most qualified applicants as it relates to moving forward in the next steps in the hiring process.
- **Telephone Screening.** Our HR Manager and/or PM conducts extensive telephone screening to verify and validate high quality levels of functional and technical expertise and to see if the candidate is a good fit within the company culture and environment. During the phone interview, we offer the candidate the opportunity to express his/her expectations as well as HR providing details on work environment, location, work activities, and other details that would help in determining suitability for both Cynosure and the candidate.
- **Reference Check.** We require at least three professional and two personal reference checks prior to employing program staff. Employment references are contacted to verify employment dates, job titles and to determine if the candidate is eligible for rehire with his/her previous



employer. Based on that information, a personal internal interview with the candidate is scheduled.

- **In Person Interviews.** Our PM identifies and arrange in Person Interviews for the best exceptionally qualified candidates for each job description. Cynosure recognizes some positions may require a high degree of functional and technical expertise that must be assessed and verified for a candidate to be qualified. To ensure qualifications are validated, the HR Manager reaches back to corporate SMEs to arrange a separate interview with an appropriate senior level advisor or expert. Additionally, our HR Manager asks behavioral or open-ended questions to ensure the candidate is a good communicator and can demonstrate his/her leadership and or technical skills and abilities and the past successes and accomplishment they experienced as a result of their efforts.
- **Candidate Selections.** Working together, our HR Manager and the responsible PM select the best candidates and they are then approved to receive contingent employment offers. The PM has the final authority on selecting personnel based on qualifications and their ability to fit into the team. Given the selection of a candidate, our HR Manager provides a formal employment offer.
- **On-Boarding.** Cynosure's on-boarding process provides a seamless transition of personnel into our organization and the government worksite. To facilitate the on-boarding process, we assign a mentor, establish, and maintain a training profile for personnel to ensure training compliance, and then staff is cleared, deployed, and integrated into the government site.

Candidate Sourcing. Our recruiter has multiple sources available to recruit for all labor categories using LinkedIn, Clearance Jobs, Indeed, Insperity, social media, technical web sites, and a long list of past Federal resources that we communicate with continuously. In addition to the regular staff of the project, Cynosure's HR office will maintain a roster of qualified candidates for employment. These are candidates who have submitted applications for employment, have been interviewed, and have been reviewed by project management personnel. Individuals on the roster are contacted by the HR staff when a staffing need for a skill category arises. This method has worked extremely well in ensuring that qualified and capable personnel are available for present and future personnel requirements.

Strategies for Hard to Fill Vacancies. To fill vacancies in hard to fill positions, Cynosure uses several procedures to prevent degradation in contract performance. First, we maximize opportunities for cross-training and cross-utilization as part of our strategy to account for workload fluctuations. Our cross-training approach is a key component of knowledge retention enabling us to quickly staff hard to fill positions in event of attrition. Second, we encourage our existing employees to seek positions of greater responsibility, and we offer financial incentives to some employees for completion of training in highly skilled positions. Third, we offer financial retention and relocation incentives for personnel in those hard to fill positions to limit turnover.

Resume Evaluation. Our staff of Technical Recruiters employs a defined process for evaluating candidate resumes of varying education, experience, and technical backgrounds. Cynosure employs a rating standard that helps our recruiters quantify and score candidate resumes based on a multitude of relevant criteria, including recent work experience, similarity of work performed, key work

Resume Screening

Cynosure's dedicated in-house Technical Recruiters are experienced in the rapid sourcing and qualification of resumes for government customers.



achievements, quality of content, authenticity of assertions, and humility in citing work results. During our first evaluation, we do not emphasize format or the writing style of the resume, instead looking to evaluate the quality of the content. Next, we evaluate education requirements to confirm a candidate possesses the baseline degree(s) that are merited for the position in question.

We confirm education experience by validating degrees cited and compare employment history and its applicability to the position for which the candidate is being evaluated. We note gaps in employment and ensure we discuss this inconsistency with the candidate during the first interview. We also look to validate if a candidate has held an excessive number of jobs in a short period of time, whether there is a career pattern, industry pattern or random nature to employment history, and identify any special skills or intangible characteristics or experience. If we note a pattern of difficulty in locating viable candidates that meet the position description, we expand our search to include candidates that may not identically map to the Labor Category, position title or description. Our Technical Recruiters are available resources Certified Internet Recruiters equipped with the latest recruiting methods, such as social media mining for targeted recruiting of the best-qualified candidates.

Submission of Resumes and Interviews. Once the candidate goes through the preliminary screening process, candidates are asked to come in for several interviews, ensuring they are the right fit for the position. Our screening includes a technical evaluation, wherein we validate candidate experience and capabilities against planned SOO tasks/functions. We rely on our technical leadership internal to Cynosure to present candidates for specialty/highly-advanced positions to provide answers to ‘sample tasks’ that confirm their understanding and ability to support contract requirements. Cynosure is very thorough in the screening of our candidates prior to offering them employment with our respective companies. Our recruiters conduct a 10-minute pre-screening that checks for candidates’ availability – can they begin work within the required time-frame and do their salary requirements meet the designated compensation level. We then send a computer-based assessment to candidates, so we can evaluate and document their knowledge and utilization of software skills or their knowledge of basic warehouse operations.

Upon successful acceptance of their test results, we schedule and conduct a more detailed interview with the PM. We perform verification of employment and job performance on no less than two prior employers. Finally, to augment our screening process, Cynosure utilizes Risk Assessment Group to conduct background and credit checks. Upon receiving positive results, we extend an offer of employment to the candidate. If we do not have an immediate opening for the candidate, their records are filed for later use. With a pool of more than 3,000 qualified candidates, we have the capability and resources to meet every contract requirement. As we receive staffing requests, our PM enters the request into our ATS, which emails our entire team of the new requirement. We next break the work into elements that can be done by one or a limited number of individuals possessing a well-defined skill set.

Finally, we search our employee and candidate databases. If we do not locate a qualified candidate from our existing pool with the requisite credentials for the contract, our PM will work in concert with our team of recruiters to source, recruit, and hire personnel with the requisite skills to meet specific State requirements. Cynosure prides itself on recruiting quality individuals who far exceed industry standards. We look beyond skill sets and education with a philosophy of evaluating the entire person. This evaluation is incorporated into the interview process with a concept called “WHOLE”—Willingness, Hardworking, Optimism, Loyalty, and Ethics. Cynosure rates individuals against these values based on observation in our screening and interview process.



Our full-time recruiters consistently identify and screen candidates in five days. Recruiters receive bonuses when employees remain beyond our 90-day assessment period.

Breadth of Cynosure's Staffing Abilities. The breadth of our staffing experience includes providing professional (non-SCA) and non-professional (SCA) personnel in areas requested by the State. Our combined experience supporting large programs, projects and staff augmentation needs for diverse customers and technical requirements enables Cynosure to assess the needs of the State and develop complementary work processes that maximize output while mitigating risk to the lowest practical level rationally and reasonably.

- **Knowing the Customer & Analyzing the Requirements.** Understanding a customer and their requirements is an ever-evolving process within our staffing approach. Cynosure establishes ways to continually engage our customers obtain knowledge and analyze work requirements, ensuring we stay abreast of the latest needs and pain points for the user community. For each of our contract awards, we have leveraged a strong PM infrastructure to continually gather and solicit knowledge that can enhance our operational approach to recruiting and retention activities.
- **Analyzing the Market and Obtaining Knowledge.** We access resources including Gartner Group, Randstad, and Adecco to conduct independent research of labor conditions, including escalating trends and key demographic considerations that can impact the quality of candidates we locate within a given geographic area. For the State of Texas, Cynosure leveraged Gartner Group intelligence to better understand the labor market within the Houston area, which guided our recruiting methodology. The result was a more targeted campaign that focused on emerging University graduates with appropriate qualifications, willing to work within the budget constraints of the State environment.
- **Strategic Sourcing.** While most contractors employ a blanket approach to staffing, Cynosure combines the results of the previous two steps to develop a customized and targeted sourcing campaign. This helps us rapidly identify highly skilled and pre-qualified candidates that fit the characteristics of the job in question. We focus on locating talent and skills that will provide the State with complementary and value-added benefits—beyond the scope of a given requisition or SOW. For the State of South Carolina, Cynosure developed a tailored recruiting campaign that strategically located previous State employees within a 50-mile geographic radius. This was crucial to ensuring that candidates hired were well aware of the State's operating culture and work requirements and would be willing to accept and perform task activities that on the surface were onerous to an inexperienced candidate.
- **Vetting, Screening & Selecting Candidates.** Once a population of candidates is located, we begin engaging. This step is aligned with our recruiting methodology. Our team of Technical Recruiters is experts in the screening and qualification of candidates, with previous experience supporting a diverse collection of federal customers and Prime contractors. We leverage tools, technologies, and proprietary search techniques (e.g., Boolean Queries) to locate a selection of candidates who are subsequently subjected to our rigorous screening process. For the Navy, Cynosure employed multiple techniques to locate candidates that were not publicly available via traditional search engines. For more than three months, recruiters developed a network of affiliated engineers and IT professionals that referred and recommended personnel they had previously worked with, possessing active clearances, to fulfill State requirements.



- **Managing Relationships & Retaining Personnel.** We manage customer relationships at both the contractual and Task level, developing a rapport with technical managers, division leaders, and relevant customer stakeholders. This insight further enhances Cynosure's ability to ensure continuity of operations and improve our ability to retain key incumbent staff. Combined with our Total Compensation Plan, we manage relationships to ensure that we receive critical feedback and guidance that allows our team to proactively engage needed resources and adapt to emerging requirements and personnel situations.

2.4 HOW WE WILL STAFF, SCREEN, AND MANAGE TEMPORARY PERSONNEL

We possess the management, financial, and technical capabilities to meet every requirement of the resulting contract. This feature of our proposal offers the State low management and performance risk coupled with excellent program management and staff augmentation support services at the lowest practical cost. Our MA incorporates a partnership with the State that begins with proven and trusted People executing in place and established work Processes supported by Cynosure developed Products to ensure sustained management accountability with minimum performance risk.

Candidate Sourcing. We recognize that the most effective way to source candidates involves building talent pipelines and remaining engaged to proactively source and validate candidate abilities. We usually fill openings within three weeks, so we will begin the recruitment effort one or two months prior to the anticipated start date. Commencing too soon risks losing a potential candidate to an alternative opportunity, and therefore requires Cynosure to utilize our pipeline and databases to effectively filter potential candidates within a timely and effective fashion. Our staffing approach emphasizes selection of personnel with appropriate experience, who have multiple skills relevant to the position in question. In addition to meeting the immediate staffing requirement, this permits us to use the individual to fulfill multiple functional areas as needed. Cross-utilization is a key means of ensuring continuity of support. It ensures our ability to effectively "fill the gaps" on any vacancies that may occur because of new or changing task requirements, incorporation of emerging projects, workload surges, personnel deployments, or attrition.

Strategies for Hard to Fill Vacancies. To fill vacancies in hard to fill positions, Cynosure uses several procedures to prevent degradation in contract performance. First, we maximize opportunities for cross-training and cross-utilization as part of our strategy to account for workload fluctuations. Our cross-training approach is a key component of knowledge retention enabling us to quickly staff hard to fill positions in event of attrition. Second, we encourage our existing employees to seek positions of greater responsibility, and we offer financial incentives to some employees for completion of training in highly skilled positions. Third, we offer financial retention and relocation incentives for personnel in those hard to fill positions to limit turnover.

Recruiting Staff Not Currently Employed by Cynosure. A hallmark of Cynosure is our ability to source, hire, and retain highly-qualified professionals to overcome our clients' most pressing challenges. We attribute our success to having the best-AIRS certified Professional Recruiters) to perform recruiting efforts using tools and solutions such as our TCP and software, an ATS and recruiting software. For the State of West Virginia, Cynosure will use the "Best Athlete" approach to recruit the best-qualified candidate for positions that require new hires. We post all new positions to our internal ATS enabling our collective resources to view new requirements. We evaluate and select the most qualified candidate for each position without regard to company



affiliation. This provides the State the best-available resource to perform work. To effectively recruit for positions, we supplement our recruiting efforts with the following:

- **Referral Bonus.** Cynosure offers generous employee referral bonuses (\$500 – \$2,000 per person) for referral of critical-skill candidates who are hired and retained.
- **Military Outplacement Services.** We work with military outplacement services to target transitioning/retiring service members with relevant engineering experience.
- **Career Fairs and Community Outreach Programs.** Tailored to local area and staff required.
- **Regional/National Searches.** Cynosure leverages our national presence and regional relationships to widen our recruiting pool.
- **Continuous Open Requisitions.** We maintain open requisitions for critical and hard to fill positions, and those with high turnover, to continually refresh our *eResources* database.
- **Staffing Agency.** We augment our recruiting team, as necessary, with specialty recruiting firms for hard to find skills, urgent needs, and temp-to-perm positions, which allow us to “try before we hire.”

2.5 ABILITY TO QUICKLY REPLACE A PERSON/POSITION

Cynosure is experienced with the hiring/replacement of personnel in missing critical environments. Cynosure regularly provides pre-qualified candidates to ensure that its Prime contractor partner maintains a refreshed, available list of candidates, across all relevant labor categories, inclusive of Letters of Intent, to ensure that if a speedy replacement is required, a candidate has been located, qualified, and validated internally before presentation to the customer. For the State, Cynosure will mimic the above methodology, regularly conducting internal meetings across its Recruiting Department's to ensure that a steady supply of candidates is cultivated, for each work location. We will conduct targeted searches, across labor categories, periodically, and will ensure we are in possession of a refreshed list of applicable candidates.

Each candidate will have had direct communication with a Cynosure recruiter, to ensure their capability to support work requirements, to confirm their availability to start immediately, and to validate their level of experience and capability. After a candidate is presented to state, our Recruiting Department will periodically communicate with the candidate in question to advise if a possible opening is realistic, and if an opportunity is unlikely or a candidate's willingness diminishes, we will inform Mr. Vadlamani to disregard the resume and opt for a replacement. Our proactive method for sourcing and qualifying candidates, based on our proven successes across.

Candidate Retention. We recognize the value of retaining highly-qualified, experienced incumbent personnel to ensure the seamless continuity of program operations while minimizing the risk of delays. Our team of Technical Recruiters will engage with all Active incumbent personnel from the earliest phases of contract award to identify and document their understanding, experience, capabilities, and requirements. Simultaneously, our AM interfaces with stakeholders to identify personnel deemed essential to program requirements, to ensure that we secure their involvement throughout the contract. We retain the ability to attract and retain qualified personnel through our highly competitive compensation and benefits packages. We value the contributions of all our employees and reflect our commitment to their long-term security and well-being through the features and benefits we can offer.



High performing employees most often are looking for challenging work, personal and professional growth opportunities, work/life balance, and workspace flexibility. We invest in every employee and offer professional growth. We offer incentives to our staff for successfully completing industry certifications, and working on emerging technologies in our labs, and spot bonuses for customer recognitions. Cynosure has established a very positive, team-oriented work environment. We encourage our employees to create, innovate, and improve upon existing practices. We regard ourselves as a learning organization, by continuously incorporating lessons learned to improve our work.

Training Strategy. Our training strategy focuses on maintaining a skilled and knowledgeable workforce through Individual Development Plans (IDPs) and our employee development program to continuously raise staff skill and efficiency levels. The IDP identifies training needs for new technologies and techniques and maintains mandatory and desirable certifications and currency in skills. We actively track the training and certification status of all personnel to ensure they meet or exceed the requirements for their position in our ATS. For each Labor Category, Cynosure has already prepared preliminary training programs, including documentation governing compliance requirements, key responsibilities, job descriptions, and Team-wide policies for professional behavior. We refresh these training programs annually and require each employee to re-certify on an annual basis.

2.6 APPLICATION DEVELOPMENT EXPERTISE

Cynosure personnel provides enterprise lifecycle support during release phases including requirements definition, logical design development based on agreed upon requirements, physical design, strategic planning of end-of-life hardware refresh without impacting operations, development and documentation of infrastructure and application changes, software updates, new functionalities, integration support, test and deployment of software packages, and migration into production environments- including transition to operations. Further, Cynosure personnel have introduced the notion of conducting Capacity and Performance Testing to guarantee system capability to absorb and process peak volumes of data for numerous customers. Additionally, Cynosure has provided support for migrating development code deployment packages from IEP to configuration management repository, utilizing continuous integration and continuous development (CI/CD) DevOps methodology, to improve, maintain consistency across Integrated Test Environments (ITE) labs and automated deployment methods via Big Fix tools. Cynosure personnel also provide support on data base administration, data warehousing and business object reporting.

AYAN P (.NET 14 Years)

Summary:

- 14 years of strong I.T. experience in all phases of Software Development.
- Technical expertise in Microsoft Technologies like **ASP.Net MVC, Angular, AngularJS, .Net Framework 5/4/3/2/1, IIS, Win Forms, REST Api, WCF, Web Services, MS SQL-Server and MS Business Intelligence (SSAS, SSIS, SSRS)**
- Experience in **Agile software development methodology** and **Test-driven development** using **Git-Cucumber, TFS/SVN-Jenkins-NUnit/Mock**. Involved in application design based on **MVVM architecture, Factory, Singleton design Patterns**.
- Very well acquainted with **Object Oriented Programming System (OOPS) using C# and Javascript**.
- Experienced in creating rich **user interface on the web** using **HTML 5, CSS**.
- Expertise in implementing **SOA** using **WCF** technology, developed and consumed **WCF** services with features visioning, security, optimization and reliability. Using **Web Api – JSON** in my current project.
- Created Entity classes, relationships between entity classes using **LINQ (Language Integrated Query)** to **SQL** to manage relational data as objects with **Entity Framework 4.0**.
- Extensive knowledge of writing **complex database queries** using **SQL Server 2012**.
- Extensive experience in **development** and **optimization of Queries and database performances**.
- Worked in multiple project for designing/maintaining data warehouse and analytical processing using **SQL Server Analysis Services**.
- Very good in programming with third party controls such as **Telerik, Infragistics** (windows-Web), **DOTNETCharting, ASPOSE, DevExpress**.
- Worked in the domains like **Banking and Financial**, Insurance, State-Healthcare, Recruitment & E commerce.
- Good in writing Requirement Specifications and working with Microsoft Project Plan.
- Able to lead the projects successfully as well as code.
- **Having excellent analytical, problem solving, communication skills and a quick learner.**
- **More than 5 years of strong experience in Finance as an information system domain in Banking and Financial Domain.**

SKILLS:

Languages	C #.NET, VB.NET, Typescript, Java Script, Vb Script, Excel-VBA
Web-Technologies	MVC, AngularJS, Angular 2, TypeScript, ASP.NET, ASP Classic, REST Api, WCF, ASP.NET-AJAX, CMS (Ektron CMS)
Databases	SQL-Server (2005, 2008, 2000), Oracle, MySQL
Database Services (SQL Server-2005)	Integration Services (SSIS), Reporting Services (SSRS), Analysis Services (SSAS), Informatica 10.2
Other Software	Informatica 10.2
Framework and Visual Studio	.Net 5, 4, 3, 2, 1
Web Servers	Node, IIS
Reporting Tool	SQL Server reporting services
Third Party Tools/Controls	Telerik, Aspose, Infragistics, Dotnetcharting, Aspose, JQuery, Jenkins CI(TDD)
Version Control System	Git-Bitbucket, TFS, SVN

EDUCATIONAL DETAILS

Bachelor of Engineering – Information Technology

Microsoft Certified Professional (MCP – 070-315) 2009

PROJECTS:

AYAN P (.NET 14 Years)

IFRS9 Implementation for a Large Asset Management Corporation

Technologies: Informatica 10.2, Git-Bitbucket, SQL Server 2012, BMC Control M, IBM Connectdirect, PowerShell and Windows-batch Script, Agile-Scrum, JIRA

Organization Name: Deloitte (www.deloitte.com)

Description: IFRS9 (International Financial Reporting Standard 9) implementation. Various Instruments, Ownership, ratings, counterparty and trade information are processed thru Moody's and stored back into the system and sent back various reports with control logging.

Team Size: 6

Duration: June 2018 – Till Date

Responsibility handled:

- Senior Developer and onsite coordinator for development work.
- Writing ETL jobs using Informatica 10.2, Control M and connectDirect.
- Report activities and brief the leadership about development status on weekly/per sprint basis.
- Writing Windows batch, PowerShell script for remote connectivity and file archives.

Insurance Quoting Software

Technologies: Angularjs, Node, HTML5, Object Oriented Javascript, \$q promises, grunt, bower, git, bitbucket, jenkins, cucumber, Fluent programming using Typescript.

Organization Name: Deloitte (www.deloitte.com)

Description: The assignment involved development of new screens and functionalities of an existing application. The development involved creating rich UI using ES5(Object Oriented JavaScript), AngularJS, Typescript, Angular Material, CSS.

Team Size: 6

Duration: October 2018-March 2019

Responsibility handled:

- Design and development of screen using HTML5, Angular material and css.
- Design and development of Angularjs based functionalities and modifications.
- Creating Testcases and conducting PR Reviews.
- Report activities and brief the leadership about engagement.
- Interviewing new talent for the project whenever required.

Insurance Quoting Software

Technologies: Angularjs, Node, HTML5, Object Oriented Javascript, \$q promises, grunt, bower, git, bitbucket, jenkins, cucumber, Fluent programming using Typescript.

Organization Name: Deloitte (www.deloitte.com)

Description: The assignment involved development of new screens and functionalities of an existing application. The development involved creating rich UI using ES5(Object Oriented JavaScript), AngularJS, Typescript, Angular Material, CSS.

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- Interviewing new talent for the project whenever required.

AYAN P (.NET 14 Years)

Various State Modernization Projects for Deloitte Consulting LLP

Technologies: ASP.Net MVC 5.2.1, C#.Net, CV.Net, AngularJS, SQL Server 2012, Oracle 9i, Mock, Unity, TFS, Bootstrap-JSRender, Web Api-JSON-REST, WCF, FXCop, MS Unit Test, ANTS profiler

Organization Name: **Deloitte** (www.deloitte.com)

Description: 2 state projects for child-welfare and accounting & collection for benefits.

Team Size: 5 to 20

Duration: April 2015 to December 2015 and February 2017 to May 2018

Responsibility handled:

- Design and Development of MVC classes with different layers such as Controller, Model and View.
- Design and development of AngularJS based functionalities.
- Communicating with the team of business analysts for requirement analysis .
- Involved in planning of tasks and release cycles.
- Successfully communicated and coordinated with various other teams for technical turnarounds
- Providing technical feasibility analysis with effort and time.
- Performing code development, code reviews, unit test preparation, solving build and deployment errors and code analysis warnings.
- Effectively used TFS for project management.

Project Name: Cost Projector Application

Technologies: ASP. Net (VS 2010, C#.Net) with Silverlight-XAML, SQL Server 2005, SQL CE, SSIS, WinForms-WPF-XAML-MVVM, Entity Framework-LINQ, WCF, TeamCity, TFS

Organization Name: **KPMG LLP** (www.kpmg.com)

Description: The purpose of the application is to provide rich interface to the users to create cost projections for the future assignments. The projects include development and maintenance of various systems for web, windows and services. The web application has been created using ASP.Net 4.0, C#, XAML-Silverlight. The windows application has been created using C#-XAML-WPF-MVVM architecture. The services have been created using wcf with http and msmq bindings. SQL Server 2005 has been used as a back end along with SQL CE which provide disconnected working mode to the users with windows application. WCF based services have been created to perform various calculation logic which can be integrated with various other systems. Different environment specific configurations have been rendered using slowcheetah. The development and maintenance follows agile methodology using scrum.

Team Size: 4

Duration: July 2014 – March 2015

Responsibility handled:

- Modified source code for all layers of MVVM application such as view, view-model and model.
- Created XAML based views for Windows and Web Applications.
- Written LINQ queries for the database interaction.
- Consumed WCF service using C# and configuration.
- Extensively used O.O. Programming with C# language features.
- Involved in maintenance of the windows-based installers
- Created and maintained product backlog items (PBIs), Issues using sprint planning.

Project Name: Client On-boarding for Merrill Prime Brokerage

Technologies: ASP. Net (VS 2010, C#.Net) SQL Server 2005, SSIS, Autosys, VBA, Winforms-C#.Net, MVVM, Oracle 11g, Entity Framework-LINQ, WCF, Jenkins CI, SVN

Organization Name: **Tata Consultancy Services** (www.tcs.com)

Description: The work profile includes development and maintenance of various systems involved in client integration, building reconciliation tools, creating reports and working on due diligence from integration, Legal and documentation perspective. The applications include capturing various information, initial messaging service setup for the trade message, initial reporting subscription activities and client level hierarchies.

Team Size: 10+

Duration: November 2012 – June 2014

AYAN P (.NET 14 Years)

Client: **Bank of America-Merrill Lynch (New York, U.S)**

Responsibility handled:

- Actively involved in analyzing the business requirement and foresee the changes/technical design
- Involved in SDLC life cycle from the Requirements to development, unit testing and deployment of the application module.
- Developed Business, Data and Presentation, Test layers of the application.
- Development/modification of codebase in **ASP. Net, C#, JQuery** (and javascript),
- Worked on **Infragistics** NetAdvantage 11 Control library.
- Used **Excel-VBA** for creating reconciliation reports
- Consumed and modified **WCF** based services
- Maintained Continuous Integration using **Jenkins CI-SONAR-SVN**.
- Used **LINQ** with **Entity Framework** for modification of the codebase.
- Implemented **logging** using **log4net** throughout the service layer
- Implemented OleDb based **dynamic excel upload** and transformed.
- Written complex logic using queries, stored procedures and functions
- Hosted various applications on **IIS 2008 R2 Server** and maintained them.
- Written test cases and scenarios.
- Managed release cycles

Project Name: Online Trade Settlements and Global Market Research for Merrill Lynch – Bank of America

Technologies: ASP.NET (VS-2008, C#.NET), ASP classic, SQL-Server 2005-2008, SSIS, SSAS, Autosys, Telerik, JQuery, NUnit, Jenkins CI

Organization Name: **Tata Consultancy Services** (www.tcs.com)

Description: The application is closely surrounded by the various 10+ applications which provide different types of trade messages to our application. The application works **upon trade verification, confirmation settlement, accounting and reconciliation of equity, option, fixed income stock transactions**. The entire application is divided into several modules **like inbound trade and settlement message handling and processing, Trade Settlements at the end of the day through the reconciliation, replication of databases** which includes the servers built upon SQL-Server 2000, SQL-Server 2005, and SQL Server 2008. The separate web application has been created as a detailed analytical reporting engine, provides different level of report on trades to the management. The application also provides mean of modifying the trades as primary level. The entire user interface of the web application is designed to be customizable for the non-technical users. The application provides metrics reporting which is built upon the Microsoft SQL-Server Analysis Services 2005. The system also contains iScheduler as a sub system for scheduling and processing automated reports through SQL Server Integration Service. The reporting application has been build using Test Driven Development approach (**TDD**) using NUnit, MS Build and Jenkins CI. The entire development and maintenance has been done under strict IT security policies. The entire project is handled by 50+ team, mainly handled from NY-USA and the members spanned across worldwide.

Team: 5+ at offshore

Duration: September 2010 – November 2012

Client: **Bank of America-Merrill Lynch (U.S)**

Responsibility handled:

- Involved in **SDLC** life cycle from the Requirements to development, unit testing and deployment of the application module.
- Developed Business, Data and Presentation, Test layers of the application.
- Extensively used **.Net framework 3.5, C#, Visual Studio 2008/2005** and **Sql Server 2005/2000**.
- Extensively used and did research on **Oledb, interop** com Excel readers.
- Used **OleDb** to read excel files to perform bulk rating action and sent batch jobs.
- Involved in UI design using various **telerik** components.
- Used **business objects** with extensive use of **generics**.
- Enterprise Library Application block is implemented for the application for logging and data access.
- Handled Responsibility of the deliveries for the team of 5 developers.
- Actively involved in analyzing the business requirement and foresee the changes/technical design
- development/modification of codebase in **ASP.Net, C#, JQuery, Excel-VBA, ASP.Net-AJAX, ASPOSE**,

AYAN P (.NET 14 Years)

- Writing test cases, asserts and grouping them using **Nunit**.
- Used Schema based **XML** for message processing setup.
- Used **HTML** with **CSS** for UI designing.
- Maintaining the **SSAS** project for Metrics reporting using **Excel Pivot**.
- Maintaining SSAS schema, tracking changes and maintaining cube process cycles. Actively involved in **creating cubes, defining measures** and writing **multidimensional expressions**.
- Actively involved in developing, maintaining ETL jobs using **SSIS**-Autosys and DTS.
- Code reviews

Project Name: Business Intelligence Dashboard

Technologies: SQL Server 2005 with Business Intelligence (Integration Services, Reporting Services, Analysis Services), Microsoft Office Sharepoint 2007

Organization Name: V2 Solutions (www.v2solutions.com)

Description: The application is basically a Business Intelligence front end which is built upon the MOSS 2007. The Sharepoint application contains dashboard which displays KPIs and Reports. The SharePoint site will be used to optimize the process of decision making for the management. The KPIs are created from the Data warehouse and designed using Business Intelligence Development Studio 2005 (SSAS). The system also uses SSIS for the transactional processing (ETL) with the Transaction database.

Team: 6

Duration: March 2010 – September 2010

Client: Ammex Corporation (Washington, U.S.)

Responsibility handled:

- Involved in **SDLC life cycle** from the Requirements to development, unit testing and deployment of the application.
- Analyzed requirements and transform it into Business Intelligence Scenario.
- Developed **SharePoint Web parts** of the application.
- Tuned performance of queries using logic recreation and indexing.
- Extensively used **.Net framework 3.5, C#, Visual Studio 2008 and Sql Server 2005**.
- **Composite controls** are developed to provide nice interface to the application.
- Written **stored procedures, user defined functions, views and Triggers** for the warehouse database.
- Generated scripts for database deployment and used **DB Compare** utility for automated database difference detection.
- **Team Foundation Server (TFS)** implemented to co-ordinate the application with users, developers and managers.
- Designed and Developed Data warehouse schema with **fact** and **dimension** tables.
- Designed and developed **cubes, measures, KPIs** for dashboard.
- Implemented **SSIS** package design and implementation.
- Actively involved in 50+ **SSRS** based reports with complex query logic with **cascading** and **drilldown** options.
- Established SSRS report server using **IIS 6** and vault based deployment cycles.
- Developed complex business logic for calculating members and deriving KPIs.
- Was responsible for the deliveries for the team of 6 developers.
- Written test cases.

Project Name: BPXWeb – Event Manager

Technologies: C#.NET (3.5), LINQ, Droptings(third party javascript framework) VS 2008, SQL-Server 2005, TFS

Organization Name: V2 Solutions (www.v2solutions.com)

AYAN P (.NET 14 Years)

Description: BPE is a complete web portal which can be personalized according to the user preference. The process behind the application is to manage the design, purchase, quote of the promotional products needed for the branding of the larger companies. Then whole application is built on the top of Droptthings.com architecture. The application runs with only one ASP.NET page consists of a collection of Widgets.

Team: 5

Duration: July 2008 to June 2009

Client: Si2 (Texas, U.S.)

Responsibility handled:

- Involved in **SDLC life cycle** from the Requirements to development, unit testing and deployment of the application.
- Analyzed the business requirement and foresee the changes/technical design.
- Developed code using **ASP.Net 3.5, C# 3.0**.
- Implemented complex query logic and SQL procedures.
- Used **droptthings javascript framework** for creating workspace and widgets.
- Used **DOTNETCHARTING** for charting.
- Extensively used **ASP.NET-AJAX** for performance improvement.
- Was Responsible for the deliveries for the team of 5 developers.
- Created project plan, assignment of tasks and tracking the deliveries.
- Performed code reviews.
- Written test cases.

Project Name: RGICL - KitSystem (RGICL) – Fortune 500 Client

Technologies: ASP.NET (VS-2005, C#.NET), SQL-Server 2005, SSIS, SSRS, BizTalk Server 2006

Organization Name: **AG-Technologies Pvt. Ltd.** (www.ag-technologies.com)

Description: The project is developed for Reliance General Insurance Corporation Limited. The total development was done on client site. The project is a insurance domain software which handles functionalities as policy generation, allocation throughout the RGICL user hierarchy, policy Activation, Policy QC, Policy QC, Policy Renewal, Reports generation, policy swapping, Claim Details with user Management.

The project was developed for **Reliance General Insurance** products like Health wise Policy, Home Protect policy, Farmer Package policy, Motor Cover note. The project contains large database and **more than 5000 users with heavy concurrency**. The architecture of the project is **3-tier web-based** architecture with **Microsoft Enterprise Library 2.0**. The project is also integrated with “**In-warding And Cost Manager**” System and “**Master of Masters**” system through **SQL-Server Integration Services**. The Integration has been migrated-developed with **BizTalk Server 2006**. The ASP. Net development involved usage of **Membership-Role-Sitemap providers and webparts**.

Team: 10+

Duration: March 2007 to July 2008

Client: **Reliance General Insurance Corporation Limited** (DAKC-Navi Mumbai, India)

Responsibility handled:

- Involved in **SDLC life cycle** from the Requirements to development, unit testing and deployment of the application.
- Analyzing the business requirement and foresee the changes/technical design.
- Created web forms using **MS Visual Studio .Net, ASP.Net, C#, XML, HTML** and **javascript**.
- Created **User Controls** to be used across the application.
- Used **Enterprise Library 2.0** for Data Access.
- Used ASP.Net **membership & role provider, sitemap provider**.
- Used **SSIS** for ETL.
- Used **SQL Jobs** for scheduling the SSIS packages.
- Consumed **XML web services** created for IRDA compliance.
- Used **Biztalk Server 2006** for systems integration. Extensively used XML Schema Definition – **XSD**.
- Developed Business, Data and Presentation, Test layers of the application.
- Used **ADO.Net** in connecting to Data Access management with SQL Server 2000.
- Design and implement the **GUI (ASP.Net)** with web form controls, web-server controls including Data Grid, Data List and other data container controls.
- Written test cases, assets and grouping them.

AYAN P (.NET 14 Years)

- Created and maintained **SSRS** reports project, designing various reports with complex query logic implementation.
- Performed code reviews, writing test cases and scenarios.

Project Name: KYC – Offshore Alerts

Technologies: ASP.NET (VS-2005, VB. Net), SQL-Server 2005, CMS

Organization Name: **Magnet Technologies**

Description: The project is an Integration of **Content Management System** (Ektron CMS), **ISYS** Web Search, **ASPDOTNETSTOREFRONT** (e-commerce application for payment). The main purpose of software is Selling News, Newsletters and other alerts. The “know your customer” application is to provide the customers alerts for inside Bermuda and offshore alerts.

Team: 10+

Duration: 1 year (Involved for initial 5 months)

Client: www.KYCNews.com (Florida, U.S.)

Responsibility handled:

- Involved in **SDLC life cycle** from the Requirements to development, unit testing and deployment of the application.
- Analyzing requirements and transform it into technical design using **ASP.Net 2.0, VB.Net, SQL Server 2005**.
- Performed integration with **ASPDOTNETSTOREFRONT** to implement cart and payment using **verisign**.
- Performed integration with **Ektron Content Management Server**.
- Built **RSS** Feed, indexed document based headlines and bulleted news alerts.
- Extensively used XSLT based transformations for xml to html rendering.
- Extensively used XML technologies such as **XPATH, XSLT** and **XSD**.
- Performed integration with **ISYS** Web Search.
- Performed Code Reviews.
- Written test cases.

SUMMARY

- ◆ Overall 14 years experiences in the area of analysis, design, Development, testing and implement high quality software applications.
- ◆ Experience with Agile software development (VSTS/Scrum/Kanban/JIRA).
- ◆ Expertise in developing web and windows-based solutions using technologies such as ASP.NET, ASP.NET MVC, and C#, VB.NET, ADO.NET, WCF, SSIS, SSRS, Ajax, JQuery, TFS, VSS, SVN, HTML, CSS and XML.
- ◆ Extensively used ADO.NET objects such as Data Adapter, Data Reader, Dataset and Data View for reading/updating records in the database.
- ◆ Experience in SQL Server database design, development and in writing Constraints, Indexes, Views, Stored Procedures, Triggers, Restore/Backup and User Defined Functions.
- ◆ Experience in job scheduler like Windows, Control-M and SSIS.
- ◆ Experience in using third party controls like DevExpress, Infragistics, LLBLGenPro and open source components like Yahoo YUI, DOJO, JSON and TX Text Control.
- ◆ Experience in developing SharePoint InfoPath Forms using InfoPath Designer 2010 and developing SharePoint workflows using SharePoint Designer tool.
- ◆ Good experience in creating reports with sub reports, parameterised reports, nested groups, complex formulas, running totals, summaries and conditional formatting. Expert in generating reports using tables, views, stored procedures. Worked on performance optimization of various reports. Automated reports for daily, weekly, monthly schedule using Crystal Reports and Active Reports (Data Dynamics).
- ◆ Excellent troubleshooting and problem-solving skills, ability to think outside of the box.
- ◆ Effective in working independently, collaboratively in teams with insight to determine priorities, schedule work and meet critical deadlines.
- ◆ Having Certification in Amazon AWS.

TECHNICAL SKILLS:

Technologies	: ASP .NET Web Forms, MVC, Web Services, Windows Applications.
Languages	: VB.NET, C# .NET, HTML, XML, SQL, CSS, JavaScript.
Tools	: Jenkins, Nexus, CICD pipeline, SSIS, Infragistics, DevExpress, LLBLGenPro and LINQ
Data stores	: SQL Server 2008, 2012 and 2016, MS Access, Oracle
Web Servers	: IIS, TC Server
Project Life Cycle	: Have experience in working in SDLC model in all phases.
Source Control	: Bitbucket, Github, TFS, VSS 6.0 and Tortoise SVN.
Reporting Tools	: Crystal Reports 10.5, SSRS and Data Dynamics 3.0
Bug Tracer	: VSTS board, Atlassian, Service Now, JIRA, Mantis and CCM Tracker
Agile Methodology	: Agility & Kanban

PROFESSIONAL EXPERIENCE

Independence Blue Cross (IBC)

April 2019 to Present

Technology: .NET 4.5, ASP.NET, C#.NET, VB.NET, Web Services, MVC, Angular, Web Api, SQL Server 2016, SSRS, SSIS, Bitbucket, Azure DevOps, CICD pipeline, Github, Jenkins, Nexus, Team Foundation Server.

Sr. Dot Net Developer

Projects: DBAMetaData, POMS, Fax Report, Perspective, Passage Point & IFG DB Portal.

Description:

IBC has internal & vendor applications which is useful to deal the healthcare information's. Working with enhanced functionality and to support Business Technology Solutions (BTS) and QRM applications.

- Worked on demographic profile module enhancement in POMS project.
- Worked on IFG DB Portal application enhancements.

- Worked on Perspective vendor application & server upgrade.
- Fixing production bugs based on priority.
- Created SQL stored Procedures
- Worked TLS upgrade for DBAMetaData application.
- Worked on SonarQube fixes in Info view application.
- Worked on OTIS application SonarQube fixes.
- Deployed the Info view, OTIS applications using CICD pipeline.
- Monitoring Mass Grid SSIS jobs and worked on Replicate CPN daily SSIS jobs enhancement.
- Created monthly fax report job using SSIS and created weekly report using SSRS.

Vanguard, PA
Apr 2016 to Mar 2019

Technology:

.NET 4.5, VB.NET, DB2, SQL Server, XML, Oracle, Tortoise SVN, Infragistics Control, Spring Tool Suite (STS), Java, Spring MVC, Cucumber, Web services, SQL Server.

Dot Net Developer

Projects: ROCA, AFFE, PFIC, FVA, N-PORT and ICI Transmit (May 2018 – Mar 2019)

Description:

Vanguard has internal projects which is useful to deal the fund information's. Worked with enhanced functionality and performance maintenance to support Investment Program Accounting (IPA) and Financial Reporting applications.

- Worked on Port Id migration for AFFE application enhancement.
- Created a new report for Fair Value Analyzer application.
- Worked on AFFE, PFIC & ROCA applications DCT Migration & Site Minder upgrade.
- Worked on N-PORT JUnit test automation.
- Modified SQL stored procedures
- Created a new application (ICI Transmit) to migrate the excel project into .net solution.
- Implemented performance improvement for ROCA application imports module.

Projects: Anchor, IDR-DDM, Inkind, FAST, ARMADA, ABOR/IBOR (Apr 2016 – Apr 2018)

Description:

Anchor: The goal of the ANCHOR (All-purpose Navigator of the Centrally Housed Online Repository) project is a stable system solution supported by Corporate Systems for mission critical functions with enhanced functionality and reduced manual maintenance to support IPA.

- Created Trade Maintenance module in Anchor application.
- Fixed performance issue in CTDF relationship screen.
- Improved performance improvement in settlement screen in Inkind application.
- Fixed various production issues in FAST application including pdf report generation.
- Implemented Site Minder upgrade for IDR-DDM, ABOR & IBOR applications and fixed various production issues.
- Upgraded Anchor, Armada, Fast and Inkind applications from older version to newer version.

Meijer, MI
June 2015 to Mar 2016

Technology:

.NET 4.5, ASP.NET, C#.NET, VB.NET, Web Services, MVC, HTML5, Team Foundation Server, SQL Server 2012, Web Services, SSRS, SSIS, DevExpress Control.

Web Developer

Projects: PMP, Pog Approval, MSS

Description:

PMP: Planogram Maintenance Portal (PMP) application is one of the key applications in Space area.

Pog Approval: Objective of the POG approval process is to reduce the number of changes to planogram after Pending and time saving in running Critical Reports making them consistent across all buying areas.

- Prepared design document for new requirements (efficiency module tasks).
- Created Stored Procedures for efficiency module changes.
- Developed modeless windows forms in PMP project. Created SSRS reports.
- Worked with Report Viewer page in Pog approval project.
- Used TFS to check in, check out and created test cases using Test manager.
- Deployed PMP application using Click Once deployment method.

Baker Hughes, TX
Sep 2012 to May 2015

Technology:

.NET 4.5, C#, ASP.NET, VB.NET, Web Services, ADO.NET, IIS, AJAX, Team Foundation Server, SQL Server 2008, HTML, Java script, CSS, JQuery and AJAX Control Toolkit, SharePoint Server 2010, SharePoint Designer 2010, SharePoint InfoPath 2010.

Dot Net Developer/SharePoint Developer

Projects: MeCAD, EDMT

Description: MeCAD web application is primarily focused on providing calculation forms, data lookup forms, standards and guidelines which are specific for various Mechanical designs.

EDMT MN/DN Creation: Engineering Data Management team wants to create Material Number/Document Number and user want to update Part Number as well.

- Involved in MeCAD requirements gathering, analysis and design.
- Created AJAX based web forms and created Toolbar User control.
- Created AJAX based dynamic pop up div to display real time calculation results.
- Created Feedback workflow for user concerns and queries.
- Designed and developed Request Maintenance module including workflows.
- Involved in requirements gathering, analysis for EDMT.
- Used SharePoint Designer 2010 to construct SharePoint workflows on document libraries and lists.
- Configured Approval workflows, Collect Feedback workflows, Collect Signatures workflows for document libraries.

Nielson, India
Dec 2010 to Aug 2012

Technology:

.NET 4.0, VB.Net, C#.Net, Asp.Net, IIS, CCM Tracker, IIS, AJAX, Visual Source Safe, SQL Server 2008, LINQ, Infragistics.

Projects: BRT (Bulk Ranking Tool), Global Epanel Recruitment (Dec 2010 – Aug 2013)

Description:

Bulk Ranking Tool is the application we set up the ranking based on the customer sales data. The ranking will be available at based on region/country.

Epanel: This Project aims at setting up the Campaigns for recruiting the panelists and it has 2 interfaces: Windows interface to set up campaigns and qualification criteria, Web interface with the registration and qualification process.

- Migrated BRT application from .Net version 2003 to .Net 2008.
- Worked on Code Optimization for improve execution process.
- Worked on BackgroundWorker to stop the process.
- Implemented new features for Epanel project and fixing defects.
- Prepared test cases, implementation plans, back out plans before deployment.

Tech4, India
Dec 2006 to Nov 2010

Technology:

ASP.NET, C#.NET, ADO.NET, WCF, Mantis, Framework 3.5, Microsoft Visual Studio .Net IDE, IIS, SQL Server 2005, Crystal Reports, DOJO, Windows XP / 2000, Internet Explorer 5.5 and above

Senior .Net Developer

Projects: PDMS, ARTEMIS

Description:

Pentagon Demand Management Solution has been designed as a global internet-based system for tracking customers, Retail Consulting, Optimal format mix, Catchment area analysis, In-Store Communication and Individualized Communication to Customers. **Artemis: Advanced Residence Tracking & Expense Management Information System.**

- Gathered business requirements, created design documents for customer and loyalty module for Promotional Advantage program.
- Developed and tested Global modules, Customer modules and Loyalty modules.
- Created Java Script based reusable controls.
- Used Breadcrumb navigation aid used in user interfaces. It allows users to keep track of their locations within the applications.
- Used DOJO pie charts, bar charts to display customer category.
- Used Tortoise SVN for maintains the source code version control.
- Worked on exporting reports to Excel, Word and PDF from Data Grid/Grid View.
- Migrated from .Net 2003 version application to .Net 2008 version (Convert the classic or traditional web application to 3-tier application).
- Used AJAX in Many Web forms and used Yahoo YUI to create menus.
- Report generated using Crystal Reports and Active Reports.
- Worked on exporting reports to Excel, Word and PDF from Data Grid/Grid View.
- Created Daemon process for send email notification to the guests and admin users.
- Deployment of Application on Test and Production server

Fourrts Laboratory, India

Oct 2005 to Nov 2006

Technology:

VB.NET, ADO.NET, ASP.NET, JIRA, Active Reports, Crystal Reports, LLBLGenPro, Microsoft Visual Studio .Net IDE, IIS, SQL Server 2000, Windows XP / 2000, Internet Explorer 5.5 and above

Computer Programmer

Project: Spectra S&D

Description:

Spectra: S&D, a solution to handle Sales and Distribution management to enhance and automate processes of FMCG, Pharmaceutical, Food and Agro-chemicals Sectors.

- Used 3 Tier architecture for presentation layer, business layer and Data access layer
- Involved product bug fixes for sales order and invoice modules. Created Product entry and Product batch entry forms.
- Used ORM tool for generate class files and used Visual Source Safe (VSS) for maintain the source code version control.
- Created database views with multiple complex tables and created more reports using Crystal Reports and Active Reports.
- Worked with Infragistics controls.
- Created High Level Document, Low Level Document, Unit Test Case Document and GUI checklist.
- Deployment of Application to Test and Production server.

EDUCATION

- M.C.A. (Master of Computer Applications) Bharathiar University (2001-2004)
- B.Sc. (Computer Science). Bharathiar University (1998-2001)

Suneetha Boggavarapu

PROFESSIONAL SUMMARY

- Over **9+** years of professional experience in Information Technology, developing **Web-based (Internet & Intranet)** and **Windows-based applications** using **Microsoft Technologies**.
- Extensive experience in developing .NET Desktop Applications, .NET Web Applications, Console Applications, Windows Services and Web Services in Microsoft .NET Framework 1.1/2.0/3.0/3.5/4.0/4.5 using **C#, VB.NET, ASP.NET, ADO.NET, AJAX and ANGULAR JS**.
- Experience with **OOP/OOD** (Object Oriented Programming and Design) Software **Design Patterns** in **3-Tier** and **N-Tier Applications**.
- Experience in implementation of new applications and maintaining the existing applications developed in Multiple Technologies like **ASP.NET MVC 5, ASP.Net Web Forms, ASP.Net Core, C#.Net, VB.Net, Angular, Kendo UI, Telerik Controls, Telerik Reports, Crystal Reports, Entity Framework** and **Power BI Reports**.
- Good understanding with **SQL Server Integration and Analyzing Services [SSIS & SSAS], Report development** and customization with **Crystal Reports, SQL Reporting Services [SSRS]**
- Strong **Object-Oriented programming skills**, design and implementation [**OOP**]
- Experienced in tuning and designing database **tables, views, stored procedures, user defined Functions, Views, Cursors and triggers** using **SQL Server 2000/2005/2008** and troubleshooting Database Issues.
- Good Experience on **Windows Communication Foundation [WCF]** Good knowledge on **Windows Presentation Foundation [WPF]** and Extensible Application Markup Language [**XAML**]
- Experience in Web-Development technologies such as **HTML, DHTML, XML, XSL, XSLT, ASP.NET, CSS** and **JavaScript**.
- Good Experience with **windows services, web services** such as **WSDL, SOAP** and **UDDI**.
- Experience in writing **WEB APIs**. Designed, Consumed and documented **REST/HTTP Web APIs**, including **JSON** data formats.
- Good working knowledge with **XML** technologies like **XML, XSL, and XSLT**.
- Good Experience in Microsoft **Azure Cloud Services (PaaS & IaaS)**, Application Insights, Document DB, Internet of Things (IoT), **Azure Monitoring, Key Vault, Visual Studio Online (VSO) and SQL Azure**.
- Good Experience with **Azure Cloud** technologies.
- Experience in designing responsive web pages using **BOOT STRAP**.
- Experience with Data Accessing including using Data Adapter, Data Reader and Dataset in ADO.NET and LINQ (Language Integrated Query) Providers for data manipulation.
- Experience in manipulating XML, Converting Data between **ADO.NET and XML and Proven Knowledge in DTD, Schema, XSL (XSLT, XPath, and XQuery) and LINQ**.
- Experience in .NET security features such as **Authentication (Windows-based Authentication, Forms-based Authentication) and Authorization (Authorizing Users and Roles)**.
- Strong abilities in Database Programming using **RDBMS** databases like **SQL Server 2012/2008/2005, Oracle 10g/11g/12c and MS Access**.
- Extensively worked with business analysis and requirements in **Agile Methodologies** such as **SCRUM**.
- Experience in worked as **FULL STACK** developer.
- Extensive knowledge on **Microsoft .NET design patterns** like **MVC, MVVM** and **MVP**.
- Good Experience in **SDLC** [Software Development Life Cycle]
- Excellent team player, striving to improve customer satisfaction with ability to work independently.
- Possess excellent oral and written communication skills and pleasing interpersonal skills
- Self-motivated and ensures execution of tasks across multiple customers and priorities
- Quick learner and adapts quickly to any new situation/changes and works pro-actively towards meeting deadlines

Suneetha Boggavarapu

.NET Development:

- Good experience in Microsoft Technologies such as **Microsoft ASP, ASP.Net, ASP.Net Core,VB.Net, C#.Net, MVC 5.0, AJAX, VB Script, JavaScript, SQL Server 2008, IIS, .Net Framework 1.1/2.0/3.5/4.0/4.5.1, Visual Studio 2012, JQuery, Angular JS, Bootstrap.**
- Extensive experience in developing web applications using **ASP.Net, VB.Net, C#.Net.**
- Experience in Windows Communication Foundation (**WCF**), **.Net Framework 1.1/2.0/3.0/3.5/4.0/4.5/4.5.1**
- Experience in writing **WEB APIs using Restful services and consuming those WEB APIs in MVC application.**
- Experience in writing Windows and Web services.
- Experience in migrating windows application to web using **ASP.Net, C#.Net, VB.Net, AJAX and JQuery.**
- Excellent Experience in writing Data Access Layers using **ADO.net Entity Framework and LINQ to SQL.**
- Experience in writing **WEB APIs.** Designed, Consumed and documented **REST/HTTP Web APIs,** including **JSON** data formats.
- Experience on working with Windows Communication Foundation (**WCF**).
- Experience in designing responsive pages using **BOOT STRAP.**
- Experience in using JavaScript framework **ANGULAR JS and JavaScript library JQuery.**

Database / T-SQL Development:

- Good experience in **SQL Server 2000/2005/2008/2012** database Development and data migration.
- Extensive experience in Microsoft **T-SQL** statements (**DDL and DML**) including features like **Temporary Tables, Table variables, Functions, Joins, Pivot, For XML** path etc.
- Good Experience in creating database objects like Tables **Stored Procedures, Views, Indexes and User Defined Functions** consumed at various stages of **Migration** process, **Reports** or **Data Validation.**
- Experience in creating and managing **Clustered and Non-Clustered Indexes** to improve database performance.
- Good knowledge of **Normalization/De-Normalization, Data Design** methodology and building **Referential Integrity** for the relational Database Model.
- Experience in **Creating and updating Statistics** to improve the SQL Server Performance
- Experienced in database administration work such as setting **SQL Server Agent** jobs for **backups**
- Experience in SQL Optimizing by using **SQL Profiler, Index Tuning Wizard** and **Query Execution Plans.**
- Experience in **SQL Server installing, Configuration, Performance Tuning, and Query Optimization.**
- Strong technical knowledge in Trouble shooting and **Performance tuning.**

TECHNICAL SKILLS

Technologies	ASP.Net 1.1/2.0/3.5/4.0/4.5, HTML, XML, MVC,ASP, ASP.Net AJAX, ASP.Net Core ,Angular JS, JQuery, JSON, DHTML, C#.NET, Web Services, Windows Services, WCF/WPF, Silver Light, ADO.Net, HTML/DHTML, XHTML
Languages	C#, VB.Net, java, Visual Basic 6.0,C,C++
Operating System	Windows XP/2000/NT/VISTA/7/8, Windows Server 2003.
IDE/SQL Server Tool	Microsoft visual studio 2003/2005/2008/2010, SQL Server, T-SQL, Management Studio, SQL Enterprise Manager, SQL Query Analyzer, SSIS, SSAS
Scripting Language	JavaScript, VB Script
Frameworks/Web Servers	.Net Framework 2.0/3.0/3.5/4.0/4.5, MS IIS 5.5/6.0/7.0
DB Design / Modeling Tools	Microsoft Visio 2000/2003, Erwin 3.x/4.x, ER Diagrams

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Version Control Tools	Subversion, Visual Source Safe 2005, TFS
Reporting Tool	Crystal Reports, Active Report, SQL Server Reporting Services 2005 [SSRS]
Databases	MS SQLSERVER 2000/2005/2008, Oracle9i/10g MS Access 2000 / 2003 / 2007.Sybase,DB2
Testing Tools	N Unit, ANT, Selenium
Design Patterns	MVC/MVC3, MVVM, MVP
Internet Browsers	IE, Mozilla Firefox, Chrome
Development Methodologies	Agile, Scrum, Waterfall

EDUCATIONAL QUALIFICATIONS

MSIS (master's in information systems) from S V University, India

BCA (bachelor's in computer applications) from S V University, India

PROFESSIONAL EXPERIENCE

State of Georgia, July 2017 -Present

Department of Human Services, Atlanta.

Role: Sr .Net Developer

Project: Child Protective Services Information System (Child Abuse Registry).

Child Abuse Registry works to ensure the safety and protection of all Georgia's children. Which requires the Division of Family and Children Services to establish and maintain a registry of all substantiated cases of abuse and neglect into a centralized Child Protective Services Information System (Child Abuse Registry). The Division of Family and Children Services will enter the names of all maltreaters with a substantiated case of child abuse and/or neglect.

Benefits:

- Central repository where substantiated investigated child abuse and neglected reports are stored and maintained.
- Comply with State of Georgia laws and regulations.
- Comply with the Division of Family and Children Services (DFCS) child welfare policy and practices.

Responsibilities:

- Worked closely to the client for requirement gathering and analysis and provided desired solution to client in time limits.
- Implemented the web application **using MVC 5.0, Entity Data Models, C#, CSHTML, CSS,Angular, JavaScript and JQuery.**
- Implemented classes for Business logic Layer using C#.
- Worked with **Telerik Kendo UI** Professional controls to Developed web pages.
- Implemented few screens in **AngularJS** components like modules, controllers, and built-in and synchronizing models with single page Applications (**SPA**).
- Worked with **AngularJS** sources for data access and created custom **directives, factories, and services** for the reusable components.
- Worked with **JQuery** and **JavaScript** for implementing client-side validations.
- Worked with **Team Foundation Server (TFS)** for Source Code Control, project related document sharing and team collaboration.
- Developed **WebAPIs** and consumed those **WebAPIs** in MVC application.
- Created **Tables, Stored procedures, Views and functions, Triggers** using Toad for Oracle 12.1 for inserting/updating/ deleting the data into the relational tables.

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- Implemented Data Access Layer using Entity Framework to connect, retrieve and update the data from Oracle.
- Worked with Oracle Database (**ODP.NET, Managed Driver**) to create the Data base connection
- Developed reports and charts using Telerik reporting tool.
- Worked with **LINQ** in C# for inserting/updating/ deleting the data into the relational tables.
- Developing various Stored Procedures, Views for the data retrieval from the database and generating different types of reports.
- Participated in Deploying of the application into **SIT, UAT** and **Production** environments.
- Worked as Full Stack developer.
- Involved in fixing the QA defects and Deploying the application.

Environment MVC 5.0, CSHTML, Entity framework 6.0, c#, Visual Studio 2017, IIS, .Net framework 4.5, TFS, Java Script, JQuery, Angular 7, TypeScript, HTML, Bootstrap, XML, LINQ, CSS, Telerik Kendo UI Professional, Oracle 12C, Toad, ODP.NET.

State of Georgia, **Nov 2016 - June 2017**
Department of Human Services, Atlanta.
Role: Sr .Net Developer

Project: OHR Tracking System

OHR Tracking manages both recruitment and compensation activities for OHRMD

- Involved in gathering requirements and Preparing **analysis, design** documents and functional modules required by the system.
- Worked as Full Stack developer.
- Developed Web Application using Asp.Net 4.5, C#, JavaScript, jQuery, MVC.
- Implemented Entity Framework to connect, retrieve and update the data from Oracle.
- Worked with **Telerik UI controls** to Develop web pages.
- Involved in writing **queries, stored procedures, Functions, Triggers and Joins** in Oracle
- Participated in Deploying of the application into **SIT, UAT** and **Production** environments.
- Created Queries and joins on multiple tables, Functions and Triggers using LINQ in Oracle for inserting/updating/ deleting the data into the relational tables.
- Troubleshoot and provided resolution for different kind of issues during the various stages of project.
- Involved in fixing defects in **QA** and deploying the Application into Production.
- Worked with TFS version control.

Environment MVC, CSHTML, Entity framework 5.0, c#, Visual Studio 2017, IIS, Net framework 4.5, TFS, **Java** Script, jQuery, Angular JS, HTML, XML, LINQ, CSS, Telerik Kendo UI Professional, **Oracle 12C**, Bootstrap Toad, ODP.NET.

State of Georgia, **Feb 2016 – Oct 2016**
Department of Human Services, Atlanta
Role: Sr .Net Developer

Project: DHS Jobs

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DHS has offices in every county across the State of Georgia. In addition to a competitive salary, DHS offers a generous benefits package, including an employee retirement plan; paid holidays; vacation and sick leave; health, dental, vision, legal, disability, accidental death, and dismemberment insurance, as well as health/childcare spending accounts. Read more about the total compensation package online.

Responsibilities:

- Involved in **design, development, and testing** of the Application.
- Developed distributed multi-tiered client server application using Asp.Net, JavaScript, CSS, and Html.
- Maintained client-side state management for maintaining the state and page information of the client.
- Implemented Datasets, Data Readers, and Data Grids extensively to retrieve, display and manipulate data from database.
- Responsible for implementing Data Access layer using ADO.Net.
- Worked with **Telerik UI controls** to Develop web pages.
- Involved in developing reports using Crystal Reports.
- Involved in Tuning the queries, Stored procedures and functions, Triggers in SQL Server.
- Worked as Full Stack developer.
- Implemented various **Stored Procedures** for the data retrieval from the database and generating different types of reports.
- Prepared technical design documents, perform code reviews, debugging and testing.

Environment: ASP.net, C#, SQL Server 2005, Visual Studio 2010, IIS, Net framework 3.5, Telerik Controls, TFS, Java Script. HTML, ADO.NET.

State of Georgia **Apr 2015 – Jan 2016**
Department of Human Services, Atlanta
Role: Sr .Net Developer

Project: Wednesday's Child of Georgia

Wednesday's Child of Georgia, a media-based child-specific recruitment program utilized to heighten awareness on adoption and to improve the lives of children in foster care by helping them find permanent, loving, and safe adoptive homes. On the website one can view video segments of waiting children in Georgia. To view a segment, select a child(ren) of interest and click the video link. We hope this site will provide you with more insight on the children awaiting adoption, as well as provide helpful resources and tools to assist you in the adoption process.

Families that are already approved to adopt as well as those new to adoption can express interest in a particular child and/or receive an information packet by filling out the child(ren) interest form.

Responsibilities:

- Developed Web based front end using **ASP.net** with Business Tier using **(C#)**.
- Involved in **Analysis, Design, coding and testing and deployment** of the Application.
- Implemented Cascading Style Sheets **(CSS)** to attain uniformity through all pages.
- Involved in making changes and updates the website as per the User requirements.
- Involved in testing the changes in **QA** and moving to Production.
- Involved in writing **SQL queries and stored procedures, Functions, Triggers, Joins.**
- Worked with **ADO.NET** objects such as **Data Adapter, Data Reader, Dataset and Data View** for consistent access of data.
- Involved in writing Queries with **LINQ (Language Integrated Query)**.
- Worked with **ASP.net validation controls** to perform client-side validations.

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- Developed Custom controls, **User controls** using **ASP.Net** and **C#**.
- Involved in **UI build release, Defect** and **Bug Fixing**.
- Involved in **Trouble Shooting and Debugging** of the Application.

Environment: ASP.net, VB.NET, C#, SQL Server 2005, Visual Studio 2010, IIS, Net framework 3.5, TFS, Crystal report, Java Script. HTML, XML, SSRS, SSIS, LINQ, Nunit, ADO.NET.

State of Georgia, **July 2014 – Mar 2015**
Department of Human Services, Atlanta
Role: Sr .Net Developer

Project: It's My Turn Now Georgia

My Turn Now Georgia (**IMTNGA**) publicizes the need for permanent homes for children from the Georgia foster care system in hopes of bringing together caring parents and waiting children to make forever families. A photo listing of these children can be viewed under the Meet the Children tab.

Responsibilities:

- Designed web forms using **Asp.Net, CSS, Server Controls and JavaScript**.
- Implemented business logic in **C#**.
- Involved in Creating **User Controls**.
- Implemented **SOAP** and **RESTful** web services
- Responsible for deployment to **UAT** and **Production** web servers.
- Developed Windows services.
- Worked with dataset, data reader, data view to read data using **ADO.Net** objects.
- Developed and consumed **web services** using **ASP.NET**
- Attending regular weekly team meetings related to Application development progress and future targets.
- Involved in **trouble shooting** and **debugging** of the application
- Worked as Full Stack developer.
- Wrote **Triggers, Stored procedures, Functions and Cursors** for interacting with the database.

Environment: ASP.net, VB.NET, C#, SQL Server 2005, Visual Studio 2013, IIS, Net framework 3.5, TFS, Crystal report, Java Script. HTML, XML, SSRS, SSIS, LINQ, Nunit, ADO.NET.

The Weather Channel, **Mar 2014 – June 2014**
Atlanta,
Role: Sr .Net Developer

Responsibilities:

- Developed Windows Phone Weather App in C#, **XAML**
- Implemented **MVVM** Framework.
- Worked with Windows Phone SDK 8.0 to build and test apps for both Windows Phone 8 and Windows Phone OS 7.1
- Involved in **Trouble Shooting and Debugging** of the Application.
- Involved in the development and execution of unit test cases.

State of Georgia, Atlanta
Department of Human Services, Atlanta

June 2012 – Feb 2014

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Role: Sr .Net Developer

Project: AIMS (Aging Information Management System)

Provide services to older individuals, risk adults, persons with disabilities, their families and caregivers to achieve safe, healthy, Independent and self-reliant lives, this system providing access to clients the right services at the right time in an effective and efficient manner.

AIMS Programs

1. APS (Adult Protective Services)

Provides a mechanism to report abuse, neglect or exploitation of disabled adults or elder persons who are not residents of nursing homes or personal care homes.

2. Care giving

Provides programs which include adult day care, respite, and other support services to assist individuals in the care of their loved ones.

3. Community Care Services Program

Provides home and community-based Medicaid services to nursing home eligible consumers to help them remain their homes.

4. Georgia Cares

Georgia Cares helps consumer understand Medicare issues and products, select Medicare prescriptions plans, file Medicare fraud reports, and analyze long term care insurance policies

5. LTCO (Long-Term Care Ombudsman Program)

Improves the quality of life of residents in nursing and personal care homes by acting as an independent advocate.

Responsibilities:

- Worked closely to the client for **requirement gathering** and **analysis** and provided desired solution to client in time limits.
- Developed **Web forms** using **VB.net**.
- Worked with various validation controls, using regular expressions, range validators, required field validators, compare validators and performing custom validations.
- Worked with **Team Foundation Server (TFS)** for project repository and versioning control.
- Worked on **Validation Controls** for Client-side validations.
- Involved in working with **AJAX control toolkit** to extend the functionalities of the Asp.net controls
- Involved in **trouble shooting** and **debugging** of the application.
- Participated in **Deploying** of the application into **production**.
- Developed and hosted **WCF Services** on IIS by following **Service Oriented Architecture (SOA)**.
- Involved in creation of **Tables, stored procedures, Packages** and **Views** in SQL Server.
- Involved in fixing defects in **QA** and deploying the Application into Production.
- Provide status report of team activities against the program plan or schedule.
- Involved in the development and execution of unit test cases.

Environment: ASP.Net, VB.net, C#, Oracle 11g, TOAD, ADO.NET, Java Script, .Net Framework 3.0, XML, AJAX, HTML, IIS 7, Visual Studio 2008, CSS, SQL Server 2008

**H&R Block, MO
2012**

Feb 2011 - May

Role: .Net Developer

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Project: TPL (Tax Pro Live)

Tax Pro Live provides the customer to file his taxes with the guidance of tax experts from the comfort of his computer. It is a safe and secure product that uses the latest technology with the best expertise.

It has 3 modules

1. Connect To a Tax Professional

The customer can work with the tax professional who is available, or he/she can find a different tax professional based on his/her previous experience. Once connected, the customer will be able to communicate with tax professional via Web Conference, Telephone, or Chat. The Tax Pro Live interface uses encryption technology to ensure your voice, video and data are all protected.

2. Provide Tax Documents

The customer can upload documents before or after he connects with your tax professional. He/she can upload files from his computer, and send them to the tax pro via fax or mail,

3. Complete Tax Check-Up

The Tax Professional will review the customer life changes and provide tax guidance specific individual situation, Tax Check-Up allows the customer to review the current tax situation with a highly trained tax professional.

Responsibilities:

- Responsible for understanding **user requirements, designing**, and developing the Application.
- Worked in **Agile** software development environment, consisting of 2-week sprint cycles, to complete user stories.
- Designed and developed the complete front-end application using **ASP.Net** with **C#** as code behind for the internal processing.
- Worked with skins and Themes for the design of web pages.
- Created **User Controls and Custom Controls** for common purpose in the whole application.
- Implemented client-side validation to forms using **Java Script**.
- Implemented **AJAX controls** to create better, faster, and more user-friendly web application.
- Worked with **TFS** as Source Control.
- Involved in working with **Agile** methodology.
- Involved in **Deploying** of the application into **production**
- Involved in **testing** the changes in **QA** and moving to Production.
- Created **Stored Procedures, Views, Triggers** and **Complex T-SQL** queries in **SQL Server**.
- Prepared technical **design documents, perform code reviews, debugging and testing**.

Environment: ASP.Net, C#, SQL Server 2008, ADO.NET, Java Script, .Net Framework 3.5, XML, AJAX , HTML, IIS ,Agile, Visual Studio2008,CSS

MEENAKSHI G (10 Years)

Sr. .Net Developer

SUMMARY

- Microsoft Professional with Over **10.2 years** of experience in **analyzing, designing, developing, testing and implementing Web and Windows application** based on **Client-Server** and **N-tier Architecture**
- Strong Working knowledge in SDLC methodologies such as **Agile, SCRUM** and **Waterfall** models for product development.
- Expertise in Object Oriented Analysis (**OOA**) and Object Oriented Design (**OOD**) using Unified Modeling Language (**UML**) and Object Oriented Programming (**OOPS** concepts).
- Experience in design and development of client-server and web application using languages like **C, C++, C#, and C#.NET, ASP.NET, Visual Basic, ASP.NET MVC (5.2)** and **VB.NET**.
- Extensively working experience in using IDE such as **Visual studio 2008, 2010 and 2015, 2017**.
- Strong knowledge and experience in developing applications using Scripting Languages like **JavaScript, VBScript** and **PHP**.
- Strong Experience in using Web UI Technologies such as **jQuery, HTML, CSS, XML** and **AJAX**.
- Experience in using **ASP.NET Telerik Controls and Maps** for developing cross-platform applications.
- Experience in **LINQ** and **Microsoft ADO.net Entity Framework ORM tool**.
- Experience in deploying and testing web applications on **IIS**.
- Having couple of year of experience with **Trizetto** to work on **Facet** database.
- Strong analytical and conceptual skills in database design and heavily involved in designing and developing database schemas and database objects like **Tables, Views, Functions, Stored Procedures, Packages, Triggers, Cursors** and other DB objects in **SQL Server 2005/2008/2012** and **Oracle 9i/10g** using SQL Developer.
- Very good knowledge in **RDBMS, MS SQL 2008/12** and **Oracle**.
- Proficient with the **Microsoft Office suite** including **Word, Excel, PowerPoint** and **Outlook**.
- Good experience in being able to technical lead a project.
- Highly dedicated, quick starter, solution driven pattern programmer with excellent communication and interpersonal skills with ability to work as part of a team or independently.
- Experience in Developing Standards, Guidelines and Best Practices for Architecture, Design and Development.
- Having experience to work on Facets Database. Actively involved in gathering data from systems processed it and save in Facets database in normalized form.

CERTIFICATIONS:

Microsoft Certified Professional (MCP) in .Net Framework 2.0

EDUCATION:

- Master in Computer Science (2007) from University Of Pune India.
- Bachelors in Computer Science (2005) from University Of Pune India.

TECHNICAL SKILLS:

Languages	C, C++, C#, Visual Basic, VB.Net, SQL, PL/SQL, T-SQL
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MEENAKSHI G (10 Years)

Sr. .Net Developer

.Net Framework	.Net Framework 1.1, 2.0, 3.5, 4.0, 4.5
Scripting Languages	JavaScript, VBScript, PHP
Databases	SQL Server 2000/2005/2008/2008R2/2012, Oracle 9i/10g, Access,
Development Tools	Visual studio 2010/2013/2015/2017, Visual InterDev, Eclipse
Web Related	ASP, c#.Net, ASP.Net MVC, HTML, CSS, XML, AJAX
Web Servers	Internet Information Server (IIS)
Distributed Technologies	Web Services, Remoting

EXPERIENCE:

I2 Infotech LLC, Client: Wells Fargo

Jul 2019 to 28th Feb 2020

Role: Senior .Net Developer

Project: ACES ET

Location: Charlotte,NC

Project Description: ACES educational Tracker application systematically store all entries made into the application as well as add documents submitted with the training record used by the wells Fargo employees. Application restricts the access depending on the login user roles assigned in the symphony. Application provide the facility to see the data in the format of reports with download facility.

Responsibilities:

- Responsible for analysis, design and development of code and database. The project requirements and Technical specifications and follow the SDLC development process.
- Used on Agile methodology.
- Developed application using MVC architecture with entity framework and adhere the coding standards.
- Used Telerik kendo controls to design and reports.
- Using web service to get the logged in users assigned roles.
- Used TFS to maintain the source code among the whole team.
- Created stored procedure, functions and tables, Triggers.
- Ensure continuous integration and quality control through automation.
- End to end testing, debugging, and finding bugs in different module, which include unit testing, manual testing and regression testing.
- Communication with the other technical teams and management to collect the requirement , describe software product features , and technical design

Environment: Visual Studio 2017, C#.net MVC, SQL, Web service, Ajax, Entity Framework, jquery, kendo controls.

I2 Infotech LLC, Client: American

Express

Jan 2019 to Jun 2019

MEENAKSHI G (10 Years)

Sr. .Net Developer

Role: Senior .Net Developer

Project: GS Command Center

Project Description: GS Command Center use to divide the Main application in to the small sub application sections so we can easily jump to that functionality instead of access main application. Also helps to save the section application as separate application and with different Icon.

Responsibilities:

- Understanding the project requirements and Technical specifications and follow the SDLC development process.
- Working on Agile
- Developed application using MVC architecture and adhere the coding standards
- Created stored procedure, functions and tables.
- Perform code review, developing and adhering to coding standards.
- Design unit test cases to test the scenarios.
- Own the Responsibility of the overall sprint or iteration outcome
- Prepare and help team to prepare the design; should have a very good understanding of the project architecture
- Worked on Unit testing by creating test cases

Environment: Visual Studio 2017, C#.net MVC, SQL, JavaScript, Bootstrap, HTML5, CSS3.

**I2 Infotech LLC, Client: Humana
2018**

Jun 2018 to Nov

Role: Tech Lead

Project: Softphone/CT Connect

Location: Phoenix , AZ

Project Description: Softphone helps Medical agents to get information of customers about medical, insurance, policy, claims, Dental and helps to redirect, conference call to other agent to get deep knowledge.

Responsibilities:

- Analyzed requirements and Technical specifications to understand the scenario.
- Own the Responsibility of the overall sprint or iteration outcome
- Use project's best practices and coding standards
- Prepare and help team to prepare the design; should have a very good understanding of the project architecture
- Conduct peer review and provide feedback.
- Remove the technical impediments.

Environment: Visual Studio 2015, C#.net, DB2

**Syntel (FedEx),
2016**

Nov 2015 to Jun

Role: Senior .Net Developer

MEENAKSHI G (10 Years)

Sr. .Net Developer

Project: EPRS (Rate Simulation)

Project Description: RateSim is an abbreviation for Rate Simulation Tool. It is a web app/web based tool, which helps sales to estimate comparative charges for multiple business needs using shipment data and net rate sheets for Express, Ground, and/or Home Delivery. Use the tool to compare rates and support business decisions by you and/or your customer on:

- Rate analysis with new origin
- Rate analysis with new rates
- Standard Rate Analysis
- Ground Multi-Weight Analysis
- Dim Comparison Analysis

Responsibilities:

- Analyzed requirements and Technical specifications to understand the scenario.
- Designed the page as per requirement
- Implemented each and every scenario as per requirement
- Worked on Unit testing by creating test cases
- Mentored junior members in the team
- Ensured the smooth delivery of the project.
- Involved in various phases like Development, Testing, Implementation
- Middle layer for data access components in ADO.NET and C# classes.
- Developed business layer components in C#.
- User interface separated with JavaScript include files and clients side validation.
- Used Master Pages, Themes, Cascading Style Sheet (CSS) to give consistent look to all Web Pages
- Participated in various phases like Development, Testing, Implementation
- Developed web forms in ASP.NET and involved in writing C# classes
- Developed Data driven websites like storing and retrieval of database information.

Environment: Visual Studio 2013, C#.net, SQL 2008 , JavaScript

Syntel (FedEx)

Jul 2013 to

Oct 2015

Role: Senior .Net Developer

Project Name: GRPS (Global Revenue Planning and Services)

Location : Louisville , KY

Project Description: GRPS is Logistic based project used by FedEx. It is combination of two web projects TCDT and Nxgen. TCDT is an abbreviation of Test Case Design Tool used to create test cases of each shipment. Shipments have types like Domestic or International and that test case validates in Nxgen tool, which set the validation status of each shipment.

Responsibilities:

- Participated in the complete **Software Development Life Cycle** including Analysis, Design, Implementation, Testing and Maintenance.
- Created and maintained database objects like complex **Stored Procedures, Triggers, Cursors, and Tables, Views** and SQL Joins.
- Wrote queries using **T-SQL Statements, Views, User Defined Functions, Stored Procedures, Triggers** in **SQL Server 2008** for inserting/Updating/Deleting the data into the relational tables.

MEENAKSHI G (10 Years)

Sr. .Net Developer

- Worked Extensively with **Query Optimization** Techniques to Fetch Data with better **Performance Tuning**.
- Responsible for **Production Support** and **New Developments**.
- Involved in writing technical specifications design document, deployment documents and operations guide for operation support.
- Used **Telerik** controls for the UI development and Map representation.
- Supported Operations team during the deployment and troubleshooting the production issues during deployment and on regular basis.
- Solved issues in form of artifact, each artifact contains the description of issue and other information to solve issue with in specific time period
- Worked closely with Business to gather new requirements and supporting the daily activity.
- Responsible to send Daily and weekly reports in the form of artifact counts
- Worked on Bug fixing and maintenance of the application
- Mentored junior members in the team

Environment: Visual Studio 2012, C#.Net, vb.net, Classic ASP, Oracle 10g, PL/SQL,SQL 2008, MVC, Entity Framework, LINQ

Syntel (Trizetto)

Oct 2011 to

Jun 2013

Role: Senior .Net Developer

Project: Facet Enrollment Toolkit (FET Window Application)

Location: India

Project Description: Facets Enrollment Toolkit (FET) application is built for enrolling member data from the legacy systems into facets database. It takes the members data in the form of input text file and processes those records through different modules (File Intake, Data Adapter, File Statistics, Trial Load, keygen, MMS Load, Non-MMS Load), validates and then finally loads the data into facets database through batch jobs. FET application is built using the .Net technology and its executable are ran using the batch job.

Responsibilities:

- Responsible for System design, development, enhancement and support as needed based on the requirement.
- Analyzed Software Requirement Documents and Business Requirement Documents to get a better understanding of the system on both technical and business perspectives.
- Developed stored procedures for getting the data from the backend.
- Involved with designing, creating.
- Validation of data before get enter in to the facet database.
- Used ADO.NET for communicating with SQL DB.
- Created diagrams for different modules using MS-Visio
- Participated in GUI designs and created class models/Business Objects.
- Prepared and executed unit test plans for every module.
- Actively involved in gathering data from systems processed it and save in Facets database in normalized form.

Environment: VB.NET 3.5(windows), MS SQL SERVER 2008, Oracle, Sybase.

MEENAKSHI G (10 Years)

Sr. .Net Developer

**ATF, Pune, India
2011**

Sep 2008 to Jul

Role: Dot Net Developer

Project: ATF Web Portal

Location : India

Project Description: This website deals with providing e-learning courses to all learners with respect to the organization. In this site organization create account and learner gets added under organization. Each organization has admin who can allot courses to each learner. Learner can learn that courses by own login.

Responsibilities:

- Designed and developed **Web Forms** using **ASP.NET** Controls, **CSS** and **HTML** to facilitate the registered users.
- Developed classes in Business Layer and in Data Access Layer in vb.NET.
- Used Custom Validations and User Validation to give access to registered users.
- Involved in Gathering and analyzing the requirements.
- Created User interfaces with Master Pages and CSS.
- Created Web Service.
- Created new database objects like Procedures, Functions, Packages, Triggers, Indexes and Views.

Environment: VB.NET 2.0, MS SQL SERVER 2005, and JavaScript, Web Service,

PERSONAL INFORMATION:

Visa Type: H1-B
Visa End Date: August 2020