

# Edwin Williams

Application Systems Consulting, Inc.

Office: (505) 286-9353 Mobile: (505) 991-2793

Ed@AppSysCon.com

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## QUALIFICATIONS

*Banking – Construction – Distribution – Direct Mail Marketing – Engineering – Healthcare  
Manufacturing – Kronos Support – Payroll Services – Publishing – Retail – Telecommunications*

Creative, seasoned manager/technician with over 26 years experience in all aspects of enterprise-level software development and implementations, since 2002 primarily involved with HR/Payroll/Timekeeping systems and Kronos Workforce. I have a complete Kronos skillset including: Project Management and Requirements Gathering; Pay Rule and Accrual Plan configuration; Event scheduling, DCM and Clock configuration; Scheduling; Genies; Security setup; Kronos HR; the Kronos data model and use of MS SQL; and a complete knowledge of the Kronos Connect (Integration Manager) product for mass updates, reporting, and interfaces to/from other HR, payroll, and accounting systems. I carry an in-depth knowledge of project management protocols, HR & payroll practices, timekeeping requirements, and a host of other business systems to quickly map your user demands to the underlying technical requirements.

## PROFESSIONAL EXPERIENCE

**Application Systems Consulting – Tijeras, New Mexico** 06/1992 – **Continuing**  
**Consultant / Project Manager / Outsourced Kronos Support**

Consulting in the roles of project manager, business analyst, conversion specialist, systems designer/developer, I have performed many functions to ensure successful project completion for a wide-range of clients with their business application needs; most recently specializing in Kronos Workforce implementations including complete systems configuration and Kronos Connect/WIM interface development, and projects for other HR, timekeeping, and payroll applications. **Consulting projects include:**

**Johnson Controls, Inc. – Milwaukee, Wisconsin** 10/2010 – **Continuing**  
**Outsourced Kronos Support**

Project Manager for Kronos v6.1 implementation for 4500 employees across US and Canada

- Complete project planning, configuration design, interface design, Kronos customization design
- Development of WIM interfaces from Oracle Financials, PeopleSoft; to ADP, PeopleSoft, Oracle
- Complete configuration of Kronos, Test Plan, Training and Documentation development

**TTI Floor Care – Cleveland, Ohio** 09/2010 – 10/2010  
**Outsourced Kronos Support**

Kronos v5.2 Connect interfaces & general support for improvements

- Developed new Kronos v5.2 HR interface to load employees from Mexican Payroll System.
- Developed new automated management reporting series using table-driven Connect interfaces
- Assisted payroll department with various Kronos pay rule configurations

**Northern Arizona Healthcare – Flagstaff, Arizona** 03/2010 – 09/2010  
**Outsourced Kronos Support**

Improvement project for Kronos v6.0 including rework of payrules and interfaces to/from Lawson payroll

- Created new Connect interface for Lawson Payroll available through Kronos Event Scheduling
- Created new Connect interface for Kronos Personality and Labor Level imports from Lawson

- New Accrual balance interface from Lawson to Kronos
- New pay rule and wage profile configurations for contractors vs employees

**Philadelphia Media – Philadelphia, Pennsylvania** **10/2009 – 03/2010**

**Conversion Support Specialist / Outsourced Kronos Support**

Conversion for a change in 3<sup>rd</sup> party payroll providers; from ADP Enterprise to Ceridian HR/Payroll Latitude

- Prepare data loads for Ceridian using ADP ReportSmith, Kronos Connect, and Excel
- Create new Ceridian payroll, deduction, accrual balance, and other reporting outbound; HR personality import and reporting interfaces using Kronos Connect v5.1
- Modifications to Kronos Workforce v5.1 configurations as required for new payroll system
- Data scrubbing exercises, payroll testing and verification, and manage day-to-day conversion issues
- Prepare historical HR data load files for Ceridian based on old ADP and Kronos data

**Navarro Discount Pharmacies – Miami, Florida** **06/2008 – Continuing**

**Project Manager / Outsourced Kronos Support**

Complete implementation of Kronos Workforce V5.2 and Kronos HR V5.0 suite; environment had 30 stores and 1500 employees using pre-populated timecards for exempt employees and centrally-managed clocks for hourly employees interfacing to ADP PCPW for payroll

- Designed Kronos Pay Rules and building blocks, labor levels, DCM functions, and operational workflows
- Designed new Kronos Accrual Plans; developing and overseeing the rollout of plans to production
- Created new Access Profiles, Employee Groups, Hyperfind Queries, and new Kronos Genies to enable secure and efficient staff management
- Developed Connect payroll interfaces and reporting for ADP PCPW payroll to capture rates and specialty pay items from Kronos, along with memo accrual balances for paychecks
- Developed Connect reporting interfaces for an automated distributed management reporting
- Developed Connect scheduling interface to build Kronos schedules from 3<sup>rd</sup> party software
- Developed Connect interfaces for mass updates to both Kronos Timekeeping and Kronos HR
- Developed Shift, Pattern, and Scheduling Templates for recurrent staff scheduling
- Installation of Kronos service packs on Windows 2003 servers and analysis of new features
- Identified and corrected data set inconsistencies between HR and Timekeeping using Kronos Connect and MS SQL Query Analyzer
- Managed a complete overlay of HR employee data after the client had abandoned HR maintenance for well over a year; all in a production environment with ongoing payrolls
- Provided support for ongoing Kronos Workforce timekeeping, ADP payroll, and Kronos HR systems
- Developed workflows and provided Kronos Training for HR/Payroll Staff and Management Teams to improve their use of the Kronos systems
- Setup for Payroll self-service using Kronos Event Manager

**New York Post – New York, New York** **02/2009 – 03/2009**

**Outsourced Kronos Support**

Assisted Business Partners with implementation of ADP eTime (Kronos Workforce V6.0)

- Configured and tested Kronos Pay Rules and building blocks for various union employee groups

**CH2M Hill – Anchorage, Alaska** **03/2008 – Continuing**

**Project Manager / Conversion Support Specialist**

Supported the conversion from Trueline software to Oracle Financials including the creation of an interim payroll solution with interfaces to the new Oracle system and iVantage HR

- Designed & Developed all interface programming on IBM iSeries in RPG IV ILE and SEQUEL
- Designed and created an automated process for Trueline pay cycle and interim payroll testing

- Developed interfaces to pass accounting and PR data between iSeries, Oracle, and iVantage HR
- Other conversion programming and support for A/P, Purchasing, G/L, and Job Costing systems
- Develop payroll system add-on to handle Deductions-in-Arrears for occasional employees
- Provide continuing payroll support for their Trueline systems including 401k reporting and other day-to-day support

**Driscoll's Strawberry Associates – Watsonville, California** **05/2008 – 06/2008**  
**Outsourced ADP HR and Payroll Support**

Provided interim support and prepared documentation for their ADP HR/Perspectives software in preparation for a new HR/PR solution

- Supported day-to-day HR functions during staff transitions
- Documented workflow, database, and reporting issues with HR/Perspectives system

**Philadelphia Newspapers – Philadelphia, Pennsylvania** **06/2007 – 03/2008**  
**ADP Conversion Support Specialist / Outsourced Kronos Support**

Implementation of ADP Enterprise HR/PR using existing Kronos Workforce V5.1 for timekeeping. ADP recognized this implementation as the best client implementation for Enterprise in their North East region.

- Provided continuing support for all levels of Kronos Workforce functionality during transition
- Developed stand-alone conversion database to bring historical Fidelity HR and Kronos Workforce information together into a common ADP enterprise format using data from Kronos, Fidelity, and ADP PCPW systems
- Performed conversion scrubbing for differences between the Fidelity and ADP Enterprise data sets
- Developed Connect HR Interface to load ADP Enterprise HR to Kronos personality data
- Developed Connect payroll interface for ADP Enterprise payroll to capture all timekeeping pay items, rates, prepaid vacation hours and approvals, and memo accrual balances for all plans
- Converted other Connect interfaces from Oracle SQL statements to Microsoft SQL
- Developed Excel worksheets using VB Macros to load specialty payroll data to ADP

**Long International – Littleton, Colorado** **03/2007**  
**Forensic Business Analyst**

Under demand from arbitration, provided onsite data extraction from Trueline database, forensic analysis, and preparation of financial data related to a cost-plus contractual dispute

- Extracted data from Trueline database on IBM iSeries using SEQUEL
- Developed Excel spreadsheets from extracted data to facilitate analysis for arbitration

**Empire Merchants – New York, New York** **02/2007**  
**ADP Project Manager**

Acted as interim Project Manager for an ADP PayForce conversion following a two-company merger

- Provide Final verification of payroll setup
- Resolution of ADP system issues & Support for the critical first payroll cycles
- Custom Excel spreadsheets using VB Macros to capture expense and other data for ADP interface

**McClatchy Newspapers – Sacramento, California** **02/2007 – 03/2007**  
**Outsourced Kronos Support**

Kronos Workforce Timekeeper user training for managers and employees at the Fort Worth Star and Wichita Eagle newspapers.

- Provided Kronos Workforce training for managers, office users, and clock-level employees in classroom settings.
- Uncovered & documented many issues with the McClatchy-programmed Kronos Pay Rules setup for unions.
- Designed new Kronos Genie to enable managers to see complete summary data in a single view

**New Mexico Student Loans – Albuquerque, New Mexico** **01/2007 – 10/2007**  
**Project Manager / Business Analyst / Developer**

Project Manager and Developer for various Student Loan government reporting projects

- Development on IBM iSeries in RPG IV using Idaho Financial Associates SLS database

**Comverse – Denver, Colorado** **09/2006 - 12/2006**  
**Project Manager for Data Center Move**

- Developed the transition plan based on application user requirements and down-time allowances
- Provided and managed project plan, status reporting, and move-day logistical planning
- Coordinated 3<sup>rd</sup> party vendors, movers, and users to enable minimum impact for critical applications

**Philadelphia Newspapers – Philadelphia, Pennsylvania** **02/2005 – 09/2006**  
**Kronos Implementation / Kronos Conversion**

Complete implementation of Kronos Workforce V5.1 in a very complex heavily-unionized environment with 3500 employees using schedules, both hourly & weekly timecards for office staff and departmentally-managed clocks for hourly employees interfacing with Fidelity HR and ADP payroll.

- Performed complete configuration & testing of Kronos Workforce Timekeeping including complex pay rules, labor levels, accrual plans, wage profiles, and DCM configurations for unionized office and production staffs
- Developed alternative timekeeping workflows to enable the on-demand staffing requirements in the newspaper's production facility
- Developed Shift Patterns and Scheduling Templates for staff Scheduling
- Developed Connect interfaces for HR personality imports from Fidelity HR
- Developed Connect interfaces for Payroll and Accrual information for Fidelity Payroll; then completely redeveloped interfaces for ADP PCPW following ownership change
- Developed Connect interfaces for mass updates into Kronos, management and union reporting
- Developed Kronos Employee Groups, Hyperfind Queries, and custom Genies to enable managers to optimally manage their employee groups
- Developed and delivered process documentation and training classes for diverse groups of Kronos Workforce managers and users

**Knight Ridder – San Jose, California** **04/2003 – 01/2005**  
**Project Manager / Business Analyst**

Implement WorkBrain Time & Attendance system at the Lexington Herald-Leader newspaper.

- Performed all project planning and requirements collection, workflow analysis, testing, training, and process documentation. Worked with Fidelity; who configured the WorkBrain rules to work for this unionized environment
- Documented procedures and developed a strategy to replace legacy timekeeping systems for St. Paul Pioneer Press, San Jose Mercury News, and several newspaper properties
- Developed & tested the configurations for WorkBrain Time & Attendance which were implemented through Fidelity's FESCO conversion team
- Other projects included a timekeeping standardization effort across newspapers, historical data collections for Vanguard benefits, analysis to replace union & other labor reporting, and internal process documentation and redesign efforts

**Fidelity Employer Services Company – Nashua, New Hampshire** **01/2002 – 06/2007**  
**Outsourced Timekeeping Provider**

Developed and supported interim timekeeping solution for Knight-Ridder

- Designed & Developed all interface programming on IBM iSeries in RPG IV ILE and SEQUEL
- Developed all timekeeping workflows, security management, and disaster-recovery plans
- Complete setup and management of redundant IBM iSeries systems to ensure 100% service level
- Managed client-side VB application; distributed to over 100 timekeepers; weekly processes to distribute employee data and collect time data back for pre-processing and distribution to Fidelity

- Preparation of time reports for verification and distribution back to timekeepers and management
- Completed the configuration, setup, and training for new business unit acquisitions

**Knight Ridder – San Jose, California**

**04/2002 – 01/2003**

**Project Manager / Technical Conversion Team Manager**

Enterprise-level HR/Payroll data conversion

- Simultaneous conversion from 30 different HR/payroll systems to a single outsourced system
- Conversion database and program designer; direct management of programmer team
- All conversion programming and database development done in-house on IBM iSeries in RPG IV ILE, SEQUEL, Excel, MS Access, and other programming tools
- Developed reusable data transfer tools, process designs, conversion database layouts, direct oversight of all conversion programming, and test-cycle strategies

**Genuity – Dallas, Texas**

**02/2001 – 08/2001**

**Project Manager**

Telcom billing conversion to Paradigm TAPS

- Oversight of all project phases including requirements planning, scheduling and progress tracking, resource management, testing and acceptance criteria, and general problem resolutions

**Re:Source Americas – Atlanta, Georgia**

**2000-2004**

**Technical Team Manager / Business Analyst / Systems Developer**

Managed a small staff to support all business applications for this national flooring materials contractor

- Developed and supported a new materials management system using IBM iSeries and RPG IV ILE
- Extensive payroll system modifications and Vertex tax software integration

**Comfort Systems USA – Fort Wayne, Indiana**

**1999-2002**

**Outsourced Technical Support**

Supported all IBM AS/400 business applications for this national group of mechanical contractors

- New materials management application, payroll system upgrades, union reporting, general accounting applications, and day-to-day technical support for on-going operations

**Trueline Systems – Walnut Creek, California**

**1997-2000**

**Project Manger / Outsourced Technical Support**

Design and make changes to TrueLine systems product to improve payroll processing, enable use tax accrual and reporting, rewrite materials management application, and other support for release upgrades requiring reintegration of client-specific program changes.

**The Parsons Corporation – Pasadena, California**

**1992-2000**

**Technical Team Manager / Systems Analyst & Developer**

As a working-manager for a small team of programmers, tasked to design and implement cost accounting and other business applications for one the world's largest engineering / construction firms. Full range of system development on IBM AS/400 platform including data base design, custom programming and system enhancements for their Trueline software; was responsible for software standards development, quality control, and direct user interface at all corporate levels of this worldwide systems consolidation effort.

- Modified financial systems to handle foreign currency for international transactions
- Creation of a common report and process automation utility that was still in use 10+ years later
- Development of integrated job cost management facilities, and a trigger-driven system to download system information to a client/server platform

**The McCosker Corporation – San Ramon, California**

**1986-1992**

**Project Manager / Business Analyst / Systems Developer**

On-site and remote coordination of McCosker software installations on IBM AS/400 platform for an international base of construction and property management clients. Duties included: project scheduling, budget management, management of technical staff, technical analysis and development of package

modifications using RPG and relational data base processing techniques, direct user interface and support, software installations, data conversions, and package release upgrades.

## **EDUCATION**

### **ICM School of Business Degree in Specialized Business, Computer Management**

Pittsburgh, Pennsylvania                      Graduated March 1984

### **KRONOS Customer Education – Workforce Timekeeper training**

User Essentials; Managing Pay Rules; Pay Rule Configuration; Accrual Plans Management

### **KRONOS Customer Education – Workforce Connect training**

Programming Interfaces – Basic & Advanced; Interfacing Connect to Workforce Central

### **Other Education**

IBM iSeries Technical Education / Seminars

COMMON user conference training

Microsoft Visual Basic 4.0 certification course

Microsoft Access, Excel, and other Microsoft Office courses

## **TECHNOLOGIES**

Business Applications: KRONOS Workforce v5.0 – v6.1, KRONOS Connect v5.0 – v6.0, KRONOS WIM v6.1, KRONOS HR v5, ADP Payroll (Enterprise, PayForce, PCPW), ADP HR Perspectives, iVantage HR, WorkBrain Time & Attendance, Fidelity HR, Trueline Systems, Idaho Financial SLS System

General/Technical Applications: Windows XP, Server 2000, 2008, MS Office (Excel, Word, Access, Project, Visio, Outlook, PowerPoint), Microsoft SQL Server, Oracle SQL, Microsoft VB Macros, iSeries (AS/400) development applications including PRG II - RPG IV ILE, SEQUEL

## **PERSONAL**

### **President – Tortuga Water Association**

Founder and officer of our neighborhood water association

### **Treasurer – Tablazon Mutual Domestic Wastewater Association**

Founding board member and current officer of neighborhood wastewater association

### **Treasurer – ABQ Dentists, Inc.**

Board member and accountant for \$1.8m dental practice in Albuquerque. Duties include the handling of all back office A/P, General Ledger, Tax Reporting, and other business oversight and planning functions.