

Summary:

Mr. Oxrider has **over twenty years of experience in the field of human resources**. His strengths lie in the administration of human resources, benefits and payroll processes and the resolution of business requirements through workflow automation. His skills include project management, team management, project budgeting, data conversion, prototyping, process reengineering, system configuration, requirements analysis, specification development, production support, system testing, and developing procedures and training.

Mr. Oxrider has **over twenty years of functional PeopleSoft HCM experience** in system selection, implementation, modification, Project Management, and upgrades. Over the course of many projects, he has acquired strong proficiency with **PeopleSoft HR, North American Payroll, Position Management, Base Benefits, and Benefits Administration** modules, as well as significant expertise in the use of **PeopleSoft Application Designer, Query, Crystal, e-Applications, Enterprise Portal and Workflow**.

Mr. Oxrider received an **MA in Labor and Employment Relations** and **BS in Metallurgical Engineering** from the University of Cincinnati. As an Adjunct Instructor, he served on the faculty at the University of Cincinnati teaching courses on "Introduction to Business" and "The Personnel Function."

Client Achievements

RSM US LLP, Davenport, IA: (02/18 – present): **PeopleSoft HCM 9.2 Lead Payroll Analyst** for Canadian merger; compile Canadian requirements, conversion, configuration, table loading sequence and fit/gap documents; develop modification, report and interface functional design specifications; and design **PeopleSoft Payroll Interface** export / import to support UltiPro payroll processing and PeopleSoft general ledger.

Beaumont Health, Troy, MI: (10/17 – 01/18): **PeopleSoft HCM 9.2 Lead Reporting Analyst**; developed PS/Queries utilizing complex expressions, multiple unions/joins and composite criteria; supported Labor Analysis, Unemployment and HR Metrics projects for 40,000+ employees; wrote, tested and reconciled 100+ public queries; and authored and presented classroom query training for end users.

Ascension Crittenton Hospital and Medical Center, Rochester Hills, MI: (06/17 – 10/17): **Payroll Lead for PeopleSoft 9.1 HCM** Payroll Conversion for 1,800 employees; validated Lawson conversion data and reconciled balances; researched defects; tested multiple Payroll interfaces, including Kronos Advanced Scheduler; reviewed Kronos and PeopleSoft payroll test results; and assisted with communication efforts.

Cushman & Wakefield (formerly Cassidy Turley / DTZ), St. Louis, MO: (08/16 – 05/17) **Lead Payroll Analyst** for **PeopleSoft 9.1 HCM** merger project; converted data from JDE and Ceridian Source for YTD balances, employee tax data, direct deposit, PTO balances, and general deductions for **4,000+ employees**; coordinated testing multiple **PeopleSoft Tax Updates** (16B -17B) and ADP Tax Transporter updates; supported 2016 year end payroll and W-2 process; supported 2017 Open Enrollment for new 401K/Roth and Union Leave Plans; supported configuration and testing of 2017 Leave Accrual plans; support/troubleshoot production Payroll and Time and Labor; tested **Workday** Allocation integration; and developed complex ad hoc queries.

Ascension Health, St. Louis, MO: (11/15 – 07/16): **Payroll / Benefits / Tax / Garnishment Lead for PeopleSoft 9.1 HCM** Symphony Payroll Simulation project; troubleshoot deduction, tax, and garnishment calculation problems; researched conversion defects; reconciled conversion deductions for dress rehearsal go-live payroll; automated Excel formula within reconciliation worksheets using Macros and VB scripts.

Ascension Health, St. Louis, MO: (10/14 – 10/15): **Payroll Redesign Project Manager**; led 15+ functional, technical and infrastructure resources responsible for automating and optimizing **PeopleSoft 9.1 HCM** and **Kronos** payroll processes for **140,000+ associates**. Delivered PeopleSoft Payroll Dashboard that integrates Tidal Enterprise Scheduler, PeopleTools and Application Engine to run Payroll processes.

Ascension Health, St. Louis, MO: (05/14 – 09/14): **Payroll / Benefits Team Lead** for **PeopleSoft 9.1 HCM** Symphony project; led a team of three analysts responsible for benefit deduction Payroll Simulation testing; prepared and presented Payroll Simulation metrics; troubleshoot deduction calculation problems; and reconciled conversion deductions for dress rehearsal go-live payroll.

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Ascension Health, St. Louis, MO: (03/14 – 04/14): Payroll / Benefits Analyst for **PeopleSoft 9.1 HCM** Symphony project; support benefit deduction Payroll Simulation testing; reconciled benefit deductions between PeopleSoft and legacy applications; researched differences; documented testing results and defects.

Cassidy Turley, St. Louis, MO: (02/13 – 02/14) Lead Payroll and Benefits Administration Analyst for **PeopleSoft 9.1 HCM for 4,000+ employees in 30+ States**; supported 2014 Open Enrollment; supported 2013 payroll year-end and W2/W2c XMLP preparation for self-service; developed annual bonus load process for off-cycle pay sheets using PSHUP; developed year-end **Leave Accrual** adjustment process; recommended Payroll and Benefit Administration process improvements; developed **PeopleSoft Time and Labor** queries to audit Payable and Punch data; implemented TALX The Work Number and Unemployment Express interfaces; implemented ADP Garnishment Disbursement interface; supported merger/acquisition payroll data migration; configured and tested payroll for new affiliate/merger company; implemented Viverae Wellness Interface; implemented **PeopleSoft Salary Steps** to support Union Seniority and annual **Salary Grade** adjustments; coordinated testing of multiple **PeopleSoft HCM Bundles, PeopleSoft Tax Updates** (12F-14A) and ADP Tax Transporter updates; and prepared ad-hoc design specifications for reports and interfaces.

Corizon, Inc. (formerly Correctional Medical Services), St. Louis, MO: (01/12 – 01/13) Project Manager and Lead Payroll Analyst for UtiliPro to **PeopleSoft 9.0 HCM** conversion for **1,000+ employees** at Rikers Island; assisted with converting mid-year tax balance data from UltiPro; developed, configured and tested GL Interface; implemented **Multiple Components of Pay** to support Union Seniority Pay; supported custom program to load Kronos time and labor data into pay sheets; and prepared and presented user training to Rikers staff.

Corizon, Inc. (formerly Correctional Medical Services), St. Louis, MO: (06/11 – 12/11) Project Manager and Lead Business Analyst for **PeopleSoft 9.0 HCM** integration project for merged organization of **11,000+ employees**; compiled requirements, configuration, table loading sequence and fit/gap documents; developed modification, report and interface functional design specifications; developed system test scripts; assisted with converting data from UltiPro; and assisted with **PeopleSoft 9.0 Talent Acquisition Management and Candidate Gateway**.

Correctional Medical Services, St. Louis, MO: (04/10 – 05/11) PeopleSoft Integration Lead for **Kronos Version 6 Workforce Timekeeper and Workforce Scheduler** implementation; prepared functional design for **PeopleSoft 9.0 HCM to Kronos** custom Person Import, Labor Levels, Device Groups and Labor Level Set Interfaces; designed and tested custom program to load 3rd party time and earnings data directly to PeopleSoft pay sheets (instead of PSHUP); designed dynamic PeopleSoft Security Roles to support Kronos Function Access Profiles; and provided production support for system stabilization and rollout to **3,000+ employees at 200+ remote sites**.

Correctional Medical Services, St. Louis, MO: (01/10 – 03/10) Functional Lead for designing custom **PeopleSoft 9.0 HCM** Staffing/Budgeting module (custom PeopleTools solution); designed role-based approvals and routings; designed reports and interfaces; and prepared Use Case Model for Time and Labor implementation.

Correctional Medical Services, St. Louis, MO: (01/09 – 12/09) Functional Lead for designing and testing custom **PeopleSoft 9.0 HCM** User Interface for use at 200+ remote sites; designed **Dynamic Role-Based Security**; designed custom reports and queries to support remote site reporting; provided production support for system stabilization; and developed data warehouse extracts from PeopleSoft HCM for Data Warehouse reporting.

Correctional Medical Services, St. Louis, MO: (01/08 – 01/09) Functional Lead for **PeopleSoft 9.0 HCM Upgrade / Re-Implementation** of Human Resources, Base benefits and North American Payroll for **4,000+ employees and subcontractors**. Assisted with converting and reconciling data from Version 8.0 to 9.0; configured **Profile Management** to track nursing license data for person and non-person profiles; implemented **Configurable Matrices** to support nursing new hire rates; converted non-employees to **Persons of Interest**; implemented **Position Management** to track budgeted/contracted positions; configured and tested EEO-1 report; designed process to consolidate pay sheet earning loaded by PSHUP; and backfilled Technical QA position, testing object customizations, SQR's and App Engines.

American Commercial Lines, Jeffersonville, IN: (10/07 – 05/08, part-time, remote) Ad hoc support for **ADP Enterprise v4 Base Benefits** configuration for 2008 Open Enrollment; develop and modify ReportSmith reports; update and revise SQR interface functional design specifications; assist with loading and testing outsourced **Open Enrollment** data files; and assist with configuring new 401k plan design.

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K&L Gates, Pittsburgh, PA: (08/07 – 11/07) Functional Lead for **PeopleSoft 8.9 HCM, Benefits Administration and eBenefits** 2008 Open Enrollment for **3,000+ employees**; constructed system tables and HTML text for Self Service; documented requirements, configuration and fit/gap; developed modification for Domestic Partner Self Service enrollment; and prepared and executed detailed employee life-cycle test plans.

Simon Property Group, Indianapolis, IN: (04/07 – 08/07, part-time) Develop and present **PeopleSoft 8.0 SP1 Advanced Query Training**; and assisting with outsourcing **Open Enrollment** for **PeopleSoft 8.0 SP1 Benefits Administration** to 3rd Party Administrator for new acquisition.

U.S. Foodservice, Inc., Columbia, MD: (03/07 – 09/07, part-time, remote) Functional **North American Payroll** Lead for **PeopleSoft HCM 8.8 SP1** FLSA implementation, Check Reconciliation and Unclaimed Property.

American Commercial Lines, Jeffersonville, IN: (07/06 – 06/07) Project Manager for **ADP Enterprise v4** implementation of **HR, Base Benefits, Autolink** and **Employee Self-Service** for **3,000+ employees in 20 states**; managed project plan; developed security, audit, conversion, testing and reporting strategies; developed complex interfaces and reports using ReportSmith; edited SQR interface functional design specifications; assisted with outsourcing **Open Enrollment**; and assisted with testing and issue resolution.

Simon Property Group, Indianapolis, IN: (01/06 – 07/06, part-time, remote) Reviewed configuration and conversion data for new acquisition; implemented **Query Security**; developed and presented **PeopleSoft 8.0 SP1 Query Training**; and assisting with outsourcing **Open Enrollment** for **PeopleSoft 8.0 SP1 Benefits Administration** to 3rd Party Administrator for new acquisition.

Brinker International, Inc., Dallas, TX: (10/05 – 06/06) Functional Lead and co-Project Manager for **PeopleSoft HCM 8.0 to 8.9 Upgrade** of HR, eProfile, eProfile Manager, eCompensation, eCompensation Manager, North American Payroll, ePay, eDevelopment, eBenefits and Base Benefits for **100,000+ tipped employees in 40+ states**; co-managed project plan; documented payroll practices and requirements; reviewed existing modifications, payroll processes, table configuration and prepared upgrade recommendations; executed data validation; developed modification, report and interface functional design specifications and test plans; and implemented security, audit and query upgrade strategies.

Simon Property Group, Indianapolis, IN: (05/05 – 06/05 part-time, remote) Assisted with partial **outsourcing** of **PeopleSoft 8.0 SP1 Benefits Administration** to 3rd Party Administrator; designed outbound interface for employee indicative data changes; designed inbound interface to load 3rd party enrollment data to Base Benefits; and designed Benefits Administration event rules to support hybrid Base Benefits enrollment for specific plan types.

U.S. Foodservice, Inc., Columbia, MD: (02/05 – 09/05) Functional **North American Payroll** Lead for **PeopleSoft HCM 8.0 SP1 to 8.8 SP1** Upgrade for **28,000+ employees in 48 states**; documented payroll practices and requirements; reviewed existing modifications, payroll processes, table configuration and prepared upgrade recommendations; executed data validation and orphan data analysis; developed modification, report and interface functional design specifications; assisted with testing and issue resolution; and developed **Child Support EFT** and related Accounts Payable design specifications.

Brinker International, Inc., Dallas, TX: (09/04 – 11/04) Functional Lead for **PeopleSoft HCM 8.0 to 8.8 SP1 Upgrade Fit/Gap Analysis** of HR, eProfile, eProfile Manager, eCompensation, eCompensation Manager, North American Payroll, ePay, eDevelopment, eBenefits and Base Benefits for **100,000+ tipped employees in 40+ states**; developed upgrade estimates and project plan; gathered requirements; documented table and page usage; prepared Fit/Gap analysis; and developed security, audit and query upgrade strategies.

St. Elizabeth Medical Center, Edgewood, KY: (08/04 part-time) Gathered requirements, composed design specification and developed PeopleCode modifications for **PeopleSoft 8.3 HCM** salary planning customizations.

Simon Property Group, Indianapolis, IN: (07/04 – 08/04 part-time, remote) Perform troubleshooting for **PeopleSoft 8.0 SP1 Benefits Administration**; evaluate existing Change Management and Internal Controls versus Sarbanes-Oxley (SOX) legislation; develop database audit strategy; and evaluate HCM upgrade options.

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Herff Jones, Inc., Indianapolis, IN: (04/02 – 06/04) Co-Project Manager and Functional Lead for **PeopleSoft 8.3 HCM and Enterprise Portal 8.4** implementation of HR, eProfile, eProfile Manager, eCompensation, eCompensation Manager, North American Payroll, ePay, Base Benefits, Benefits Administration, eBenefits, Spanish Language Pack, Directory Interface, Web Based Learning Assistant (WLA), and HR Portal Packs; configured and system tested modules to support HCM implementation for **5,000+ employees and commissioned sales representatives in 48 states**; developed a working prototype used to model business processes that served as the foundation for the implementation; compiled and published requirements, configuration, table loading sequence and fit/gap documents; developed modification, report and interface functional design specifications; developed system test scripts and test cases; assisted with converting data from Ceridian Ensemble; assisted with designing and testing custom **Vacation and Sick Leave Accrual** programs to accrue current and future leave balances based on fiscal year hours worked, service/seniority dates and union rules; gathered **PeopleSoft Directory Interface (PDI)** requirements; performed PDI system testing; analyzed LDIF's to synchronize Active Directory with HCM; assisted with design of HCM **Workflow**, Roles, Route Controls, and approvals to support self-service; designed custom **Benefit Interfaces** to support CIGNA, Delta Dental and VSP; gathered requirements and prototyped **Self Service** modules; configured **HCM Security** Permission Lists, Roles and User Profiles; developed HCM dynamic security and tested Application Messaging to support Portal Security; and configured **Enterprise Portal Security** Permission Lists, Roles, Menu and Content Reference Security.

Michigan Education Special Services Association (MESSA), East Lansing, MI: (01/02 – 04/02) Functional Lead for **PeopleSoft 8.3 HCM HR, Base Benefits, Benefits Administration, eBenefits** and **Enterprise Portal** implementation for **130,000+ members in 630 Benefit Programs**; constructed system tables and imported table data; documented requirements, configuration and fit/gap; developed modification design specifications; assisted with benefits data conversion from RIMS; and prepared detailed sizing analysis of Benefits Administration Cobol arrays to support **On-Demand Event Maintenance** processing.

2001 PeopleSoft User Conference, Atlanta, GA: (8/01) Co-presented session number 4181 "Installing and Testing North American Payroll Tax Updates" and session number 4158 "PeopleSoft 8 HRMS: **Manager Desktop** Case Study featuring Galileo International."

Galileo International, Chicago, IL: (01/01 – 10/01) Served as **North American Payroll** and **Base Benefits** functional lead for **PeopleSoft 7.5 to 8.0** Global upgrade (**3,500+ employees in 30 countries**); assisted with fit/gap analysis; prototyped PeopleSoft **ePay, eProfile, eDevelopment, eCompensation** and **eRecruit**, including eManager desktops; designed custom Stock Option Administration records/panels; supported Australian and New Zealand acquisition by converting HR data to PeopleSoft; and designed custom Pension Administration records/panels for manual tracking of retiree, deferred vested, pension beneficiary and health benefit data. Upgrade project suspended 10/01 due to acquisition by Cendant.

Simon Property Group, Indianapolis, IN: (03/01 – 07/01, part-time) Served as functional lead for **PeopleSoft 7.0 to 8.0 Benefits Administration, HR** and **North American Payroll** upgrade (**8,000+ multi-state employees**); assisted with fit/gap analysis; constructed Operator **Security** with static and dynamic roles, including permission lists; performed functional, system and parallel testing; constructed prototype of PS 8 workflow and **ePay, eProfile, eBenefits, and eDevelopment**; and assisted with resolving upgrade issues.

Galileo International, Chicago, IL: (5/00 – 12/00) Served as functional lead implementing **PeopleTools 7.57 HTML Access** module and **Cognos** reports to support headcount reporting (**3,500+ employees in 30 countries**); supported UK acquisition by converting HR data from PWA Empower to PeopleSoft; supported HR, Benefits and Payroll data conversion for dot-com acquisition; developed custom process to administer **FLSA** for semi-monthly employees; developed custom **Leave Accrual** process; and developed business case, budget and high-level project plan for **PeopleSoft 8.0** upgrade.

Liberty Mutual Insurance Holding Company (Regional Agency Markets), Loveland, OH: (1/00 - 05/00, and part-time 06/00 - 08/00) Served as Functional Lead for implementing **PeopleSoft 7.5 Benefits Administration, COBRA** and **Benefits Billing** for **3,000+ employees**; constructed system tables and imported table data; developed modification, report and interface design specifications; assisted with benefits data conversion from Buck Consulting; assisted with training of end users; developed test plans, business event matrices and test scripts; assisted with designing interface to **IVR** for processing **Open Enrollment** elections; assisted with converting retiree personal, job and pension payment data from GEAC; and set up and documented **PeopleSoft 7.5 Pension Administration** module for tracking manual retiree and beneficiary payments.

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Galileo International, Chicago, IL: (7/99 - 11/99) Served as Payroll Lead for **PeopleSoft 6.0 to 7.5 HR, Base Benefits** and **Payroll** upgrade (**3,500+ employees in 23 countries**); reviewed compare reports and assisted with functional upgrade steps; developed test plans and scripts; performed functional, system and parallel testing; assisted with reconciling payroll calculations; researched tax calculations and payroll issues; developed desktop training and **Security** approach for new release; reformatted custom PS **Query** and **Crystal** reports based on 7.5 table changes; designed Hessel Relocation interface into payroll; and tested **tax updates**.

1999 PeopleSoft User Conference, New Orleans, LA: (8/99) Co-presented session number 4044 "Simple Simon: Streamlining the Merit Planning Process with PeopleSoft **Variable Compensation** and **Salary Planning**."

Liberty Mutual Insurance Holding Company (GRE Insurance Group / Peerless Insurance), Keene, NH: (6/99 - 7/99) Served as Fit / Gap Analysis Functional Lead for **PeopleSoft 7.5 Benefits Administration, COBRA, Benefits Billing** and **Payroll Interface** for **3,000+ employees**; gathered detailed business requirements; prepared blueprint for implementation; estimated modifications, reports, and interfaces; prepared implementation recommendations; and published report.

Northern Arizona University, Flagstaff, AZ: (5/99) Served as HR, Benefits and Payroll Testing Lead for **PeopleSoft 7.53** Education and Government HRMS re-implementation; developed testing plans and business event matrices; troubleshooter for table construction, **Position Management, contract pay, concurrent jobs, and 403(b) deductions**; developed PS queries to audit testing and table data; and reviewed GL interface modification design for posting actual and encumbrance data.

Franklin Templeton, San Mateo, CA: (4/99) Served as Lead Benefits Analyst preparing cost analysis and best practice review for **PeopleSoft 7.5** HRMS implementation; interviewed business process owners; developed best practice metrics; investigated HRMS workflow to streamline business processes; developed estimates; and prepared cost savings analysis.

Chicago Mercantile Exchange, Chicago, IL: (09/98-03/99, part-time) Served as Functional Lead for implementing **PeopleSoft 7.0 Salary Planning and Incentive Compensation modules** for 900 employees; developed documentation for integrating third party salary planning software; provided additional ad hoc consulting to support implementation of **PeopleSoft Position Management**; and assisted with implementation of **PeopleSoft** Recruitment module.

Simon Property Group (formerly Simon DeBartolo Group), Indianapolis, IN: (04/98-03/99) Served as Functional Lead for **PeopleSoft 7.0** HR, Benefits Administration and Payroll implementation for 8,000+ multi-state employees; initially developed a working prototype used to model business processes that served as the foundation for the implementation; developed test scripts and test plans for end user processes; developed custom **PeopleSoft** HRMS & Query/Crystal training based on client-specific data and examples; assisted with mapping conversion data and use of Import Manager; prototyped HRMS workflow and messaging with Lotus Notes; developed design specifications for modifications and reports; tested interfaces; assisted with setting up complex payroll processes for Deferred Compensation, Relocation Advances, Relocation Reimbursements, and Stock Grants / Options.

Bombardier Aerospace, Montreal, Quebec: (02/98, part-time) Served as the Project Manager for Global **PeopleSoft 7.0** Benefits Administration Fit/Gap analysis; analyzed the implementation of **PeopleSoft** Benefits Administration for 7,000+ active employees in Canada, Ireland, and the U.S.; prepared blueprint of benefit program specifications, modification/customization estimates, and implementation strategies; developed project estimates; and published report.

Donaldson, Lufkin and Jenrette (DLJ), New York, NY: (12/97-03/98) Served as the Benefits Functional Lead for development of a **CSS/HRizon** prototype; developed test scripts and test plans for end user process testing; developed queries to audit table construction; analyzed the implementation of **CSS/HRizon** Base Benefits for 6,000+ active employees; loaded benefit programs (plan, rate, and rule tables); prototyped workflow and work list; prepared modification/customization estimates; developed design specifications; and prepared estimates for interfaces and reports.

Sundstrand Aerospace, Rockford, IL: (11/97-12/97) Served as the Project Manager for a **CSS/HRizon** HRMS Fit analysis; managed Payroll, HR, and Benefit consulting team performing on-site data gathering; prepared modification/customization estimates, and implementation strategies; developed project estimates; and published client report for steering committee.

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Continental Grain, Gainesville, GA: (11/97) Performed ad hoc gap analysis for an implementation of the **CSS/HRizon** HR and Benefits modules; reviewed business processes versus CSS/HRizon functionality; and developed modification/customization estimates.

USF&G, Baltimore, MD: (10/97-11/97) Served as the Project Manager assisting with upgrade planning; compared and reviewed functionality for **PeopleSoft 5.12 to 7.0** upgrade.

Cadbury Beverages U.S., Dallas, TX: (10/97) Performed ad hoc gap analysis for an implementation of the **CSS/HRizon** Benefits modules and prepared benefit program construction guidelines, modification recommendations, and customization estimates.

Delco Remy America, Inc., Anderson, IN: (05/97-10/97) Served as the Project Manager and Functional Lead for the successful 6 month implementation of **PeopleSoft 5.12** Benefits Administration for 1500 UAW and 300 salaried employees; developed modification recommendations, customization estimates, functional specifications, project plans, and testing strategies; assisted with benefits conversion from Mercer Maestro; assisted with developing interfaces, reports, conversion SQRs, PeopleCode modifications, and user procedures; and developed customized end-user training for Benefits Administration and Crystal/Query.

CSX, Jacksonville, FL: (01/97-04/97) Served as the Project Lead for **PeopleSoft 6.0** Human Resource, Payroll, Base Benefits, Benefits Administration implementation for 40,000+ employees in a heavily unionized environment; advised senior staff on implementation strategies and problem resolution; produced modification/customization estimates, conversion documentation, interface specifications, testing and project estimates; designed customized HRMS workflow for approving Job transactions; and managed Payroll and Benefits Administration consulting resources.

1996 PeopleSoft User Conference, San Diego, CA: (12/96) Presented sessions: "Salary Administration Roundtable" and "PeopleSoft HR and Higher Education."

Columbia Presbyterian Hospital, New York, NY: (11/96-12/96) Served as the Functional Lead for the **PeopleSoft 5.0** Benefits Administration gap analysis; analyzed the implementation of **PeopleSoft** Benefits Administration for 8,000+ active employees; prepared blueprint for benefit program construction, modification/customization estimates, and implementation strategy; prepared estimates for implementation of union and non-union employee leave accrual plans (paid time off, vacation, sick, holiday).

Philips Consumer Electronics, Jupiter, FL: (7/96 & 10/96, part-time) Served as a troubleshooter for **PeopleSoft 5.12** Benefits Administration implementation; worked with project team on data conversion, benefit program rules, benefit plan and rate table set up, flexible credits, and life insurance coverage calculation rules.

Bristol Hotel Management, Dallas, TX: (03/96-10/96) Served as the Functional Lead to develop a business prototype; followed by a successful six month implementation of **PeopleSoft 5.0** HR, Base Benefits, and Payroll modules for 4,000+ active employees; served as the Functional Lead for HR, Base Benefits, Payroll, data conversion, and security implementation; used the Import Manager to load employee history and base system tables; developed end-user training for HR, Benefits, and Crystal/Query; and developed custom Crystal reports.

Lincoln Health, Phoenix, AZ: (02/96) Provided ad hoc expertise regarding **PeopleSoft 4.1** Benefits Administration; prepared benefit program construction guidelines; developed blueprint for the implementation of the **PeopleSoft** Benefits Administration and COBRA modules.

National Services Industries (NSI), Atlanta, GA: (10/95-02/96) Worked with seven business divisions to develop a **PeopleSoft 5.0** prototype for a conference room pilot; developed a working model of the **PeopleSoft** Human Resources, Base Benefits, and Benefits Administration modules for 20,000+ employees; developed demonstration scripts for steering committee and senior executive presentations; and analyzed Payroll Interface and COBRA Administration.

InterMedica/SulzerMedica, Angleton, TX: (10/95) Performed ad hoc analysis on an implementation of **CSS/HRizon** Benefit Administration and Flexible Spending Account modules.

Honeywell, Minneapolis, MN: (7/95-10/95) Worked with a Canadian group on a **PeopleSoft 3.22 to 4.1** upgrade and a U.S. group on an implementation of **PeopleSoft 4.1** Benefits Administration; loaded, tested, and converted benefit program tables, flat rate tables, eligibility rules, event rules, and benefit plans; tested Benefits Administration automated open enrollment and event maintenance; developed **PeopleSoft** Queries and Crystal reports to audit both the conversion and the implementation.

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Anthem Blue Cross/Blue Shield (formerly Community Mutual Insurance Company), Cincinnati, OH: (08/93-06/95) Served as project advisor for the selection of an HRMS vendor and an implementation partner; analyzed multiple HRMS products; prepared cost/benefit and Net Present Value analysis; presented findings to management; participated in **PeopleSoft 3.22** HR, Benefits, and Payroll implementation planning, fit analysis, conversion, core table creation, testing, and rollout.

Project Management Expertise

Communication Management
Contingency Planning
Costing / Budgeting
Project Team Personnel Management
Quality Management
Project Estimating
Design Standards
Project Planning

Resource Planning
Risk Management
ROI Analysis
Schedule Management
Scope Management
System Modeling/Prototyping
Developing Test Strategies and Plans
Fit/Gap (Variance) Analysis

PeopleSoft HCM Expertise

Absence Monitoring
Base Benefits
eBenefits (Open Enrollment / Life Events)
Benefits Administration
Benefits Billing
Child Support EFT
COBRA
Company Cars (UK)
eCompensation
eCompensation Manager Desktop
Competency Management
Concurrent / Multiple Jobs
Deduction Calculation (DED CALC)
Delegation
eDevelopment
Employee Portal (plus, HR Portal Packs)
FLSA
FMLA
Global Assignments
Global Human Resources
General Ledger Interface
Group Membership
Labor Relations

Leave Accruals (delivered and custom)
Multiple Components of Pay
ePay
Payroll and Tax Reporting (North America)
Payroll Interface
Pension Administration (manual)
Position Management
eProfile
eProfile Manager Desktop
Profile Management
Recruitment
eRecruit
eRecruit Manager Desktop
Regulatory Reporting (US)
Retroactive Pay & Deductions
Salary Planning
Spanish Language Pack
Step Increases
Stock Administration (manual)
Talent Acquisition Management
Time and Labor
Training Administration
Variable Compensation

PeopleSoft Enterprise Portal Experience:

Content Management
Homepage Management
HR Portal Pack

Pagelet Design
Security (Menu, Content Reference & Dynamic)
Workgroups

PeopleSoft Architecture / PeopleTools Experience:

Application Designer	Message & Database Agents
Application Engine	Object Security
Application Messaging	PeopleBooks
Application Reviewer	Process Monitor
Component Interface	Process Scheduler
Crystal Reports	PSHUP
Cube Manager	Query (PIA and WinClient)
Data Mover	Security Administration
Directory Interface	SQR
End User Training Kits (EUT'S)	Tree Manager
HTML Access	Web Based Learning Assistant (WLA)
Import Manager	Web Deploy (java)
Integration Broker	Word Merge
LDAP	Workflow Administrator

Database Experience:

Informix	Oracle
SQL Server	Sybase

Other Achievements

Centurion Consulting, Dayton, OH: (4/98 - present) www.centurion.oxrider.com Serve as **Principal Consultant**.

AGConsulting, subsidiary of ADP (formerly The Application Group), San Francisco, CA: (07/95-3/98) Served as a **Principal Consultant**; assisted clients with planning, project management and resource allocation; researched client business requirements and developed recommended solutions; developed documentation, tools and templates to support the Benefits Practice; mentored junior consulting staff; assisted with recruiting and staffing interviews; supported sales staff with project estimates, scope assumptions and client requirement analysis; managed implementation, conversion and gap analysis projects; managed Payroll, HR and Benefit consulting teams; prepared consultant reviews; tracked project budgets; prepared and presented training and educational sessions for internal conferences; and served as an internal resource to the PeopleSoft HRMS Practice.

University of Cincinnati, College of Evening and Continuing Education, Cincinnati, OH: (09/93-06/95, part-time) Served as an **Adjunct Instructor** teaching courses on "Introduction to Business" and "The Personnel Function".

Anthem Blue Cross/Blue Shield (formerly Community Mutual Insurance Company), Cincinnati, OH: (09/91-06/95) Served as a **Salary Administrator** for corporate Compensation and Benefits; developed, implemented, and administered board, executive, sales, exempt, and non-exempt compensation programs; administered short and long term executive incentive plans; performed market pricing of executive salary structures using published surveys and annual reports/proxy statements; developed broad banding and competency based salary programs; assisted with the development, administration, and implementation of employee benefit programs including self-funded workers' compensation, flexible benefits, 401(k), employee assistance, and wellness programs; automated the workflow process for annual incentive plan calculations; automated benefit enrollment form generation process; and prepared HR division budget submissions.

University of Cincinnati / University of Cincinnati Hospital, Cincinnati, OH: (07/89-08/91) Served as a **Senior Compensation Analyst**; developed, implemented, and administered salary programs; automated the annual salary planning process; interpreted union contracts concerning compensation policy; coordinated the job evaluation process to assign appropriate salary grades; and conducted local and national salary surveys.

Federal Mogul - Precision Forged Products Division, Gallipolis, OH: (01/85-09/87) Performed metallurgical testing on automotive/industrial transmission gears; analyzed powdered metallurgy processes; and performed studies on briquetting, sintering and manufacturing processes.