

PAUL W. WESCHLER

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SUMMARY

Technical Manager and Architect with 15 years of extensive and diverse experience in Identity, Security, Portal, IT, Health Care, and Banking solutions. Result-oriented as demonstrated by repeated accomplishments in positions of increasing responsibility in engineering, enterprise system, and business development on a worldwide scale. Keen ability for dealing with individuals at all levels while effectively conveying proposals and concepts to subordinates, peers, executive management, and customers. Extensive technical knowledge and expertise, including 13 patents, enabling rapid and informed solution identification, assessment, and decision-making. Areas of expertise include:

- Enterprise Solution Delivery
- Architecture and Technical Solutions
- Customer Relations and Requirement Fulfillment
- Integrated Project Team Management
- Planning, Budgeting and Estimation
- Vision Definition and Communication

PROFESSIONAL EXPERIENCE

SUN MICROSYSTEMS INC., Broomfield, Colorado

1997-2004

Identity, Security, and Directory Systems Development Manager (2003-2004)

Managed and led multiple integrated project teams responsible for enterprise wide identity, security, and directory systems, serving 36,000 staff and 12,000 external suppliers and vendors. Integrated project teams composed of 85+ staff members with program budgets of 16 million.

- 100% on time, on budget delivery record for the Enterprise, Identity Data Management implementation. Created, organized, and provided management support and executive communications to ensure requirements, expectation, understanding, and status remained in alignment.
- Delivered the first enterprise production implementation of Sun's Identity Management solution. Provided integrated project team leadership, customer and executive communications while delivering the data infrastructure.
- 40,000 users served with 99.9% operational continuity while overhauling the mission critical enterprise wide token card authentication system serving. Managed and led worldwide project team project team.
- Corporate directory service solution expanded to serve 90+% of internal real-time data access needs and delivering consistent 98+% service reliability along with improved data integrity.
- Corporate IT liaison to Directory product development teams delivering two reference implementations and three successful product shipments with \$75 million in targeted revenue for fiscal year 2004.
- Built Identity Service Integration plan through analysis, coordination, education, and negotiations with 850 application systems. Achieved key corporate goal and enabled informed cost and timeframe planning for rapid program adoption.
- Executed and completed Public Key Infrastructure (PKI) vendor evaluations enabling informed executive decision making and accurate financial planning for secure and reliable service delivery into the future.

Corporate Systems Portal Development Manager (1999-2002)

Managed, led, and provided architectural direction to multiple engineering teams responsible for development, deployment, and support of Sun's Employee and Supplier Portal solutions. Directly managed up to 30 staff members and \$5 million of budget.

- Deployed content management based enterprise Employee Portal solution, achieving an estimated \$9 million return on investment. Provided program and project team leadership, direction and technical guidance along with maintaining effective communication between all project stakeholders and participants.
- Improved supplier portal integration turn around by 85% enabling integration of 10,000+ users and more than 200 companies, saving tens of millions of dollars in operational/administrative costs along with improving supply chain responsiveness and efficiency.
- Led implementation, deployment, and operations of Supplier Portal facilitating \$12 billion (60%) of 2001 corporate sales.
- Generated 35% employee productivity increase by driving utilization of Employee Portal's secure remote access service to 25,000 daily unique users (75% of the company).
- Defined and evangelized corporate Web Services based architecture resulting in reference system creation, establishment of key sales tools and setting the standard for IT implementation throughout the company.

Principal Software Systems Engineer (1997-1999)

Responsible for system implementation, leadership, and project management. Pioneered concept, architecture, and implementation of common IT services eliminating redundancy, system incompatibility, and increasing scalability.

- Designed and implemented shared profile service, adopted by Employee Portal and productized for external sale. 2003 sales targeted at \$50 million.
- Founding architect of Sun's enterprise solution for comprehensive access security and management. Pivotal to corporate goals, product definition, and IT initiatives since 1998.
- Created multiple secure access solutions that enabled the decommissioning of limited function and expensive existing systems and the dramatic expansion of remote access to ultimately reach 40,000+ users and 12,000+ partners.
- Inventor/co-inventor of 13 patents securing rights to key techniques and technology used in Sun's Security, Directory and Portal solutions.

CYBORG SYSTEM, Boulder, Colorado
HR Systems Software Vendor

1997-1997

Senior Software Developer

Responsible for project management, technical leadership, system implementation, team development and process compliance.

- Drove architecture of product enabling scalability to 50,000+ employees.
- Standardized GUI development resulting in increased usability.
- Led technical team to successful ISO9000 certification

SYSTEM ONE, Boulder, CO
Health Care and Service Vendor

1992-1997

Software Engineer

Seventh employee of firm responsible for all engineering activities. Design and developed Internet based health care transaction processing system serving as a cornerstone of the company's service bureau offerings.

- Instrumental in all product development projects culminating in company growth to over 186 employees and \$26 million per year in revenue.
- Formalized and instituted disciplined development life cycle and code tracking system resulting in greater productivity and track ability of development.
- Performed 5 technical company evaluations resulting in two successful acquisitions increasing company size by 50% and corporate revenues by 65%.

THE BANK OF BOULDER, Boulder, Colorado
Bank and Credit Card Processing

1990-1992

Software Engineer/Settlement Supervisor

Responsible for settlement execution, team supervision, training, and product development.

- Developed and implemented driver package enabling new revenue products.
- Supervised daily completion of all settlement functions with a 99+% on time settlement rate.

TECHNICAL SKILLS

- Management:** Leadership, mentoring, team formation, public speaking, goal setting, business planning, requirements specification, negotiation, change management business process engineering
- Process/standards:** Use Case Modeling, Wide variety of Development Life cycles and requirement processes, Six Sigma, ISO9000, CMM, XML, Web Services (UDDI, SAML, ebXML), Ldap, OOAD
- Languages:** Java/J2EE, HTML, JavaScript, C/C++, SQL, Perl, PHP, C Shell
- Environments:** Unix (Solaris, AIX), OSX, WinNT, Win2000, WinXP, Palm OS, Linux, SunOne
- Databases:** Oracle, Access, Informix, SQL Server (Relational Databases in general)

EDUCATION

Degree in Mathematics with a Computer Science minor, University of Colorado, Boulder
Private Pilot, Ground Instructor, Dakota Ridge Aviation, Boulder, Colorado

Classes and Seminars:

Six Sigma, Exercising Influence, Selling Your Ideas, Managing Within the Law I & II, Financial Management for Non Financial Managers, Distributed Programming with Java, Database Programming with Java

Patent # US 6,609,198 Issue Date: 18-April-2003
Title: Log-on Service Providing Credential Level Change without Loss of Session Continuity
Summary: Security architecture in which a single sign-on for multiple information resources utilizing associated trust-level and credential types to upgrading and/or downgrading authentication without loss of session continuity.

Patent # US 6,470,332 Issue Date: 22-Oct-2002
Title: System, Method for Search & Retrieving Profile Data Based on Targeted Attributes
Summary: Provides a method to tag meta-data with individual profile attributes and uses the information to search a logically centralized repository based on the data and meta-data.

Ref # P4017 Issue Date: Pending
Title: Single Sign-On Framework with Trust level Mapping to Authentication Requirements
Summary: Integrated multi-level authentication system that provides for configurable authentication schemes and integration with a large number of distributed heterogeneous systems.

Ref # P3771 Issue Date: Pending
Title: Context Based Control Data
Summary: An architecture and implementation for maintaining attribute meta-data for the purpose of providing data management and access control functionality at the attribute and attribute group level.

Ref # P3774 Issue Date: Pending
Title: Profile Service Base Architecture
Summary: Design and implementation of the key components and interfaces used to construction of a profile service providing meta directory facilities along with data security & management functions.

Ref # P3776 Issue Date: Pending
Title: Meta-Data Control Information
Summary: Technique utilized to represent meta-data about attributes and make program control decisions (such as trigger notification and data level access control) based on the meta-data.

Ref # P3778 Issue Date: Pending
Title: Pluggable Service Connector
Summary: Generic mechanism to allow applications to identify and connect to other heterogeneous systems.

Patent #: US 6,542,515 Issue Date: 1-April-2003
Title: Profile Service
Summary: The basic operating principles, program layers, interfaces and data objects related to profile services. In essence a meta directory design with facilities for distributed and discreet data integrity management.

Patent #: US 6,343,287 Issue Date: 29-Jan-2002
Title: External Data Store Link for a Profile Service
Summary - Technique used to link a logically centralized profile service to data contained other heterogeneous systems. The technique provides for data fault tolerance if the integrated system provides less fault tolerance than the profile service.

Ref# P3770 Issue Date: Pending
Title: Automatic Referential Integrity Maintenance of Profile Data
Summary: Technique for maintaining referential integrity in tree structured data utilizing attribute level meta-data & a special algorithm for adjusting and updating indexes.

Ref # P3773 Issue Date: Pending
Title: Profiling Service Base Application Interface
Summary: Set of base application interfaces for interacting with a profile service that provides data access and management control. Along with fault tolerant access to a variety of distributed data sources.

Ref # P3775 Issue Date: Pending
Title: Profile Service, External Data Link
Summary: A design and reference implementation for providing arbitrary external data linkage into a single virtual data store with a profile service access interface.

Ref # P3777 Issue Date: Pending
Title: Profile Service Search
Summary: Definition and implementation of a specialized search service for profile services providing aggregate search specification allowing rapid retrieval of targeted data.