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Steven Hayes  
1659 WEST COLONEL GLENN  
Little Rock, Arkansas 72210

E [steve@aspsqlprogrammer.com](mailto:steve@aspsqlprogrammer.com)  
M 501-249-1905 H 501-821-5812  
URL: <http://www.aspsqlprogrammer.com>

## OBJECTIVE

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I am immediately available.  
I am looking for PERMANENT employment.  
I will accept contract work in the interim.  
If I accept a contract, I will not discuss opportunities with another employer until the contract is complete.

I have worked professionally with Visual Basic 6.0, Microsoft SQL and Active Server Pages for the last 6 years. Responsibilities have included lead and independent Development, Design, Administration and security.

My experience includes Retail, Accounting, Insurance, Medicare, Banking and Management of an Internet Solutions Data Warehouse. My skill set is very diverse and I prefer a challenging, fast paced environment.

I am an Expert Visual Basic 6.0 Developer.  
I am an Expert ASP 3.0 data driven Developer.  
I am an Expert SQL Designer.  
I am an Expert Mobile Application Developer.

## WORK EXPERIENCE

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### Dates Employed Job Title Company

3/2007 - 10/2007

#### **Consultant Private Business Malvern/AR**

Work with a family member setting up an internet sales business and two physical supply offices. Web development, network setup and internet marketing. Since they are a wholesale importer they have asked me to exclude the company name in my profile although I can discuss this in an interview. I am currently working with Visual Basic 6.0 at home to stay sharp.

8/2006 -3/2007

#### **Mobile Developer Private Business Little Rock/AR**

Mobile Development for Garnet OS on Treo 650 Devices. Mobile VB was used because of its stability versus Crossfire. GPRS connecting to a central database for management of provider services. Information can be provided with a nondisclosure. This software is still in development and sought after so a confidential agreement was signed.

5/2005 -7/2006

#### **Systems Administrator Network Technician Software Engineer VB 6 SQL Designer Golden Care Inc. Little Rock/AR**

Developed a 3 tier CRM application for Diabetic Supply Patients. VB 6.0, Access, MS SQL 2000, Crystal Reports and Postal Partner were interconnected. HIPAA compliance was a priority. The application is developed in VB 6.0 for internal use and ASP 3.0 for external use. Because the data is directly manipulated a very strong working knowledge of ANSI 835 and 837 structures was required

and quickly attained. A very good knowledge of insurance billing procedures was also required. I am the lead on Postal Partner USPS billing system in our shipping department utilizing Crystal Reports for packing list creation directly from the management database. I managed the voice and data systems including initial installation. Developed a parsing tool to extract for Medicare corrected information from 835 ERN files. I am currently developing an ANSI 276 file generator for automated claim status reports. I have other experience in the health and insurance industries. § As of March 10th 2006 I am working on a Mobile application using Garnet OS tied to a VB application supported by MS SQL. Under the same ownership the company has restructured.

6/2006 -6/2006

**Software Engineer Wal-Mart Bentonville/AR**

Visual Basic modifications to pharmacy software in preparation for an increase in sales and upgrade to .NET platform. The data source was IBM Reflections.

1/2005 -4/2005

**Software Developer Satellite Forms CAT2 M-Tech-International**

Clarion MS SQL Conway/ARM-Tech is a Food Services Software Provider specializing in USDA regulations and cost to profit margin applications. These applications are each developed for two platforms. Windows based terminals and Palm OS wireless devices. § Data Platforms used were Primarily Microsoft SQL, also including Pervasive and Microsoft Access. Wireless devices keyed PDB files to SQL tables. § Responsibilities included; System Analysis, Design, Development, as an independent Project Manager including customer liaison, quality control and requirement satisfaction.

8/2004 -10/2004

**Systems Administrator SQL VB OCR APTCO Inc Little Rock/AR**

• Third party ordering, invoicing and payables firm. The company recently moved to Arkansas and contracted me to assist in the transition.

Responsibilities:

• System migration from Alabama to Arkansas. Including but not limited to cable runs, system upgrades, corporate print configuration, and wan design between multiple locations. MS SQL Administration, FaxMaker, Document A Archiver (Imaging) Exchange OWA, Visual Basic application modifications.

5/2004 -8/2004

**Employee Instructor Sepracor Pharmaceuticals Marlborough/Massachusetts**

Instruct current and new Pharmaceutical Employees in the use of VPN, Outlook with Exchange, Tablet hand recognition, and proprietary software. This is a national company where I travel for these training seminars.

3/2004 -5/2004

**Systems Administration Network Technician SQL Administrator Point of Sale Technician Orange County Public Schools Orlando/FL**

Maintain POS systems and testing of Wireless POS Systems. OCPS consist of 163 Schools (including Colleges and Vocational) 152 are k-12 and average 166,818 students per year. I was on call for touch screen, barcode scanning, slide card reader, touch pad, terminal and WinSnap support. I also maintained the hardware. This contract was only until the school year's end date.

2/2004 -2/2004      **Software Engineer Visual Basic 6 CBIZ Health and Insurance Benefits Orlando/FL**  
This was an emergency contract to repair Lotus data. Data was cleaned, ported to MS SQL and verified using a Visual Basic application wrote by me and one other in 11 days time.

8/2003 -1/2004      **Technician Tibbitts Inc Winter Park/FL**  
Website design using ASP-Visual Interdev and Access as the data source. Networked all in house computers and setup a server with file sharing to allow access to hundreds of gigabits of information. Setup Wan connection and security between two offices then focused on marketing and submission of the two websites. I also did miscellaneous computer diagnosis and repairs while under contract there.

3/2003 -6/2003      **Software Engineer Visual Basic 6 Procter & Gamble Fayetteville/AR**  
Converted VBA macros to VB code as needed to allow IBM reflections to work with P & G's upgraded proprietary OS. Details are protected by confidential agreement.

12/2002 - 3/2003      **Application Programmer Matmon Internet Little Rock/AR**  
Develop a tracking program to run on Symbol 1500's with bar code scanners for tracking bank bags. I also had to write an installation program for terminals to allow the palms to sync remotely to a SQL 2000 database so the bags could be tracked online in near real time. This was a contract position.

1/2002 -11/2002      **Director of Operations System Administrator The CSI Group LLC Little Rock, AR**  
Lead Programmer – ASP Visual Basic 6.0 HTML JavaScript § Lead Developer – ASP, Visual Basic, PDA applications § Desktop application installation software – VB § Database Administration MSSQL 7.0 § Network and Data Storage Design / Implementation Lead § Cisco Routing / Security Lead § Web Services / Hosting Lead § Remote Access – Lucent – Administration Lead - Lucent Certified

1/2000-12/2001      **Project Manager Systems Administrator Arkansas INET Little Rock, AR**  
Lead Programmer – ASP Visual Basic 6.0 HTML JavaScript § Lead Developer § Database Administration MSSQL 7.0 § Network and Data Storage Design / Implementation Lead § Web Services / Hosting Lead

## **Education**

3/1999 -1/2002      **Staffmark Training Center, Little Rock, AR**  
Course of study – MCDBA NT 4.0 MCSE  
CCNA, A+, Network Administration, System Administration, TCP/IP

**SkillSoft E-Learning Clearwater – FL**  
Technology Coursework

June/2000      **Lucent Training Center – Chicago, IL**  
Advanced Setup and Administration of Lucent Remote Access Equipment Certification

May/2000 – June/2000      **Staffmark Training Center, Little Rock, AR**  
Cisco CCNA certification, Advanced Access-List management

**Salary Requirements:** W2 – 40k – 70k Negotiable  
1099 25% Above W2

## References:

**Reference Name:** Chris Cruse  
**Reference Company** Wilson & Associates Law Firm  
**Reference Title** Programmer  
**Phone** 501-734-4134  
**Email** CCRUSE@sbcglobal.net  
**Type** Professional

**Reference Name:** Hoyt Plunkett  
**Reference Company** CAT2  
**Reference Title** Programmer  
**Phone** 501-328-9178  
**Email** hoyt@catsquared.com  
**Type** Professional

**Reference Name:** Jim Ashley  
**Reference Company** Preferred Printing  
**Reference Title** Owner  
**Phone** 501-920-8407  
**Email** iwannaref@yahoo.com  
**Type** Professional

**Reference Name:** Rex Oliver  
**Reference Company** CAT2 M-Tech-International  
**Reference Title** Project Manager - Immediate Supervisor  
**Phone** 501-328-9178  
**Email** rex@catsquared.com  
**Type** Professional

**Reference Name:** Jim Swift  
**Reference Company** Orange County Public Schools  
**Reference Title** OCPS Senior Administrator  
**Phone** 407-317-3700  
**Email** Private  
**Type** Professional



# ORANGE COUNTY PUBLIC SCHOOLS

Design & Construction  
(407) 317-3700

6501 Magic Way

Orlando, Florida 32809  
Fax (407) 317-3761

May 20, 2004

To Whom It May Concern:

Steve Hayes served as a contract employee of Orange County Public Schools during 2004. His responsibilities included all aspects of troubleshooting and maintaining the point of sale system for the Food and Nutrition Services Department. These systems are computer based remote systems that are tied to a central database that allows OCPS to track and report sales and inventory activity.

Steve has exhibited the ability to handle multiple tasks as they arise and can work independently scheduling his work on his own. He is always ready and willing to quickly and efficiently accomplish his work assignments and has contributed useful new ideas through his past experience. His knowledge of SQL database operations is extremely impressive, but in addition, he has demonstrated extensive knowledge of networking and even computer repair.

Overall, Steve has been a very conscientious and able employee. I would recommend him for any position that requires skill in the areas mentioned above.

Sincerely,

A handwritten signature in black ink, appearing to read 'Jim Swift', with a long horizontal flourish extending to the right.

Jim Swift, OCPS Senior Administrator  
Facilities Information Technology  
407.317.3700

April 1<sup>st</sup> 2005

To Whom It May Concern:

Steven Hayes served as a full-time employee of CatSquared during 2005 in the position of Project Manager.

Responsibilities included system analysis, design, programming and customer liaison.

The systems are process monitoring and control oriented, and required a high level of understanding in networking, troubleshooting and SQL database skills.

Steven worked independently and performed well under stress, and is always willing to do what it takes to get the job done.

I would recommend Steven for any position that require his skills.

Sincerely,

Mike Sardinha



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President  
CatSquared

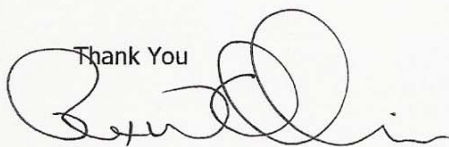


501.328.9178 · Fax: 501.328.9148  
P.O. Box 666 · Conway, AR 72033

April 8, 2005

To Whom It May Concern:

This letter of recommendation is for STEVE HAYES. Steve worked with us and directly for me from January through March of 2005. During that time I observed Steve's network skills and programming knowledge first hand and I have seen none better in my 34 years in this business. He accompanied me on several client site visits during that time frame. His dedication to the company and his people skills were flawless. His skill set was a definite asset to this company and I am sorry to see him leave.

Thank You  


Rex Oliver  
Project Manager  
Global Support Division  
501-328-9178