



CAPRICORN SYSTEMS INCORPORATED

The Harkins Group

293 Turnpike Road, Suite 709, P. O. Box 1386, Westborough, MA 01581 Phone/Fax (508) 616-9292
JHarkins@TheHarkinsGroup.com <http://www.TheHarkinsGroup.com/CSI>

January 1, 2003

To Whom It May Concern:

Following is my resume current through the above date. If you are interested in obtaining my services, please do not hesitate to contact me by email at JHarkins@TheHarkinsGroup.com or by calling me at (508) 616-9292.

Sincerely,

Joseph G. Harkins, Jr.
President



CAPRICORN SYSTEMS INCORPORATED



293 Turnpike Road, Suite 709, P. O. Box 1386, Westborough, MA 01581 Phone/Fax (508) 616-9292
JHarkins@TheHarkinsGroup.com <http://www.TheHarkinsGroup.com/CSI>

Professional Profile
Joseph G. Harkins, Jr.
JHarkins@TheHarkinsGroup.com

Mr. Harkins has nearly 30 years of IT experience covering nearly every kind of hardware and software which IBM makes or has made. He has a strong technical background which stems from his WPI Computer Science Degree and his experience as a Systems Auditor and Systems Programmer. The first few years of his consulting experience were spent in an environment which required strong customer relations and application system design skills. As a result of these skills and his technical expertise, he has been employed, or on contract for, over 99.5% of that 30 years. He works equally well as part of a team or as an independent consultant in the organization. The best interests of the customer always come first. He has excellent people skills, is exceptional in a crisis situation, and prefers tasks that challenge his technical skills and application knowledge. In the face of new or unfamiliar technology, he is an extremely quick learner.

A DETAILED SKILLS MATRIX IS AVAILABLE ON THE NEXT PAGE

Clients / Employers The Stride Rite Corporation, Tuthill Corporation (formerly Coppus Engineering Corporation), Springfield Terminal Railway, Gemini Food Industries, Acumeter Laboratories, Sullivan Garrity and Donnelly Insurance, The Faxon Company, Worcester County Probate Court, Filenes, Commercial Union Insurance Company, Sanders and Associates (before Lockheed), Analog Devices, Genrad Corporation, Norton Company, and WPI.

Consulting Overview

July 84 to Present **Capricorn Systems, Incorporated**
Owner

Feb. 78 to June 84 **Manufacturers Business Systems, Inc.**
Joined as a consultant, left as a Vice President

SKILL	LEVEL	EXPERIENCE	LAST USED
IBM AS/400 (not including S/38)	ADV	11 years	Current
RPG III	ADV	15 years	Current
RPG/400	INT	2 years	Current
CLP	ADV	15 years	Current
Query	ADV	15 years	Current
SQL	BEG	3 years	Current
Cobol/400	INT	1 year	8 years
SEU, SDA, PDM, DFU	ADV	15 years	Current
ROBOT Job Scheduler	INT	3 years	Current
DBU – Data Base Utility	ADV	10 years	Current
Computer Associates XCOM	ADV	4 years	1 year
FTP	ADV	3 years	Current
Autotune Performance Monitor	INT	2 years	2 years
System Maintenance / PTF Application	INT	2 years	4 years
Security Configuration and Maintenance	ADV	5 years	4 years
SSA BPCS Manufacturing	ADV	10 years	4 years
PkMS Warehouse Mgt Software internals	ADV	5 years	Current
IBM Mainframe	ADV	26 years	4 years
OS/MVS (includes 2 years systems programming)	ADV	22 years	10 years
DOS/VSE	INT	16 years	4 years
Cobol	ADV	27 years	4 years
PL/1	INT	7 years	7 years
VSAM	ADV	16 years	4 years
CICS	ADV	6 years	7 years
Assembler	ADV	5 years	9 years
Easytrieve	INT	4 years	4 years
MicroComputers	ADV	21 years	Current
IBM / Microsoft	ADV	16 years	Current
Windows XP, 98, 95, 3.1	INT	8 years	Current
Office Products (MS, Lotus, Wordperfect)	INT	14 years	Current
Dbase/Clipper Compatible (back to CPM OS)	ADV	18 years	3 years
MS Access, Superbase	BEG	1 year	3 years
Abra Cadabra Payroll	INT	2 years	3 years
Check Guard	BEG	1 year	5 years
Internet	ADV	8+ years	Current
MS Front Page	INT	5 years	Current
Web Design	INT	5 years	Current
CGI / PERL / ASP / Unix	BEG	6 months	3 years
Applications			
Manufacturing Systems (inc. MRP, Lbr Dist, Cost)	ADV	20 years	4 years
Financial Systems	ADV	14 years	4 years
Purchasing / Accounts Payable	ADV	6 years	4 years
Payroll Systems	ADV	20 years	Current
Order Entry / Billing / Accounts Receivable	INT	6 years	4 years
Transportation Systems	INT	20 years	Current
Insurance, Retail, Credit Card, Eng. Support Sys	INT	5 years	7+ years
Foreign Trade Zone Processing	INT	4 years	Current
EDI (Electronic Data Interchange)	INT	4 years	Current

Professional Experience

Following is an overview of accomplishments by client / employer in reverse chronological order. Overlapping dates as a consultant (1978 to present) do not reflect a continuous period of service; rather, it reflects the fact that most clients are repeat clients. Details of activity of contracts and jobs completed before 1990 are available upon request. They have been eliminated because they are largely no longer applicable to today's market.

1997 to Present

The Stride Rite Corporation

Designed and/or developed the AS/400 side of most data interfaces between three warehouses with Manhattan Associates PkMS warehouse management software and multiple host systems. These host systems included two generations of order entry and purchasing, as well as EDI, Foreign Trade Zone reporting, and Retail Systems (JDA). Designed the AS/400 side of an FTP intersystem communication package (primarily with Unix and other AS/400 systems) and also worked heavily with Computer Associates XCOM for mainframe communications. Designed and implemented procedures which allow the order entry and warehouse systems to self-audit each other. Played a key role in the design of all systems which needed to interface with the AS/400. Instrumental in the design of warehouse ticketing, POE order fulfillment, and inventory partition functions. Interacted with external auditors, Stride Rite customers, and various software and hardware vendors, as needed. Provided support to many users with application and business issues and technical support to all parts of the IT organization. Also, early on, developed report management interface for AS/400-based Computer Associates financial systems and modifications to mainframe A/R programs.

1982 to present

Springfield Terminal Railway (formerly Boston & Maine RR)

The first task here (in an IBM Mainframe environment) was to automate the payroll entry for employees who operated the trains. These employees were being paid under a very complex and convoluted set of rules established as a result of labor contracts and railroad policies which evolved over the years. After the first three months, Phase I was complete and the timekeepers were doing their own data entry with the new software. This eliminated the need for separate data entry, a savings of \$100,000 per year. After several additional phases, the software evolved to the point where the complexity was handled by a table-driven program and data entry was relatively simple. The software was also easily adapted for use by the Maine Central Railroad and The Delaware and Hudson Railroad which had become integrated with the B&M into the Guilford Transportation Industries family. For the Safety Department, developed a comprehensive data collection and reporting system for tracking railroad accidents, incidents, and injuries. The payroll software was discontinued in 1987 and reactivated in 1990. The

business environment and payroll system had both changed and changes needed to be made to the software. In July 1994, a conversion was undertaken to migrate the mainframe functions to an AS/400. This involved developing a new and simpler payroll system (thanks to much simpler payment rules), a new safety system, and new add-ons to the transportation software which tracks the movement of trains and handles billing.

1981 to 1998

Tuthill Corporation (formerly Coppus Engineering Corporation) Initially implemented a manufacturing subsystem designated APOS (Automated Parts Ordering System), the purpose of which was, simply, to automatically schedule customer orders based on current and future parts availability. In 1984, assisted Coppus in their efforts to integrate a newly acquired company into their existing manufacturing system. In 1987, became involved in the migration of the manufacturing systems from their IBM mainframe computer to an IBM System 38 and later AS/400 using BPCS Manufacturing Software. APOS was rewritten for the new environment. Also assisted in the design and development of new systems for Customer Order Entry and Invoicing, Labor Distribution, Physical Inventory, Forecasting, Engineering, and Human Resources. A significant amount of time in the last few years was in the area of Financial Systems including A/P, Inventory Valuation (Standard Cost, Actual Cost, and LIFO), and automatic feeds to G/L.

1995 to 1999

Gemini Food Industries

Helped locate, install, and implement order processing software suitable for use in the food service industry. Developed custom reports, as needed, and assisted in problem resolution and installation of maintenance releases, as appropriate.

1992 to 1993

Worcester County Ecumenical Council

The task here was to help the council develop specifications for new computer equipment and after funds became available, procure and install this equipment. Work was done at no charge.

1991 to 1992

Acumeter Laboratories

In this, the last two years of Acumeter's existence as an operating entity, the function was to provide sole technical support for the AS/400 and the BPCS software. The software was modified to streamline the day-to-day operation, unattended, with significant effort expended in the areas of inventory and cost. In late 1991, when the end was in sight, the task was to work with Acumeter Management and a consultant who specialized in liquidating troubled corporations. The goal was to accurately categorize and value the inventory and find a buyer. The final act was to convert the key files from AS/400 format to a PC format acceptable to the company's new owner.

1987 to 1995

Sullivan Garrity and Donnelly Insurance

Designed and developed a PC based package which would allow them to maintain records on the employees who wished to purchase nearly any kind of insurance through payroll deduction by their employers. The program was first written in dBase III+ and was later converted to Clipper. This program was recently replaced with a comprehensive insurance product which handled payroll deduction as well as most of the other insurance agency functions.

Education

Bachelor of Science Degree in Computer Science from WPI in 1972