

# Douglas Hahn

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## Summary

My name is Douglas Hahn. I am a software architect, developer, and consultant with extensive experience in developing software to make corporate management easier and more accurate.

Early in my career, I learned the benefits consulting industry from Actuaries and Group Benefit Consultants. In 1990, I established my own business providing specialized, custom software for payroll, human resources, and employee benefits.

Over the years, I have developed software for leading oil and gas companies, telecommunications, supply management companies, mining, pulp & paper, healthcare, universities, construction industry. My responsibilities included all aspects of the development projects including gathering and analyzing data requirements, identifying, and analyzing data integration points, developing the database design, implementing, and converting existing data, designing the software, and coding it, testing, training the users and supporting the implementation of the application.

I work with client management, payroll staff, human resources staff, IT staff, and project manager to develop the software they require.

Many projects were mission critical, like payroll, and many were extremely time sensitive, such as combining employee data from two merging companies so that it could be used in a payroll system. My clients ranged in size from small companies with 10-20 employees, medium sized companies with 200-2000 employees, and large companies and associations with 10,000 to 300,000 employees.

As a consultant, it has been my objective to help companies streamline their systems to automate labour intensive tasks and increase profitability for their individual businesses.

I hold dual citizenship (Canada/United States) that allows me to work in either country.

## Skills

### Programming Languages

VB.Net, C#, ASP.Net, Visual Basic, MS Basic, C/Basic, Advanced Revelation and Revelation, HTML, CSS, JavaScript, MicroFocus COBOL, Angular, Typescript, Windows Scripts, Powershell, .Net (MVC and .Net Framework)

Developing desktop applications for entire career. Developing websites since 1998.

I am a heavy user of Git, but most of my projects are private. I do have a couple of samples of C# programs that demonstrates my programming. You can find it in my GitHub account:

<https://github.com/ptpro-douglashahn>

### Software Architecture

Primarily with client-server architecture. Experience with Model-View-Controller, Entity Framework, and Event-Driven. Object oriented design and SOLID principles.

## **Other Skills**

### Computer Support

Windows, UNIX, Windows Server

### APIs

Open API 3.0 including ADP Workforce Now, UKG Dimensions, UKG Pro, Ceridian Dayforce, Twilio, Google, GoFormz

### Interfaces Written

ADP, Lawson/Infor S3, Workday, General Ledgers, Microsoft Excel, Microsoft Outlook, Microsoft Word, SunLife, Blue Cross/Blue Shield, Great-West Life, Benefit Planners

### Domain Knowledge

Employee Benefits (mostly Canadian, but also US), Actuarial Factors, Actuarial Valuations, Defined Benefit Pension Plan Administration, Group Insurance Administration, Hour Bank Administration, Payroll (Canadian), Accounting

## ***Employment History***

### **Platinum Pro Ltd.**

1990 – present

Job Title: President, Software Developer

Location: Calgary, AB

### **Job Description**

A business owner requires experience in accounting, finance, staffing, legal, insurance, marketing, proposal development, contract negotiation, and extensive problem solving. In assisting clients with their specific requirements in the benefits and consulting industry, it is imperative that the work being undertaken is done with integrity, a solid knowledge of how systems work, industry experience, confidentiality, and a high degree of accuracy.

### **Programming Projects**

- Customizations for various HR systems including ADP, UKG, Lawson/Infor, PeopleSoft, Ceridian, Workday using Import/Export and APIs,.
- Assisted teams to implement new HR systems including ETL (Extract Transform Load) projects, quality assurance of the new system, gap analysis and developing custom systems to fulfill the gaps.
- Project management of all projects for Platinum Pro Ltd.
- Extensive experience in all aspects of SDLC (Software Development LifeCycle)
- Gap Analysis and developing custom software to fulfill those gap requirements including Union contract requirements and corporate management requirements.
- Develop software interfaces to Trust Companies and Insurance Companies, including Canada Trust, Fidelity Investments, Manulife, Sun Life, Alberta Blue Cross, Blue Cross Blue Shield, and Great-West Life.
- Accounting System including general ledger, accounts payable, accounts receivable, estimating, purchase orders, invoicing, payroll (including net-to-gross) and cash flow.
- Developed flexible benefits enrollment systems.

- Conversion of Payroll Data and Benefits Data, using flat files, CSV, tab-delimited, Excel, XML, XSLT
- Overseas Traveller Information System
- Work Order System for motor repair facilities
- Stock Option System for a major oil & gas company
- Hour Bank System (300,000 employees)
- Third-Party Group Insurance Administration Systems (10,000 employees)
- Developed a (CRM) Client Relationship System
- Actuarial Factors Program
- Databases—MS SQL Server, Azure, Oracle, DB2, MySQL, Sybase, Pervasive
- Automated testing routines using Microsoft Visual Studio unit testing. My accounting system has over 18,000 tests.
- Net to Gross payroll interfaces including currency conversion.
- Time Sheet Interfaces for various companies including a Gold Mine, trucking company, oil & gas company, restaurant, performance theatre, and others.
- Training Database
- API Interfaces
  - ADP Workforce Now – Retrieved data from ADP to populate a flexible benefits administration system. The system allowed the employee to log into a website and choose their flexible benefits options. The system would then export the options to ADP.
  - UKG Workforce Dimensions – retrieving employee, timecard, and scheduling data. Updating scheduling data. Retrieving open shifts and transferring the data to an open shift call out system using text messages, emails, and automated voice call outs.
  - UKG UltiPro – Retrieving pay rates, posting deductions for statutory holiday pay, banked time taken, alternate days off, floaters.
  - Ceridian Dayforce – Connecting and retrieving HR data.
  - GoFormz – designed a number of forms for quality tracking procedures for an environmental maintenance company
  - Google – Wrote a system to calculate the driving distances between two locations and feed that data into an expense payment system.
  - Twilio – used Twilio for the Open Shift call out system that sends text messages and automated voice calls to employees eligible to fill the open shift. Checked for job certifications, and strict union seniority rules.
  - Developed a conversion program that will convert JSON into VB.Net and C# class formats for use with APIs.
  - Experience with Postman
- Program Generator and Quality System (generates strongly typed datasets, code for data entry screens and code for testing in VB.Net and C#. It generates on-line documentation and MS Word printed documentation. Tracks quality in development, testing, and delivery.)

## **Crouse Dorgan Consultants**

December 1988 to September 1990

Job Title: Computer Programmer/Actuarial Assistant

Location: Edmonton, AB

Description: Assisted the Actuary, developed statistical investment simulation software, developed group insurance administration system, developed payroll interface programs, Office management duties including payroll, accounting, and IT support.

## **Reed Stenhouse Associates/Alexander Consulting Group (now AON Hewitt)**

July 1983 – December 1988

Job Title: Actuarial Assistant

Locations: Saskatoon, SK, Toronto, ON, Edmonton, AB

Description: Assisted the Actuary, developed actuarial valuation software, developed pension plan administration software, developed group insurance administration software, developed hour bank administration software, and administered defined benefit pension plans.

## **TA Associates (now Summit Insurance)**

Jul 1980 – Jul 1983

Job Title: Actuarial Assistant

Location: Saskatoon, SK

Description: Learned to assist the Actuary, developed actuarial valuation software, developed pension plan administration software, developed group insurance administration software, and administered defined benefit pension plans.

## ***Education***

University of Alberta, Statistics Courses – 1985-1986

One-on-one Actuarial & Pension Plan Training from David Keet, FSA, FCIA – 1980 - 1984

North American Baptist College – 1979 – 1980

Midale Central High School – 1979

- Graduated top in my class – completed 27 credits (only 21 were required)
- Awards – General Proficiency, Mathematics, Science, and English
- Averages – Grade 10 (94%), Grade 11 (92%), Grade 12 (90%)

## ***Courses***

Lawson/Infor – Unix Technical Foundation

Lawson/Infor – Unix System Administration

PeopleSoft – Introduction to Human Resources – U.S. & Canada

SAP - Discovering SAP Business Technology Platform

SAP – Developing with SAP Integration Suite

SAP – Setting up an ABAP Environment on SAP BTP

SAP – Exploring SAP SuccessFactors Solutions

SAP – Managing Clean Core for SAP S/4HANA Cloud

## ***Languages***

English – Fluent

French – Novice

German – Novice

## ***Websites***

LinkedIn - <https://www.linkedin.com/in/douglas-hahn-81996a14/>

GitHub - <https://github.com/ptpro-douglashahn>

## ***Volunteer Experience***

Canadian Blood Services / Red Cross, Edmonton, and Calgary

Blood Donor

Moderator and Board Chairman – Lakeview Baptist Church, Calgary, AB

Responsibilities included: leading board meetings, development of annual budgets, presenting recommendations to the congregation, overseeing the implementation of recommendations as approved by the general membership.