



RASAQ T. GBADAMOSI, MBA, CPP

Rasaq Gbadamosi is a highly skilled Information Management and Business Processes professional with emphasis on Human Resources, Payroll (North America and Global Payroll), Time & Attendance, and Union Requirements. He has over 21 years of proven track record in application design, development and implementation across many industries and the public sector. His hands-on implementation experience includes over 27 full life cycle implementations, 17 systems upgrades, and 20 sub-systems.

Rasaq has provided effective solutions to many clients' needs and assisted clients in developing new processes, improving business operations, and building organizations to support growing and fast-paced environments. He received two awards for innovation and value-added business systems from CEOs of billion dollar companies. He is also a three-time award winner from the American Payroll Association. Rasaq is a member of the Product Advisory Committee for three different HRMS related companies.

PeopleSoft Environments

HARDWARE: Microsoft NT and Unix based Networks, IBM mainframes, IBM PC's,

DATABASES: Oracle, MS SQLserver, SQLbase, Informix

PEOPLESOFT: PeopleTools, PeopleCode, SQL, SQR, Query, Trees, Security, and a solid understanding of the HRMS underlining tables, Global Payroll Elements and Rules Definition.

Relevant Experience (Partial List)

Mr. Gbadamosi's accomplishments include:

- n Designed and led the prototype of PeopleSoft HR, Base Benefit and Global Payroll version 8.8 for three subsidiaries of a Jamaican telecommunication company to eliminate customizations of complex tax routines in the North American Payroll product. **(About 2,500 Employees)**
- n Developed the migration plan from PeopleSoft HR and North American Payroll version 8.14 to 8.3 and subsequently to version 8.8 HR and Global Payroll for a Jamaican telecommunication company. The roll-out to all the subsidiary companies in the 16 Caribbean islands is on-going and expected to complete in December 2003. **(About 5,500 Employees)**
- n Provided 3-months post implementation support for PeopleSoft HR/Payroll version 8.3 and coordinated the rollout of Position Management and Security Tree implementation for one of the world's largest motor manufacturing companies. Also developed the roll-out plan for Plan Salaries for this client. **(About 8,000 Employees)**
- n Performed quality assurance review for PeopleSoft 8.0 HRMS (HR, Base Benefits, Payroll, and the related self-service products) implementation for a multinational telecommunication company. This is part of a company-wide Information

AFRA Consulting & Services, Inc.

12817 Panama Street, Los Angeles, CA 90066

Phone (310) 577-2372 www.afraconsulting.com



Technology transformation to support the growing business needs of the client. The review provided many solutions/options for improving the design and delivery of critical HR/Payroll processes in the implementation. As a follow-on work, led the completion of the implementation of this project (in version 8.14.) for the client. The implemented solution features HR (Applicant Tracking, Recruiting, Personnel Administration with full Position Management, Compensation/Salary Planning, Employee Performance, Training, and Labor Relations/Disciplinary Actions), Base Benefits, North American Payroll, and fully customized Jamaican Tax Calculation. **(About 3,000 Employees)**

- n Developed the migration plan from PeopleSoft 7.5 to 8.0 for a leading aircraft manufacturing company as part of the conceptual design of the eCollaborative solutions (Integrated End-User Service Delivery model – IEUSD) to provide a single solution that allows a secure single-point-of-entry to all employees' and retirees' data including eWorkforce and eContact Center Solutions. **(About 300,000 Employees/Retirees)**
- n Conducted and managed a post-implementation review of two county government entities and provided, as well as implemented, recommendations for data conversion problems, business process improvements for HR, Benefits, and payroll operations that have increased efficiency of the nation's sixth largest county. **(About 6,600 Employees)**
- n Designed, implemented, and managed a county-wide business resumption plan for HR, Benefits and Payroll Departments during the 1999 World Trade Organization meeting in Seattle. This plan was successfully implemented with minimal impact to employees and the county. **(About 20,000 Employees on PeopleSoft, MSA, and Legacy systems)**
- n Successfully managed a complex implementation, and designed the customizations and data conversion for PeopleSoft Payroll (release 7.0) for one of the world's major studios to support regular and residual payments for its employees, actors, and motion pictures union members. The implementation delivered many value-added features that were not available in PeopleSoft products at that time. Additional functions provided include the following:
 - Daily Payroll
 - Front-end databank to gather timecards from four different attendance systems
 - Tracking of the entertainment industry's unique information such as Employees' Occupation Code, Occupational Variable, and complex union rules for pay guarantees.
 - Employee deduction and tax data setup on the fly.

The final solutions for this studio pay about 2.5 million payroll transactions, 500,000 checks, \$400 million payroll, and 35,000 W-2s annually. It supports 20 company-paygroup combinations, many payrolls (Daily, Weekly, Alternating Biweekly, and



Quarterly), different unions and 54 interfaces. **(About 85,000 Employees/Loan-Out Corporations)**

- n Developed and managed a complex prototype for PeopleSoft HR and Payroll systems (release 6.0) for a major staffing company with over 160,000 employees, and offices in all 50 states. The prototype was configured to optimize system capabilities to produce about 30,000 checks weekly. **(About 160,000 Full-Time/Temporary Employees)**
- n Led the implementation of PeopleSoft Payroll (release 3.2) and designed all the interfaces/customizations for a global financial company and its US subsidiaries. Retrofitted PeopleSoft 5.1 to 3.3 for 1996 year-end reporting to ensure tax compliance. Also, developed and implemented HR/Payroll Business Resumption Plan for this multi-billion dollar financial company. The plan was successfully used in resuming HR/Payroll operations and minimizing impact to employees and the firm during a major system crash. **(About 22,000 Employees)**
- n Evaluated a Southern California client's IT Strategy, methodology and practices and recommended approaches and alternatives to improve its project management techniques and practices for effectiveness and efficiency.
- n Managed the systems evaluation, selection, implementation and rollout for a \$5 billion retail drug chain as part of a merger between two retail drug companies with over 60,000 employees in about 1,000 stores. Also, as the functional lead, configured the based application, designed the customizations for Rate and Step Progression, and led the systems testing and roll-out. This peak time implementation was successfully completed on time to allow the new company to meet its year-end and regulatory reporting. **(About 75,000 Employees)**
- n Managed the evaluation, selection, training and implementation of a new Workers' Compensation system (COMP2000) for a retail drug chain. The project provided the company the opportunity to bring the Workers' Compensation Administration function in-house. Also, designed and developed interfaces from the Workers' Compensation system to the HRMS and Financial systems. The implemented solution saved over \$500,000 in the first year. **(About 45,000 Employees)**
- n Developed a payroll system for a London-based marketing firm to calculate employees' pay, taxes (PAYE), National Insurance Contribution (NIC), Statutory Sick Pay (SSP), and Statutory Maternity Pay (SMP). **(About 100 Employees)**
- n Redesigned, developed and implemented Agents' Commission Systems for a Los Angeles based insurance company for year 2000 compliance. **(About 5,000 Employees/Brokers)**
- n Redesigned and managed the overall testing and implementation of the Union Health and Welfare system for a retail drug chain. These enhancements provided



the capabilities to better administer union agreements and saved the corporation thousands of dollars in contract violation penalties (annually). (**About 45,000 Employees**)

- n Designed and implemented a Bad Check Prevention system to interface with two Banks. This project eliminated "GHOST" payroll, and accounts payable check fraud.
- n Managed, designed and developed interfaces from various HRMS packages (including PeopleSoft) to the following systems.
 - Public Employees Retirements System (PERS)
 - BottomLine - Check Printing System
 - FLS – Payroll Tax Administration (prior to partnership with PeopleSoft)
 - ADP – HR and Payroll Data Conversion
 - ProBusiness – Payroll Tax Interface
 - TimeKeeper (and many others) – Time and Attendance System
 - Solomon GL System – Payroll (Expenses) Interface
 - Solomon Account Payable System – Garnishment (Checks) Interface
 - Hewitt (3rd Party) System – Benefits (Deductions and Loans) Interface
 - Vanguard (3rd Party) System – Benefits (Deductions and Loans) Interface
 - Putnam (3rd Party) System – Benefits (Deductions and Loans) Interface
 - Prudential (3rd Party) System – Benefits (Enrollment and Eligibility) Interface
 - Frick Unemployment (3rd Party) System – Unemployment Insurance Interface
 - Bank of America (3rd Party) System – Check Reconciliation Interface
 - Bank of America (3rd Party) System – Direct Deposit Interface
 - Chase Manhattan Bank (3rd Party) System – Check Reconciliation Interface
 - Chase Manhattan Bank (3rd Party) System – Direct Deposit Interface
 - ANACOMP (3rd Party) System – Reports data for Microfiche
 - Agent Earnings System – Agents' Earnings and Deductions Interface

The industries in which Mr. Gbadamosi has specific experience include consulting, entertainment, financial services, retail, staffing, health care, telecommunications, public sector, and higher education. His clients include:

Boeing	Paramount Pictures
Transamerica Corporation	Remedy Temp Inc.
Rite-Aid / Thrifty PayLess Inc.	Metro / King County
Executive Life Insurance	First Delaware Life Insurance Co.
West Coast University	United Merchandising Co. (Big 5 Sporting Goods)
L. A. Dept. of Water & Power	Corio, Inc.
Cable & Wireless, Jamaica	Adjoined Consulting

Professional Background

Prior to founding AFRA Consulting, Mr. Gbadamosi was a Senior Manager with one of the "Big-4" consulting firm and was part of the management team that established PeopleSoft Practice for the Pacific SouthWest region.



As a vendor, he provided payroll and payroll taxes outsourcing services for West Coast University to pay and report wages and taxes for its 2000 employees.

As a contract employee for Thrifty Corporation, he worked with different consulting firms to develop and implement strategic and integration plans to migrate Thrifty's and PayLess' HRMS and Financial systems to Software 2000 (Infinium) systems. The consolidation project was praised by the management as one of the biggest factors for the success of the merger.

Also, at Thrifty Corporation, he managed the integration of Executive Payroll with in-house HR and Payroll systems. This project eliminated the quarterly and year-end manual procedures to consolidate data for governmental and internal reporting

Mr. Gbadamosi holds a Master of Business Administration degree (MIS and Finance) from West Coast University in Los Angeles. He is an active and certified member of American Payroll Association, Institute of Human Resources Information Management and American Compensation Association. He is an advisory member for different IRS' projects sponsored by STAWRS – Simplified Tax and Wage Reporting System.

Skills Definition

Mr. Gbadamosi's skills include project management, JAD/RAD implementation, requirements definition and package selection, large-scale system integration testing, HR, Payroll and Benefits process improvement.

Skills & Training

- PeopleSoft V3.x, 4.x, 5.x, 6.x, 7.0, 7.5, 8.0, 8.3, and 8.8

Functional

- HR
- Payroll (North America)
- Payroll Interface
- Global Payroll
- Base Benefits
- Benefits Administration
- Time & Labor
- General Ledger
- Accounts Payable
- Tax upgrade & Year-end processing

Technical

- PeopleTools I & II
- PeopleCode
- SQR/SQL
- Query

- Other Payroll and HR Related Packages
 - Software 2000 (HR, Payroll and Benefits)
 - Integral (HR, Payroll, Benefits, GL and A/P)



MSA (HR, Payroll and Benefits)
Ramco HRMS (HR, Payroll and Benefits)
COMP2000 (Marathon) Systems
Kronos (Time & Attendance)
CETEC (Time & Attendance)
FLS (Payroll Tax and Year-End) Systems
BottomLine Technologies (Checks/W2 Printing)

- Project Management
- Foreign Languages
- International Experience