



Creating Cohesive Information Technology Environments

Onyx Spectrum Technology, Inc.

78 Fisher Avenue
Boston, MA 02120

Email: info@onyxspectrum.com

Phone: 617-407-2826

Fax: 617-507-0779

HUBZone Certified

Certified M/WBE – SOMWBA

Certified DBE – Federal Transportation

Certified MBE – NMSDC, Greater New England

SBA Emerging 200 (e200) Graduate

Onyx Spectrum Technology, Inc. is a Professional Services Firm, designed for businesses and government agencies facing complex compliance, organizational, and information management needs. We optimize and align IT policies, strategies, practices and systems, whether working alone or in partnership with complementary providers. Unlike most IT practitioners, Onyx has deep expertise in, and responds holistically to, the full spectrum of regulatory, risk, security and information management imperatives driving the need for organizational change and compliance with mandates.

Company Overview

Onyx Spectrum Technology provides IT Professional Services to Government, Construction, Transportation, Healthcare and Biotech organizations.

Our Mission is to support efficient knowledge exchange, business process improvement, and technology implementation by bringing to bear our talent, teamwork, experience and expertise resulting in policies and plans that enhance data security, insure compliance and create cohesive and cooperative information environments that meet or exceed business requirements.

Onyx Spectrum Technology partners with its clients to achieve process improvement and enhanced security through the efficient use of technology. The Onyx team, leverages technology, software development, project management, and business process analysis experience to integrate and streamline processes across departments and locations to reduce errors, supporting quality improvement, improve security and information sharing.

Onyx Spectrum Technology, Inc. is listed on the federal CCR, SBA & Pro-Net databases, we are certified as an MWBE and Federal DBE (Transportation), and we are certified as an MBE by the Greater New England Minority Supplier Diversity Council (NEMSDC). We have engaged in business with the Massachusetts Bay Transportation Authority (MBTA), the Virginia Lottery, several construction, healthcare & biotech organizations and the MA Executive Office of Transportation (members of our leadership team completed the BPM and built the web-based Truck Permitting System for the Commonwealth which resulted in capturing and documenting over 2 million dollars in transactions for the Commonwealth in its first year of operation. The solution is currently in operation and is maintained by the EOT).

Products and Services

Onyx Professional Services

With experience in the public sector, corporate and non-profit industries, our professionals bring business acumen, professional standards and advanced knowledge to the table.

- Application Integration
- Application Set-up
- Business process analysis & design
- Computer Forensics
- Customer self service evaluation & enablement
- Database creation
- Database Integration / Customization (Microsoft, SAP, PeopleSoft)
- Electronic evidence discovery / Investigations
- Graphical User Interface (GUI) Design and Development
- Information Security Audits
- Implementation support
- Portal evaluation and governance
- Project and program management
- Risk management (Documents, systems, research)
- Regulatory Compliance (PCI, Construction, Human Resources, Healthcare / Biotech)
- Security Awareness Training
- Service oriented architectural consulting
- Software asset management
- Software Evaluation
- Software Integration Consultation

Data Security & Risk Management Solutions

Data security, Training, and having the right policies and procedures in place are critical to keeping your organization on top to the ever changing and evolving security & risk landscape. When your team members and staff are aware of their security responsibilities, industries' trends and have clear guidelines to follow, your organization will increase its protection from threats and improve its compliance position. We've developed in-house solutions based on National Institute of Standards and Technology (NIST) guidelines on Information Technology (IT) Security Training (SP 800-16 and 50). We can also help your organization prepare for the implementation of Executive Order 504 which is scheduled to go into effect in the Commonwealth of Massachusetts during the first half of 2009. Our services and training programs will support your organization's preparedness and keep you ahead of the curve.

- Computer Forensics
- Security Awareness Training
- Regulatory Compliance Consulting (State & Federal)
(PCI, Construction, Human Resources, Healthcare / Biotech)
- Information Security Audits
- Risk Management (Policy & Procedure development)

Document Management Solutions

It's not just about going paperless! If you have documents there are clear potential benefits to implementing sound policies & procedures for the handling of company documents. We can custom design a solution that will help you manage all security, compliance & efficiency requirements and be friendly to the environment. Let Onyx show you how document management can help to minimize your risk and exposure, put you in compliance and save in time and money. Go Green!

- Document audits
- Policy & Procedure Development
- Document storage
- RFP development & RFP process management services
- Electronic Document Management

Vendor & Workforce Compliance Management Solutions

Onyx Spectrum Technology has incorporated best in class web-based compliance management tools into our suite of services providing our clients with the comprehensiveness that is required to support a successful compliance program. Onyx Spectrum Technology is a certified partner with – B2GNow and LCPtracker.

- Contract Compliance
- Vendor Certification
- Insurance Management
- Outreach Management
- Concession Compliance
- Certified Payroll Management

Internet Based Human Resources Services

Competition for the best talent, the need to keep employees engaged and informed, and the necessity to provide a seamless and positive recruitment, hiring and on-boarding experience all demand that human resource departments leverage web functionality.

Onyx Spectrum Technology will guide your human resources department to identify and select the best approaches and web-based tools ensuring a smooth transition to and implementation of self service using the Internet.

- Project / Program Management
- Software Evaluation
- Business Process Documentation
- Technology Strategy Development
- RFP / RFI Development
- IT / HR Communications Management
- Business Case Development
- Organizational Development Consulting

Associations:

American College of Healthcare Executives (ACHE)
Conference of Minority Transportation Officials (COMTO)
Content Management Professionals, Inc. (CMPPro)
International Society of Six-Sigma Professionals (ISSSP)
Massachusetts Minority Contractors Association (MMCA)
Massachusetts Technology Leadership Council (MTLC)
National Association of Health Services Executives (NAHSE)

Awards & Recognition:

2005 Business World Summit – Leadership Excellence Award
Presented by Unity First.com and the African American Newswire

2005 Global Diversity Group – Entrepreneurial Achievement Award – New England
Presented at the 2005 Tour for Success – Tony Brown

2005 NFTE Fifty Award
Presented by the National Foundation for Teaching Entrepreneurship

February / March 2005 Unity First Magazine: Celebrating Women of Excellence Issue

March, 2002 Black Enterprise Magazine
One Size Does Not Fit All

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*Onyx Spectrum Technology, Inc is a HUBZone Certified,
Minority & Women Owned Business Enterprise*

Representative Clients

- Blue Cross Blue Shield of Massachusetts (Healthcare / Insurance)
- Boston Campaign for Proficiency (Non-profit)
- Boston Medical Center (Healthcare)
- Clinical Data, Inc. (Healthcare / Biotech)
- Harvard University (Education)
- LH Daniels & Associates (Construction)
- Janey Construction, Management & Consulting (Construction)
- Massachusetts Bay Transportation Authority - MBTA (Transportation / Government)
- Massachusetts Executive Office of Transportation and Construction
- Massachusetts Minority Contractors Association (Construction)
- Molecular Insight Pharmaceuticals
- Museum of African American History (The Arts)
- National Forum for Black Public Administrators
- One United Bank
- TWA Restaurant Group (Kansas) (Food / Beverage)
- Virginia Lottery
- United States Agency for International Development (USAID)
- US Veterans Administration – Boston Healthcare System

Selected Capabilities Overview

Contracting Activity: Consulting / Business Process Documentation & Review

Summary of Contract Work:

- Performed assessment of current HR business processes
 - Reviewed all existing forms, reports & documents
 - Created information gathering processes & interview questions
 - Interviewed HR Recruitment, HRIS, Training & Management team members
 - Compiled summary information
 - Documented “current state” process flows
 - Produced a list of recommendations including short term projects (quick hits) to meet stakeholder requirements
- Created presentations for CEO, Vice President of HR and Executive Team

Contracting Activity:

Project Management / Implementation of improvements to current HRIS System (SAP)

Summary of Contract Work:

- Managed & directed the activities of a multidisciplinary project team.
- Directed related project activities of IT, HRIS and Recruitment and provided resources for the implementation of the following:
- Resume upload – reconfigured SAP to enable candidates to upload their resumes in multiple formats and to facilitate the viewing of resumes in their intended format.
- Advertisements – created a tool that will track the connection between advertisements and how the applicant heard about the position. Enables the measurement of Return on Investments (ROI) for advertisements.
- Qualifications – Developed tool which enables recruiters to electronically filter applicants according to the minimum qualifications of a position, based on the information applicants provide in the on-line application.
- Created presentations and ROI information for CEO, Vice President of HR and Executive Team

Contracting Activity:

Developed Request for Proposals (RFP) - Web-based Enterprise Software Application to enhance the recruitment, hiring, and on-boarding processes, manage bid process and vendor negotiations.

Summary of Contract Work:

- Designed draft document.
- Met with all HR Directors, recruitment, training and IT project team members to validate system and vendor requirements
- Made recommendations for bid / vendor interview process and scoring.
- Developed requirements to create vendor "invitation to submit proposals list".
- Researched vendors and systems that met pre-requirements.
- Managed review of submitted proposals.
- Managed vendor presentations to HR (Employment, Recruitment & Training), Hospital Managers and Executives.
- Developed presentation attendee survey instrument, compiled results and reported to project team.
- Managed vendor selection process and contract negotiations.
- Made recommendations re: key items in contract related to data, security and vendor response times.
- Created presentations and ROI information for CEO, Vice President of HR and Executive Team

Contracting Activity:

Project / Program Management, Vendor Relations & Systems Implementation / Integration

Summary of Contract Work:

- Project / Program Management for the implementation of the Taleo Enterprise Web-based System for Recruitment, Hiring and On-boarding to integrate with existing SAP system & data.
- Managed activities of project team and vendor resources.
- Provided quality assurance management.
- Prepared reports and managed tasks, timeliness & budget.
- Provided supplemental subject matter expertise and programming support for IT & HR.
- Worked with vendor to establish milestones and project communications plan.
- Managed all of the system configuration activities including: data definition and categorization, task planning, integration design, process review, data validation and quality assurance.
- Worked with HR Training & Development & Vendor to create in-house training for new employee managers and HR staff.
- Created presentations and ROI information for CEO, Vice President of HR and Executive Team
- Managed the Graphic User Interface design process and visual (graphic) design process for HR Career Portal
- Managed all "go-live" activities for the external candidate, allied health and internal candidate portals.

Contracting Activity:

International Criminal Investigative Training Assistance Program
Sr. Cyber crimes technical ADVISOR, U.S .Dept of Justice, U.S. Embassy –Jakarta, Indonesia

Summary of Contract Work:

- Scope of work includes the establishment of a plan designed to assist the Indonesia National Police Criminal Investigations Unit to develop an effective enforcement capacity to prevent, interdict, and investigate cyber crime.
- Tasks include conducting an assessment of the Indonesian National Police precise organizational, training and equipment needs and the evaluation of the Computer Crime Unit personnel.
- Established innovative strategic partnerships with local training institutions suitable to support the technical training needs of the INP. Developed innovative training initiatives designed to increase the analytical and technical investigative skills of the INP/CCU personnel.
- Developed and fostered dynamic relationships with relevant parties including DOJ Criminal Division- Computer Crime and Intellectual Property Section, State Department Economic Section, The ASEAN Secretariat and USAID as well as many government, civil organizations, and academic institutions.
- Designed and supervised the renovation of the INP general office space that includes a computer forensic lab and a major upgrade of computer technology designed to support the INP/CCU investigative operations.
- Facilitated the development of policies and procedures that established the parameters for the operations and function of the computer forensic unit with a focus on personnel, administrative considerations, case management and evidence management.

Contracting Activity:

Web-based truck permitting system - Deployment of a State Permitting System that will be comprehensive, improve and support the business process and workflow of the Truck Permitting process, improve the level of customer service, overall responsiveness and be easy to use by the citizens.

Summary of Contract Work:

The initiative was to build a web based application and systems infrastructure that would support the processing, tracking, notification, and issuance of Truck Permits for Non-Reducible Loads in Excess of Legal limits.

While that effort was the focus of the development of a Web based permitting application, the system also offered the following systems improvements to EOTC/MHD and supported agencies:

1. MHD Fiscal Reconciliation process improvement and reporting tools
2. Assist in the elimination of the manual paper-or fax -based process for reviewing and issuing permits.
3. Allow EOTC/MHD truck permit administrators and other authorized agencies to evaluate and process a greater volume of truck permit applications.
4. Reduce the average time required to process a permit request.
5. Provide an automated delivery of most credentials and supporting documentation.
6. Reduce labor requirements for review of overweight vehicles due to automation improvements.
7. Help the MHD truck permit managers to process more permits without staff increases.
8. Streamline workflow between MHD/EOTC and motor carriers.

Main areas of responsibility included:

1. Solutions Architect and Project Management
 - a. Define and validate Project Scope (e.g. clarified project request, conducted needs analysis; identified project priorities and led requirements definition process)
 - b. Design and define the application infrastructure.
 - c. Design and define the application architecture.
 - d. Design and define the Fiscal Reporting modules.
 - e. Review and approve the application SQL database design
 - f. Review and approve development and deployment methodology
 - g. Provide technical leadership and Project Management in the areas of infrastructure architecture, software frameworks and UI architecture.
 - h. Testing of component interface and signing off for client User Acceptance Testing
 - i. Supporting and managing application production activities

Procurement Vehicles

Onyx Spectrum Technology, Inc. is certified as the following:

- HUBZone Certified
- SOMWBA M/WBE
- DBE (Federal Transportation)
- MBE – National Minority Supplier Development Council, Greater New England
- SBA Emerging 200 (e200) Graduate

Our strategic partnerships enable Onyx's services to be purchased through the following:

- ITSO7 State Blanket Contract, Commonwealth of Massachusetts
- Federal HubZone
- Federal Service Disabled Veteran Owned business enterprise
- Federal 8a Program

NAICS Codes:

- 518210 - Data processing services
- 519120 - Libraries and Archives
- 541511 - Custom Computer Programming Services
- 541512 - Computer Systems Design Services
- 541519 - Other Computer Related Services
- 541611 - Administrative management and General Management Consulting Services
- 541612 - Employee assessment consulting services, Human resource consulting services, organization development consulting services, personnel management consulting services
- 541614 - Efficiency management (i.e., efficiency expert) consulting services, inventory planning and control management consulting services, operations research consulting services
- 541690 - Security consulting services
- 541720 - Behavioral research and development services, Business research and development services
- 561611 - Investigation Services (database, pci compliance, cybercrime)
- 611699 - All Other Miscellaneous Schools and Instruction
- 624190 - Individual and family social services, multi-purpose, counseling services, referral services for personal and social problems

Onyx Spectrum Technology's core technical team holds certifications in the following:

- SAP
- Oracle Certified Associate, Oracle Database 10g DBA OCA
- Microsoft Certified Business Management Solutions Specialist
- Microsoft Certified Professional
- Cognos 8 BI Authoring Product Professional Cognos certification Program
- Cognos ReportNet Modeling Product Professional Cognos Certification Program
- Cognos ReportNet Authoring Product Professional Cognos Certification Program

Leadership Team

Onyx Spectrum Technology has assembled a Leadership Team with a strong commitment to high quality service delivery, have a depth of experience and who contribute to managing the growth and direction of the company.

Adrienne R. Benton, MSHHA **Founder, President & CEO**

Adrienne is Onyx Spectrum Technology's Founder, President & CEO. As an operations and project management professional, Adrienne has held a number of administrative positions within large complex healthcare organizations and is a co-Founder and former partner at a Massachusetts based software development firm with clients in the government and private sectors. Adrienne has developed and implemented software solutions with vendors to improve business operations and has served as project manager on several major web and technology infrastructure projects. Adrienne guides Onyx Spectrum Technology's strategic planning initiatives and is responsible for adherence to the organization's mission in all aspects of service delivery.

Adrienne has consulted with a number of healthcare organizations, construction firms and transportation agencies concerning regulatory compliance and business process improvement and has lead teams in the execution of services related to the implementation of enterprise wide data management systems, system assessments and compliance audits.

Adrienne has lead Onyx since its founding in 2004 and developed a strong list of clients including, the Boston Medical Center, Massachusetts Bay Transportation Authority, Clinical Data, U.S. Veterans Administration.

In addition to her business pursuits, Adrienne has served as a preceptor for the Harvard School of Public Health, served on several academic panels at the Boston University School of Management and has participated in a number of panels on the topic of entrepreneurship.

EDUCATION

University of Alabama at Birmingham
Birmingham, AL
Master of Science, Hospital & Health Administration

Rutgers University (NCAS), Newark, NJ
Bachelor of Arts, Urban Planning / Public Health

**Martin Luther King, Jr. Center
for Non-Violent Social Change, Inc.,**
Atlanta, GA
Certificate: Theory of Non-Violence and Social
Change

Seton Hall University School of Law,
South Orange, NJ
Certificate: Pre-Legal Studies

Leadership Team – continued

Windsor Lindor, BS **Chief Technology Officer (CTO)**

Windsor serves as Onyx Spectrum Technology's Chief Technology Officer. Windsor has 20 years experience in Information Technology and Systems Development as well as over 10 years experience in business process engineering, design, technology and project management.

Windsor has served as Solutions Architect for Epiphany Software Corporation where he engineered, and managed the business, and technical solutions for five Internet based applications (CRM). He has worked in a variety of industries including CRM Software, Sales Automation Tools, Financial Services, Professional Services, Business Consulting, Insurance and Government. Before joining Epiphany, Windsor was the Senior Consultant at Inacom/Vanstar, responsible for moving the growing company into new technology standards and new facilities.

Additionally, Windsor was the Technical Manager of Professional Services at Atlantic Duncans International (now Optimos), where he directed the resources for Lotus Notes/Domino Development, Third Party Vendor Management, Oracle, SAP, and Web Development environments. He also held a succession of positions at Lotus Development where he was involved in corporate Lotus Notes Network development, communications and workgroup database development.

EDUCATION

Leadership Strategies Institute, Atlanta, GA
Certification in Effective Consultation

Northeastern University, Boston, MA
Certification in Data Communication

Northeastern University, Boston, MA
Bachelor of Science in Computer Science

Valerie Thompson, PhD **Vice President, Professional Services**

Valerie serves as Onyx Spectrum Technology's Vice President of Professional Services and has over 14 years experience with major Fortune 100 companies in both Financial Management and Business Management. Val is always interested in working with companies that consider Information Technology and Diversity to be important strategic differentiators.

Experienced in Financial Management, Strategic Planning and Program Management, Val is client centered, an excellent leader, team-player and influencer.

Valerie completed her undergraduate degree in economics, at Harvard University. She has also completed a masters in business administration and a doctorate in Business Management, which culminated in the creation of a Leadership Development curriculum for corporate executives.

In the last several years, Val has been a board member for non-profit organizations such as Noble and Greenough School and The Commonwealth Institute, performing extensive business planning roles for each. She's an active member of the Metrowest Chamber of Commerce and a recent president of the local chapter of Business Networking International.

Leadership Team - continued

EDUCATION

Southern California University for Professional Studies, Santa Ana, California
PhD Business Management

Northeastern University, Boston, MA
Executive MBA, (18 month program)

Digital Equipment - Financial Development Program, Massachusetts
(3 year program, graduate-level curriculum & job training). PLUS extensive corporate training in Management, Business Reengineering, Leadership and Management Information Tools

Harvard University, Cambridge, MA
BA Economics, Advanced Standing (3-year degree)

Michael L. Woodson, MCJ · MECM · CAMS · CEH · CHFI **Vice President, Risk & Security Compliance Services**

Michael serves as Onyx Spectrum Technology's Director of Risk & Security Compliance Services. Michael is a consulting professional with over twenty years international security experience in IT Managed Security environments, business operations and financial services. He has extensive experience in Europe and Asia, with efforts including proposal development and support, advising on required infrastructure in-country to support client worldwide operations. Michael has provided consulting to the US Department of Justice security compliance division, produced off shoring strategies for private and government entities, provided vendor assessments, and implemented industry best-practices. As Director of Risk & Security Compliance Services, Michael supports the delivery of Onyx's Electronic evidence discovery / Investigations, Information security audits, Risk management and Software asset management services.

CERTIFICATIONS:

Certified Anti-Money Laundering Specialist
Certified Ethical Hacker
Certified Hacker Forensic Investigator

PROFESSIONAL DEVELOPMENT:

Response and Discovery, Computer and Enterprise Investigations, Forensic Network Essentials Advanced Training, Internet Crimes, Computer Forensics, Financial Records Examination and Analysis, Internet Investigations Training, FBI Academy Basic Data Recovery and Analysis School, Investigation of Computer Crime, Investigations of High Technology and Internet Crime, Criminal Investigation in Automated Environment, Introduction to Anti- Money Laundering and Investigations, Project Management, Issues Related to Computers and Child Exploitation, Search Warrants, Corporate Espionage, Intellectual Property Theft, Seizure / Processing of Personal Computers, Financial Investigations Practical Skills Training, BotNet Investigations , Child Exploitation Investigations, and PCI implementation.

PROFESSIONAL AFFILIATIONS:

Member / Past President, High technology Crime Investigators Association, New England Chapter
Member, Information Systems Security Association (Associate Board Member)
Member, Information System Audit and Control Association
Member, International Association of Computer Investigative Specialists
Associate Member, Association of Certified Fraud Examiners
Member, Association of Certified Money Laundering Specialist
Member, The Institute of Computer Forensic Professionals
Member, High Tech Crime Consortium

Leadership Team - continued

EDUCATION

MA in Economic Crime Management. Concentration: Information Security & Fraud Management,
Utica College
MA in Criminal Justice, *Boston University*
BS in Communications, *University of Massachusetts-Dartmouth*

Katherine T. Hall, PhD **Senior Analyst** **Biotech / Healthcare**

Katherine is a scientist and researcher and serves as Onyx Spectrum Technology's Lead Consultant for Grants, Research, Information Management and Process Methodology. Katherine has over 15 years experience as a research scientist and information management specialist.

Katherine has worked for, Millennium Pharmaceuticals, Wyeth, Dana Farber Cancer Institute and Baxter Healthcare where she lead teams, successfully identified and pursued grant opportunities and spearheaded process improvement initiatives.

EDUCATION

EMERSON COLLEGE – Boston, MA
M.A. in Media Arts

HARVARD UNIVERSITY – Cambridge, MA
Ph.D. in Microbiology & Molecular Genetics

UNIVERSITY OF MIAMI – Coral Gables, FL
Bachelor of Science in Biochemistry

Gloria D. Kinkead, MSCJ **Senior Analyst** **Government & Law Enforcement**

Gloria serves as Onyx Spectrum Technology's lead project analyst for Government & Law Enforcement. Gloria is a law enforcement professional with over 21 years experience in systems training, computer aided dispatch, mobile data terminal (MDT) strategic planning & implementation, gathering of geographical information for input into CAD & GEO files. Gloria has also served as a Domestic Violence Detective and General Investigative Detective.

EDUCATION

Anna Maria College, Paxton, Massachusetts
Masters of Science, Criminal Justice

Anna Maria College, Paxton, Massachusetts
B.A, Criminal Justice (Honors)

Quincy College, Quincy, Massachusetts
Associates, Criminal Justice

Member:
High Technology Crime Investigation Association (HTCIA)

TRAINING

- ◆ Investigation of Computer Crime.
- ◆ National White Collar Crime -"FREA"
(Financial Records Examination & Analysis)
- ◆ National White Collar Crime -
Basic Data Recovery & Analysis course.
- ◆ John E. Reid (The Reid Technique) on Interview
and Interrogation (Advanced Course).