November 11, 2018

Keith Schnebly

Arlington, MA 02474

Dear Arlington Tree Committee Chairs,

I would like to offer myself and my services as a member of the Arlington Tree Committee. I have attended meetings over the last year or so and intended to submit my application for a while now. Now is the time.

As I have mentioned in the meetings, I am very impressed by the Committee's overall efforts to create a healthier environment in the Town of Arlington and specific actions to create the Town Tree Survey, Inventory and Tree Management Plan and improve and increase the Town tree planting. I would like to be a more integral member of these efforts.

I have back ground in IT systems working in Health Care and Publishing companies and certifications and long experience in Project Management. I cannot explain why I have such a strong interest in tree conservation but I know I saved a maple sprout from my dad's lawn maintenance at a very young age and watched that maple grow with him over the following 15 years or so before I left home. My mother worked tirelessly in our home township to incorporate tree planning government processes. I have also watched sadly as tree blights have claimed a giant 400 year old elm a great many of my friends and family loved as well as many other species of tree in our town, state and country.

As I said, it is time. Please consider my application for the Arlington Tree Committee.

Sincerely,

Keith Schnebly

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Arlington, MA 02474

QUALIFICATIONS

25 years of experience leading large scale IT and automation projects, and 15 years of life sciences experience. Success bringing diverse groups of stakeholders together to understand goals and needs and then to design and implement systems while satisfying complex compliance requirements. Currently lead Sanofi's – IDEAS – Manufacturing Automation & Execution Solution Center project teams charged with delivering Process Automation systems for Biologics and Pharma Manufacturing operations. Have lead teams building industrial applications, web based e-business, security, intranet and legacy integration solutions. Significant experience using Structured and Agile project management methodologies to accelerate development while improving quality and team dynamics.

Leadership	Effective leadership of large, multi-functional teams
Customer Orientation	History of highly satisfied customers.
Strategic Vision	Business Capability Architect - Long Range Planning
Adaptability	Using technology to meet business needs.
Hands-on Experience	Technical background and aptitude

PROFESSIONAL EXPERIENCE

Sanofi, Westborough MA   2016 to current

Associate Director – IDEAS – Manufacturing Automation & Execution Solution Center
Lead project teams to deliver Manufacturing and Quality Systems to Industrial Operations at Sanofi Biologics, Pharma and Chemistry sites. Work with Sanofi Finance Management teams to deliver financial results within budget targets. Deliver systems and improvements in the following areas:

- IT Manufacturing Automation – Core and manufacturing site systems for Data Historian, Manufacturing Execution (MES)and Process Control Systems (PLC)
- Quality Systems, Work Management Systems, Document management Systems, and IT Infrastructure Support
- Physical Infrastructure: Network and Cloud Infrastructure and Security systems
- Methodologies - PMI / Agile / Sanofi Quality PM methodology (PUMA)

Genzyme a Sanofi Company, Framingham MA   2013 to 2016

Associate Director – North American Industrial Operations Program & Project Management Office (PPMO)
Led team of project managers tasked with delivering Manufacturing and Quality Systems to Industrial Operations. Work with Sanofi leadership to optimize PPMO processes to ensure delivery of core capabilities to the business. Deliver systems and improvements in the following areas:

- Manufacturing IT Automation – Core and manufacturing site systems for Pi, MES and Delta V. MES Upgrades, hot fixes and RBE enhancements
- Quality Systems, Work Management Systems, Document management Sytems, and IT Infrastructure Support

- Physical Infrastructure: fiber optic systems, network infrastructure, telephony systems, distributed antennae systems, security systems, electrical support systems
- Methodologies - PMI / Agile / Sanofi Quality PM methodology (PUMA) – adapting internal processes to industry and corporate standards
- Internal PPMO Projects using Lean Tools

PRO Unlimited at Genzyme, Framingham MA   2010 to 2013

Senior IT Project Manager – IAIS Program & Project Management Office
Program management and management of multiple projects responsible for project scope definition and management, project team deliverable management, and communication throughout the organization for the PMO, Stakeholders and project team for delivery in the following project areas:
- Industrial Affairs Information Systems Project Office project execution oversight and projects including Manufacturing Automation, Enterprise Asset Management and Electronic Document Management Systems
- Collaboration and Knowledge Management implementation of professional networking, profile and project and functional team site capability through MS SharePoint and Newsgator tools. Implementing document management and portal capabilities.
- Electronic Document Management Systems international deployment
- Global Network Monitoring Systems expansion

Worked with the IT PMO to enhance and improve project management methodology and project management tools and templates.

Perot Systems at Harvard Pilgrim Health Care, Wellesley MA.   2003 to 2010

Program Manager – IT Strategic Product Development Lifecycle - Product Data Management
Managing multi-company team on Product Development and Management software and business process implementation program. Responsible for program Release and Iteration planning, internal and vendor coordination of project goals and delivery, financial oversight and budget control and risk and issue documentation and resolution. Using Agile project methodology leading team with following deliverables:
- Product Structure Master Creation and Individual Product Development.
- Product Content Management Subsystem.
- Business Process Workflow and Change Management System.

Program Manager – Access and Identity Management
Assumed management of the Access and Identity Management program. Worked with development team to standardize budget control, deliverable planning and requirements a delivery processes. Used standard proprietary methodologies and adapting some agile practices, helped team complete the following projects:
- Password Biometric Measurement Software Product Implementation.
- Account Revalidation System Development.
- Automated System Account Collection Systems Development.
- Role Management System Enhancements
- Account Provisioning Improvements.

Project Manager – Access and Identity Management – Password Implementation
Led the Password Phase of the Access and Identity Management program. This project introduced Voice Recognition and Password Synchronization Control into the System Access

processes at HPHC. Used standard proprietary processes and methodologies with the following accomplishments:

- Implementation of Management Structure of Technical Infrastructure team introducing Voice Recognition Technology and Password Management into HPHC Infrastructure.
- Business Process Change introduced as part of Project Implementation.
- Enrollment of 96% of system users on schedule in first 30 days.

Project Manager – Claims System Infrastructure, HIPAA Compliance - EDI Program

Led the Claims Systems Upgrade project which moved legacy Claims and Enrollment systems to upgraded platform. Managed several successful the projects on the EDI team for the HIPAA Compliance Program. Used healthcare industry standard coding and EDI transaction formats as well as proprietary processes and methodologies with the following accomplishments:

- Increased Claims System processing times by five fold, easing scheduling windows and significantly reducing support costs.
- Created System Test procedures for system upgrades and routine maintenance.
- Built EDI systems to support and performance standards for 278 Referrals, Claims and Claims Status, 820 Premium Remittances, and 834 and Proprietary Enrollment transactions.

Houghton Mifflin Company, Boston MA.   1998 to 2002

Solutions Architect / Project Manager – E-Commerce Initiative, 2000 - 2002

Led the corporate program to build an on-line catalog and sales infrastructure resulting in a five fold increase in on-line sales. Enabled the Houghton Mifflin divisions to uniquely pursue e-commerce sales initiatives on a single corporate platform. Managed the project life cycle using Rational Unified Process, RUP, with these achievements:

- Instilled new technology, development methodology and development standards into corporate IT department.
- Coordinated interdivisional project team to successful project implementation.
- Launched distinctive on-line catalog stores for three divisions on corporate e-commerce platform.
- Integrated customer on-line systems with back end operational systems for customer profile management and contract sales pricing using web services protocols.
- Developed corporate infrastructure for on-line sales of electronic products.

Project Manager - Year 2000 Project, 1998 - 2000

Managed the System Testing effort for the Publishing and Fulfillment applications on HMCo's IBM mainframe system. Created complete testing replication environment for full system regression testing and disaster recovery purposes. Coordinated the work and goals of technical teams, management teams and end user teams through several project iterations:

- Data Base Management System upgrade from IMS to DB2.
- Operating System upgrade from OS2 to OS390.
- Application upgrades to industry and HMCo Y2K compliance standards.

HMCo legacy systems ran with no Y2K issues from January 1, 2000 forward.

Development Team Manager - Inventory, Fulfillment and Cost Accounting Systems, 1998

Managed the combined client server and mainframe technology team to accomplish the listed corporate goals:

- Established standard testing practices in the Fulfillment system.
- Created working customer group to support applications.

- Developed of Inventory and Fulfillment interfaces and controls to support outsourcing of warehouse functions.

Harvard Pilgrim Health Care, Boston MA.   1988 to 1998

Platform and Implementation Manager - Integrated System Project, 1997 - 1998
Developed strategy for claims and enrollment system integration migration and Year 2000 system compliance. Worked with senior management on direction, developed budget and staffing plans and developed project plans for integrated environment implementation and ES9000 Platform migration. Responsible for 'Go-Live' Implementation Planning on subsequent Project Team with the following achievements:
- Technical and system environment evaluation and analysis.
- Implementation planning for integration environment.
- Successful integration environment implementation.
- Strategy and planning for ES9000 platform migration to integration environment.
- HCD Insurance System Inventory and Year 2000 Compliance Analysis.

Manager - Health Center Division Insurance Systems, 1995 - 1997
Created strategy, performed planning and management of IT projects in Health Center Division business area. Created architecture and managed the team to accomplish system goals of new systems for:
- HCD Encounter Billing
- HCD Insurance Capitation
- Self Insured Managed Care Product
- HCD Data Warehouse

Managed the cross functional business and IT team for prioritization of over all system goals. Developed HCD IS Life Cycle based on standard methodologies and customer acceptance of standard practices.

Project Leader / Senior Programmer Analyst 1988 - 1995
Delivered on time projects within Health Center Division Insurance Systems. Led development project teams to meet established business goals. Acted as project lead or senior programmer and analyst on following system deliveries:
- Conversion of Universal Extract from IMS to DB2
- Development of Health Center Division Encounters system.
- TOPPS Vendor Claim & Referral system installation.
- General Ledger Interface development.
- Hospital Grid Reporting Subsystem.
- Tape Claim Submission Development.
- Referral & Inpatient Reporting Subsystem.
- Medical Record System Interface.

Blue Cross Blue Shield of Massachusetts, Boston, MA.   1986 to 1988

Senior Programmer/Analyst,
On-Line Screen Group member responsible for subsystem development of enhancements to on-line Claims processing system. Subsystems developed include:
- Batch Adjudication Process,
- Other Insurance Processing,
- Statistical Claims Processing

EDUCATION

Duke University, Durham, North Carolina, B.A.	1981
Cambridge Institute for Computer Programming, Boston, MA, Certificate	1985
Babson College Center for Executive Education, Wellesley, MA	2000
Entrepreneurial Leadership Development Program	

TECHNICAL, DEVELOPMENT BACKGROUND

Project Methodologies:
Project Management Institute PMP Certification 2007
Agile Project Management
Perot P3MM Project Management
- Performer Rating 2007
- Master Rating 2009

Hardware
UNIX, Solaris, NT
IBM 3090 series 4381 & ES9000, IBM 3033
HP 3000 & 9000 series

Software Languages
Java, JSP, Javascript, SQL, XML, HTML, Web Services protocol
IBM COBOL, IBM IMS DLI & MFS DB/DC
HP COBOL, HP IMAGE & VPLUS, Cognos 4GL tools for
PL/1, BAL Assembler, FORTRAN, SAS, Visual Basic

OS, Admin & Data Base Management Systems:
Microsoft SharePoint, AD
Oracle, Sybase, DB2,
OS/MVS, IMS,
VSAM, MPE, IMAGE

Methodologies:
Rational Unified Process (RUP)
J2EE Standard Development Practices
Yourdon and Eckols SDLC
4GL Iterative Prototype