

# evolveIT™

Application Modernization Services and Solutions



## Corporate Profile

Extending Enterprise Applications and Systems with an Evolutionary Approach to Modernization.

Don't just get **IT** done. Get **IT** done *Right.*™



eBusiness Solution Pros  
(Professional Services)  
2005 Supply Chain Innovator Award  
Supply Chain Systems Magazine  
and AMR Research



eBusiness Solution Pros  
(Stay-Linked™)  
GOLD Winner  
Windows/PC Connectivity  
Solutions Category  
TechTarget's Search400.com  
Products of the Year for 2003





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## ***A message from our President and CEO...***

*At evolveIT, we focus on leveraging the IT investments you've already made versus recommending costly, time-consuming and business-disrupting replacement/conversion strategies. With our help, your existing information systems can be enhanced, modernized and/or integrated with complimentary technologies to meet new business challenges.*

*We are all about doing IT the "Right" way.*

*To us, that means using the "Right" mix of resources (yours and ours) and the "Right" mix of technologies (existing and new), according to the "Right" plan (time and cost) that we develop together to meet and exceed your specific IT goals.*

*We realize that you have many options available to you when it comes to selecting a partner to provide assistance with meeting your IT goals. evolveIT offers quality IT professional services and software solutions that deliver real and measurable value.*

*We look forward to the opportunity of discussing how partnering with evolveIT can provide value to you and your business.*

*Don't just get IT done. Get IT done Right™.*

*Very Sincerely,*

A handwritten signature in black ink, appearing to read "Dave Griffith". The signature is fluid and cursive, with a large initial "D" and "G".

**Dave Griffith**  
**President and CEO,**  
**evolveIT, Inc.**

## Overview of evolveIT

The primary focus for all of evolveIT's business, whether professional services or software products, is in the area of business process improvement for enterprises of all sizes within the manufacturing, distribution and retail industry segments.

More specifically, evolveIT offers solutions (services and software) that have immediate and long-term positive impact within the following supply-chain related functional areas of our customer's business:

- *Warehouse Management Systems*
- *Inventory Control Systems*
- *Order Processing Systems*
- *Distribution and Retail Systems*
- *Business to Business Systems and Data Integration*
- *Business to Consumer Systems*
- *Enterprise Application Enhancement, Modernization and Migration*
- *Information Technology Strategy Development and Capacity Planning*
- *eBusiness, eCommerce and EDI*
- *Wireless Application Access/Mobile Computing*

With a long list of satisfied customer organizations of all sizes, evolveIT has managed to achieve consistent growth year to year in not only revenue, but also in its technical capabilities and knowledge base.

As an IBM Business Partner, evolveIT professional services staff are continually receiving specialized training with certified proficiency results in many leading edge technologies related to software application development, deployment, performance, access and security. These technical assets are in turn leveraged by evolveIT's customers and worldwide business partners to accelerate the definition and deployment of key information technology projects.

Some of the household name accounts that evolveIT has assisted with either its professional service expertise on key projects, or through the purchase and deployment of evolveIT's award-winning Stay-Linked software product for wireless terminal emulation and session management, include the following: Honeywell, Motorcoach International, Kia Motors America, Day-Lee Foods, Utility Trailer, Medtronic, Red Envelope, DHL, The Sports Authority, NAPA Balkamp, Dollar General, Technicolor, Interamerican Motor Corporation (IMC), Polaris Industries, GlaxoSmithKline, Olin Brass, DSC Logistics and many others.

evolveIT, Inc. (formerly eBusiness Solution Pros, Inc.) has been in business since 1991. The company is privately held and has been consistently profitable since its inception. evolveIT is organized into two separate business units, one that delivers IT professional services and the other that develops, sells and supports software products. evolveIT employs approximately 45 individuals in total, with some management and select personnel working within both business units.

Headquartered in Tustin, California, USA, evolveIT maintains strategic relationships with business partners located throughout the world, including a significant sales channel of Certified Partner resellers and OEM/Private Label resellers for its Stay-Linked product.

Central to evolveIT's corporate culture and vision is the passionate belief and understanding that the success of its business is 100% dependant on the success of its customers and strategic partners' businesses. Therefore, evolveIT places heavy emphasis on delivering quality, responsive, and knowledgeable support to its customers and business partners alike. evolveIT's management team believes strongly that steady, manageable growth where the highest quality level of service, support and strategic business relationships can be consistently maintained is best when compared to business models where the sole focus is on dramatic increases in revenue alone.

## Products and Services Offered by evolveIT

Don't just get **IT** done. Get **IT** done *Right*.™

evolveIT offers highly focused IT professional services and software products that modernize, extend or provide integration capabilities for mature enterprise applications running on the IBM AS/400-iSeries and other highly-reliable host computing platforms. The IBM AS/400-iSeries remains the critical application “run-time” solution of choice for many enterprises of all sizes within the manufacturing, distribution and retail industry segments. As such, it is the primary computing platform for evolveIT’s products and professional services offerings.

Critical systems (hardware and software) need to adapt to evolving business models and stay ahead of emerging business challenges. In many cases, it is a firm requirement that existing, mature software applications must continue to be leveraged. They have been developed over many years and feature highly customized, specific logic and functionality.

However, the core application software typically needs to be “enhanced” in some way to achieve the desired results. It is important to emphasize that “enhancing” a customer’s mature software applications does not mean “replacing” or “re-writing” them. Simply upgrading AS/400-iSeries hardware systems to faster processors and increased capacities does have a positive impact, but it is not a solution on its own.

evolveIT supports the position that it is far more cost-effective and much less time-consuming to utilize a customer’s existing mature software application code as part of the strategy to respond to a change in the business or to pursue a new initiative. It is in providing both the strategic and tactical resources to meet these challenges for our customers that the category for evolveIT’s professional services offerings and software products is defined.

Providing additional value to our customers, evolveIT has developed highly cost-effective, yet high-quality options for delivering its professional services, branded as RightSource™ and RightShore™. This methodology has proven very popular with our customers and is centered around maximizing the use of evolveIT’s onshore and offshore technical resources in conjunction with those of our customers.

### *Right*Source™

evolveIT’s expert IT resources are used “in conjunction” with our customer’s IT resources currently in place. Project tasks and responsibilities are divided between evolveIT professional services staff and in-house IT staff based on specific knowledge and experience with the technologies involved. Some tasks may be assigned in a collaborative fashion involving both.

If technologies that are new to the customer’s in-house IT staff are involved in a professional services engagement, evolveIT can provide training/mentoring as part of the deliverables. This approach leverages our customer’s investment in their in-house IT resources and enables them to maintain systems that are developed beyond evolveIT’s initial and on-going contracted involvement.

## *RightShore™*

The decision to investigate the use of offshore IT resources is typically driven by a customer's desire to reduce the dollars per hour for specific work related to IT projects. Offshore resources have appeal to onshore customers because there is no shortage of labor and offshore IT labor rates are a fraction of onshore IT labor rates for similar work. However, onshore customers are quickly finding out that the decision to outsource all aspects of an IT project to an offshore entity typically yields far less than satisfactory results.

Offshore quality of IT work is simply not performed to the same standard as onshore. Also, determining the quality and integrity of an offshore outsourcing entity prior to engaging them can be very difficult for onshore customers who are not located in the same part of the world. Managing offshore IT labor features inherent challenges when communicating detailed project/development specifications, as well as during the iterative process of reviewing results for completeness. The end result when utilizing offshore IT resources typically takes longer to deliver and costs more in the end due to the amount of development cycles required for re-work and re-test when the deliverables do not match the requested specifications.

The evolveIT RightShore™ approach features strategic onshore evolveIT IT resources for project definition, design, specification and management work, combined with tactical offshore evolveIT IT resources a cost-effective option for programming/coding, low-level deliverables. Many of evolveIT's contracted professional services engagements do not have an offshore component due to the strategic nature of the work to be performed. However, for those projects where an offshore component makes sense, evolveIT RightShore can be an effective alternative. It offers our customers tremendous cost savings for directed development deliverables from offshore resources, while also offering a highly qualified expert onshore IT team for the strategic management of the overall project and onsite customer interaction.

The onshore evolveIT professional services team provides the sole point of contact for the customer's IT staff and application end-users. The end result is a high quality outsourcing alternative that takes selective advantage of the low cost of offshore IT labor without the typical drawbacks and challenges associated with doing so. Following is a discussion of the categories of application-enhancing professional services that can be fulfilled with evolveIT RightSource, and optionally RightShore, as well as a brief overview of evolveIT's award-winning Stay-Linked™ software solution for wireless terminal emulation and session management.

### ***Real-Time Data Capture Systems Integration (Barcode and RFID):***

Tremendous productivity gains can be realized by adding real-time data capture applications for critical areas of a business. Critical transaction data that is manually entered into host applications from hand-written forms "after the fact", can be entered in "real-time", automatically, and physically at the "point of transaction". Automated data capture is a key component of these types of systems that drastically reduces transaction processing time for workers and greatly improves data entry accuracy. The time required to manually record critical data in high transaction volume environments can be virtually eliminated by converting manual data capture processes to barcode scanning or RFID label/tag reading.

Human errors through inaccurate hand-written values (e.g. part numbers, lot numbers, location codes, etc.) being recorded and/or read and “keyed in” incorrectly during the data collection and input phases are reduced to virtually zero.

There are many options in terms of different types of data capture devices and software systems that operate in conjunction with them. Collected data can be stored locally, within the data collection system and then forwarded on to host systems for further processing (batch mode), or transmitted to host systems directly as the data is collected (real time mode). Data collection devices can either be wired or wirelessly connected, either to a local server or directly to the host system as a terminal.

There are several challenges that present themselves when integrating data captured on the “front end” with applications and databases residing on “back end” host systems. These challenges include data compatibility and validation, as well as transaction volume, timing and integrity (e.g. roll-back and recover, etc.).

evolveIT’s professional services staff have the specific expertise and experience needed to successfully integrate data collected from “real-time” data capture systems with host-based applications. As is the case with any of evolveIT’s services offerings, all phases related to a project of this type can be addressed by evolveIT Professional Services, including project management (initial analysis, specifications, recommendations, planning and scheduling, documentation, etc.) and project delivery (data structure mapping, data transfer application and systems level programming, testing, user training, etc.).

### ***Web-Facing and Web-based Intra/Internet User Access:***

Enterprises of all sizes are taking advantage of web-based access to their core systems and applications. However, their mature, AS/400-iSeries hosted critical applications were written quite some time ago, and not with a web-based interface in mind. There are many software tools and technologies available today that allow for the creation of alternative screen and processing interfaces that are web-based.

“Web-facing” is the approach of taking existing non-web-based applications and creating web-based interfaces to them that can be accessed from any browser-capable internet/intranet connected device. This approach is far less time-consuming and much more cost-effective when compared to re-writing existing systems strictly for the purpose of gaining web-friendly access.

Existing processing logic, database structures and reliable host computer environments can be leveraged with very little, if any, modification. Instead, time and focus can be placed on designing and building new browser-based screen and access interfaces that allow for more flexible and intuitive usage, either internally, or for business-to-business/business-to-consumer purposes.

evolveIT’s professional services staff are trained and certified in the use of tools and technologies related to adding web-based access and browser-based forms interfaces to mature, host-based screen applications. These technologies include the entire suite of IBM WebSphere software utilities and select alternative offerings that feature similar functionality at a more cost-effective price point.

### ***External Systems Integration:***

In today's business world, mergers and acquisitions are a very common occurrence. So too is the need to have one business's core systems and applications integrate with those of another. Equally important may be the need to have a stand-alone system that has been operating autonomously share information with another within the same company.

The data formats and definitions of one system and its software applications are typically not naturally compatible with another. Minor to significant modifications need to be made to one, or both, of the systems involved to enable the sharing of select information between them. Once integrated, there are many benefits that all enterprises involved will enjoy versus maintaining two completely independent systems that cannot communicate with each other.

evolveIT Professional Services has a long track record of success with projects involving the need to integrate external systems with centralized, host-based applications. These systems may be stand-alone PC-based, server based or host-based as well, but the goal is the same: analyze the external system's processing, data and file structures and create procedures and application program code that will automate the sharing of transactional information between all systems involved.

### ***Packaged ERP Software Systems Customization and Extensions:***

Packaged ERP software applications that run on the AS/400-iSeries platform cannot always be a 100% fit for all organizations. It is very typical for these types of applications to provide the majority of the functionality required "out of the box", but with certain customization and extensions they can deliver the exact functionality required.

An organization's goals and objectives change over time and so too must their core systems. In many cases, a new business condition or required initiative will demand new processing functionality that was not required at the time a packaged ERP was purchased and deployed.

evolveIT's professional services staff are experienced and proficient in the area of analyzing packaged ERP software systems and creating software extensions that provide required functionality beyond that which is standard with these types of offerings. This work may include adding or modifying data structures and processing specifications, as well as creating or modifying application program code. Specific packaged ERP software systems that evolveIT has experience with include MAPICS, BPCS, EnterpriseOne and PeopleSoft World (previously OneWorld and JDE World), and several others.

### ***Wireless Terminal Emulation and Session Management Software (Stay-Linked™):***

The quickest and most effective way to add wireless access to existing host-based screen applications is to implement a wireless terminal emulation strategy. New technology advancements in wireless networks and wireless handheld computing devices (PDAs, Barcode Scanners, RFID Readers, etc.) are opening up opportunities for business process improvements. Extending 5250/3270/VT-based application access to

mobile devices adds tremendous functionality without the need for application code changes on the host.

evolveIT has developed its own solution for wireless emulation that uniquely leverages the reliability of host computers (e.g. AS/400-iSeries, RS/6000 AIX, HP9000 HP-UX, Windows servers, etc.) to preserve and centrally manage wireless terminal user sessions. The solution is called Stay-Linked™, and it features a highly specialized architecture, developed by evolveIT, called Client2Host™.

Stay-Linked™ from evolveIT is an award-winning, highly-specialized software solution for RF/Wireless Terminal environments. It provides valuable centralized “Terminal Session Management” functionality for IT support staff and eliminates the negative effects of productivity-robbing connectivity issues between wireless terminal users and host-based applications.

Since debuting nearly two years ago, Stay-Linked has been enthusiastically received by customers seeking to gain greater control over RF/Wireless terminal devices connecting to host-based supply chain/warehouse management, inventory control and distribution systems. Stay-Linked provides wireless 5250, 3270 and VT100/220 terminal emulation, host-based wireless connection reliability and session persistence, as well as secure/encrypted data transmission between wireless terminal devices and hosts.

Stay-Linked also features an Administrator GUI console application, allowing centralized support staff to monitor and control all wireless terminal user sessions running on the host in real-time. Full details of Stay-Linked’s features and their value can be found online at [www.stay-linked.com](http://www.stay-linked.com), including a high-level 12-minute streaming presentation with narrated audio explanations.

Stay-Linked’s licensing is based on the number of simultaneous host connections versus licensing each device separately, making it highly cost-effective and easy to deploy. Stay-Linked enjoys a large installed base of satisfied customers and was the Gold Award winner in its category for TechTarget/Search400.com’s Products of the Year for 2003.

## Important Company Milestones

- 1990 D&E Support Professionals Founded. First customers – Micronet Technologies (outsourced IT Director) and Honeywell Hardware Products (outsourced IT Director) (Continuing customer)
- 1991-1993 Secured services contracts with Disney Consumer Products, Contessa Foods, Farmer John, Vogel Peterson Office Equipment, Packard Bell, American Metals, Citizen's Utilities, Mitsubishi Consumer Electronics, Sorin Biomedical, Tokos Medical, Furon Manufacturing, Medtronic Medical, Allergan, Superior Industries, SunStrand Corporation and MISI (resellers of BPCS – programming support)
- 1994 Onyx Environmental Services outsources entire “Quote-to-Cash” system to D&E – expanded support of systems to include customer-site work order automation using portable PCs and printers – primary developer of company's website with all automation for their customers' self-service (Continuing customer)
- Secured services contracts with Lamps Plus, General Avionics, Weyerhaeuser Mortgage and Calavo Growers
- 1995 Outsourced Information Technology Director and support staff for Foodbrands America – now part of Tyson Foods (Specialty Brands division – continuing customer)
- Secured services contracts with Karl Storz Medical and Baxter Healthcare
- Began selling wireless solutions to the manufacturing and distribution sectors
- 1996 Secured contract with Technicolor to sell and manage their complete wireless deployment to 11 US locations
- Secured services contracts with Scripto/Tokai and renewed contracts with Disney, Furon and Allergan
- 1997 IBM Partnership iSeries Partner, Avnet distributor
- Secured services contracts with Yorkshire Foods, Phillips Industries, Presto Foods, BFGoodrich/Freedom Chemical (outsourced IT Director) and IBP Prepared Foods
- Launched Y2K Impact Analysis/Remediation Services Initiative for Airsupply (Honeywell HPG), Cricket Lane, Daiwa, Don Miguel, Doskocil-Corp (Foodbrands), EDS-Kellwood, Freedom-Corp, Fujitsu, Guess?, Lamps Plus, MCII, Medtronic, Oceanic, Scripto, ZBI (Contessa Foods)
- 1998 Secured services contracts with Peregrine Manufacturing, Big Dogs, Kia Motors, Alltrade, Daiwa, Guess?, Oceanic USA and Tamco Steel

- 1999      Contracts with MCII to implement an ERP system and a complete eCommerce solution for the nationwide Parts Division – Later became outsourced IT Director and staff
- Secured services contracts with Administration Services, Altura Communication (Fujitsu), EDS-Kellwood, Contessa Foods and Premier Valley Foods
- 2000      Began development of Stay-Linked (formerly eSP-Link)
- Secured continuing contracts with MCII, Onyx and Honeywell
- 2001      Secured services contracts with Kia Motors, Bronco Wineries and Kalama Chemical
- 2002      Contract with New World Pasta as outsourced Information Technology Director and several support positions following failed ERP implementation – stabilized the environment and hired replacement staff.
- 2003      Stay-Linked officially announced at Frontline Exposition 2003
- Stay-Linked is selected as Gold Award winner in its category for TechTarget/Search400.com's Products of the Year for 2003
- Secured services contracts with Utility Trailer and additional contracts from MCII, Honeywell and Onyx environmental
- 2004      Added Manhattan Associates, Red Prairie, IntelliTrack and Matrix Imaging as "Powered by Stay-Linked™" OEM/private label software application providers, as well as AML and UDI as "Stay-Linked Enabled™" wireless device manufacturers
- Secured services contracts with Day-Lee Foods and continuing contracts from MCII, Specialty Brands, Honeywell and Onyx Environmental
- 2005      eSP/Stay-Linked enters into ISV Partner relationships with device manufacturers Symbol, Intermec, PSC and AML
- Stay-Linked is first Symbol ISV Partner solution to achieve Symbol PLUS Validated software solution status (jointly announced at Symbol's dirve:06 Global Partner Conference)
- eSP Professional Services receives a *2005 Supply Chain Innovator* award from *Supply Chain Systems Magazine/AMR Research* for developing and using innovative supply chain technology in clients businesses to increase efficiencies and profits, reduce costs, and improve customer service
- eSP Professional Services completed a major reengineering of a warehouse management system for Americold Logistics. The project included the elimination of a fat client RF system. It was rewritten to take advantage of a host based telnet solution using Stay-Linked as the thin client emulator. Major extensions are planned for 2006.

## **Key Members of the evolveIT Executive Management Team**

evolveIT is run by a highly experienced and knowledgeable team of dedicated professionals...

### ***David Griffith - President and CEO***

David Griffith founded D&E Support Professionals, Inc. in 1990 (later re-named to eBusiness Solution Pros, Inc. in 2000, and then evolveIT). David is a seasoned executive, with 20+ years of Information Technology systems implementation and customization experience. He has held CIO, VP of Information Technology, and Director positions with companies ranging from \$60M to \$1.5B in sales during his career. During the past 15 years, David has assisted in several restructuring and turnaround efforts for troubled companies owned by large equity partner groups. He specializes in developing and implementing Information Technology plans and providing interim IT management to organizations in diverse industries including specialty chemicals, automobile parts, heavy vehicle manufacturing and processed foods. David received his education at California Polytechnic College, Pomona in Business and Information Systems.

### ***Mark McGary - Vice President, Research & Technology***

Mark joined evolveIT in 1990 and currently serves as Vice President of Research and Technology. He is responsible for developing cutting-edge solutions to meet the ever-evolving requirements of evolveIT's customers. Involved in Information Technology for over 20 years, Mark has extensive experience in a wide range of technologies including IBM iSeries Application Development, Microsoft Windows Application Development, Client-Server Technologies, Web Application Development, Networking, Wireless and more. Mark has worked with various application development languages including RPGLE, Java, Visual Basic, C, Assembler and others. He currently leads an elite product development and support team for evolveIT's award-winning Stay-Linked™ software solution for reliably extending host-based applications to leading Wireless/RF device platforms.

### ***Dan Hogan - Vice President, Client Technical Services***

Dan joined evolveIT in 1995 and currently serves as Vice President of Client Technical Services. He is responsible for the success of all services related projects. Dan brings over 25 years of extensive technical and business experience with Information Technology. His technical experience includes systems analysis, acquisition, implementation, management, operation and maintenance. Dan has extensive experience in dealing with food industry-related information systems and applications. Additional business aspects of his IT experience include the implementation and integration of EDI, ERP, and e-commerce systems. Prior to his career with evolveIT, Dan served as IT Manager on an outsourced basis for a \$1.5 Billion major refrigerated and frozen food manufacturer. As part of that engagement, he was responsible for all IT activities at 12 manufacturing and distribution locations nationwide.

***Dan Chaney - Vice President, Quality & Documentation***

Dan joined evolveIT in 1992, and currently serves as Vice President of Quality, a position he was appointed to in 2000. He is responsible for setting the “standards of practice” for evolveIT’s professional services division. This includes the production and maintenance of guidelines for software design, programming, and quality testing. Dan is also responsible for documentation standards for the company. He has over 20 years of experience in systems analysis, software design, programming, and quality assurance. Dan started his career with evolveIT as a programmer analyst, and has worked on many projects with a wide variety of clients. In 1997, he developed the company's Y2K analysis and repair tool kit software line. Dan has a degree in Business Administration from Rancho Santiago College, which he received in 1993.

***Mike Pagani - Vice President, Sales & Marketing***

Mike joined evolveIT in 2003 and currently serves as Vice President of Sales and Marketing. His accomplishments at evolveIT include the creation and successful execution of a comprehensive “go to market” strategy for evolveIT’s award-winning Stay-Linked™ software solution. Stay-Linked has steadily gained incremental market share since being introduced to the market in the fall of 2003. Stay-Linked now enjoys a significant installed base of licensed end-users, a channel of over 35 Stay-Linked Certified Partner reseller organizations, as well as strategic ISV partner relationships with major wireless device manufacturers such as Symbol, Intermec, PSC, AML and others. Prior to joining evolveIT, Mike served in similar roles with Quest Software, Redwood Software, Quad Research and Magellan Software. He now has over 17 years of experience in the Information Technology industry and has a degree in Computer Science. A recognized industry personality, Mike is periodically called upon to speak at IT industry events and contribute editorial content. He currently authors the “Ask the IT Expert” column featured in Honeycomb Connect’s monthly newsletter for its Supply Chain Advanced Network members consisting of top executives from Fortune 500 supply chain organizations.

***Gary Brewsaugh – Senior Vice President and General Counsel***

Gary has served as the company’s corporate counsel since its inception on an outsourced basis and joined evolveIT in 2004 as the company’s General Counsel. He is responsible for providing legal advice and counsel on corporate governance, contractual relations, and commercial, employment, and litigation issues. Gary also serves as Product Manager for evolveIT’s Stay-Linked software product, leveraging his extensive experience in the area of technical business practices and procedures. Prior to joining evolveIT, Gary was a private practitioner for 25 years, primarily in the areas of commercial and corporate transactions, and civil litigation. Gary received a bachelor’s degree in sociology from Yale University, and a law degree from Western State University College of Law, where he served as Editor-In-Chief of the Law Review. He has been a member of the California State Bar since 1978.

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