

Ron Mulig

Senior ABAP Programmer/Analyst

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Senior level programmer with experience in Information Technology and Computer Science. I've achieved many accomplishments while working on large scale projects, and received recognition for demonstrating managerial and leadership skills while introducing innovative ideas.

EDUCATION

Masters of Human Relations/Industrial Psychology

Louisiana Tech University

1989

Bachelor of Science, Computer Science

Louisiana State University

1987

CERTIFICATES

SAP ABAP Academy (1999)

Certification in SAP's ABAP programming language University of Calgary

Human Resource Professional (PHR) (1999 - 2002)

WORK EXPERIENCE

Senior ABAP Programmer/Analyst

Oak Ridge National Laboratory

12/2008 - Present

Achievements/Tasks

- Serve as Subject Matter Expert on SAP Human Resources
- Manage Human Resource systems and interfaces, New Hire Portal, EverBridge and federal governmental reporting, such as the Veterans 4212 Report
- Served as a top technical advisor for the implementation of SAP SuccessFactors
- Implemented SAP add-on ABAP2XLS to enhance SAP, ALV and Excel reporting
- Participated in SAP Total Cost of Ownership audit, and implemented several recommendations
- Participated in the annual SAP enhancement pack and service pack upgrades
- Assisted in making SAP Unicode compliant
- Assisted in the decommissioning of SAP Business Warehouse environment
- Interact with other lab divisions and departments

SKILLS

Understands aspects of user interfaces, underlying programming systems and techniques

Leader in testing new software, hardware and tools

Knowledgeable in software development lifecycle

Ability to prioritize based on customer needs

Results Oriented

Trouble shooting issues

ACHIEVEMENTS

ALMA Library Implementation Interface (2023)

Created an XML interface to load personnel information into a centralized management system of print, electronic and digital materials.

Pension Projection to USI/Bluefin Interface (2022)

Created a change only interface with personnel demographics and transaction interface to outsource and modernize the Pension Projection System.

Benefits Auto Waived Workflow (2021)

Created a workflow that created all Benefit plans upon hiring so all counts would be properly reflected and ADP interface could handle process.

Benefits Termination Workflow (2020)

Created a workflow that delimited all Benefit plans upon termination.

SuccessFactors Implementation (2018)

Four-year research, review, plan and implement the SAP HR SuccessFactors cloud product in a hybrid environment with on-premise SAP. Included many interface programs written to upload data into SuccessFactors.

EverBridge (2016)

Tasked with researching, exploring and developing a program enabling the transfer of SAP employee data into the EverBridge database using EverBridge API toolset for the LSS office notification system

SAP HANA Business Suite Upgrade (2016)

Required code review and change to upgrade to SAP HANA Business Suite

LRN Credentialing (2015)

Incorporated SAP information into another Active Directory tool called OpenLDAP using LDAP interface.



WORK EXPERIENCE

ABAP Programmer/Analyst

RAPIDIGM, FUJITSU, SCI Consulting at Oak Ridge National Laboratory

01/2002 - 12/2008

Achievements/Tasks

- Technical consultant for Benefits while supporting payroll and compensation
- Assisted in the upgrade from 4.0 to 4.6C and involved in upgrade from 4.6C to ECC 5.0
- Modified/customized SAP ESS applications
- Responsible for interfaces with many third-party benefit providers using latest encryption technology
- Custom reports using ALV and Smartforms
- Organized and automated several processes for the Benefits area related to short- and long- term disability plans
- Created user exits, RFC's, web services and other technology to enhance the performance of the Human Resource system
- Worked efficiently with customers to create, modify and successfully implement specifications and solutions for projects
- Very knowledgeable in specific Benefit Plan programs such as open enrollment, health plans, flex spending accounts, COBRA, multiple family insurance options, and several disability plans



VOLUNTEER EXPERIENCE

Technical Director, Kids Ministry

Faith Promise Church

2008 - Present



REFERENCES

Available upon request



ACHIEVEMENTS

ESS Workforce Diversity Self Reporting (2014)

Implemented an employee self-reporting tool to identify and record handicap conditions, special needs accommodation requests, military status and protected veteran status. Also, added gender and race to this self-reporting tool as an option to use during New Hire Orientation (NEO), which was the first application in HR to use SAP BSP and Bootstrap technology.

SAP TCO, Unicode (2014)

As a result of an SAP audit entitled "Total Cost of Ownership", I participated in several initiatives, including identifying and updating security issues, obsoleting code in a more unified and secure manner and participating in updated procedures and guidelines. I was tasked with making all Benefits custom code Unicode compliant, and partnered with the HR team to update all HR custom programs. I further installed, configured, tested and reported on SAP's HR Renewal 2.0 product

ESS Education Listing (2013)

Developed one of the first online SAP HR WebDynpro applications that allow an employee to review and confirm their educational accomplishments, certifications and degrees.

ABAP2XLSX (2013)

Installed and implemented a series of classes and methods that allow greater flexibility when reporting data from SAP that included easy spreadsheet manipulation from within the SAP ABAP and easier email distribution. This method is currently used extensively in SAP Continuous Monitoring Reports, as well as in the Compensation Program's interface with our third-party vendor, Marketpay

Benefits Split (2011)

I served on a special team to change our Benefit Provider from Y12 to one managed by ORNL, which included loading entire Y12 retiree SAP database information into ORNL SAP environment and leading the initiative to interface ORNL data to several third party benefit administrators for the following: ADP – Benefits, OneExchange – Retiree benefits, Aetna – Short Term Disability (STD), and Family Medical Leave Act (FMLA) and MetLife – Long Term Care (LTC)

Active Directory interface with SAP (2008 - Present)

Asked to research and implement an interface between SAP and ORNL's Active Directory that included adding AD users, Direct Reports and Security into their organizational "Groups"



HONOR AWARDS

Significant Event Award (2011)

Oak Ridge National Laboratory

- Participation in Benefits Split