Job Description –
Programmer Analyst

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Position: Programmer Analyst (*Technical Architect track*)

Job Requirements: Bachelor's degree in Computer Science, Engineering, or related technical field. No experience required. You must be interested in learning a variety of cutting edge technologies in great detail. You must be authorized to work in the United States. Depending on the various factors and circumstances, we may offer H1B sponsorship but this is not guaranteed. We have sponsored more than 1 work visa in the past (H1B). Most of the software development is performed in Hyderabad, India so the position in the U.S. is a backup position in case of urgent technical needs. This position may also require heavy interaction with the clients during deployment of the technical solutions.

Technologies: The ideal candidate will learn a lot about each of the following technologies on the job over a course of 3 years:

1. .NET framework and related technologies like VB.NET, ASP.NET, C#.NET, etc. in addition to the SQL Server 2000 database
2. Open source technologies like PHP and MySQL
3. Internet and graphical tools from Macromedia (Dreamweaver, Fireworks, and Flash) and Adobe (Photoshop, Illustrator, and InDesign). JavaScript, HTML, CSS, etc.
4. Wireless technologies – WAP, WML, Palm OS, etc.
5. Networking – Windows 2003, Microsoft Exchange, and SharePortal Server.
6. Miscellaneous – XML, Visio, etc.

Job Duties: The ideal candidate will use:
1. Technical skills to deliver solutions at the client site
2. Maintain the SOHO network at Thummas Corporation office in Dallas
3. Be available to support the software development team in India
4. Research various technologies and update our internal Knowledge Base
5. One of the main job duties is to 'play' with technologies and help the management at Thummas Corporation 'see' the future from a technical perspective

Description of Your Typical Day: You will arrive at the office on time and log into our internal software to identify the list of tasks and projects for the day.

1. Your weekly schedule will identify the client site deployments for the week and you will prepare for the deployment of the day.
2. You will arrive at the client site and deploy the technical solution (most of this should be completed at our office itself).
3. You will log into our corporate intranet and messaging tool (currently MSN Messenger) to interact with our software developers in India. You will identify problem areas and help the team solve the technical problems.

4. You will spend some time researching technologies and resolutions to any technical difficulties unallocated to the team in India. You will update our internal knowledge base with any interesting discoveries.
5. Resolve any technical issues at the Thummas office with our local and remote servers.
6. Interact with the Technical Project Consultant and assist in any way possible from a technical perspective.
7. This is a typical day but may vary depending on various factors.

Training Details: All new employees with no experience will go through an intense 3 month on the job training period during which there will be daily interaction with the assigned mentor. The assigned mentor will identify strengths and weaknesses on the job and suggest ways to reduce the weaknesses and leverage the strengths. This is on the job training so you will be working on actual client projects gaining real world experience but under the guidance of the mentor (to avoid risking the project). You will spend 30 to 60 minutes a day with your mentor analyzing the tasks for the day and how to best accomplish them. After the training period is completed, you will most likely be offered a full time position if you meet all the performance criteria. There is no obligation on either employee or employer and either party may choose to terminate the relationship without any reason at any time.

Pay during the Training Period: You are expected to work at the office at the agreed upon hours for a minimum of 40 hours a week and a maximum of 50 hours a week. We encourage keeping your weekly hours closer to 40 hours a week so you can focus on high quality/ high productivity and not quantity / volume. Typical start time is between 7 and 9 a.m. and typical end time is between 4:00 p.m. and 6:00 p.m. with a 1 hour break for lunch. During this 3 month period, the pay will between $1,800 through $2,100 per month.

Pay for the Full Time position: Once you successfully complete the 3 month training period, you may be offered a full time position depending on your performance and culture fit with the corporate culture at Thummas Corporation. You have no obligation to accept the position and may choose to look elsewhere if you prefer. The pay will be as follows:

1. **First year** after the 3 month training: a base salary between $26,000 and $32,500 a year plus performance based bonuses depending on your performance and the performance of the company. These bonuses can be between 3% and 10% of your annual base salary payable once or twice a year.
2. **Second year**: Depending on performance, the increase could be between 3% and 10% of the first year's base salary.
3. **Third year**: dependent on performance of the employee and employer and market conditions.
4. **Fifth year**: promotion to Technical Architect depending on performance and after passing the required technical certifications.

Exposure to various industries: You will mostly likely be exposed to the following industries –

1. Hospitality
2. Real Estate
3. Mortgage
4. Insurance
5. Healthcare
6. Automotive
7. Airline
8. Software Products

Benefits: Details on the benefits –

1. **Holidays/Vacation/Sick/Personal days**: In the first year, you will have 1 week of paid vacation (5 days) and 5 days of Sick/Personal time. There will be 9 paid holidays during the year for everyone (announced annually). All time off (other than holidays) has to be approved by your manager.
2. **Comp Time**: Sometimes, depending on the excess weekly hours put in, you may be able to take some time off in the future as compensation. This is at the discretion of your manager and it mostly results if you work more than 45 hours in any given week. Thummas Corporation does not encourage working more than 50 hours in any given week and managerial permission has be sought for working over 45 hours in any given week. We want you to work smart and be productive.
3. **Training**: All training will be in-house and there will be a mandatory minimum of 10 days a year of training (either instructor led or self led).
4. **Bonuses**: There may be annual bonuses that depend on the performance of both employee and employer.
5. **Health:** We currently do not offer any health benefits. This situation will be evaluated in January 2006.

Confidentiality: Due to the nature of work we do, a lot of the documentation is highly confidential and you will be expected to maintain the high standards of confidentiality.

Certifications: From the second year of your employment with us, we encourage our employees to obtain various industry standard certifications from our list of approved technical certifications (MCSD, MCSE, etc.). With prior approval from your manager, you may be reimbursed for the exam fee (only if you pass). There is an annual limit that you can discuss with your manager after the training period.

Miscellaneous: Overall, you will probably find the environment at Thummas Corporation highly challenging but very satisfactory from a career perspective due to the type of experience you will gain. A lot of other companies do not offer this type of mentorship and exposure till you have 5 – 10 years of experience behind you. But we believe in finding talented employees and tap into their potential at a fast pace. You will

have opportunity to work on various types of cutting edge technologies. You will have the opportunity to mentor others that join in similar roles after you. We place high demands on our employees with regards to performance. We encourage open communication, honesty, integrity, teamwork, and a very high standard of quality, legal, and ethical behavior.