



Steven Kushubar received his B.S. in computer science from the Virginia Polytechnic Institute. As *APTMetrics, Inc.*'s chief information officer he is responsible for overseeing all aspects of customer solutions while focusing on requirements for analysis, architecture, design, implementation and logistics support for software and Web applications.

Steve has more than 20 years of experience designing and programming software applications. Prior to joining *APTMetrics*, he was director of Microsoft practice at Delfin Systems. In this role, he was project manager, architect, and lead developer for multiple software applications, including a Web-based employee management system. His experience with Delfin included tenure as director of workgroup programs where he managed a commercial business unit that received the Lotus Beacon award for "Innovative Web Business Solution."

As vice president of product development at Informant Technologies, Steve was responsible for all aspects of the development of a PC-based computer telephony system. As part of this process, he developed multiple interfaces to phone switches and back-end information systems.

Steve's experience with Simpact Associates included working as an engineering manager in charge of technical oversight for all projects. Additionally, he managed, designed and developed two government message handling systems, as well as tested and implemented a message encryption system.