

Anthony Rowland - Professional References

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Rob Houser *Director of Product at UKG*

Phone: Available upon request

Email: Rob.Houser@ukg.com

Anthony was a Business Analyst and Product Owner on one of the tax compliance teams that reported to me. He's an experienced analyst; he's a strong collaborator with cross-functional teams; and he's a self-driven process improvement champion.

Anthony is good at helping teams understand and solve user problems. He's very thorough at writing user stories. He's good at working with Agile teams to involve them in the process and keep them focused on delivering value. Anthony thinks ahead, capturing key information that the team may need in the future when they come back to address development work that may have been deferred for a future time. Anthony is highly responsive to responding to inquiries from the team. He's a clear communicator who can speak to customers in a training setting as well as to internal stakeholders preparing a feature for release.

Anthony knows how to collaborate well with cross-functional teams. He has a talent for bridging the gap between diverse groups, ensuring alignment on goals and fostering a collaborative environment that accelerates project success. Anthony thinks about the big picture, and he speaks up when the customer experience is at risk. Several times during our year-end process last year, Anthony spoke up when he saw critical tasks were not being addressed that would have led to a negative customer experience, and he followed up on those insights to ensure the right work got done. I especially appreciate that Anthony cares about and thinks about the customer experience, even beyond the areas under his direct control.

One of the ways Anthony demonstrates his senior-level of experience is by constantly suggesting and implementing process improvements. Anthony helped our team set up a structure for storing and retrieving critical resources in Sharepoint. He helped define best practices for closing user stories in a way that ensured the next analyst who referenced the story would know the gotchas involved in the feature. Anthony also helped improve our year-end processes, especially those working with other teams, where close coordination and timely communication were crucial. In each of these cases, Anthony was the one who identified the problem, proposed a solution, and

followed through to ensure the problem was solved.

Anthony would be a great addition to any team that needs an experienced business analyst who knows how to lead teams to deliver value with software and services and who is able to do that in an inclusive, thoughtful, and professional way that creates a strong team dynamic.

Clark Sells *Manager of Product at UKG*

Phone: Available upon request

Email: clarksells@gmail.com

Clark was my direct manager at UKG.

Recommendation:

"One of the things I appreciated the most about working with Anthony for nearly three years was the breadth of his skill level. Anthony consistently demonstrated an impressive ability to learn and adapt in a variety of situations. There was seemingly no task, project, or subject matter he couldn't take on and execute to a high level of quality. His comprehensive understanding of product management, business analysis, and payroll tax compliance further enhances his capability to contribute meaningfully to diverse projects."

Marta Williams *Manager of Business Analyst at Harris Healthcare*

Phone: Available upon request Email: mwilliams@harriscomputer.com

Marta was my direct manager at Harris Healthcare.

John DeLeo *Professional Services Manager at Veradigm*

Phone: Available upon request

John worked with me on the same team at Harris Computer.

Recommendation:

"Anthony was excellent at understanding the product, learning it from both a QA and client perspective. The requirements he contributed led to predictable release schedules and sound code. He always invests the time to do what's right for the company and client."

Mariya Silverman *Product Manager at UKG*

Phone: Available upon request

Mariya worked with me on the same team at UKG.

Recommendation:

"Anthony is incredibly team-oriented, goal-driven, and his positive attitude motivates the team. His dedication to excellence has been instrumental in driving projects forward, making him an invaluable asset to any team."

Nancy Fouche *Technical Advisor Business Analyst at Harris Computers*

Phone: Available upon request

Email: nfouche@harriscomputer.com

Nancy worked with me at QuadraMed.

Recommendation:

"Anthony was always thorough and concise in his work at QuadraMed. He was a go-to person for reviewing ideas and provided valuable enhancements. He's an excellent communicator, and I highly recommend him."

Michael Waller, CHFP *Accounting/Finance and Finance Technology Solutions*

Phone: Available upon request

Michael was a client of mine at QuadraMed.

Recommendation:

"Anthony's acute attention to detail made the software a pleasure to use. He is a consummate professional, and I can unreservedly recommend him for leading software development teams."

Ivanova Ryan *Lead Business Analyst at UKG*

Phone: Available upon request

Ivanova was senior (team lead) to me but did not directly manage me at UKG.

Recommendation:

"Anthony is highly collaborative, always willing to help his team, and possesses strong analytical and communication skills. His growth mindset and ability to tackle any challenge make him a great asset to any organization."

Irene Paul, PLP *Senior Principal Compliance Advisor at UKG*

Phone: Available upon request

Irene worked with me on different teams at UKG.

Recommendation:

"Anthony was open to feedback, had a strong sense of urgency, and was quick to recognize his teammates' successes. I recommend him without hesitation."
