

Exhibit III

GRM Project Retiree Critical Roles

Rick Holly, Chief Deputy Assessor

Mr. Holly, the current Chief Deputy Assessor, has been involved in the Assessor's RealWare project since its inception. As the Chief Appraiser with 36 years of experience in the Assessor's Office, Mr. Holly has experience in all areas of property assessment including residential and commercial real estate, unsecured property and mineral properties. His intimate knowledge of Assessor department operations and assessment techniques makes him a key subject matter expert required to successfully implement the RealWare project.

During his tenure he has participated in and taken lead roles in such major projects as the original conversion to Proposition 13 tax assessments in 1978, introduction of supplemental tax assessments in 1983 and the programming and development of the current legacy Assessor Property Tax System (APS) in 2000. Because he is the current lead project manager for the RealWare system, his continued participation on the project is vital in order to successfully both implement the new system and transition his expertise and knowledge to successor staff.

Mark Howell, Senior Financial Systems Analyst

Mark Howell is a long-time mainframe programmer and Senior Financial Systems Analyst and has the most experience in the Assessor's office with these legacy property tax systems. Mr. Howell is a lead programmer in developing the Assessor to Auditor and Tax Collector interfaces that includes the current mainframe tax systems, the current Assessor (APS) system, the Assessor's replacement RealWare system and the GRM replacement system. Mark had been employed with the County for 36 years supporting the Property Tax systems for the three departments. In 1977 he and his team developed the mainframe Tax billing and collection system and all subsequent enhancements. In 2000, he was part of the team that developed the Assessor's APS system. Both the mainframe and assessor systems are currently in use today. Mr. Howell is a crucial member of the integrated tax assessment, billing, collection and apportionment projects. He has singular knowledge and technical skills in mainframe programming, database integration and multiple system interfaces. Because mainframe systems and their related programming have long since been replaced by newer technology and programming languages, Mr. Howell's knowledge and experience in this area could not be readily duplicated and both the GRM and the RealWare projects would be in jeopardy of not being completed in their current timelines.

Mr. Howell has also been instrumental in the closing of the Assessment roll and the annual transfer of the assessment roll to the mainframe for the Auditor and Tax Collector processing. His participation in the upcoming closing process is critical to successfully completing this vital operation and transitioning to successor staff.