

Ernie R. Nabors
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EDUCATION

University of Dallas, Irving, TX

August 2020 - Present / Doctor of Business Administration 2020 Cohort

Park University, Parkville, MO

Master of Business Administration / MIS Concentration

December 2009

Park University, Parkville, MO

Bachelor of Science – Management Information Systems

May 2001

Community College of the Air Force, Maxwell AFB

Associate of Science – Space Operations Technology

September 1998

PROFESSIONAL EXPERIENCE

Data Management Inc. / TimeClock Plus, LLC (San Angelo, TX)

CEO

04/01/2019 - 01/01/2020

Top executive responsible for business strategic planning, company vision, and execution of company strategic initiatives. Prepared the company for a private equity investor including the preparation and management of financial, technology, business, and legal diligence activities. Consulted with investment bankers on vetting company compatible strategic and financial investors. Exceeded prior year cash revenue and cash EBITDA margins during private equity transaction year. Co-product owner of core SaaS software product development. Held all business units including sales, marketing, operations, service/support, and product accountable to the stakeholders and company policies. Supervisory role for top-level management. The company employed over 350 employees with approximately XX Million in annual revenue. Responsible for budget, financial health, overall profit and loss, and day to day management of the organization.

Data Management Inc. (San Angelo, TX)

President

02/01/2018 - 04/01/2019

Worked with Founder/ CEO on strategic planning and company vision. Responsible for the execution of the company's strategic initiatives. Completed company's transition to SaaS / ARR business model while maintaining "company's best" positive cash revenue and cash EBITDA for the 2018 fiscal year. Worked with internal accounting and finance team on the migration to GAAP accounting practices to support company's transition to ARR / SaaS product lines. Co-product owner of core SaaS software product

development. Held all business units including sales, marketing, operations, service/support and product accountable to the stakeholders and company policies. Supervisory role for top-level management. Responsible for budget, financial health, overall profit and loss, and day to day management of the organization.

Data Management Inc. (San Angelo, TX)

Chief Operations Officer
02/01/2016 - 02/01/2018

Worked with President on company transition from perpetual licensed software company to a SaaS based company. Held business units including operations, support / services, HR, IT, SaaS infrastructure operations, and legal accountable to the stakeholders and company policies. Supervisory role for top-level management. Responsible for budget, financial health, and oversee daily operations of the company

Data Management Inc. (San Angelo, TX)

VP Operations, VP Customer Relations, Technical Services Manager
10/01/1999 - 02/01/2016

Held various roles in Data Management Inc., VP Operations, VP Customer Relations, Technical Services Manager which included managing all parts of the organization (Support, QA, Training, Marketing, Professional Services, admin, IT, product management) excluding the sales and development department. I began managing the development and sales departments in 2018.

International Systems Solutions (Panama City, FL)

Computer Programmer
10/01/1998 – 09/01/1999

Visual FoxPro programmer for a screen print embroidery software development company. Coding and system analysis / design. Debugging and troubleshooting system applications.

US Air Force (Tyndall AFB, FL / McChord AFB, WA)

Aerospace Control and Warning Systems Operator
6/1/1994 – 9/1/1998

Operated aerospace control and warning systems. Interpreted radarscope presentation from console displays. Assisted in weapons control of US combat aircraft and performed surveillance, data link, identification, and data management functions in aerospace systems. Also performed networking technician duties for the squadron. Managed local hardware and software for squadron stakeholders. Performed configuration, management, and troubleshooting. Removed and replaced system components and peripherals on local PCs. Installed and configured software operating systems and applications. Provided service to end-users for operation, restoration, and configuration of information systems. Reported security incidents and executed corrective security procedures.

PROFESSIONAL SKILLS

Corporate leadership, business, marketing, support, HR, admin, accounting, finance, marketing, operations, software development, and sales.