



# The Highlands Consulting Group

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## About Highlands Consulting

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The Highlands Consulting Group LLC was founded over 10 years ago in 2002 with the mission of serving California State government. Our earliest projects were to conduct system planning, feasibility studies, and requirements development to comply with new policies and/or systems – both at the State and Federal levels. Our team has served CDPH on prior planning projects, and looks forward to continuing our successful partnership. Our website address is: [www.highlandsconsulting.com](http://www.highlandsconsulting.com)

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## Highlands eWIC Team Members

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### **Mike Cappelluti, PMP**

#### **Project Director**



Mike has over 20 years of management consulting experience in process analysis, feasibility studies reports, advance planning documents, requirements development, and implementation plans. He has successfully conducted numerous projects for CDPH. For over five years he helped plan and implement the FNS-funded Child Nutrition and Information Payment System for the California Department of Education. Mike is a certified Project Management Professional and has provided project direction/quality assurance for more than 25 State of California projects.

### **Nikki Angle, PMP**

#### **Project Manager**



Nikki has over 25 years of experience in the planning, design, development, testing, and implementation of large-scale systems comparable in size to the eWIC system. Nikki has system planning and implementation experience, including compliance with USDA/FNS guidelines. Recently, Nikki successfully managed the FNS-funded Child Nutrition and Information Payment System for the California Department of Education. Nikki is a certified Project Management Professional with the Project Management Institute.

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## Highlands eWIC Team Members Continued

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### **Penny Tisdale**

#### **Deputy Project Manager**



Penny's experience with EBT began in 1994 where she helped lead the Texas EBT planning effort for Food Stamps and AFDC, now SNAP and TANF. Since then, she has assisted 38 states with EBT planning, including early baseline cost analyses for paper WIC in FL, AR, VA, NV, and ID; and all or parts of FNS required Feasibility Studies and IAPDs in AL, MI, TX, FL, PR, and CO. Since 2003, Penny has either facilitated or helped author every WIC EBT industry or government standard, including the most recent USDA/FNS technical documents: Operating Rules, WIC EBT; WIC EBT 2012 Technical Implementation Guide; WIC Universal MIS-EBT Interface (June 2012); and Retail Certification (drafted September 2012). Penny resides in Austin, Texas.

### **Kerry Kaempf-Wood**

#### **Senior Consultant**



Kerry has more than 20 years of consulting experience. She has completed more than 15 projects involving system assessments, requirements definition, feasibility study reports and implementation planning, for numerous State of California departments including CDPH.

### **Demetre Haralambakis, PMP**

#### **Senior Consultant**



Demetre has more than 8 years of consulting experience, with a focus on large-scale systems for the State of California, similar in size and complexity to eWIC. He has performed significant stakeholder survey and outreach, market research, alternatives analysis, Feasibility Study Report development as well as implementation of the FNS-funded Child Nutrition and Information Payment System for the California Department of Education. Demetre is also a certified Project Management Professional with the Project Management Institute.

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