



# MARVIN HOFFMAN

Marv Hoffman founded XXCAL, Inc, in 1976, XXCAL, Inc. provided a variety of services, stemming from its initial service of supplying high technology temporary computer and computer related personnel, XXCAL had 70 core employees and 300 - 320 employees at either customer sites or in its own test laboratories. XXCAL operates from a central database of more than 65,000 MIS, Software Engineering and computer-related specialists, located in the greater Los Angeles Basin, the Sari Francisco Bay Area, Austin and Houston, Texas,

In October of 1998 XXCAL merged with National Technical Systems to form the now NTS/XXCAL IT Solutions Group. Marv is the CEO of the IT Staffing and Managed Services Organization. This is a national organization with offices throughout the Continental U.S. The organization has 130 employees and 375-400 employees at customer's sites. Revenues from this organization are approximately \$42 million for fiscal year ending January 30, 1999.

In addition to supplying IT professional contract labor, NTS/XXCAL offers highly specialized personnel in such areas as Micro, Multimedia, LAN and Embedded System Software/Hardware Testing; User Maintenance, Marketing documentation; and Full task or Project development.

The company offers Innovative programs such as: QUICKSTART, PIPELINING, SMART TEAMS and TFSTPROs. These programs are designed to support NTS/XXCAL's customers to more successfully meet their trained professional personnel requirements, in a "Just-In-Time (JIT)" fashion, to reduce labor costs and meet tight development schedules in order to meet market windows.

Marv brings to NTS/XXCAL more than 45 years of experience in the IT/IS and Software Engineering business. In the past, he has held positions as a programmer, programming manager, MIS and Software Engineering executive. Marv has been working for the past fifteen years on generating team cultures. The NTS/XXCAL TEAM CULTURE embraces a non-threatening environment, which encourages each individual to work and live to their full potential. The culture supports each individual to correct dysfunctional behavior, which Inhibits them from obtaining the goals. This is done through the use of consistent supportive feedback. It has been Marv's experience that, many employees would rather be RIGHT than be successful. These individuals are coached to become effective contributing team members.



Marv is a Board member of Rainbow Technologies and National Technical Systems.

Marv has taught programming on a part-time basis for over 30 years. As the President of the Los Angeles City College Foundation and as a member of the Curriculum Committees, he continues his involvement in education. Marv believes continued Individual growth through excellent training programs in academia and industry must be instituted in order to ready the America's work force for the challenges of the 21st century, and enable it to better meet its global competition in an ever changing high-tech information era.

Marv also Is a founding member of the Lymphoma Cancer Research Foundation of America and serves as a board member.

Marv holds a BA degree in Mathematics, and a Data Processing Life Credential.

## **XXCAL**

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