

Rick Hiebert

Summary A results-oriented Computer Engineer with twenty years experience in the electronics industry. Currently operating R.W. Hiebert Compliance Services focusing on Regulatory Compliance. Major strengths are in the areas of International Regulatory Compliance, Product Qualification, EMC & Safety Design, Testing and Project Management.

Experience R.W. Hiebert Compliance Services 2002-present

- Provide Regulatory Compliance consulting services to equipment designers and manufacturers for Telecom, ITE, Wireless, Medical and Power products. Services include all aspects of Regulatory Compliance and Qualification including EMC, Environmental, Safety, ROHS and Telecom design guidance.
- Project management services include: budget, schedule, test plan, risk analysis, staging, testing, troubleshooting, test reports, ECO(s), labeling, product documentation and self-declaration documentation. Work with product management, design and manufacturing teams to obtain applicable product approvals on-time and on-budget.
- Recent Projects:
 - Safety and EMC compliance for a CDMA/UMTS/EV-DO network test platforms.
 - Safety and EMC compliance for Class I medical devices.
 - Safety, EMC and customer qualification requirements for Metering and Protection equipment.
 - Safety, EMC and Environmental compliance for Relay and Recorder equipment.
 - EMC failure analysis for high-speed analogue/digital system.
 - Regulatory assessment for high security identification devices.

Glenayre Electronics, Inc., Vancouver 1992-2001

Lead Compliance Engineer, Corporate 1997-2001

- Responsible for Regulatory Compliance activities for Wireless Infrastructure, Devices and Enhanced Services Platforms. Product offering included Telecom Switches, Routing Infrastructure, Receivers and Controllers, Wireless Personal Communications Devices and Power Supplies.
- Working Knowledge of FCC, IC, UL, CSA, EN, IEC, ETSI, NEBS and IEEE Standards and Regulatory Procedures.
- Telecom experience includes FCC Part 68, IC CS-02/03, NEBS, CTR12/13 and SS7.
- EMC experience includes CISPR 11/22, IEC 61000-4-x, and FCC 47CFR Parts 2/15/24/90.
- Planned, tested and submitted required documentation to Test Laboratories, Customers and Regulatory Agencies. This process included negotiation of requirements with Test Laboratories and Regulatory Agencies.
- Successful product approvals worldwide: USA, Canada, Mexico, EU, Poland, Czech Republic, Russia, Ukraine, Australia, New Zealand, China, Hong Kong, Japan, Singapore, Taiwan, South Africa, Argentina, Brazil, Chile, Costa Rica, Dominican Republic, Ecuador, Peru.
- Advised Product Management, Engineering and Project Management on all regulatory issues for new product design, existing product and sales inquiries. This included design, production and market access (regulatory enforcement) risk assessment.
- Monitored products through their life cycle. Proactively pursued activities to maintain product compliance. Performed technical and administrative compliance review of proposed product

changes.

- Understand and navigate the technical and administrative processes of various regulatory agencies including the FCC, CSA and other agencies. Researched and study regulatory changes and assess the potential impact of such changes within multiple product areas.
- Supervised test engineers and technologists during product pre-compliance evaluations.
- Established ISO procedures to address all compliance issues throughout a product's life cycle. This included establishing compliance information on an internal web page and an approvals database.

Hardware Engineer

1992-1997

- Planned and performed regulatory testing of Telecommunications Switch Products, Control Products and Power Supply products: FCC, IC, CSA, UL, BABT, ITE Directive, and TTE Directive.
- Improved product robustness to environmental disturbances through component selection and board layout.
- Responsible for establishing Regulatory Test facilities included a 10m Open Area Test Site (OATS), Shielded Rooms, EMC test equipment, Telecommunication test equipment and safety test equipment.
- Responsible for producing custom voice and tone firmware for the switch systems.
- Assisted the SS7 SW team with system testing and compliance documentation.

Experience
(continued)

Alcatel (CWC), Winnipeg

1985-1992

Electronic Design Engineer

- Primary responsibility is new product design. Also responsible for raw material evaluation, budget, scheduling, prototypes, test methods and plant trials.
- Responsible for cost saving projects that resulted in annual savings of \$500,000/yr.
- Troubleshooting of manufacturing and material problems.
- Automated part of the design process with a software program. Saved 500 hrs/yr. of engineering time and reduced electrical parameter calculation errors by 90%.
- As Administrator for the Quality Improvement Team (QIT) my function was to keep all QIT action assignments on schedule.

Fiber Optic Design Engineer

- Primary responsibility is fiber optic product testing, evaluation and prototype manufacturing.
- Identified and assisted in fixing a critical field failure problem. Resolution of this problem minimized contractual penalties (> \$1M) and assured viability of the product.

Professional
Associations
and
Education

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| 1997 – 2001 | Inter-American Telecommunication Commission (CITEL) Delegate, PCC I (Public Telecommunication Services), PCC III (Radiocommunications) – North and South America |
| 2000 - 2001 | European Telecommunications Standards Institute (ETSI) TC EMC ERM, TG1 Fixed Network Equipment and TG Radio – European Union |
| 1995-1999 | Standards Committee on Telecommunication (SCOT), Member - Canada |
| 1996 - 2000 | CISPR 11 Associate Committee Member – Canadian Delegation |
| 1989 – 1993 | Association of Professional Engineers of the Province of Manitoba |
| 1987 | B.Sc. Computer Engineering, University of Manitoba |
| 1988-2007 | Various technology, product and testing courses and seminars. |

References

To be supplied upon request.