

## Who we are

Capmation is an IT consulting and development firm that helps our partners modernize, automate, and maximize their business and IT investments.

### Key differentiators

#### Better teams

Our highly skilled and trained nearshore development team brings transparency, accountability, and collaboration to every client engagement. Our nearshore model offers our partners a better, more cost-effective IT experience.

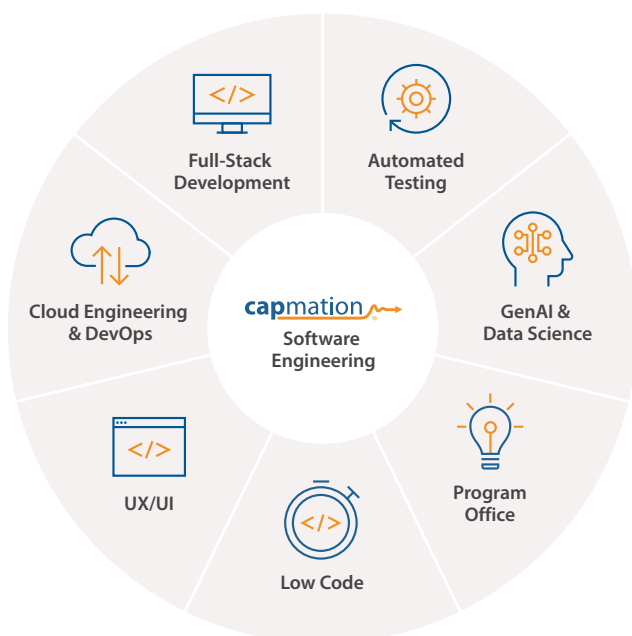
#### Better approach

The real value we bring is understanding your goals and offering valuable—sometimes unexpected—insight on how to get there. We'll help you develop innovative, forward-thinking solutions that seize opportunities, improve efficiencies and support the way you do business.

#### Better results

Our scalable, results-driven teams and tried and true approach delivers high-quality solutions that increase ROI and propel businesses forward.

### Technology focus



### Industries we serve

- Agriculture
- Construction
- Financial Services
- Healthcare Software
- Manufacturing
- Distribution/Logistics
- Medical Device
- Private Equity

### Locations

- Minnesota, USA
- Ecuador

### History

Since 2003, we've partnered with high-growth companies across all industries, from strategic startups to Fortune 500s.

#### From small boutique to global partner

Capmation began as a small boutique consulting and development team in Minneapolis serving a select group of clients with high-end custom services. As the software industry became global, we wanted to offer our clients something different.

We created an alternative to on-shore or off-shore development—one that's cost effective, eliminates time zone issues and language barriers, has a strong focus on collaboration, and keeps accountability at the forefront.

Our nearshore development model includes teams in the U.S. and South America.

#### Changing lives

While Capmation's expertise is in developing innovative technology, our bigger mission is focused on changing lives. By investing in multi-disciplined global teams that build trusted and long-term business partnerships, we aspire to build something more than a profitable business model. Our goal is to enhance the lives of our team members, communities and partners in more meaningful ways.

**To learn more about Capmation, log on to [Capmation.com](https://www.capmation.com) or call 866.374.7639.**

## Leadership



**Dave Ward**  
President and CEO

Dave Ward is Capmation's founder, CEO and Principal Architect. With 25 years of software development experience, Dave oversees the technology vision of the company and works

with partners to realize their business goals through innovative and revenue-generating technology. Dave's success stems from his keen ability at questioning, communicating, thinking creatively, working within budgets, breaking through obstacles, and anticipating future needs. His decades of development experience allow him to provide Capmation's clients with practical, real-world solutions that make meaningful impacts and maximize their returns on investment. He has a Bachelor's degree in Mechanical Engineering and a Master's degree in Software Engineering from the University of Minnesota.



**Jennifer Johnson**  
COO

Jennifer Johnson guides Capmation's evolution in the areas of operations and finance. She brings 23 years of experience building strong cultures and sound

strategies for growth. She has an impressive track record for building world-class client and employee experiences through more efficient processes. Jennifer has achieved many honors including Central Minnesota's "5 Under 40" by *Times Media, Finance & Commerce's* Top Women in Finance, and *Minneapolis St. Paul Business Journal's* CFO of the Year (Medium Private Company). She has a Bachelor's degree in accounting from St. Cloud State University and was a Certified Public Accountant.



**Kurt Meemken**  
Vice President of Sales

Kurt Meemken joins the Capmation team with over two decades of leadership, sales, and business development experience in IT Business consulting services, including

Director of Software Solutions at Marco Technologies. With Kurt's technical aptitude, he has an innate ability to understand businesses challenges and deliver technology and software solutions that help solve problems and drive a quick ROI for our clients. Kurt's passion for creating value for clients and partners, while driving growth and excellence for our company, better position Capmation to deliver best-in-class client experiences.



**Camila Mejia**  
Business Operations Manager

Camila oversees Capmation's UX/UI and Program Management Office. As a strategic leader she provides exceptional strategic guidance, identifies client needs and

business gaps and helps ensure quality results. Her experience includes working in process development and project delivery at IBM and as a Financial Controller in the telecommunications industry. Camila is certified in UI/UX from the UX Design Institute and also holds certifications in PMP and ITIL. She has a Bachelor's degree in Marketing and an Associate's degree in International Business from the University of Arkansas.



**Francisco Calderón**  
Innovation Manager

As Innovation Manager, Francisco oversees Capmation's Innovation Lab, which explores how the latest technologies can be used to leverage innovation and provide value for

our clients. Francisco's experience as a software engineer, technical lead and architect spans across various projects and industries, including an internship at IBM and as Low Code Practice Tech Lead for Capmation. He's recognized as an OutSystems Champion, holds over 10 OutSystems certifications, and has published research in AI/ML & Computer Vision. Francisco has a Systems Engineering degree from USFQ (now called Computer Science Engineering), where he was Valedictorian of his class.



**Aaron Salazar**  
Engineering Manager

As Engineering Manager, Aaron Salazar heads the Engineering Department and focuses on identifying department needs and project technical improvements to

ensure high-quality outcomes. He also supervises the Practice Group Technical Leads. With a background that spans core development, architecting innovative solutions, and managing the General Development Practice Group, Aaron brings a wealth of knowledge and expertise to the table. His leadership ability has been proven in multiple projects as Technical Lead with successful outcomes. Aaron holds a Computer Science degree from USFQ (Universidad San Francisco de Quito) where his dissertation included a publication in Artificial Intelligence.

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