

Personal Data

Name Rainer Lotter

Education Graduate computer scientist (Diplom-Informatiker Univ.)
core topic: network management
minor subject: operational economics

Year of birth 1967

Nationality German

Professional experience since 1992

Foreign Languages Proficient in English

Current position: Executive Director Lotter Consulting GmbH (since 1999)
Co-founder of Compliance Force LTD. 2020

Previous positions:

Active shareholder of ITplus GmbH
(Subsidiary of Schuster & Walther GmbH & Co KG, Nürnberg)
Active shareholder of Lotter GbR

My personal strengths are keen perception, excellent analytical skills, ability to communicate and motivate. I can discuss with and present to managers up to board level as well as with SMEs, IT managers and business stakeholders as I'm able to speak their language and know their expectations.

I can take leadership in a topic and push programs and project forwards even in complex structures. I led and worked in programs and project with scrum / SAFe as well as waterfall method

Expertise Highlights: (see according projects below)

- Program Management on CIO, IT and Customer side
- IT Strategy and organizational consulting
- Business area development incl. personnel and budget planning
- Management of complex interdisciplinary projects and programs.
- IAM Enterprise Architect
- Conception and implementation of GRC solutions
- international IT integration
- Definition of processes for medium-sized and large companies
- Committee work in international corporations
- Rock solid SME knowledge for Directories, GRC, IDM / IAG, Cloud IAM
- Created and run successful RFP for CIAM, Access Management and IDM/IAG
- PO in agile projects

Tool / Product knowledge (excerpt)

| Area | Product | expertise |
|-------------------------------|------------------------|--|
| IDM/IAG | n/a | Complete agnostic overview of the necessary capabilities and proposed architecture of an IDM / IAG Tool. 20+ years of experience; Full RFP Template crated and successfully used |
| IDM/IAG | SAILPOINT | RFP / POC knowledge |
| IDM/IAG | One Identity | RFP / POC knowledge |
| IAM/IAG | ATOS DirX | Operation, architecture, tender and migration preparation |
| IAM/IAG | Microfocus | Expert knowledge from the past (Novell / NetIQ Identity Manager) |
| CIAM | n/a | Complete agnostic overview of the necessary capabilities and proposed architecture of an CIAM tool. Full RFP Template crated and successfully used 5 years of experience |
| CIAM | Salesforce (ID + CRM) | Product owner, architecture, project responsibility, |
| CIAM | Forgerock | RFP / POC knowledge |
| CIAM | IWelcome | RFP / POC knowledge |
| CIAM | Gigya | RFP / POC knowledge |
| CIAM | Ping Identity | RFP / POC knowledge |
| AM (Access Management) | n/a | Complete agnostic overview of the necessary capabilities and proposed architecture of an Access Management tool. Full RFP Template crated and successfully used 5 years of experience |
| AM | PingFederate / Ping ID | Product Owner, Architect, Expert Know How |
| AM | Okta | RFP / POC knowledge |
| AM | Forgerock | RFP / POC knowledge |
| AM | ATOS DirX | Documentation knowledge |
| AM | Microsoft Azure | Knowledge about the capabilities and limitations from current projects and own research |
| API Management (APIM) | n/a | Very good overview of the necessary capabilities and the differentiation to and integration with AM and IDM. 4 years of experience |
| APIM | WSO2 | Knowledge of the capabilities and limitations from many connectivity projects |
| | Dell Boomi | Knowledge of the capabilities and limitations from many connectivity projects |
| APIM | Apigee | Own evaluation based on the documentation, own research |
| Directory Service | | Very good overview of the necessary capabilities of a directory service 20+ years of experience |

| | | |
|-------------------|-----------------|--|
| Directory Service | Microfocus | Certified expert knowledge (based on eDirectory 8; former Master CNE/MCNI) Expert architecture and technical know-how for the current version |
| Directory Service | OpenLDAP | Very good architecture and technical know-how for the current version |
| Directory Service | Ping Directory | RFP / POC knowledge |
| Directory Service | OpenDJ | RFP / POC knowledge |
| Directory Service | Microsoft AD | Formerly certified, expert knowledge including technical functioning of the protocols |
| Directory Service | Microsoft Azure | Knowledge of the skills and limitations from many connection projects including IAM and security concept for AAD |

Main Project (excerpt)

1/2019 -12/2019: Program Manager IAM & Enterprise Architect at Stadtwerke München (SWM)

- Analysis of the overall IAM and GRC situation of the Customer. (GAP/FIT Analysis). Creation of recommended course of action. Alignment with the head of IT and the responsible board member.
- Identify the necessary projects including rough budget estimation and establish an overall IAM program covering the topics of IDM / IAG tool and approach renewal, access management, API management, cloud IAM integration, HR processes, changes in organizational and functional setup and overall architecture
- Creation of an IAM masterplan including the alignment within the program as a foundation for the overall IAM Strategy.
- Advising the approach how to create the RFP for IDM, access management and API management including the selection of the RFP partner.
- Architectural and conceptional responsibly for the creation / adoption of the criteria catalogue for IDM/IAG and access management.
- Creation and internal alignment of the RFP documents for a public European call for tender for a new IDM/IAG system. Besides the criteria catalogue with functional and non-functional requirements this also covered the overall service catalogue, the service catalogues for implementation and migration, including SLA and KPIs.
- Creation and internal alignment of the RFP documents for a call for tender for a new access management system or customers (including CIAM Features) and workforce. Supervising and steering the creation of the criteria catalogue to fit the overall IAM Strategy.
- Consulting including creating an evaluation matrix during the selection process, including interviews with the bidders, evaluation of the bidders and their performance as well as the monetary and technical evaluation of the bids.
- Advising the program and the responsible line organisation on the need to adapt the existing guidelines resulting from the implementation of the overall IAM concept.

06/2017- 12/2018: Program manager for a new cloud based customer IAM (CIAM) platform of E.ON

- lead the RFP including team ramp up, technical content, selection criteria, paper work
- drove the product selection (Salesforce ID with Salesforce CRM parts)
- negotiated the contract with the chosen vendor together with procurement and legal departments
- led the implementation project as overall project lead and PO of a scrum team
- onboarded Digital Attacker as first application
- presented the topic in according boards up to N-1 level
- acquired additional customers to migrate to the platform
- started nearshoring of the product support.
- performed vendor management
- performed stakeholder management within E.ON, EBS and with the implementation partner

9/2017-12/2018: IAM lead architect for Digital Attacker

- Steered a team of three architects (Authentication, especially OIDC in complex cloud environments; EIAM integration via Ping Fed, SCIM, encryption for salesforce), discussed and designed solutions with them, evaluated options, prepared decisions and reported to the according leadership team member
- Created and reviewed (Customer and Enterprise) IAM concepts
- Reviewed EPICs in term of (Customer and Enterprise) IAM as well as user management and compliance to E.ON policies and legal security requirements
- Created EPICs and user stories for identified defects.

2016/2017: Creation and handover to an internal colleague of a Cloud IAM Concept for Azure and AWS together with MS and AWS Consulting covering the following

- Security model for SaaS, PaaS and IaaS content including the AD Integration Model for Windows and Linux IaaS.
- Technical integration for authorization, authentication and provisioning
- Logical Model (Account / Tenant structure, VPCs, ...)
- Discussion and alignment with steering bodies and stakeholders

2015/2016: Responsible product manager for the introduction and operation of Ping Federate and Ping ID Access as Management solution and CIAM processes

- Definition and negotiation of the contract including SLA and Price with the outsourcing partner
- Project lead for the implementation of the platform
- Project lead for the first implementation of the platform
- Created and aligned a migration strategy and plan for the migration from the old platform
- Industrialization of new integrations for new applications.

2015/2016 IAM SME and architect for the E.ON / Uniper split.

- SME for IAM and Microsoft Active Directory in Uniper's Carve Out project for Conceptual Architecture (CA)
- Develop an AD Split and Migration Strategy for a complex environment
- Consult the IDM Split Migration Strategy.

- Initiated and lead the necessary preparation projects including budgeting, staffing, ... e.g. AD Cleanup of original environments.

2015 Organizational Consulting for the strategic realignment and conception of the IAM /IAG Unit of EBS.

- Consulting on the development of the structure and task definition of the Center of Competence IAM: necessity (GAP FIT analysis with regard to the most important IAM capabilities), strategic and concrete goals, position plans, resource requirements
- Consulting and the creation of a general IAM / IDG concept and development plan.

4-2013 - 4/2015: Project management of a TDA project to cost-effectively ensure legal compliance with European data protection laws

Development of a program for the introduction of a service for test data anonymization

- Analysis of the initial situation (evaluation and evaluation of the results of the TDMS 3.0 pilot and further activities in the field of test data anonymization and management in the group.
- Development, coordination and adoption of the procedure model for cost-efficient compliance with international data protection laws.
- Overall project management for the implementation of the procedure model for the most important group applications in concrete projects for anonymizing or pseudonymizing the non-productive instances.
- GAP / FIT analyses of existing concepts and implementations as well as implementation of necessary measures
- Allocate the necessary budget for pre-project to develop an implementation strategy.
- Definition of work packages
- Overall project management for the analysis and implementation phase
- Control of the sub-projects including escalation management for the implementation for the relevant group applications and consulting for projects.
- Ongoing coordination with the data protection officer and Head of Legal.
- Direct report to the responsible members of management.
- Regular report in the overall management.
- Development, coordination, adoption of a line organization for the topic and transfer of responsibility to it.

3/2011- 12-2014: Business area development SAP Compliance Management:

- Development of a program for the Group-wide introduction of SAP GRC Access Control 10.0
 - Technical evaluation and coordination with the specialist departments
 - License negotiations with SAP
 - committee work for the formal establishment of the product as a group standard
 - Development of a cost-optimized implementation plan
- Responsibility of the operation of the predecessor product (GRC 5.3) and GRC AC 10.0 towards Group customers (approx. 30,000 users in five countries)
- Definition, acquisition and implementation of the project to implement the new platform and PL during the implementation of the migration project GRC 5.3 -> 10.0 for the installation of the service provider.
- Definition, acquisition and implementation of the project for the implementation of GRC 10.0 AC for the SAP ISU/CRM/BW systems of the shared service companies of E.ON AG. Overall project management of the project.

- Overall project management for the implementation project for the ISU / CRM / BW group platform. Besides the operative implementation, this included the development, acceptance by internal audit and PwC as well as the implementation of a cross-system risk matrix for ISU-CRM.
- Definition, acquisition and implementation of the project to migrate the existing 5.3 group client installation to GRC 10.
- Definition and acquisition of projects to connect the most important corporate platforms to GRC 10.0.
- The program management included
 - the personnel responsibility for the project and the operating team,
 - budget responsibility for the projects and the SLA,
 - Application Management,
 - the representation of the topic in the Group committees,
 - the structure of the control operation,
 - the overall project management of the implementation projects (partly 1 Mio+).
 - the final handover of the regular operation to an internal employee.
 - To date, consulting and support of the team leader in individual questions.
- The largest implementation project included
 - the introduction of GRC AC 10.0
 - the development of a cross-system risk matrix for SAP ISU and CRM in collaboration with internal audit and PwC

2012-2018: IT Architect /SME for IAM for additional topics

- Responsible IT architect, solution designer and SME in the Digital Down Stream (digitization initiative of E.ON, MS Azure based): In particular creation of a target architecture; gap fit analysis and derivation of the necessary measures, derivation of the various security policies into concrete measures.
- Responsible architect, solution designer and SME for the implementation of Ping Federate for the Intranets of E.ON and Uniper (SAML, STS, OAuth2.0, Ping Provisioning Connector)
- Responsible architecture and SME for the design and bidding phase of the AD consolidation projects of E.ON and Uniper
- Responsible SME for the AD concept (target structure and migration planning) including the implementation of the new target environment for Uniper.
- Responsible architect and SME for the AD Cleanup project of E.ON.
- SME for the development of a Customer IAM project plan.
- Training and handover to an internal employee of all Ping Federate topics.
- SME for IAM and AD in the IT modernization project of E.ON (program for RZ migration or upgrading and moving applications to the cloud). In particular, development of a Cloud Security Matrix at protocol level and consideration of legal / data protection requirements.
- Responsible architect, solution designer or SME for 30+ cloud integration projects with Ping
- Responsible IT architect and solution designer for IAM for the group-wide introduction of the cloud application SAP Successfactor for E.ON. In particular, the connection to the implementation of SSO using SAML 2.0, design and implementation support of the provisioning solution.
- Responsible IT architect for IAM /IAG for the introduction of a new corporate standard for e-learning. In particular, the conception of an SSO solution using anonymous SAML 2.0 to ensure compliance with the BDSG despite hosting at AWS.

- Responsible IT architect for IAM / IAG for the RfP process incl. evaluation of tender documents and tender documents as well as representation of the topic in the tender workshops
- Development and adoption of IAM / IAG standards for the E.ON wide HR consolidation project.

10/2010 - 3/2011: Responsibility of the Windows7 Enabling of E.ON AG for the clusters CEE and Mediterranean and support of Program Management

Support of the ESDT3 program management (Windows 7 program of the E.ON AG)

- Technical support of the Windows 7 program (Backend Enabling Project) for MUCE DE (German Business Units of E.ON AG):
 - Identification and development of technical solutions and their organizational implementation
 - Development and implementation of CRs
 - Representation of PM in PSG
- Technical support of the SWDB 2.1 (Development of a central software database) project:
 - Implementation and enforcement of the BU requirements,
 - Know-how transfer for the technical connections and possibilities (Identity Management, Active Directory, Client Management)
 - Active solution finding,
 - Quality assurance,
 - Support with the introduction of BUs
- Consulting and technical support in setting up the CASH (Client Application Harmonization and Standardization) project for DE, CEE: Organization of coordination with the BUs
- Advising the PM on the topics: Design and definition of the necessary subprojects incl. budget, communication with the BUs, representation in PSGs of subprojects
- Ensuring and monitoring the project plan for technical ESDT3 readiness in BG and RO by 1.1.2012
- Ensuring and monitoring the project plan for technical ESDT3 readiness in BG and RO by 1.1.2012
- Responsibility for the ESDT3 enabling of the clusters CEE and Med/Western
- For the Office 2007 Rollouts:
 - Organization of the offer process
 - Definition of templates for offers
 - Coordination with LDM areas to the offers
- Strategy consulting: Alignment and support with AP1 (Architecture Unit of E.ON IT) on MWP / AD topics / scope of contract / Office 2007 vs. 2010, rollout strategy.

04/2006 - 09/2010: Responsible program manager, IT architect and project manager (reference available)

- Responsible for the IT integration of the international subsidiaries of E.ON Energie AG (Market Unit Central Europe, MUCE) and the Base Network Services (BNS: Active Directory, DNS, DHCP), File and Client Services. Consultant for Identity Management, Exchange, Disaster Recovery and Datacenter.

- Responsibility as program manager for the integration of all international subsidiaries of E.ON Energie AG was for the Czech Republic, Slovakia, Hungary, Benelux and France. Support of the person responsible for the countries Romania and Bulgaria as consultant.
- o Implementation of the IT concepts of the E.ON Group in the MUCE in these countries. Further development of these in cooperation with the IT service provider in order to adapt them to the local conditions.

In detail:

In charge as program manager: Creation and implementation of IT infrastructure roadmaps in cooperation with the local CIO areas of the national companies, which served to control and implement the country-specific IT integration and connection to the central services. This included technical concepts and project plans as well as the preparation of budgets, taking into account cost saving potentials and synergy effects, and their implementation.

- Organization of working group meetings of the international and German infrastructure managers of the business units. Representation of MUCE for the topics Base Network Services (BNS: Active Directory, DNS, DHCP), File Services, Exchange, Client Services, Data Center and Disaster Recovery at these meetings.
- Program manager and architect for the topics BNS, File Services, Terminal and Client Services. He is responsible for the development of these services in the Market Unit as well as the enforcement and protection of the interests of the MU vis-à-vis the IT service provider and the corporate headquarters of E.ON AG.
- Short- and medium-term central budget planning for these topics as well as the initiation of corresponding projects for the implementation of the strategy developed in the team.
- Representation of MUCE in the corporate committees of E.ON AG (Data Center and Client Services) and the CIO division of MUCE at working level in the areas of File, Active Directory, Exchange, Client Services and Disaster Recovery.
- Preparation and processing of templates for the decision-making bodies of E.ON AG and E.ON Energie AG, comments and advice on implementation strategies.
- Initiation and management of project groups on the topics of disaster recovery (especially SAP and databases), File, Vista and Windows7.
- Representation of E.ON Energie AG in the preparation of quotations for all responsible subject areas.
- Project management for topics in the file and identity management environment as well as for various projects to prepare the MUCE for Windows7.
- Development of E.ON AG's concept for connecting regions with different security levels to central infrastructures in cooperation with the Security Information Officer and the IT service provider of E.ON AG, including the definition of the security levels including requirements and the available services per level.
- Implementation of the analysis phases in the MUCE countries together with the IT service provider. Preparation and definition of the packages of measures and preparation of the budgets required for implementation.
- Support of the local CIO areas during implementation.

2004 - 04/2006: Consultant, Project Manager for E.ON IS (formerly is:energy)

- Consultant / sub-project manager for migration projects within the scope of insourcing/transfer of services from ITS.ON to E.ON IS
- Committee work in the E.ON Group Identity Management Working Group
- Establishment, operation and harmonization of directory services and identity management at E.ON and E.ON Energie AG, respectively
- Connection of applications to the Identity Management of E.ON AG (e.g. SAP SEM)
- Participation in the E.ON project "OneIT" Phase II (definition phase)