

ALBERT HO

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PROFESSIONAL EXPERIENCE

Checkr, Inc., San Francisco, CA

Mar 2017 – Present

Senior Product Manager

- Shipped 2M subscriptions of the on-demand industry's first post-hire continuous background check product, resulting in a major recurring subscription revenue stream for Checkr
- Increased accuracy by 5x for background check turnaround time prediction by leading an ML initiative cross-functionally
- Drove 20x increase in engagement and 5x higher 30-day retention by shipping major improvements to Analytics product
- Boosted the clear rate by 42% for Employment Verifications through intensive customer behavioral studies

Original, Inc., San Francisco, CA

Oct 2016 – Mar 2017

Director of Product

- Drove 18% increase in cart to purchase conversion rate from implementing a newly-designed checkout flow
- Boosted site-wide speed by 75% by applying strategic indexing, HHVM, and asset pipeline implementation
- Recruited and managed 3 direct reports (designer, full-stack engineer, QA engineer) on a highly-productive agile team
- Conceived and led the initiative to build an on-demand economy of live-collaboration shirt designers, launched as Original Stitch Live™

Teespring, Inc., San Francisco, CA

Feb 2015 – Oct 2016

Product Manager

- Boosted seller productivity by 20% by introducing the first non-apparel product lines (mugs, totes) at Teespring and led a cross-functional team to innovate on new merchandise onboarding
- Achieved savings of > \$1M/year in staffing costs by automating infringing content detection with a machine learning based content reviewer system that replaced 18 people
- Empowered a 15% boost to unit sales by leading the globalization of supply chain and fulfillment systems during the European acquisition of Fabrily.com
- Increased artwork efficiency 70% (valued at > \$500K/year) by leading a team of engineers to implement a PNG-based artwork flow for direct-to-garment printing and enhance architecture/logic for screen vectorization workflow

AgileQR, Inc dba 121nexus, Providence, RI

Oct 2011 – Jan 2015

Co-Founder & Chief Technology Officer

- Grew the company to 1,200 customers and several hundred thousand in Enterprise SaaS ARR
- Won \$180K NSF grant (Award #1315431) and led a research team as Principal Investigator
- Raised \$500K from private investors in a deal that included a partnership with a major printing and packaging firm
- Recruited and led a team of 7 engineers to develop enterprise products Personal Media® and Catscan™ for smart print, packaging, & mail operations
- Sold 6M+ personalized URLs, deployed to customers like Obama for America, Sylvan Learning, and Solvay Chemical
- Invented 3 patents on core personalization technology that have been cited by Facebook and Adobe
- Admitted to and funded by Spring 2012 class of the Betaspring startup accelerator in Providence, RI

American Patent Agency, PC, Boston, MA

Jan 2011 – Jan 2012

Partner & Registered Patent Agent (USPTO Registration No. 67,420)

- Achieved the record of the 7th fastest-issued US patent in 2011, issued within 116 days after filing
- Sourced 3 major contracts worth about \$300K ARR: Waygo (from 500 Startups Batch 11), Mixbook (a \$200M e-commerce platform), and PredictionIO (a startup later acquired by Salesforce.com)
- Acquired patents in average of 4 months (typically takes years) by leveraging accelerated examination with USPTO
- Advised various companies in the US, Europe, and Australia on intellectual property portfolio strategy

KD Secure, LLC (acquired by Mainline Information Systems, Inc.), Cambridge, MA

Apr 2008 – Dec 2010

Software Engineer

- Co-invented 3 patents on mobile industrial inspection systems, cited by Honeywell, generating \$500K licensing ARR
- Wrote an event generation system for a distributed event correlation engine in Java and Ruby, used by customers for real-time detection of tailgating on surveillance video, leading to a whitepaper that attracted interest from IBM

- Developed The Watchman™ mobile industrial inspection system, a .NET Mobile Framework application that ran on industrial-strength Windows Mobile devices
- Defined and prioritized product features through on-site workshop visits to crane and hoist installations

Course Hero, Inc., Sunnyvale, CA
Lead Developer on Founding Team

Oct 2006 – Dec 2007

- In just two weeks, wrote the very first version of CourseHero web application as an exchange for college study notes
- Scaled the product to a user base of several thousand students within the Cornell, USC, and Stanford student bodies
- Recruited and managed an initial team of 5 engineers to develop and maintain coursehero.com product
- Assisted in securing initial seed capital from angel investors in Silicon Valley – as of 2015 the company has raised over \$17M, has received acquisition offers, and has positive cash flow

Banc of America Securities, Inc., New York, NY
Residential Mortgage Backed Securities Trading Analyst

Jun 2007 – Aug 2007

- Assisted CMO traders by generating daily spreads over 10Y treasuries for all mortgage bonds in inventory
- Kept daily track of the desk's inventory and trades of bank-originated non-agency structured bond offerings
- Priced two structured deals involving Countrywide mortgage loan pools using firm's proprietary OAS models
- Learned how to trade a wide range of financial products by observing traders on swaps, treasuries and CDS trading desks

Goldman Sachs & Co., New York, NY
Credit Risk Management Analyst

Sep 2005 – Dec 2005

- Architected a derivatives pricing alert system that would notify managers of problems and suggest solutions
- Deployed derivatives pricing alert system to machines controlling credit derivatives and equity OTC options pricing
- Underwent training in debt/equity and derivatives product pricing through GS corporate development program

EDUCATION

Cornell University, Ithaca, NY
B.S. Electrical & Computer Engineering, December 2007

Sep 2003 – Dec 2007

TECHNICAL SKILLS

Technologies I work with fluently: React, Node, Express, Nginx, Ruby on Rails, RSpec, HTML5, CSS3/Sass, Docker, AWS & Google Cloud, Kubernetes, MySQL, PostgreSQL, MongoDB

Process: Gitflow, Agile Product Development, Scrum, XP, TDD, Continuous Integration, A/B Testing (Optimizely, VWO)

PAPERS, PATENTS & APPLICATIONS

Ho, A. & Sayers, F. (2013) "MDDTrack™: An Agile Track & Trace Approach for Global Biomedical Products." *Presented at Jun 2013 MD&M Conference in Philadelphia and the FDA's Sep 2013 UDI Conference in Baltimore. Available upon request.*

Ho, A. & Sayers, F. (2012) "Dynamic Field Personalization by Passive Connection for Driving Voter Engagement in Political Campaigns." *Presented to Obama for America 2012 Presidential campaign. Available upon request.*

Siegel, M., Ho, A., & Ierymenko, A. (2009) "KD Secure Distributed Correlation Engine (KDS-DCE): Creating Small, Easily Federated Deployments of Event Generation, Correlation, and Alerting Technologies." *Presented to executives at IBM Smarter Planet initiative. Now property of premier IBM re-seller Mainline Information Systems, Inc. Available upon request.*

Inventor: U.S. Patent 8,756,124; U.S. Patent 8,533,075; U.S. Patent 8,032,830; U.S. Patent 7,971,140; U.S. Patent 7,793,850; International Patent Application PCT/US14/10293

INTERESTS

Investing via my early-stage fund notalking.vc: Loom, Sliver.tv, Theta Token, Metadata.io, Misterbnb (exited)

Activities: Airbnb Hosting, Hackathons, Home Improvement Projects, Swimming, Sabre Fencing, Biking