D.B. MOLITOR

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Dist. Engineer & Partner/Product Manager specializing in innovation research in XR, AR & VR headsets, AI, CV/ML, IoT, wearables, NeRF/3DGS, 3D volumetric, BIM, HCI, and robotics. www.duanemolitor.com

PROFESSIONAL EXPERIENCE

12/2019 – 01/2024
Product Manager/Partner Manager – **Verizon Communications**, Irving, TX
- Managed two Lockheed Martin Texas-based work sessions proving AR training & repair, link. Successful completion resulted in a multi-year 2024 through 2026 partner agreement.
- Awarded US Patent # US11715270B2 as Primary Inventor for syncing AR content with primary content for live events and pre-recorded video using metadata with back-end streaming solution.
- Built 3D volumetric streaming lab on 5G FiOS proving advanced comms & virtual sets potential.
- Led AR eyewear research. Selected partners (incl. XREAL) & increased initial device buy by 3x.
- Developed 5 AR products showcasing 5G Consumer & Enterprise entertainment. Links 1 2 3 4 5.
- Researched XR, AR/VR headsets, wearables, IoT, AI, CV/ML, NeRF/3DGS, & BIM for mobile.

01/2019 – 07/2019
Creative Director – SHFF, Inc., Austin, TX
- Hired, managed & trained internal and remote staff for mixed reality (MR) development.
- Designed and directed efficient procedures/processes for proprietary pipeline.
- Defined & prioritized deliverables via Agile/Scrum milestone schedule.

Key Projects: Angry Birds – Proprietary engine   **Virtual Masters Fishing** – Proprietary engine

11/2016 – 12/2018
Creative Director – Nerd Kingdom Inc., Irving TX
- Managed/mentored art & animation staff for VR games.
- Directed art & animation. Designed proprietary tools & processes for 3D asset development.
- Defined & prioritized deliverables via Agile/Scrum milestone schedule.

03/2015 – 01/2016
Creative Director – Fuzzycube Software LLC, McKinney TX   [*Acquired by Magic Leap]
- Led 5 internal AR projects to guarantee successful acquisition by Magic Leap.
- Reported to CEO and collaborated directly with client CCO at Magic Leap on special AR project.
- Point-of-contact for AR app production with FL, CA, and UK partners.

02/2008 – 11/2012
Art Director – Microsoft Research (MSR), Microsoft Corporation, Redmond, WA
- Spearheaded augmented reality (AR) research to define emerging technology potential in AR eyewear for Microsoft investment - this effort became HoloLens! I developed the proposal for an *AR platform vision* and designed & prioritized initial AR interactive prototype applications.
- Directed immersive entertainment experiences for AR/VR applications and created mobile apps for Microsoft HoloLens and for Mixed Reality Capture Studio technology, now known as Arcturus.
- Recruited and managed vendor services and partners from U.S., Japan, China, & India.
- Presented innovative technologies research to CEO executive staff, MSR leadership, and VR interactive incubation teams. Educated VIPs on competitive landscape in AR/VR use cases.
- Influenced purchase of team's first mocap system & AR eyewear for prototyping.
- Managed milestone deliverables. Mentored/trained employees on proprietary tools.

Key Projects: Microsoft HoloLens – AR eyewear   **Avatar Spectrum** – Xbox One Kinect
              Arcturus (former MRCS) – HoloLens   **Avatar Kinect** – Xbox 360 Kinect

01/1999 – 02/2008
Art Director – Microsoft Xbox Studios, Microsoft Corporation, Redmond, WA
- Partnered with Technical Director to create an innovative character variation system that auto-generated a near-infinite library of fully-articulated 2D/3D characters based on gender, age, ethnicity, geography, and occupation. The library served all simulations within the Enterprise Simulation Platform, which was later sold to Lockheed Martin as foundational tech' for Prepar3D, creating notable efficiencies in time & cost savings per simulation product.
- Collaborated with cross-functional leads on artistic goals of each game release. Defined art pipelines and asset deliverables. Coordinated with program management to track & maintain schedules. Ensured high quality standards were exceeded/achieved.
- Drove art style and character aesthetics. Developed art processes, skeletal rigs, and tools to create the "animation blending" industry standard, increase character variety and originality.
- Determined art/animation production staffing requirements. Sourced talent agencies and vendors to aid recruiting. Managed teams through milestone deliverables. Trained employees on proprietary art/animation tools, new aspects of commercial tools. Mentored career development.
- Identified new art software and top outsourcing vendors used by multiple internal studios.
- Defined and documented Best Practice for Microsoft Studios' pro-bono 3D character vendor test.
- Animated 3D characters and vehicles. Modeled and animated character blendshapes for lip-sync and facial expressions improving character emotion and facial performance.

Key Projects:

Prepar3D (former ESP) – PC	**Gravity Kings** – Xbox prototype
Flight Simulator X – PC	**Forza 2** – Xbox 360 prototype
Shadowrun – Xbox 360	**MechCommander 2** – PC
MechAssault – Xbox launch title	**MechWarrior 4: Vengeance** – PC

08/1996 – 01/1999
Art Lead – FASA Interactive Technologies Inc., Chicago, IL   [*Acquired by Microsoft Corp.]
- Team leader, aided FASA Interactive's acquisition by Microsoft Corporation ($40M).
- Developed animation procedures for several proprietary animation systems.
- Defined milestone schedules, assigned art tasks, and provided timely feedback.
- Hired/managed art team. Worked with engineering teams to create proprietary art tools.
- Art Director for MechWarrior 3. Plus, designed/art directed game user interface.
- Animated characters and building destruction for game-ready art and in-game cinema.
- Modeled and textured buildings, terrain, foliage, and effects including LODs & damage.

Key Projects: **DisneyQuest's Invasion!** – Location Based VR Entertainment (LBE)

MechCommander Gold – PC	**Red Planet** - LBE
MechWarrior 3 – PC	**Battletech** - LBE

PATENT AWARDS

- "Methods and Systems For Customizing Augmentation…", Primary Inventor, 2023
- "Smart Camera For Virtual Conferences", Designer, 2012

SOFTWARE

- Maya, 3DS Max, Photoshop, Unity/Unreal, Premiere, After Effects, Sketchup, Xsens MVN Studio
- ChatGPT, Slack, JIRA, Confluence, Perforce, Sourcesafe, Source Depot, MS Project + Office

EDUCATION

Columbia College, Chicago, IL
- Postgraduate studies: Advanced Computer Graphics
- Bachelor of Arts, Majors: Advertising & Graphic Design

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