

# Founded by a visionary who holds the key to the right intelligence

**H**ubin Jiang sees the world differently. A naturalized U.S. citizen, he had to adapt to a new culture, overcome language barriers and learn how to teach himself.

He took his education all the way to the doctoral level. And he worked hard enough at mastering expert systems, neural networks, content management and document imaging to receive five patents (with more pending) for his expertise.

But while knowledge may be the foundation of a company, it can only make good on that understanding by collecting skilled and dedicated employees and engaging them properly. Jiang's management philosophy for the information management business he founded in 1995 is to empower employees to act in the company's best interests.

To "inspire their creativity," he said, "means fostering their enthusiasm and stepping aside to allow them to excel in their areas of expertise." Jiang believes that "having a say in the company's business gives employees a feeling of greater control of their destiny so they are more motivated to work hard to ensure each initiative succeeds." Because of his experience as an outsider who made his way inside, his commitment to workforce development, employee retention and workplace diversity is profound.

This collective purposefulness is the essential underpinning of the company's monstrously complex lines of business. Its goal is to turn a large organization's data and knowledge – both structured and unstructured – into a comprehensive, trustworthy and searchable repository of all the organization understands.

To do that, Ecomplex has built proprietary knowledge-based systems and processes that have been customized for customers such as the U.S. departments of State, Housing and Urban Development, Homeland Security, Interior, Justice and others.

Jiang sees his company's competitive advantage to be its offer of a one-stop solution to any organization's information management needs. No third-party software is required, as Ecomplex has the full complement of quality services combined with its proprietary software to deliver a solution that is unmatched in the industry. "Organizations turn to Ecomplex with information management challenges, and our tailored approach ensures that they receive the exact data management system that answers their project needs," Jiang says.

Jiang earned bachelor's and master's degrees in science and was on his way to a Ph.D. in electrical engineering when he began to follow some of his ideas out of academia and into the business realm.

His said his leadership style is the result of studying the success and failures of leaders running major corporations. "I have been an avid observer of the characteristics of government leaders and read numerous assessments of the strengths and weaknesses of senior government officials," Jiang said. He has taken that insight and coupled it with his own personal experiences and challenges he faced as a naturalized citizen to further develop his leadership skills.

His biggest fear? That the current economic crisis will force him into a round of layoffs. He calls the company his family and adds, "The loss of even one member of the team is a tragedy that I hope will never occur."



Jiang is one of the trail blazers in innovative technology development in the fields of document understanding, expert systems, content management, and document imaging. He holds over five patents and patents pending in these fields.

"Trust, but  
**VERIFY.**"

*Ronald Reagan*

**Ecomplex**

**INDUSTRY:** Information management  
**IN A NUTSHELL:** Facilitates mission-critical business processes with sophisticated, proprietary technology tools, designed to harness and extract intelligence from information and data

**SIZE:** 250+

**FOUNDED:** 1995

**WEBSITE:** [www.ecomplex.com](http://www.ecomplex.com)



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