December 20, 2010

To whom it may concern,

Steve Stedman has served our company in the role of Chief Technology Officer since November, 2008. His responsibilities included all technical aspects of running a large web based subscription service that serves a variety of customers across the US. His responsibilities also included direct management of approximately 5 developers, testers, and report writers.

Steve has been instrumental in scaling our program from a system with numerous bottlenecks at the software, hardware, and infrastructure level to a system that is fully redundant and fault tolerant at all levels. His accomplishments to this end is to numerous to list, but includes database scalability changes, redundant firewalls and load balancers, redundant web servers, automatic database backups and log shipping, and literally hundreds of other improvements that have dramatically improved system performance, maintenance, and scalability.

Steve has also effectively managed a technical staff of 5 people, including developers, testers and report writers. In consultation with company ownership, he has been able to consistently manage the development team, keep them pointed in the right direction, and consistently deliver product deliverables at a constant pace. He has also corrected a substantial development strategy mistake made prior to his arrival, and has consistently chosen the right technologies for our capabilities and budget moving forward.

I have a high degree of respect for Steve and his capabilities and would certainly hire him again if given the opportunity.

Sincerely,

Adrian Mintz
Chief Operations Officer and Cofounder
Emergency Reporting
Adrian@emergencyreporting.com
360-647-6003 x 112