



March 23, 2020

To Whom It May Concern:

My name is Rusty Speedy and I'm the Chief Technology Office of 4iiz. Please accept this letter as my recommendation and reference for Bradley Holbrook for both software engineering and technology management roles.

I started working with Brad near the end of 2017 when we hired him as a senior software engineer. At the time, we were working with a live product that was using a combination of third-party services and a lot of PHP to glue everything together. We brought Brad in to bring some sanity to our offering and his first project was to gather the requirements and architect a software application that we could sell to a wider audience.

After some discussion and at Brad's recommendation, we settled on NodeJS, Typescript, HAPI, and MongoDB for our stack. Part of that decision was based on our use of Angular for the legacy front end and the ability to transfer skillsets and fill gaps where necessary. Brad was then able to quickly turnaround a working application with feature parity that was extensible and much easier to manage. He also added tooling that greatly improved the development process with linting, tests, automated builds, and automated deployments through git and Amazon Web Services. He then managed the migration of our customers to the new stack and worked through scaling issues, including using Snowflake as our data warehouse once our data set started growing exponentially.

After a year, Brad was promoted to the VP of engineering and then also took on a management and leadership role with the engineering team. Using JIRA and Confluence, he managed the backlog, planned sprints, documented development processes and best practices, implemented process requirements and changes in JIRA, and managed meetings. He did all of this on top of his role as chief architect, so he was still writing a lot of code and was the point person for any planning or requirements meetings. Lastly, he was brought into the Leadership meetings to help plan the course for the company as a whole.

Brad is an excellent communicator and teacher. He expresses his ideas for solving problems very clearly. He is also the best solutions architect I have ever worked with. There was no problem for which he could not find a solution, even given rigorous constraints regarding timelines, budgets, and specifications.

In summary, I highly recommend Brad for any position he seeks to pursue. He will be a valuable asset to any organization.

If you have any questions or concerns, please do not hesitate to contact me at rusty@4iiz.com.

Sincerely,

Rusty Speedy