

T H E H I V E

July 1st, 2009

To Whom It May Concern,

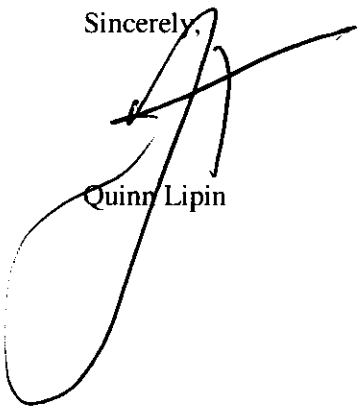
Phil Toland has worked for me as a Software Developer for the past 18 months. As CEO of the Hive, I have given tremendous personal attention to whom we hire and Phil has exceeded my expectations in every way. He was involved with a number of different internal development projects, all of which involve large-scale Internet services.

The original project for which I hired Phil had stringent scalability and high availability requirements for data storage. His breadth of knowledge enabled him to evaluate and clearly communicate the trade offs between designs. Throughout the development process, he incrementally delivered quality software in a variety of languages.

Phil is also respected by his co-workers for his breadth of knowledge and willingness to find the best solution. He was at the forefront of new technology adoption in the company and an advocate for continuing development process improvements. His high-level of productivity spurred other developers to greater heights.

On a personal note, I have found Phil to be an excellent sounding board for project vision and direction. He considers all sides of the problem, business and technical.

Sincerely,



Quinn Lipin

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