



To Whom It May Concern,

Iron Mountain, Fulfillment Services division, engaged the services of The Refactory over a period of 7 years, ending in the spring of 2011. We worked specifically with Refactory principal Joe Yoder.

Joe and his company provided high-quality development work throughout this period. Three of the developers engaged through the Refactory provided services to us for over 5 years, and several others were engaged in various short-term projects. All of the developers provided by the Refactory had excellent technical skills, showed extraordinary dedication to their tasks, and were just plain good folks.

In addition to his role in recruiting developers, Joe did an excellent job managing his team ensuring they met our corporate coding standards, stayed up to date with the latest technical developments, and coded to the requirements given to them for the applications they developed.

Joe acted as the technical lead for his team and made significant technical contributions himself, both on the architectural side and on the more complex applications his team worked on. Additionally, Joe worked closely with our team to integration the Business Frameworks the Refactory developed into our environment along with appropriate training and technology transfer.

Refactory team members were involved in a broad range of activities for us, including a complete rewrite of our backend core systems and ancillary services. They were involved at the architectural level as well as with design, development, and testing work and implementation support. This work included the architectural design and development of Business Frameworks specifically using the MicroSoft .NET Frameworks. Without exception Joe and his team were quick to pick up on the domain knowledge required to implement complex business rules for our ordering, import, invoicing, print, shipping and warehouse management systems.

We enthusiastically recommend the Refactory as a technically sound, innovative and reliable source for contract development work.

A handwritten signature in cursive script that reads "Don Moonshine".

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