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July 9, 2015

To Whom It May Concern:

As the CTO of Imperative, I'm responsible for the architectural direction of our product platform along with staffing the team with both in house and remote talent.

Iterators were brought in to facilitate the back-end development of our new architecture, which was designed and built from the ground up to replace the MVP I inherited when I joined Imperative. The product's vision is to be a career development destination that, through the lens of an initial psychological assessment, determines one's intrinsic motivators that impact their work. From this baseline analysis, the user can then engage in other tools that are currently in development, which may range from peer-to-peer mentoring, coaching, manager relations, or other means as researched in the field of positive psychology.

Since engaging Iterators at the start of June, 2014, they've been crucial to not only our development process and deliverables pipeline, but in all phases of the Software Development Lifecycle here at Imperative. Larger tasks and architectural considerations, whether affecting security, performance, data access, API design or page flow, are collaborated on and best practices approached methodically. All development is managed through agile methodologies and includes detailed code reviews that not only enforce an unusually high quality of code, but ensure shared conventions across both remote and local teams remain consistent and that learnings are communicated instantaneously.

Iterators bring an immense amount of experience and expertise to the design, specification and implementation phases of each sprint. Each member of the team has unique specializations that have manifested as our platform has evolved, which has enabled us to use many libraries and tools with little acclimation or ramp up. We've developed, with their lead, the following solutions:

- fully REST back-end architecture (best REST practices, custom DSL for easy endpoint creation, Scala, Slick, Play framework and the rest of the Typesafe stack)
- a scheduler based reminder / email parsing engine (Quartz, MongoDB)
- distance algorithm between users based on vectorized representation of individualized intrinsic motivator assessment results (math!)
- forked version of 3rd party open-source auth library (sbt, GitHub, customized deployment)
- homegrown, 100% RESTful authorization and authentication service (OAuth, Redis, bcrypt)

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- templatized web pages that easily interface the back-end API (Play, HTML, Coffeescript and SASS, AngularJS)
- continuous integration and agile deployment process (New Relic, Heroku, CircleCI, Specs2, Karma, Cucumber, Coveralls)

We're able to work together - not as two independent organizations - but as one team. Communications are never a problem and they've made themselves available via our internal messaging platform along our timezone constraints. Iterators bring professional pragmatism, technological expertise and a bit of humor to every interaction. I only hope to engage them in greater capacity as our relationship continues.

Sincerely yours,

Blue Thomas
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