

A. Layne Young, Business Relationship Manager
Information Services Agency (ISA)
200 E Washington St, Suite 1942
Indianapolis, IN 46202
November 12, 2012

To Whom It May Concern regarding Andrew Stephens:

My name is Layne Young; I have worked in IT with Indianapolis/Marion County government for 31 years (16 with IndyParks and 15 with ISA.) I serve as a liaison with IndyParks and the ISA.

I have known Andrew Stephens for about 9 years. During that time, Andy has provided a variety of IT skills to improve processes and decision making within the department. Over the past 2 years Andy's role has changed from operations to department analyst and he has a much larger role with data analysis.

I have worked 'hands-on' with Andy on several projects but would cite 2:

1. **GAPS Replacement** was a business process re-engineering project for a non-tax revenue tracking system. The project integrated a database with SharePoint utilizing workflow processing. Andy served as a business analyst and application developer.
2. **Summer Lunch** was an extensive program that utilized a SharePoint extranet to assist with the logistics and analytics of managing over a \$.5 million grant to provide lunches to needy children within Indianapolis. The benefits of this project were expressed in time and dollar savings, better management decision making information and a documented picture of the process. Andy served as the business analyst, technology integrator and application developer.

Andy is very gifted in learning new technologies and applying them to solve business problems. He is assertive, inquisitive and innovative. Andy would be a tremendous resource to any employer.

Sincerely,

A handwritten signature in black ink, appearing to read 'Layne Young', with a large, stylized flourish extending to the right.

Layne Young
Business Relationship Manager
Information Services Agency