

To Whom It May Concern:

This letter will serve as my formal recommendation for Zachary Kysar. I have known Zak for approximately 15 years. He began working for me while he was in high school during the summer, after school and weekends. He continued to work with InterSouth during his college years as a liaison between management and the jobsite employees by sending reports on employee morale, concerns and inefficiencies.

During his time at InterSouth Plumber Services, Zak consistently demonstrated his thirst for knowledge, his strong work ethic and his dedication to my company. Zak was able to streamline the supply request orders, thus saving 30% on supply and material orders. Zak was also able to assume a leadership role by leading his crew and directing them to cost savings practices, which are still in place today. He was well respected by management and his peers.

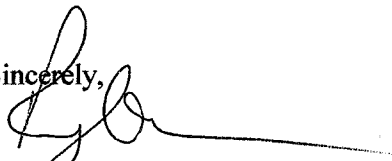
If you give Zachary a team to work with, he will win the respect of his teammates, offer guidance, and come up with solutions to make it a better team. Zachary is well respected by all employees in my company. He cared about his job and did it well. All the employees are proud and excited to hear from Zachary while he was away in the army, and we wish him the very best in his future endeavors.

Zachary has further shown a strong desire to succeed and a great dedication to the US Army. For he made sergeant in only 3 years and completed the world's premiere leadership school: Ranger School. Potential is a bad word to use for Zachary, for he has already displayed his leadership skills. For example, during his visit to Atlanta this holiday season he assisted my family and me with setting up lights on my newly built basketball court. We ran into a few problems along the way. I had suggestions and so did the 4 other people that were there. However, Zachary came up with the best ideas throughout the project. I argued that other techniques would be better, but he came back with good counter examples to show his ideas were best. The group went along with his suggestions, and the 30-foot light poles got installed quickly and correctly due to Zachary's intuitiveness. As for as leadership goes, once Zachary arrived on that same basketball court he instantly took charge of the situation before I had an opportunity to do so. I was interested to how he would do, so I let him take charge of the situation. He was giving guidance to all five of us that were there in an efficient way. One of us was doing this and that; frankly, it was an impressive display of leadership and teamwork.

Additionally, as a business owner, I feel his goals of international trade are very sound. I sometimes discuss business manners with him, and he has a very sound business mind with sound goals.

For the reasons above, I highly recommend Zachary Kysar, as I feel he would be an excellent and well deserving candidate for your scholarship. As he embarks on his new graduate school adventure, I know having his debt reduced from attending college will allow him to accomplish much more in life, and I know he is capable of nothing but the best.

Sincerely,



Randy Osborn  
InterSouth Plumbing Services, Inc.

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