

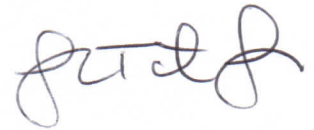
To whom it may concern:

Stephen Kasper was an employee of American Family Fitness for around 4 years. He served as a Fitness Counselor and then was promoted to a Personal Training position. I was his supervisor through those 4 years. Stephen displayed excellent customer service skills during his time with us. He related to all of our members and did receive many compliments from our members for displaying outstanding customer service.

Stephen also had great success with his PT clients as well. He did a great job motivating his clients and at the same time making sure their experience was enjoyable and fun.

I give this recommendation feeling confident that Stephen would be an asset to any customer service driven business.

Yours in health,

A handwritten signature in dark ink, appearing to read "Jay Tate", with a stylized, cursive script.

Jay Tate
Fitness Director
AFF West End
(804) 364-1200