

To Whom It May Concern,

I have been asked to provide a character reference for Randall Swetnam. I have known Randy for many years personally and professionally. I can without reservation attest to his sound character and ethics. Randy has demonstrated the highest standards in his professional and personal life. His involvement in scouting and ministry has been a blessing to his community. He has been a devoted husband, father and grandfather. I would trust Randy's business acumen in his professional endeavors and his strong moral compass. Please contact me for further information.

Karen Kissinger  
Certified Life and Leadership Coach  
Owner of Sonrisa, Kansas City's Green Spa  
karen@sonrisawellness.com  
816-746-8713 office  
816-584-0001 fax