

January 30, 2018

Dear Madam or Sir:

I am proud to write this letter of reference for my colleague Brad Chambers. Brad, Bill Koegler and I are part of ReCreate Park Planning Group. Both Brad and Bill are also part of the elite American Academy for Parks & Recreation Administration. Brad's role in our ReCreate Park Planning Group is to provide guidance and consulting for operations of a park system and for the launching of new park systems. Bill creates park foundations and I provide physical planning and design.

I have a great personal respect for Brad's integrity, ethics, and drive for success. It is evident in his incredible resume both in his park & recreation career, and his military career. Moreover, when spending time talking to Brad, his good character becomes evident.

I highly recommend Brad to any new or existing park system to improve their operations, maintenance, efficiency, and programming. His experiences are unequalled and worth the investment in his consulting services.

Please do not hesitate to reach out to me with any questions. You may reach me via personal cell phone: 740.310.1195, or via email: ghays@wallacepancher.com.

Sincerely,
WallacePancher Group

Wm. Gabriel Hays, PLA, ASLA
Director