



**UNITED INDIAN HEALTH SERVICES, INC.**

**Healthy mind, body, and spirit for generations of our American Indian Community**

April 17, 2013

To Whom It May Concern:

I have known and worked with Jack Daniel Kinne for the past year. During that time he has performed duties in a number of different roles and has excelled at each.

Jack is a self-starter and needs very little direction. At the same time, he is very aware of Company policies and the importance of adhering to them. Jack is honest, dependable, capable and hard working. He is organized and able to multi-task when serving in fast paced and demanding positions. Jack treats co-workers, Board members and clients with respect. I have always felt that Jack keeps the best interest of the Company at heart as he performs his job responsibilities.

As stated previously I have observed Jack take on a number of different roles over the past year. I have continued to be amazed at how quickly and thoroughly he becomes proficient and a "go-to" person in each work area. Jack seems to have a knack for leaving each work area in better shape than when he arrived there.

Jack's intelligence, attitude, open-mindedness and work ethic truly enable him to excel at almost any job in any organization. I think that Jack is worthy of high consideration for any job you are trying to fill..

If you would like to talk further about Jack and his qualifications please feel free to call me.

Very truly yours,

A handwritten signature in cursive script that reads "Tony Titus".

Tony Titus