

**SCOTT SMITH
3920 E FAIRFIELD CIRCLE
MESA, ARIZONA 85205**

March 31, 2015

To Whom It May Concern:

RE: Kris Spector

Dear Sir/Madame,

I am writing in regards to Kris Spector, a person of much talent and integrity. I became acquainted with Kris a year ago when he joined my campaign for Governor of Arizona. For the next several months, I spent a great deal of time with Kris. I watched him respond to challenges with a level of maturity far beyond his years. He not only met our expectations, he surpassed them.

In over thirty years of business experience, six years as the Mayor of Mesa, and a year as President of the US Conference of Mayors, I have met and worked with scores of executives and managers at all levels. Many are exceptionally talented, responsible, and self-driven. In all of those years, Kris is one of the most outstanding I have had the privilege of working with. I would trust with any task or responsibility I could give him.

Kris is one of the rare individuals that make an organization better, and I would hire him again without hesitation. I strongly suggest that you give Kris the utmost consideration for whatever position for which he is being considered. I am confident that you will not regret it.

Yours truly,

A handwritten signature in black ink, appearing to be 'Scott Smith', written over a horizontal line.

Scott Smith