



To whom it may concern,

Austin Lynn is a highly valued employee that has been a vital part of my business for several years. He does not - and never has - drunk behind the bar. I am aware of his OWI and he knows that any transgressions would result in disciplinary actions, possibly as severe as termination. If you have any questions or concerns, please don't hesitate to contact me.

Kevin Dubiak – Owner
262-308-2419

A handwritten signature in black ink that reads "Kevin Dubiak". The signature is fluid and cursive, with "Kevin" on the left and "Dubiak" on the right, though they appear to be written as one continuous word.