



**Rocky Mountain DQ® Inc.
dba DQ® Restaurant**

May 12, 2012

Rocky Mountain JMP, Inc.
dba DQ Grill & Chill
2550 Gilstrap Court
Glenwood Springs, CO 81601

Dear Sir:

I would like to provide a reference for Brett Disher. Brett has worked for us for a year and, during that time, he has learned all stations in our store. He has also been promoted to crew trainer, crew chief and now opening manager. As opening manager, Brett is responsible for setting up our soft serve machines for the day as well as preparing the front counter, dining room, soft serve station and Orange Julius area for the day. This is an extremely important position because it sets the tone for the entire front of the store for the day. Brett has shown himself to be remarkably responsible in this position. He is at the store every morning that he opens at 7 am. and opens the doors at 8 am. He has learned to trouble shoot problems with the soft serve machines and to correct issues with these machines on his own.

Because Brett is familiar with all stations in the store, he has become a reliable crew trainer. As such he helps to train all new employees. He also is very capable of giving constructive criticism to new employees which helps them become better employees. Brett has a very nice manner of delivering this constructive criticism; he is never abrasive and he lets each new employee know that he/she is becoming part of a team. Brett shows a nice maturity with new crew people and he also gets along very well with older members of our team.

Brett works very well with a minimal amount of supervision. He knows his job and does it without being asked or reminded what is expected of him. He works with several of his friends, but has no problem correcting them if they need to be corrected. Brett has been a welcome addition to our DQ Grill & Chill team. I believe that Brett will do whatever he sets his mind to do. He seems to be very self motivated and seems to set very attainable goals for himself.

I am proud to provide a recommendation for Brett. I am certain that he has a very bright future in front of him.

Sincerely:

A handwritten signature in blue ink that reads "Sara E. Pettit". The signature is written in a cursive, flowing style.

Sara E. Pettit
SEP:sp