



To whom this may concern,

My name is Rory Nienajadlo, I am the Director of Operations and one of the owners of Vintage Brewing Company. I have been managing restaurants for over 20 years at both the corporate and locally owned level. My career has taken me to work in 9 different states. I have had the pleasure of working with some really great and talented people in the past. And Krissie Fretschel is in the top 5 percent of people I have ever worked with.

They say sometimes in life you have to hit rock bottom to really understand what the true meaning of life is. In Krissie's case rock bottom hit pretty hard. However she turned her life around. She worked hard to better herself. Doing all of this with one of the most positive attitudes I have ever encountered.

Krissie doesn't deny her past. She embraces it. She has challenged herself to not only be a better person, but a better member of society. Her positive spirit is infectious. We see it everyday with the way she interacts with our guests and her coworkers.

She will never be able to change her past. But I can attest that she has changed. She has overcome so much in her life. She has learned from her mistakes and uses those experiences to inspire others to not follow the course that she did.

Our organization has been so blessed to have her on our team. I am proud to call her not only a co-worker but also a friend.

If you have any questions or concerns please feel free to reach out to me.

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