

To Whom It May Concern,

My name is Mike Butler. I am the Food & Beverage Director at Awbrey Glen Golf Club in Bend, Oregon, and have been here for six years. I have been a General Manager at 5 different restaurants over the last 18 years in California, Oregon, and Hawaii. I am writing this letter on behalf of Adam Schneidman.

Mr. Schneidman has been employed at Awbrey Glen for the past two years as our Executive Sous Chef. He has been one of the most talented people in a kitchen that I have ever worked with. His knowledge of cuisine extends to all corners of the world, which I attribute to his array of work in many states and countries.

Although he has the capability to run a Michelin kitchen, I believe his greatest asset is that he can elevate a simple dish to something like guests have never experienced. A hamburger is a hamburger until Adam gets his hands on it, then it becomes something wonderful.

Adam's passion for his craft shows every day. He is always coming up with ways to make everything better—not just with menus, but with different ideas to engage customers in different ways, from online cooking classes to offering weekly tasting menus. Adam was responsible for our weekly specials menu here, and we have never had such a positive response to them as we have for the last two years. He is also an excellent teacher. Our line cooks were going to leave two years ago because our Exec Chef left, and they didn't think they could learn any more. I asked them to stay for a month under Adam, and they have been here for two years. He is a leader.

I have always said that there are two different kinds of chefs: those who are great cooks, and those who are great businesspeople. It is a rare find to get a hold of someone who is both. Mr. Schneidman is one of those people. He is attentive to food costs and is a warrior against waste, and when we have a special event, he has the ability to plan a menu that is extraordinary while keeping it within a specified budget. He is a rare find.