

To whom it may concern,

As a former builder, and fellow business owner and Broker of a long-standing real estate company serving our city, I have worked alongside Kari in both business, and fellow board member of the Vernon Land Trust now known as the Village Housing Society.

We cross paths almost weekly over the last 15 years in the real estate sector, which provides many opportunities and "grey" areas for unethical dealings to promote one's own interests.

I have seen her dozens of times take the high road, and put other people's interests ahead of her own even if it means losing the deal and her own income.

Her track record with long time repeat clients is a testament to her incredibly high integrity when no one is watching.

She is not pursuing this new position for any monetary reason. If anything it will likely hinder her earning potential. It does however, show her genuine care for her fellow humans in Vernon and wanting to see the best for our city. Her track record as city councillor shows this.

She has the rare character quality of being able to make the difficult decisions, but still have care and compassion for the real people the decisions will impact. We pay significant tax personally and through our businesses, so we are invested in who we choose to handle the responsibility of allocating our city's funds and resources. Kari will do a great job helping to advise on those decisions.

Being a leader is rarely easy. It is often thankless and a highly criticized position. A true leader puts the needs of others above their own. It is not a position I envy, but deeply appreciate those willing to take that role and Kari will no doubt fill that role with excellence and all of us living and working in Vernon will be better off by her being there.

Sincerely,

Justin Vanderham

Owner / Broker of **3 Percent Realty**

Former Board Member - **Village Housing Society**