

To: Consideration Panel for the 40 Under 40

Re: Letter of Recommendation for Randy Keys

To Whom it may concern,

I have known Mr. Randy Keys for over 10 years. I helped recruit him into the Heating and Cooling industry as he was transitioned out of Active Military Service as an United States Army Ranger to civilian life. Randy is the perfect example of someone who placed a cause above himself by serving with honors in the military! Then to start back at square 1 and work his way back to the top. He did this through integrity, hard work, humility, tenacity and an unwavering desire to help others. My organization has coached and assisted in the development for Mr. keys. However, I would say that we grew as an organization by serving him!

I know many who have been recognized by this honor of the 40 Under 40 and I can attest that Randy meets and exceeds all of the requirements and characteristics to be a selected member. I have witnessed his growth as a professional citizen and he is continuously working to better himself as a leader, husband, father, contributor and most important citizen in an ever changing society!

It is without reservation that I extend my word, honor and recommendation on behalf of Randy Keys to this group!

Sincerely,

Bryan Arzani

**Co Founder & Vice President, Results Group LLC
President Innermetrix, North America**



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