

Len Kamp
2/4/2026
708-822-8137
lenkamp@att.net

My name is Len Kamp, we have been in a family building business for over 45 years. We have built homes and custom homes in the south suburbs and have made a lot of life long friends along the way.

Very proud of being a Christian business man over the years. We never sold or worked on Sundays, we knew God would provide. Thankful to be married 40 years this year and send our kids to a Christian school and Christian colleges. We live in Orland Park at this time.

I have known Steve now for the last 2-3 years. I was fortunate to have met him at a Thursday morning prayer breakfast in Homer Township. Extremely nice man of God. He is very friendly and outgoing. Always upbeat, never heard a bad or even negative word. Very uplifting.

When Steve walks into a room the lights go on. He is very friendly and open to meet and greet. I have enjoyed getting to know him. He is very well spoken and well rounded man. He is for sure a godly man.

Steve is a great communicator and is a very confident person either one on one or in a group setting.

Because of his confidence and communication skills, Steve is very dependable and would be a great asset for any company or organization.

Bill Bonner
2/1/2026
312-504-2220
CMGBillyG@icloud.com

February 1, 2026,

To whom it may concern,
I am writing this as a character reference for Mr. Steven Szablewski.

I have known Steven for a number of years now, by way of our church, Jackson Creek Fellowship in Monee, Illinois.

As I have been a Deacon for our church over the last three years, I have seen this young man grow in his walk with the Lord, but I've also seen him grow as a man.

Steven has a big heart of serving and giving of himself, as he has been a part of numerous ministries, especially working with missions and youth programs here in our town, state of Illinois and around the United States.

Steven has recently embarked on a missions/emergency care team trip to the Island of Jamaica, as they recently went through their devastating hurricane.

As a person that is hard-working and dedicated, I believe Steven, to the best of my understanding and firsthand knowledge, would be a great fit in any organization or company as I know he would give 199% to whatever he does.

Thank You for your time.

Cordially,
William G Bonner
25450 Barrow Rd
Manhattan, Illinois
60442

312-504-2220 cell/text

CMGBillyB@iCloud.com

Steve Borchert
2/2/2026
708-351-4360
steve@hickorycreekchurch.org

I serve as the Discipleship Pastor at Hickory Creek Church in Frankfort, IL. Before serving in this role, I spent 20 years as a high school teacher where I had the opportunity to teach a variety of English courses spanning AP seniors to special needs freshmen. Throughout my life, career path, and serving the needs of others, I've had the opportunity to interact with a lot of people and gain a good understanding of people's skills, talents, beliefs, character, and their heart posture.

How long have I known Steven?

I met Steven about two years ago at church.

My Opinions of Steven's Personality

When I first met Steven, it was refreshing to talk to someone who wasn't overly guarded or nervous about having real conversations. Steven is one of the most approachable people that I know, and he's not just approachable... he's a person who makes sure to approach others. I regularly see him in conversation with both young adults and our church's older population, and in all of these conversations, I see a lot of smiling. Steven knows people by name, cares about people, and he shows this care by asking questions about what's going on in their lives and follows up with them the next week.

Skills:

In the time and situations that I've known Steven, the skills that stand out beyond all others are his ability to communicate and ability to build trust. Steven's earnestness and honesty combined with his enthusiasm and care for people gives him a magnetic personality. When Steven arrives, people are excited to see him, and his charisma draws people near. When I say charisma, I don't mean this in a boastful or overpowering way, but a truly endearing way. Steven has the ability to navigate conversations and seems to know how people are feeling or reacting to the direction of the conversation and adjust as necessary. Steven understands the importance of honoring people's time and will both give people the time they need, or end a conversation when it's necessary to respect their time or schedules.

Why Steven would be a good addition:

Steven would be a great addition to any company. I've watched him build missionary teams that jump into action with only a week's notice. Steven is wonderfully humble and coachable, and he often goes out of his way to seek guidance to accomplish his goals. When someone donated \$10,000 in supplies to get to people in Jamaica, Steven immediately started organizing the logistics to get these supplies to their intended destination, but he also spent time calling people who have international missions experience, logistics experience, and travel experience. Steven led this initiative, but even in his leadership, he made sure to include others to make sure that his ideas, plans, and actions would lead to the best outcome. Steven leads well because he isn't prideful about his leadership, nor does he think that he is the only person who has good ideas. These are great qualities for any employee!

Steve Borchert

David Burke
1/30/2026
708-692-4558

david@custominstallations.com

To Whom It May Concern,

I am writing this letter as a character reference for my friend, Steve Szablewski. I have known Steve for the past few years, and during that time I have come to deeply respect his character, integrity, and leadership.

Steve and I met through a local organization which quickly revealed much about who he is as a person. He consistently comes prepared, engaged, and thoughtful. He is not someone who simply shows up—he shows up ready. Steve is outspoken in the best sense of the word: he cares deeply about the subject being discussed and is never afraid to contribute with honesty and conviction.

More often than not, Steve is the most passionate person in the room. That passion is paired with a genuine concern for others and a strong moral compass. He listens well, speaks with purpose, and demonstrates a natural ability to lead. He is confident enough to speak up when something matters and humble enough to do so with respect.

Steve's honesty, work ethic, and leadership skills make him someone I trust completely. I believe he would be one of the most valuable employees any organization could hire. He brings dedication, accountability, and heart into everything he does.

I recommend Steve without hesitation and would be happy to speak further if additional information is needed.

Sincerely,
David Burke
(708) 692-4558

Mike Carrano
1/31/2026
708-417-1598
Mpcserv@aol.com

My name is Mike Carrano, I am 65 years old, been in organized religion/churches/ bible studies for over 30 years, I have owned and operated my own service company and been in the service industry for 43 years,

I met Steve Szablewski about 14 months ago, and when I first met him and heard him speak it was an organized Bible study in which I lead. My first impression of Steve was that he knows how to speak well and has a good command of the English language and is an eloquent orator. He also came across to everyone in a small group as friendly and not afraid to engage with anybody no matter if your 25 or 75 years old.

As I watched him over the last year I seen he has great memory and leadership skills that are real important in whatever vocation he would choose, he is highly intelligent and will pick up and learn quickly with whatever he needs to learn to accomplish the purpose in which he would be hired by an employer. I had many people who had worked for me in my business which I ran for 33 years and I always looked for people with a high aptitude, good communication skills, and a willingness to learn and grow in whatever that person would undertake, Steve has those qualities, also Steve gets along well with others and is respectful.

Most importantly Steve wants to honor God in any potential career choice he would make, so I think Steve would be a great addition to any company looking for a young man with those skills that Steve is gifted with, and those skills are not easily taught, and he will be a fast learner to pick up whatever task he would be entrusted with.

Sincerely, Mike Carrano

Angel Contreras
2/3/2026
708-903-0953
angelsae@sbcglobal.net

My name is Angel Contreras. I am a self-employed cartoonist and the owner of Angel's Artistic Endeavors, Inc., based in Mokena, Illinois. I have worked throughout the Chicagoland and Midwest areas for over 35 years. I would describe myself as someone who values integrity, consistency, and personal responsibility. I take my commitments seriously and strive to conduct myself in a way that reflects the core values of my faith, including honesty and respect toward others, both personally and professionally.

I have known Steve for approximately one year. We first met at a café in Mokena, where he introduced himself, and we connected quite well. We have remained in regular contact from that time through the present.

In my experience, Steve demonstrates strong character traits such as perseverance, compassion, humility, and a genuine desire and capacity to learn. He relies on his commitment to excellence to guide him under pressure and is intentional about personal growth. I have consistently found him to be attentive, perceptive, discerning, and sincere in the way he interacts with others.

Steve shows several qualities that translate well into a professional environment, including loyalty and a readiness to adapt. I would be remiss if I did not mention his courage to take on challenging tasks and work through them in pursuit of the best possible outcomes. He communicates clearly, is receptive to feedback, and demonstrates a strong willingness to learn and improve. These traits would be especially valuable in roles involving client interaction, teamwork, and accountability.

I believe Steve would be a strong addition to any company because he brings a high level of personal ownership to his work, treats people with respect, and is motivated to contribute positively to an organization's goals. His character and work ethic make him a dependable and coachable team member, particularly in a sales or sales management environment. Steve is deeply committed to representing himself and his values with consistency and faithfulness.



ADHD in Life, OCD in Faith.

Pete Damiani
1/30/26
815-531-9736
pdamiani0243@gmail.com

(I've known Steve a) Couple years now. Always knew (him) but never talked to much.

I think Steve is a man who has a good heart. He always wants what's best for people.

... I would agree Steve has all of these traits (quick learner, effective communicator, leader). He's very personable and can light up a room. At the barbours chair at our house everyone knows him by first name and give a warm welcoming.

If you need a new spark Steve is a guy to try out. Win or lose with him you'll always circle back to that's a good guy and I'm glad I gave him a shot.

Karsyn Essenburg
2/2/2026
708-929-2531
kcessenburg910@gmail.com

My name is Karsyn Essenburg. I am a 4th year undergraduate student studying psychology at Olivet Nazarene University. I currently work at a restaurant as a waitress on the weekends. I spend most of my time with family and friends and building my relationship with God.

I have known Steve for a few years now. We met at the restaurant I work at. He became part of our work family due to his frequent visits.

Steve has an amazing personality. While he can be silly and humorous, he is responsible, respectful, and humble. He always cares about others. He is also the most intentional listener and always does his best to support others around him.

Steve is an effective communicator and is intentional in his work. His work ethic is nothing but diligent. He is seemingly organized and very authentic. He is also reliable.

Steve would make a great addition to a company due to the qualities I have listed above but also because he respectfully deserves the position. I don't know too much about his past but I know that he has worked incredibly hard to be where he is today and continues to work hard for his goals and aspirations. He will do the same in the work that he will be doing for your company.

Brett Goral
2/3/2026
708-837-4507
bmgoral@greatdane.com

I have known Steve for a few years , we met thru BSF (bible study Fellowship)

I have had many conversations with Steve over coffee and after class. He has a great personality , easy to talk to. Very knowledgeable on the Bible , and he is able to communicate his ideas very clearly. A man of his word, and has integrity. I have not worked with him, so I am only giving my first impressions and based on many conversations and meetings personally.

(He is a) quick learner , very effective communicator, organized , energy , driven , great social skills ..likeable

Willing to do what it takes... learn grow and bring enthusiasm and positive energy to a company

Brett Goral

Russell Hamzik
1/31/26
773-835-3118
rjhamzik@comcast.net

I am a 68 yr old man, a proud father of 3 children and 7 grandchildren and have had a lot of encounters with many different individuals in my 40 years of working for the railroad and have not met many people with his positive energy. I met Steve at a health club 2 years ago. I have to say I find Steve to be super friendly and very outgoing with a great sense of humor, and is totally non judgmental. I can see Steve being very reliable, focused and determined to succeed in any business workplace, and he is very well spoken which is a refreshing attribute.

With my extensive conversations with Steve I truly believe that he would be an asset to any company with his willingness to learn, his adaptability and would be a great team player.



Russ

Rick Homerding
2/3/2026
708-508-0906
Rj.homerding@gmail.com

To Whom It May Concern,

I am pleased to recommend Steve Szablewski, whom I have known through his work at my business during our Christmas tree sales seasons.

Steve was consistently reliable, personable, and effective with customers. He has a natural ability to connect with people, explain products clearly, and close sales in a friendly, professional manner. Customers responded well to him, and he represented the business positively.

In addition to his sales ability, Steve demonstrated strong computer skills and was quick to learn new systems and tasks. He worked independently when needed and could always be trusted to handle responsibilities well.

I also know Steve to be a man of faith and integrity, someone who carries himself with honesty, respect, and strong values in both work and personal life.

I would recommend Steve without hesitation and believe he would be an asset to any organization.

Sincerely,

Rick Homerding

Don Howley
2/2/2026
708-308-7578
Dhowley53@att.net

my name is Don Howley . Recently retired after 42 years at the same company . I'm a follower of Jesus Christ . My purpose for the rest of my life is to bring Glory to God by serving Him .

I've known Steve for 2 years . We met at Bible Study Fellowship.

From what I've experienced, Steve is a honest young man who wants to serve Jesus . He is a sincere and outgoing man .

Steve is a good communicator and is quick to learn and discern most situations

He has good moral values

Anthony Lodovico
1/30/2026
708-926-4564
anthony@valcappartners.com

To Whom It May Concern,

I am pleased to write this letter of recommendation for Steven Szablewski from the perspective of a business owner who has been involved in multiple companies and understands the critical role that character, communication, and people skills play in building successful teams.

I met Steven at an LA Fitness, and while this was not a traditional business setting, it quickly became clear that he possesses qualities that translate directly into success in any professional environment. **Steven has an exceptional ability to connect with people from all backgrounds. He builds rapport naturally, communicates with confidence and authenticity, and engages others in a way that feels genuine and respectful.** These are skills that are difficult to teach and especially valuable in sales and client-facing roles.

From my experience as a business owner, individuals who can relate to others while maintaining integrity are rare—and Steven is one of them. He consistently treats people with kindness, respect, and sincerity, and he is the type of individual who strengthens company culture rather than simply filling a position.

At the core of Steven's life is his strong faith and personal relationship with God. This foundation shapes how he conducts himself, how he treats others, and the standards he holds himself to. He leads with honesty, humility, accountability, and a deep sense of responsibility—qualities I value highly when determining who I would trust to represent my businesses, my brand, and my clients.

Steven would be a valuable addition to any organization. He brings relational intelligence, dependability, and a genuine desire to grow and serve others well. In my experience, these traits are essential to long-term success, particularly in sales-driven and people-oriented environments.

I recommend Steven Szablewski wholeheartedly and without reservation. I am confident he would add immediate and lasting value to any team fortunate enough to have him.

Please feel free to contact me should you require any additional information.

Sincerely,

Anthony T. Lodovico, CFP®

Financial Advisor

Valor Capital Partners

Co-founder & Managing Partner

21116 Washington Pkwy, Frankfort, IL 60423

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www.valcappartners.com

Securities and advisory services offered through LPL Financial, a registered investment advisor,

Member FINRA/SIPC.

Caleb Macon
2/1/2026
815-210-4128
caleb.macon@yahoo.com

I have worked in the engineering field for over 10 years. I'm a dependable and hard-working person who takes pride in following through on what I say I will do. I try to treat people with respect and to be the same person in private that I am in public. I value my faith, my family, and my reputation, and I'm willing to put in the work required to earn trust instead of expecting it automatically.

I've known Steve since high school, and we also attended the same church. Our relationship has been built over years of shared environments, mutual friends, and seeing each other in both social and faith-based settings.

From my experience, Steve is the kind of person who shows up consistently and doesn't pretend to be someone he's not. I would describe his personality as honest, approachable, and grounded. He listens well, doesn't rush to dominate conversations, and tends to be considerate of other people's perspectives. There's a humility to the way he carries himself, but he's also willing to speak up when something matters.

(Steve is a ...)

- Quick learner: Steve adapts well when things change and picks up new information without needing it repeated many times.
- Effective communicator: He can hold a clear, relaxed conversation, which is important in sales and in any team environment.
- Relationally oriented: Coming from a church and community background, he understands how to build and maintain long-term relationships, not just one-off interactions.
- Reliable and consistent: When he commits to something, he follows through, which is critical in any business setting where people depend on you.

- Team player: He's used to working with others, respecting different personalities, and doing his part without creating drama.

I think Steve would be a strong addition to a company because he combines character with coachability. You can trust him to represent the organization well, treat customers with respect, and tell the truth even when it would be easier not to. He's the type of person who will show up on time, learn the product or service thoroughly, and steadily improve rather than plateau. In a sales environment where reputation and relationships matter, having someone with his integrity, people skills, and willingness to learn is a real asset to any team.

Lynn Mankowske
1/31/2026
779-260-9559
Bigpurpleyukon95@aol.com

To Whom It May Concern,

I am writing this letter in strong support of Steve, whom I have had the privilege of knowing for over twenty years. We attended school together, and throughout the many years I have known him, Steve has consistently demonstrated outstanding character, integrity, and leadership.

Steve is an exceptionally intelligent and brilliant individual who approaches every responsibility with thoughtfulness and purpose. He is highly self-sufficient, dependable, and trustworthy, and he carries himself with honesty in both his professional and personal life. His strong moral compass is evident in the way he treats others and in the decisions he makes.

One of Steve's most remarkable qualities is his natural leadership. He leads by example, inspires those around him, and works exceptionally well with people from all backgrounds. He is respected for his ability to communicate clearly, solve problems effectively, and uplift others. His loyalty—to his work, his community, and the people he serves—is unwavering.

Steve has also made meaningful contributions to his community. He has actively supported and promoted small businesses and has dedicated significant time to service through his church. As a loyal member of his church, he has participated in numerous missionary trips, demonstrating compassion, commitment, and a genuine desire to help others. His service-oriented mindset extends far beyond obligation—it is simply who he is.

In every interaction, Steve is kind, respectful, and uplifting. He is a tremendous person and a positive influence on anyone fortunate enough to work with him. Any employer would be extremely grateful to have Steve as part of their organization, as he brings intelligence, integrity, leadership, and dedication to everything he does.

I give Steve my highest recommendation without reservation. Please feel free to contact me if further information is needed.

Sincerely,
Lynn Mankowske

Jeff Melvin
2/3/2026
708-821-7181
JLmelvin64@gmail.com

To Whom It May Concern,

My name is Jeff Melvin. I am fully retired after completing two long-term professional careers—first retiring from the U.S. Army after 21 years of service as a Platoon Sergeant responsible for AH-64D Apache Attack Helicopter maintenance, and later retiring from ComEd after 19 years as a Work Management Manager. In that civilian role, I led project management, financial oversight, and personnel management efforts.

Currently, I serve in a volunteer and ministry capacity as the Director of Care at First Church of the Nazarene in Lemont, Illinois, and as an Associate Chaplain at Riverside Hospital in Kankakee, Illinois.

I have known Steven Szablewski for approximately one year. We first met at LA Fitness in New Lenox, Illinois, where a casual conversation after a workout—while sitting in the sauna—led to a meaningful and ongoing friendship. Steve is naturally outgoing, personable, and engaging, which made it easy to connect with him from the very beginning.

In my experience, Steve is a man of integrity, compassion, and strong work ethic. He is approachable, confident, and authentic in his interactions with others. Steve communicates clearly and listens attentively, qualities that foster trust and mutual respect. He relates easily to people from diverse backgrounds and age groups, which speaks to both his emotional intelligence and relational maturity.

Steve possesses several skills that translate directly to a business, sales, or leadership environment. He is an effective communicator, a natural leader, and a strong grassroots mobilizer. Through ongoing conversations and social media engagement, I have observed Steve take initiative in both domestic and international efforts, including traveling to Montana for work and ministry and to Jamaica in support of relief efforts. He successfully organized fundraising initiatives and coordinated the shipment of much-needed supplies, demonstrating planning ability, follow-through, and accountability.

Additionally, Steve leads a men's Bible study that includes participants ranging in age from their early twenties to late eighties. He commands respect without arrogance, leads with compassion, and maintains structure and focus within the group. His ability to motivate,

influence, and guide people with both empathy and conviction is particularly well-suited for sales and sales management roles, where trust-building, leadership, and results matter.

I believe Steven Szablewski would be a strong addition to any organization. He brings integrity, discipline, relational strength, and leadership presence—qualities that cannot be taught but are essential for success in sales-driven environments. I recommend him without hesitation and with full confidence in his character and capabilities.

Please feel free to contact me should you require any additional information

Respectfully, Jeff Melvin

Daniel Neville
2/1/2026
815-922-7962
Daniel.nevillej@gmail.com

Steve is a man of strong Christian faith, proven character, and high integrity. He approaches his work and relationships with discipline, humility, and a service-oriented mindset. He is relationship-driven, values accountability, and consistently places the team and mission ahead of personal gain. Steve leads by example and earns trust through his actions rather than words.

I have known Steve since 2005. Over the years, I have had the opportunity to grow alongside him and observe his character across different seasons of life. That long-term perspective has allowed me to see consistency in who he is, not just isolated moments.

Steve is honest, intelligent, calm under pressure, and deeply people-focused. One of his strongest traits is his ability to actively listen and genuinely understand others. He quickly picks up on personalities, motivations, and concerns, which allows him to communicate clearly and connect authentically. He builds rapport easily and carries himself with quiet confidence and humility—qualities that naturally position him as a leader.

Steve possesses several skills that translate directly into the business world, particularly sales and leadership. He is an effective communicator, a quick learner, and a strategic thinker. He has a strong ability to read people, identify needs, and align solutions accordingly. His emotional intelligence, consistency, and follow-through make him effective at building trust with clients and leading teams.

In my professional experience as a retired Army Sergeant Major and current Missouri program manager—where I am responsible for leading teams, evaluating performance, and developing leaders—I have learned that character, coachability, and emotional intelligence matter far more than perfectly linear resumes. Steve embodies those qualities. While his career path may not appear conventional on paper, his integrity, loyalty, and people skills make him a strong investment.

Supporting Steve is not a risk; it is an opportunity to gain a committed, trustworthy professional who will work relentlessly to deliver results and represent an organization with integrity.

Respectfully,

Dan Neville
State Manager, eTMS–Missouri
JLC Services Inc.
815-922-7962

Brayden O'Sullivan
2/3/2026
779-254-7741
eaglelake14@icloud.com

I would describe myself as a driven, reliable, and principled individual who takes pride in showing up prepared, following through on commitments, and treating people with respect. I value honesty, accountability, and consistent effort, and I hold myself to a high standard both personally and professionally.

I have known Steve for approximately a year now and we first met through the gym. Over the time I've known him, I've had the opportunity to observe his work ethic, communication style, and character in real-world situations rather than just surface-level interactions.

Steve is someone I would describe as highly motivated, honest, and self-aware. He is confident without being arrogant, receptive to feedback, and genuinely interested in improving himself. He communicates clearly, listens well, and treats others with respect regardless of their position. One of his strongest traits is his ability to remain composed and professional while still being personable and engaging.

He possesses several skills that transfer extremely well into a business and sales environment. Steve is a quick learner, an effective communicator, and someone who naturally builds rapport with others. He is comfortable taking initiative, leading conversations, and adapting his approach based on who he is working with. He also demonstrates discipline, consistency, and a strong results-oriented mindset.

I believe Steve would be a strong addition to any company, particularly in sales or sales management, because he combines drive with integrity. He is competitive in a healthy way, motivated by growth, and understands the importance of relationships in long-term success. He brings positive energy to the environments he's in and takes ownership of his performance, which are qualities that are difficult to teach but essential in sales leadership roles.

Please feel free to reach out if you need any additional information brother!

Sincerely,
Brayden O'Sullivan

Kyle Pikorz
1/31/26
815-735-4719
Kyle.Pikorz@BofA.com

I strive to conduct myself with integrity, professionalism, and respect in all aspects of my life. I value honesty, accountability, and treating others with fairness. I take pride in being dependable, thoughtful, and committed to maintaining high personal and ethical standards.

I have known Steve for over 20 years. We first met in high school, and over the years I have had the opportunity to observe his personal growth, consistency in character, and strong work ethic.

Steve is a person of strong faith and principle. He is highly intelligent, energetic, and brings a positive presence to any environment. His personality is engaging and uplifting, and he naturally builds strong relationships with those around him through sincerity, humility, and respect.

Does Steve have skills that are transferable to a business workplace?

Absolutely. **Steve is a quick learner and a natural leader who commands attention in a room without seeking it.** He communicates clearly, adapts quickly to new situations, and demonstrates strong problem-solving abilities. His leadership presence and ability to motivate others are highly transferable to a professional setting.

Why would Steve be a good addition to a company?

Steve is loyal, hardworking, charismatic, and highly goal-oriented. He approaches challenges with determination and maintains a strong drive for success. His reliability, positive attitude, and commitment to excellence make him a valuable asset to any team or organization.

Bryan Revor
2/1/2026
312-972-0777
bryan_revor@yahoo.com

February 1, 2026

To whom it may concern,

I am pleased to recommend Steve Szablewski for employment. I have known Steve for approximately one year and have had the opportunity to observe his character and work ethic firsthand.

Steve is a man of integrity who consistently demonstrates reliability and professionalism in all that he does. He is well organized, punctual, and dependable, someone who can be trusted to follow through on responsibilities without the need for close supervision. As a self-starter, he takes initiative and approaches tasks with focus and diligence.

In addition, Steve is an effective communicator who works well with others and contributes positively to a team environment. He is a hard worker who takes pride in doing his job well and maintaining high standards.

Based on my experience with him, I am confident that Steve would be a valuable asset to your organization. I recommend him without reservation. Please feel free to contact me if additional information is needed.

Sincerely,

Bryan J. Revor

Gilbert Russell
2/3/2026
708-990-8770
grussell605@comcast.net

My name is Gilbert Russell. I serve as the Director of Business Development and Patient Care at ASAP Pharmacy in Orland Park, IL. I want to say at the outset that it is an honor to share with you about my friend Steve. We have not worked together in the workplace, but I have observed him in action in various other settings where his character and integrity are visible. I have sat in on gatherings and listened to how he thinks and processes questions, and I'm impressed that he can interact with people of any age, background, or occupation, demonstrating discernment, teachability, and a strong curiosity. Steve also displays a desire to learn, which conveys a teachable spirit that I believe translates well into the workplace.

Steve Szablewski is a young man who will be an asset wherever he's chosen to serve. He has the qualities and characteristics to complement your existing teams and the servant-leadership skills to build bridges that foster teamwork, because he lives it.

Sincerely,

Gilbert E. Russell

Director of Business Development and Patient Care

ASAP Pharmacy 16612 107th Court

Orland Park, IL 60467-8898

(708) 671-1200 (Office)

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Matthew Russo
2/3/2026
815-593-5088
matt@ciag.us

Reference for Steve Szablewski

Matthew Russo Email: matt@ciag.us Date: February 3, 2026

It is my privilege to recommend Steve Szablewski for any professional opportunity. I have known Steve for approximately 9 months, initially meeting him when he accompanied a friend, a Christian Youth Director, at a restaurant.

Steve is honest, humble, loyal, faithful, punctual, and resilient. He is a highly effective communicator with a go-getter mentality, capable of handling responsibilities independently or collaboratively. His integrity, dedication, and ability to adapt make him an asset in any workplace.

Steve possesses skills immediately transferable to a business setting, including high-level communication, punctuality, and trustworthiness. Additionally, **his leadership potential and resilience contribute to his ability to excel in challenging environments.**

Any company seeking a dependable, motivated, and capable professional would greatly benefit from Steve's contributions. He is well-equipped to work with colleagues, manage teams, and interact with clients or customers effectively.

Sincerely,

Matthew Russo

Chris Sands
2/2/2026
630-464-3644
ChrisSands09@gmail.com

To Whom It May Concern,

I am writing to provide a character reference for Steven Szablewski, whom I have had the opportunity to know personally over the past year. This reference letter aims to provide a potential employer with an honest account of exhibited character traits from the perspective of a friend, yes, but importantly, someone who has experience as a business owner and an ongoing professional career.

I have had the opportunity to spend time with Steven over the past year. During this time, Steven has exhibited specific character traits that would be recognized as value-added traits to any employer. The first character trait I would like to highlight in Steven is his positive Energy and positive attitude toward others. I have known Steven to be an “early riser”, someone who is driven by commitments that require discipline. I believe that the character trait of having consistent positive Energy while also having a positive attitude toward others is a trait that an employer should consider value-added.

One of Steven’s greatest strengths is Effective Communication. Steven is extremely articulate. In my experience, clear communication is key to efficient collaboration. Furthermore, Steven’s respectful, compassionate and understanding demeanor allows him to handle stressful situations with calm and maturity, another value-added character trait that would be an asset in any work environment.

Steven has Genuine Integrity and Reliability. I have known Steven to approach questions with care and thoughtfulness. Steven can be relied upon to provide genuine feedback, help, and leadership.

I strongly recommend Steven for employment in your organization. I am confident that Steven will bring positive energy, effective communication, integrity, and a strong sense of responsibility to the workplace.

Please feel free to contact me at (630) 464-3644 or chrissands09@gmail.com if you require any additional information.

Sincerely,
Christopher Sands

Andrew Short
2/4/2026
815-325-4482
AndrewShort21@gmail.com

My name is Andrew Short and I'm an outage coordinator / supervisor for ComEd and have been w/ the company for going on 13 years now. I'm a single father to an amazing 12 yr old son who is my whole world.

I met Steve back in High School due to the fact that we shared many friends / acquaintances at that time. Steve and I weren't that close in high school, however our friendship too true form more recently around Jan 2025.

Nobody makes a an "entrance" quite like Steve. His personality is infectious and he always seems to be in a good mood. Since reconnecting in January '25, Steve and I have spent a lot time together. I consider him to be a real friend... someone I can lean on when needed knowing he will "shoot straight" and not sugarcoat things just to make me feel better. He is honest, supportive, and provides good sound advice as a friend / role model. A lot of the time we spend together, my son is with us and he and Steve have also developed a close friendship. I completely trust Steve to lead by example anytime my son is around.

Steve's ability to effectively communicate, natural leadership skills, and ability to adapt and take constructive criticism would make him a valuable addition to any workforce. Steve is always challenging himself to learn something new and "do better" this desire is something that can't be taught and either you "have it" or "you don't"... Any company / workforce would be lucky to be able to make Steve a part of it.

Andrew Short

Morgan Smith
2/3/2026
708-262-0445
moradio1@yahoo.com

Educator, Teacher

Recommendation Letter

February 03, 2026

To whom it may concern,

I would be happy to speak on behalf of Steven Szablewski regarding a potential sales associate position. Steven possesses an exemplified work ethic in his Christian community promoting collaboration, leadership skills, and inspiring ethical work practices. He has a knack for establishing a rapport with customers building trust. Despite his seemingly inexperience at a corporate level. Steven has ambition and a willingness to learn which highlights his potential to be a major assist to your company. Throughout the duration of our associations Steven has provided sound advice, clear instructions, and productive steps in personal goals.

Steven is driven with a unique persuasive communication that draws people based on respectful charm and relatability. He is an active listener with understanding a consultant prioritizes long term client success over quick wins. I sincerely hope you allow Steven an opportunity to demonstrate the skills I have listed. I therefore would like to extend my formal recommendation for employment.

Thank you for your time,

Morgan Smith

Natalia Smith
1/31/2026
847-767-9221
n.go.smith524@gmail.com

(I am a) kind and empathetic woman. Married for 12 years. Educated with two bachelors, first from University of Illinois at Urbana-Champaign, 2nd from Illinois Institute of Art.

Met (Steve) in July 2025

(Steve is) gregarious, passionate, kind and hopeful.

Steve is a positive go getter. When you ask him for help he is prompt with letting you know when he is available. His promptness is also shown in his highly effective communication.

Put amongst a crowd, Steve is able to control a situation and work out solutions. Small or large Steve is a leader with purpose and effectiveness.

Scott Studebaker
1/30/2026
708-955-4124
Scotts@provlife.com

Steve is extremely bright, honest, articulated and persuasive. Great first impression as he stands tall and looks you in the eye, plus possesses a firm handshake.

Sets a warm friendly first impression, presents a clear rationale for his cases never in an augmentative fashion.

A great presenter and discussion leader; a master of computer applications

Steve would be a great addition to any team in any company due to his infectious positive attitude.

I would hire in a NewYork minute!

Johnny Turrisi
1/30/26
815-693-1506
MOABexteriors@gmail.com

To Whom It May Concern,

I am pleased to recommend Steven as a candidate for employment. I have known Steven since grade school, and over the course of more than three decades I have seen his character, work ethic, and personal integrity grow and mature into the man he is today.

In his late twenties and early thirties Steven went through a difficult season that included struggles with addiction. Rather than allowing those years to define him, he made the decision to confront those issues directly, accept responsibility, and change the direction of his life. In the years since, he has demonstrated consistency, humility, and a clear commitment to living differently. That willingness to be honest about his past and intentional about his future is, in my view, one of his greatest strengths.

Today Steven is grounded in his Christian faith and is focused on serving and encouraging others. He is the kind of person who checks in, prays for friends and their families, and looks for practical ways to help.

He carries himself with a calm, positive attitude, and when he gives his word, he follows through. I have experienced him as reliable, respectful, and motivated to contribute wherever he is placed.

Although this is not a professional reference in the sense of being a former employer, I have no hesitation vouching for Steven's character. I believe he would be a trustworthy addition to any team, particularly in roles that value integrity, empathy, and steady, consistent effort. If given the opportunity, I am confident he will work hard, show up on time, work with a servant mindset, and represent your organization well.

If you would like any further information, please feel free to contact me.

Thanks,
John Turrisi
President
Moab Exteriors, LTD.
815.693.1506

Carina Valente
2/1/2026
815-302-2428
valente.carina2508@gmail.com

To Whom It May Concern,

I am happy to write this letter as a personal character reference for Steven. I met Steven about five years ago while he was in the barbers chair in New Lenox, and since then I've had the opportunity to truly get to know him and observe the kind of person he is through his actions, work ethic, and the way he treats others.

Steven is extremely career-driven and always puts his best foot forward. He doesn't just do the minimum required — he consistently goes above and beyond in his work. He takes pride in what he does, holds himself to a high standard, and is someone you can count on to follow through.

His motivation and dedication genuinely stand out.

What impresses me most about Steven is his heart. I've personally seen him get involved with the community and show up for people whenever he can. He is well received and truly loved wherever he goes, and in whatever he does, because of his kindness, positivity, and ability to connect with others.

People naturally trust and respect him.

Steven carries himself with honesty, compassion, and strong values. I have no doubt that he would be an asset to any workplace or organization, not only because of his skills and drive, but because of the type of person he is.

I recommend Steven wholeheartedly and without hesitation. If you have any questions or would like additional information, please feel free to contact me.

Sincerely,

Carina Valente

Phone: 815-302-2428

John Beechy
2/9/2026
815-546-2215
jbeechy08@icloud.net

Hi my name is John Beechy and I strongly support and believe that Steven Szablewski would be a great at whatever he pursues! So as I said my name is John and I am 40 years old! I have lived in Lockport, Illinois since 2001 for the most part and Homer Glen before that since September 1990! My family and I moved up here from my hometown of Greensboro, Georgia at that time and I have been building my life ever since then! I have been married to a wonderful woman Allyce Beechy since 2007! We have 3 dogs Izzy, Bella, and Chloe! She has worked at a day care for almost 12 years and I have been working at a company called Choice Books almost two years! Choice Books is a Christian book company who tries to reach people for Christ, encourage and inspire people through there books in the local marketplace! You might see are book racks inside Walmarts, hospitals, grocery stores, airports, truck stops, and military bases! We are found in many states and have been around since 1960's! It truly has been a blessing to work for this company and been able to hear so many testimonies of people who have been blessed by them!

I met Steve at a home discipleship gathering which is like a Bible Study that includes spiritual teachings, fellowship, and food! **The first time Steve came up to talk to me he greeted me with enthusiasm and seemed to genuinely and passionately care for who I was though I never met him!** As I observed Steve I began to want to get to know him! He was authentic and had passion for what he believed in! He came off and still does as someone who brings life to those around him! His spirit to encourage and motivate has a great drawing effect! He is the type of guy people want to be around and who want what he has! Most people don't have that goodness and energy about him! But, Steve does! He cares, loves, and is very humble! He is very good at communicating with people and getting his point across with sensibility, wisdom, and confidence that people believe what he is saying! He is very sacrificial! He came with me to an event without barely knowing me and cared about me enough to do so! He is always there if I need prayer or someone to just talk to and listen to me!

He has all the traits that any job would want! He has a real work ethic that works hard but at the same time cares about what he is doing! He is sacrificial where he will go over and beyond for people and his job! He is perserving! Steve does not give up when things get hard but is always trying to learn through challenging moments! Lastly, Steven has great character qualities! He is caring, humble, kind, confident, passionate, real, and loves people and life! I highly recommend Steven for anything to be honest with you! It is hard to find people with the qualities that Steve has!

Thank you John Beechy!

Ed Goewey
2/9/2026
815-207-1348
egoewey@yahoo.com

To Whom It May Concern,

I am writing this letter of recommendation for Steve Szablewski, who I have had the pleasure of getting to know over the course of the last year.

Steve is a friendly, courteous, empathetic and driven individual. He's the kind of person who will introduce himself to a stranger so as to help that person to feel welcomed and appreciated. He regularly goes out of his way to help others with their personal endeavors. He sets personal goals for himself and commits to attaining those desires through determination and focused effort.

As a police officer I am very fortunate to have the opportunity to come into contact with a wide array of people in a myriad circumstances. My career experiences have afforded me the ability to fairly accurately assess an individual's character and motives. That being said, I'd say that Steve is an individual of extremely high moral character.

It is in my humble opinion that Steve would be a welcome addition to your company. He's the kind of individual that people are drawn to with a work ethic that reflects and unquenchable inner drive.

Please feel free to contact me with any questions.

Respectfully,
Edward Goewey
815-207-1348

Don LoConte
2/8/2026
708-296-3297
dleyedoc@yahoo.com

1. My name is Donald LoConte and I am an optometrist and leader of the dry eye clinic at Advanced Eye Care in New Lenox.
2. I have known Steve for approximately 7 months and we met at a men's Bible study group.
3. From the 1st day that I had met Steve, we became immediate friends. And I believe this happened because he is one of those people that when you meet them for the first time it feels like you have known them for a very long time. There was just something different about him that I was drawn to and I believe it was probably his genuine nature and his honest love for the Lord.
4. I believe the skills that Steve possesses would be tremendously valuable to any company. These are skills that cannot be taught. He is a very effective communicator and a natural born leader. He has a very likable personality that others want to emulate but he is very humble at the same time. I have watched him lead large groups and have seen that he is very organized and is always prepared and works very hard at everything that he does.
5. I believe Steve would be an asset to any company because he has all of the skills that you would look for in an employee. He is hard working, organized, honest, humble, and a great communicator. Again, all traits that you cannot teach. In fact, I have already offered him a job with my company if he wants it, so you should hire him before it's too late!!

Donald D. LoConte, O.D.

Optometrist

Advanced Eye Care, S.C.

Eric Cremer
2/7/2026
630-605-8444
ejcremer5@yahoo.com

I have known Steve for a little under a year now. We first met at a concert and from the moment he sat next to me it was as if we had known each other for years. He is the type of person that can talk to anyone which is a great trait for a salesman. He is warm and inviting and the kind of guy that would give you the shirt off his back. He is the light that shines in this dark world and would be an excellent fit on any sales team. We have been in contact throughout the year and he is always responsive and encouraging.

Some say that respect is earned but with Steve he gives everyone respect from the get go. He speaks respectfully, he acts respectfully and even if someone is disrespectful to him he is quick to forgive and move on. Water under the bridge as some would say. Steve is empathetic and is willing to walk the extra mile.

We all have a story and I admire Steve for his vulnerability and humility. He is not afraid to tell anyone his story of where he was and now the man he has become. He knows who the glory belongs to and he is not ashamed to proclaim it. Steve will give you his honest opinion and speaks the truth. He is not a beat around the bush kind of person and is straightforward about his views. He also has a great sense of humor and he knows how to talk to people.

Steve is a quick learner, effective communicator, and I feel has great leadership qualities. He's not the type of person who puts himself above others and is willing to get his hands dirty. He will go out of his way to make people feel comfortable and know their self worth. He is also a great motivator and he will always have the best intentions.

I feel Steve would be an excellent addition to your company and you would know from the get go that you made the right decision. Steve gets results, he is not afraid to ask questions, and accepts feedback. He is overall just a great human being who cares about others and wants the best for everyone. Thank you

Chris Burdeau
1/30/26
815-351-8100
chris.burdeau@gmail.com

Christopher Burdeau
20733 Abbot Court
Frankfort, IL 60423
Ph: 815.351.8100
Email: chris.burdeau@gmail.com

January 30, 2026
Dear Hiring Manager,

I am pleased to recommend Steve Stablewski for a sales position. As his friend and the leader of the Bible study he actively participates in at our church for the past couple of years, I have seen his exceptional character and people skills up close.

Steve is highly outgoing and naturally connects with people, including complete strangers. He approaches people with warmth and genuine interest, quickly building rapport and making them feel valued. In our church community, he consistently engages newcomers and members alike.

This ease with initiating conversations and forming connections would be a strong asset in sales for prospecting, networking, and building client relationships.

He also has a deep, selfless concern for others. Recently, Steve drove from Chicago to Florida and then traveled to Jamaica to deliver food/supplies for disaster relief, investing significant time and effort to help those in need. He coordinated for financial support for the trip, reaching out to others for donations to help with the cost of transporting all the boxes of food. This shows his compassion, persistence, reliability, and strong work ethic, which are qualities that translate well to following through in sales and overcoming challenges.

I have witnessed Steve holding himself to high standards of honesty, integrity, and care for others, essential for credible client interactions. I confidently recommend Steve. His outgoing nature, genuine concern for people, dedication, and ethical character would make him an excellent team member.

Sincerely,

Christopher Burdeau, CPA
Friend and Bible Study Leader

Jack Bruns
2/5/2026
815-954-3936

My name is Jack and I am currently a front desk representative for LA Fitness in New Lenox. My duties for front desk include greeting members, making sure the gym is opened on time (5AM), and overall customer service etiquette. Personally I feel like I am a great leader, communicator, and my best feature is bringing out the best in people, regardless of how their day/week/month has been going.

I have known Steve for a bit over a year and we met at my workplace, LA Fitness, New Lenox. For me, Steve's best feature is his ability to listen and speak to others. Communication is definitely a strong suit. Very solid human being.

Steve is extremely passionate about his work. I believe if Steve has the right opportunity he can make a huge difference in his field including driving sales, marketing, and being able to lead clients in the right direction with all honesty.

Steve can be extremely passionate about something that he likes. I believe is Steve finds the right occupation with the right environment, he can be a significant addition to any company or business.

Jack Bruns

Mindaugas Kaciulis

2/5/2026

630-272-5570

privetmotors@yahoo.com

To Whom This may concern,

My name is Michael Kachulis and I'm proud to offer my recommendation of Steven Szablewski to whom I have personally known for over a year as a good friend and a fellow Christian. We attend the Puckerville ministry bible study weekly with Steve and I got to know him pretty good . During my relationship with Steven I have experienced an individual who shows up earlier or at least on time every single week, studies hard and also teaches well. He always carries himself in a polite , respectable manner and pleasant to be around. In addition, Steven is a family-person who greatly cares about his family and friends, always willing to step up and help if needed. Steven always presented himself with levelheadedness and grace.

Michael Kachulis Feb.5 2026

630-272-5570

Mkachulis74@gmail.com

Kevin Kavanaugh
2/2/2026
708-351-4360
steve@hickorycreekchurch.org

I am Kevin Kavanaugh and I am currently an electrical contractor. I have owned my own business (Kavanaugh Electric) for 36years. I have been married to Alicia for 31 years and we have 5 children.

I have know Steve for roughly 18months. We first met at Hickory Creek Church one Sunday morning after church. We talked about the bible study that I lead on Thursday mornings and encouraged him to come.

Steve is very intentional. After he was invited to the Thursday morning bible study he was an every week attender for the whole first year. Always prepared to share and eager to engage in conversation. He is a good listener and able to see others point of view. Even if they don't agree with his point.

I believe that Steves ability to engage anyone in conversation is a great asset. Now-a-days not many people can start and hold meaningful conversations. Steve has no problem with that! Steve is very confident in who he is and who the Lord has called him to be. I believe his listening attributes would serve him well in the business world.

I believe Steve would be a good addition to anyones company because of his commitment. When he signs up for something he is committed to attending. Steve is a good team player, just by his ability engaging in conversation and also being able to listen to others. Steve is also committed to the Lords leading and knows that he is not in control and will seek the Lord direction in all aspects of his life.

Mark Tipple
2/2/2026
708-351-4360
steve@hickorycreekchurch.org

My name is Mark Tipple. I have lived, worked and volunteered in the community for 20 years.

I have known Steve for about a year. We first met at church and have become good friends ever since. Steve has a wonderful personality, he is a great conversationalist and also a very good listener.

I have found him to be a loyal friend and a man of great character and integrity.

Steve would be a great asset to any workplace. He has amazing social skills, and great creativity and problem solving skills. Steve would make a great salesman, and a wonderful team player.

Chris Owens
2/7/2026
312-404-1201
C.owens7@icloud.com

To Whom It May Concern,

My name is Chris Owens, and I currently work as an Infrastructure Operations Engineer for DePaul university. In my role, I focus on ensuring operational efficiency, for core university technology services. I have built my career on reliability, professionalism, and a commitment to excellence.

I have known my friend Steve for a couple of years now and first met through a mutual connections at church. From the beginning, it was clear that Steve is someone of strong genuine character, and a naturally friendly, outgoing person that makes him easy to connect with.

In my opinion, Steves personality is defined by honesty, humility, and dependability. In several opportunities where we served others in the community He approached challenges with a positive mindset and consistently demonstrated respect, empathy, and strong desire to use his skills to be a service to others.

Steve also brings several transferable skills that are invaluable in any business or sales focused workplace. He's a quick learner, a truly effective communicator, and someone who naturally builds rapport with others. His leadership abilities and strong work ethic make him well suited for roles that require initiative, accountability, and strong interpersonal skills.

I believe he would be an excellent addition to any company. His drive to improve, willingness to collaborate, and talent for connecting with people position him for success in sales roles. Steve brings both enthusiasm and professionalism qualities essential for creating positive customer relationships and contributing to team success.

Please feel free to reach out if additional information is needed.

Sincerely,

Chris Owens

C.owens7@icloud.com

M. 312.404.1201

Nathan Lach
2/6/2026
630-926-3082
steve@hickorycreekchurch.org

I'm Nathan Lach, a heavy equipment operator.

I met Steve at church and the gym. Back when we met, on any given day, Steve was either at the gym or at church.

He is headstrong on matters he is passionate about. Faithful to serve and love others as Jesus does. **He has integrity, grit, and no brakes!!**

The field of business is where Steve belongs. He is a quick learner and also a determined one. He has a way with his words, a God given gift for speaking.

That is why (he) will be a great addition to any company.

Adam Decaire
2/4/2026
708-927-8028
adecaire@gmail.com

My name is Adam Decaire and I am a High School Counselor and football/basketball/softball coach for all different levels of youth sports. I am also an active member in Parkview Church in New Lenox.

I met Steve in college, but reconnected at a more personal level two years ago at church. We both did small groups on the same night, but were not in the same group. We would discuss different aspects of religion and how our faith has contributed to our perspective on life.

Steve is very personable and honest. He has a very outgoing personality that is approachable for all types of people. He is well-spoken and professional in how he addresses people. He likes to talk, but his message is direct and matter of fact.

Willingness and desire to lead. Steve enjoys helping others in any capacity and is selfless in his service to his communities. He is honest and has great communication skills as I stated.

Steve is very driven and will not get complacent in what he does. He is constantly looking for ways to improve not only himself, but more importantly, those around him. You would be getting an honest, hardworking and dedicated addition to your company by hiring Steve.

Andy Maves
2/1/2026
708-269-3350
andrewmaves@gmail.com

To whom it may concern,

I am writing this letter of recommendation on behalf of Steven Szablewski. My name is Andrew Maves. I am a widower and a father of three children all in their teens or early twenties. I am a grain and livestock farmer by trade and a follower of the Lord Jesus Christ.

I have known Steve for a little over a year now. We met at an early morning Bible study at Hickory Creek Church in Frankfort, Illinois. My first impressions of Steve were that he was a humble man who was very honest about his shortcomings. His ability to self assess and identify areas of his life that need work showcase his problem solving skills.

In studying the Bible, Steve showed an ability to read the text and pull out concepts and ideals that he was able to apply to his life to make him a better man and member of society. He often would offer deep insights to the rest of us showing clear leadership skills and an ability to communicate with others effectively.

I believe that Steve would be a good addition to any workplace or company, based on the qualities I previously mentioned, as well as his strong faith and belief in Jesus Christ. He continually tries to apply principles of high moral standards to everything he does.

Respectfully submitted,

Andrew Maves

Dan Nybloom
2/2/2026
708-800-6083
danyb2660@gmail.com

Hello my name is Daniel W Nyblom, I'm 68 years old and retired 8 years ago from the Construction Industry where I spent 42 years in the bussiness.

I came into the trades as an apprentice carpenter and moved my way up to Journeyman, carpenter crew foreman, project superintendent, General field superintendent, project manager, senior project manager, and finally Vice President.

Since my retirement I have become much more involved with local Church which is where I met Steve about 4 years ago. Steve impressed me immediately with his outgoing personality, sense of humor, consideration and thoughtfulness for those around him.

Since we first met Steve and I have been in Bible studies classes together many times in the last 4 years. In that time , I've learned that Steve is extremely well versed in our faith, and he exhibits that during our classes. In addition **I see Steve as a quick learner who is diligent and applies himself to his work.**

Steve is an excellent speaker and communicator! I believe Steve has the qualities to be an excellent leader as well. I believe Steve would be an Great addition to any company due to all the qualities I have mentioned above.

Sincerely Daniel w Nyblom

Owen Perez
2/6/2026
815-474-3833
owenp06@icloud.com

My name is Owen Perez I am 19 years old I currently work at the village of New Lenox as a streets laborer I am a follower of Christ and i would like to serve Jesus to the best of my ability.

I've know Steve for around a year we had met through a family friend.

Within that year he has shown me that he is a great guy to be around and to bounce feedback off of he is a godly man who has made it a priority in his life to display the love of Christ. He is a great mentor he is kinds honest and true.

Steve is a very extroverted man that loves to talk about things he's passionate about and is very good at discernment skills.

He's honestly a great human being to be around he is a man people should strive to be like.

John Sabey
2/5/2026
708-203-6533
johnsabey@gmail.com

To Whom it may concern ;

Regarding a character reference for Steve Szablewski, I have known Steve for approximately two years via a weekly church connection group.

I can say without reservation that he is an honest, caring person who exemplifies integrity and a hard work ethic.

I strongly recommend him as a great candidate for a role in your organization.

Personally, if I had a need, I would add him without a second thought.

John R. Sabey

Elder – Hickory Creek Community Church

Michael Shepherd
2/5/2026
312-316-5319
Mjshepherd@comcast.net

My name is Michael Shepherd. I am a bi-vocational pastor. I work to make a living and I live to work for the Lord. I am the SVP, Chief Marketing Officer for Franciscan Alliance, a large midwest health system based in Indiana. I co-pastor Jackson Creek Fellowship Church in Monee, Illinois alongside another bi-vocational colleague. I have been married to my wife for the past 37 years and we have five adult children and two grandchildren.

I have had the pleasure of knowing Steve for the past several years. I met Steve through my youngest son Christian at church.

I believe Steve has a servant's heart as evident in his desire to serve others. He is passionate and has the unique ability to engagement anyone in conversation. I believe he is comfortable in who he is and has shown himself to be reliable and conscientious. I love that he is confident in his gifting yet humble in his disposition towards others. . I believe he is responsible in his commitments and shown himself to be thoughtful in his approach to people and situations.

Steve is very approachable and has shown good discernment in both his work and relationships. I believe he carries himself with integrity and is honest, dependable, and thoughtful about how his choices affect others. When he takes something on, he gives it his full attention and his best effort. Steve has demonstrated sound judgment in his responsibilities. He is comfortable in engaging others and has a unique ability to make others feel respected and valued. He is an individual that I would trust without hesitation.

Steve would be an excellent sales / account executive especially in representing a product or service he believes in. I believe his character attributes and communication skills make him as asset to any organization. His strong moral compass ensures he will do the right thing even when no one is looking. Steve is someone who takes pride in his work and will go the extra mile when needed. **He is dependable and is someone who can be counted on. He is an individual who is a quick study who is passionate about learning because he wants to**

be the best he can be at what he does. He takes initiative and anticipates needs always considering potential consequences knowing he will take responsibility for his decisions and actions. Steve will show up when he says he will, do what he commits to doing, and will treat people with dignity and respect. All that I believe will make Steve an excellent addition to any organization he aligns with and commits to.

Bob Smith
1/31/26
708-539-9692
Buff1bob1@comcast.net

1/31/2026

To Whom It May Concern,

I am Pastor Robert Smith. I am an associate pastor at Revolution Church in Manhattan, Illinois. I have been a pastor since 2002 and have been responsible for teaching, discipling and mentoring men over the past 23 years. I have been married for fifty years and my wife and I have successfully raised four children and are the proud grandparents of three grandchildren.

I am writing this letter to convey my observations and experiences concerning Steve Szablewski. I met Steve at a men's group that I am a participant in about one year ago.

Steve was invited to the group and immediately his outgoing personality endeared him to the group. Over the past year Steve has been a consistent attendant and contributor to the group. Recently he has stepped up to take on more of a leadership role. I have been continually impressed by his desire to learn and grow and his willingness to take on responsibility. Steve has shown initiative and confidence in his ability to communicate in moving into a leadership role within our men's group. Steve is both honest and transparent.

With that said, I am confident Steve would be a great addition to any company or organization that could use an energetic self starter.

Sincerely,

Pastor Robert Smith

Adam Solarski
2/2/2026
815-791-3218
Asolarski22@hotmail.com

(My name is Adam). I consider myself a reliable, honest, and hardworking individual who values integrity, accountability, and strong relationships. I take pride in being dependable, respectful, and results-driven, both personally and professionally.

I've known Steve since 2002, and we first met through mutual friends, forming a connection that has grown into a long-standing and trusted friendship.

Steve is genuine, trustworthy, confident, and highly motivated. He has strong character, communicates clearly, and consistently follows through on commitments. He treats people with respect and builds rapport easily, which makes him stand out both personally and professionally.

Steve is an effective communicator, a strong relationship builder, a quick learner, highly organized, and goal-oriented. He demonstrates leadership qualities, handles challenges calmly, and adapts quickly in fast-paced environments.

Steve brings energy, integrity, and consistency to everything he does. His natural ability to connect with people, understand needs, and deliver solutions makes him especially strong in sales and sales leadership roles. He elevates team morale, drives performance, and represents organizations with professionalism and credibility.

Regards,

Adam Solarski

Program Analyst-U.S. DOJ

Auston Spain
2/3/2026
563-221-4512
austonleespain@outlook.com

(I am) Auston Spain, minister in the United States, South America and Asia. Committed to the Kingdom of God, dedicated to the well-being of the people and a bondservant of Christ. Church planter and spearhead for humanitarian aid.

I met Steven in the spring of 2025 at a men's Bible study group. We have spent a lot of time together, including a disaster relief trip to Jamaica in December and January.

Steven is present, curious and warm. His logical mind is appropriately balanced by faith and spontaneity, giving him a mature and hopeful demeanor. I find him sincerely considerate of those around him and apt to encourage. Other leaders or experienced people in his life keep him focused, and ignite his ability to learn quickly.

Steven is very motivated and has shown endurance through difficulties. He has a discipline of reminding himself of what really matters, allowing him to stay even-keeled and optimistic. He is good at teamwork, willing to collaborate and take correction. He is also an excellent people person, treating strangers as longtime friends.

I believe Steven can get the job done. His ingenuity and creativity give him great potential in producing needed results in a variety of situations. His faithfulness and hard working attitude are a great addition to any workplace.

Brook Papazoni
2/2/2026
802-318-8651
brookpap@gmail.com

To Whom It May Concern,

I am pleased to provide this character reference in support of Steve Szablewski.

My name is Brook Papazoni and I've come to know Steve first, professionally and then secondly through church. My own background is managing hotels, with 20 years of experience, and then running my own general contracting business for the last 5. I write to explain why Steve would be an incredible addition to any organization.

Steve is a natural leader. I rely upon Steve and confide in him for advice. I'm comfortable doing so, in part, by the example he has set. Steve's been a role model. The other 'part' is his clarity of speech, thought, & caring, which is guided by a moral compass that is unmatched most all today. Steve's intelligence has provided me insight. The way he speaks is motivational, positive, and inspiring. His follow through is equally impressive as he's demonstrated his care. I'm very fortunate to know Steve and I'm confident he is going to bring very valuable skills to any position.

Sincerely,

Brook Papazoni

Alan Torres
1/30/2026
773-869-2196
leanontherock@gmail.com

I am a believer of Christ and of the Gospel, respectful, truthful, honest, down to earth, outspoken, loving, caring, dedicated, reliable with a good sense of humor.

We met at Hickory Creek Church Bible study.

In all honesty (Steve is) a good brother/friend, devoted, trustworthy, guide, advisor, motivator and listener.

(Steve is) a good communicator, good motivator, devoted and good listener.

With the skills listed above I am certain you will make a great salesman.

Marty Van Kampen
1/30/26
708-446-5313
Martylisav@yahoo.com

To whom it may concern,

I am pleased to write this reference letter for Steve Szablewski. I have had the opportunity to know Steve as a dependable, service minded, and community oriented individual who consistently gives his time and energy to help others.

Steve serves as a Bible study leader and demonstrate strong character, integrity, and compassion in that role. He is thoughtful, respectful, and reliable, and he creates a welcoming environment, where others feel supported and encouraged. His leadership reflects, patience, good judgment, and a sincere commitment to helping people grow.

In addition, Steve has frequently assisted friends and acquaintances with computer and technology issues. He is generous with his knowledge, explains things clearly, and takes the time to make sure problems are fully resolved. People trust him because he's both capable and approachable.

Overall, Steve Szablewski is a person of good character who contributes positively to those around him. I recommend him with confidence.

Sincerely, Marty Van Kampen

Tim Ward
2/4/2026
815-954-6009
TimWard300@gmail.com

Hi. My name is Tim Ward. A little info on me. I have been retired from running my home improvement business for about a year. I also was on the board of directors of the Joliet Archery Club for 15 years of which i served as president for 9 years. I'm now a committee man for the North East Indiana Rocky Mountain Elk Federation chapter.

I have know Steve for 2 years. I got to know Steve at the gym we both attended. Steve and I instantly hit it off having similar beliefs and work ethic. I have found Steve to be out going, honest and reliable. **Steve truly embodies the principal that anything worth doing is worth pouring yourself into and worth doing right.** I belive Steve will be a great asset to any team lucky enough to have him.

Sincerely,

Tim Ward

John Young
2/3/2026
708-765-0494
jyoung@jacksoncreekfc.com

I have been a Pastor at Jackson Creek Fellowship church since 2012. I am also bi-vocational in which I work a full-time position as an Outside Sales Representative for a Pipe, Valves and Fittings distributor in the Commercial and Industrial industry in the Chicagoland Area. I have a bachelor's degree in Mechanical Engineering from the University of IL. I have been married for 16 years to my wife Jenna and have 3 boys all under the age of 8.

(Steve and I) met at Jackson Creek in January of 2025.

Steve has very strong communication skills and is very relatable. He's as honest as they come, as well. He'll tell you exactly how it is. I appreciate it because I need more guys like that in my life. **His faith is one of his strongest traits.** I admire the courage he has to share his faith with everyone around him.

Steve is very good at striking up a conversation with anyone. That's an important skill in sales because first impressions are important.

I believe you can trust him to get the job done. I believe he's a man of his word and that means a lot when it comes to business.

Lee Barker
2/5/2026
815-791-2264
LeeBarker.USMC@gmail.com

I believe I'm a self motivator that believes in integrity and that Jesus is the reason for our mission.

I'd say I've known Steve for about 5 years. We first met at church

Steve is very outgoing; personable; and always willing to hear what you have to say.

Great communicator; a go getter; the willingness to succeed no matter the task.

The willingness to learn and the dedicated tenacity and determination to succeed.

Cliff Cozzi
2/6/2026
708-259-6033
cliffordcozzi@gmail.com

Married for 13 years with 3 kids. Director of Internal Audit at Rush University System for Health. Lead Instructor for Healthcare Accounting at Rush University. New Lenox Baseball Association head coach.

5 years ago through a mutual friend.

Charismatic, highly motivated and motivational individual truly promoting the best for everyone. **Thoughtful of others situations and always willing to help.**

Critical thinker, extremely effective soft skills: communication, relatable, compassionate.

Steve would be an excellent addition to any team. Capable of working independently or on a team with the best interests of the group.

Cliff Cozzi
708-259-6033
cliffordcozzi@gmail.com

Karsyn Essenberg
2/2/2026
708-929-2531
kcessenburg910@gmail.com

My name is Karsyn Essenberg. I am a 4th year undergraduate student studying psychology at Olivet Nazarene University. I currently work at a restaurant as a waitress on the weekends. I spend most of my time with family and friends and building my relationship with God.

I have known Steve for a few years now. We met at the restaurant I work at. He became part of our work family due to his frequent visits.

Steve has an amazing personality. While he can be silly and humorous, he is responsible, respectful, and humble. He always cares about others. He is also the most intentional listener and always does his best to support others around him.

Steve is an effective communicator and is intentional in his work. His work ethic is nothing but diligent. He is seemingly organized and very authentic. He is also reliable.

Steve would make a great addition to a company due to the qualities I have listed above but also because he respectfully deserves the position. I don't know too much about his past but I know that he has worked incredibly hard to be where he is today and continues to work hard for his goals and aspirations. He will do the same in the work that he will be doing for your company.

Jerry Gazdziak
2/4/26
708-510-2250
jerrygazdziakjr@gmail.com

Hello this is Jerry Gazdziak – a bondsman of the Lord Jesus Christ called to be a carpenter for the glory of God and for the good of the customer I’m serving. I am the owner of Gazdziak Construction which is a General and Carpenter Contracting Company.

I have known Steve for around a year and a half and I first met Steve at Bible Study Fellowship which was the closing ceremony and share night. As Steve stood up to share of what God was doing in his life through the Bible study, I was riveted to what Steve was saying, because of the pure, love and passion that was coming out of him as he spoke of how God was growing him, and how he had a passion to serve Christ as he would preach the gospel to anyone and everybody. As I listened to Steve speak, I had an instant connection with him without even knowing him because when he shared, I could feel his heart and he spoke, and I just love the passion that he was speaking with. And shortly after that, I met Steve face-to-face at Puckerville Bible study which we have on Thursday mornings.

When I saw Steve and had the opportunity to introduce myself, I thanked him so much for what he shared with with the man on that Monday night. Our friendship and brotherhood were instantaneous because we were so like-minded, and I had a real respect for such a young man who love the Lord so much and was on fire to preach the gospel to the masses. I was excited for Steve and wanted to take every opportunity to stir him onto the good works with God had called him to do an advanced and not to be distracted or detoured by what others had to say. So much more could be said, but I’ll leave it at that.

Steve has a real infectious personality, which is full of joy and excitement for life, as he shares what the Lord has done in his life, and the drastic change that has taken place. Steve loves people and loves talking and listening and has a real gift to draw people into conversation and to meet them where they’re at. Steve truly cares for everyone who God puts in his life and wants to share the hope of Christ and what God has done in his life and the freedom that he now enjoys as he lives to serve the Lord Jesus Christ. Steve is not ashamed and loves to make Jesus Christ known, and the hope that he now has in Christ.

Steve is sold out to glorify God as he is an ambassador of Christ preaching the gospel and making disciples daily. Steve is wise, discerning, and is a man that could take any situation and talk a person through it and encourage and be a blessing through it all he truly cares and loves to minister to people.

As a business owner, knowing Steve, and all that he brings to the table, I would hire him in a second, and know that he would be a wonderful addition to my business. Steve loves to learn, participate, encourage and be a blessing in all and any situation. Steve brings so much to the table and so many different ways and is truly an asset to wherever he is.

Steve is always asking questions of how things could get better, how he could be better, and how every situation that he is involved can get better. How we can improve and become a better version of ourselves? Steve is always raising the standard to become all that God has called him to be, wherever he is at.

Cal Swift
2/2/26
708-546-8048
calswift3@gmail.com

(My name is Cal Swift). I am a very hard worker, that loves to learn and tries to help his colleagues in any way possible.

We must've met around a year ago now? I'm not sure, I know we were at Buffalo Wild Wings though. It was funny because when I met you I was expecting a different "tall Steve" to show up so when we started having a conversation by the entrance I didn't realize we'd be having dinner together, but I do remember wanting to talk to you more before we were showed to our table!

(Steve is) a very genuine person, I haven't met anyone else who has changed their life so much at (his) age. I haven't met anyone (his) age that has even tried to change their life for the better like (he has). He is incredibly driven and selfless, and a good friend to everybody he meets.

(Steve is) an incredible studier, which I've seen first hand be translated into action and behavioral changes. He is kind to people even when he doesn't see eye to eye, and he's incredibly motivated to do things the right way.

It's easy to find grinders, it's hard to find grinders that work for others even more than themselves, whether that be customers or coworkers.

In a sales atmosphere he could certainly thrive because he is incredibly personable, he can connect with people and create a relationship, leading to MORE future sales from repeat customers. When he studies something, he knows it, being able to quickly inform a customer or client on products/services shows that he cares about what he does, and that makes customers feel safe, knowing that the person they are talking to isn't doing it for the money.

Eli Guevara
2/2/26
415-470-6437
eli.guevaraegsg@gmail.com

To Whom It May Concern,

My name is Eli Guevara. I am writing this character reference based on my personal experience knowing Steven through my church community.

I have known Steven for a little under a year, and we first met through church. While I have not worked with Steven in a professional setting, I have had the opportunity to observe him at various times in personal and communal environments and events.

From what I have seen, Steven is a committed Christ follower who carries himself with sincerity and intention. He communicates clearly and confidently, and he engages others thoughtfully rather than passively. In conversations, he listens well, articulates his thoughts effectively, and shows respect for differing perspectives. These traits stand out to me, particularly his ability to communicate with clarity while remaining grounded and genuine.

Although my experience with Steven is not work-related, the skills I've observed such as strong communication, self-awareness, and the ability to connect with others, are qualities that I believe translate well into a business and sales environment. He presents himself professionally, speaks with purpose, and appears comfortable engaging both one-on-one and in group settings.

Based on my interactions with him, I believe Steven would be a positive addition to any company, especially in a role that values communication, relationship-building, and integrity. He strikes me as someone who is intentional about personal growth and who takes responsibility for how he represents himself.

I offer this reference honestly and without exaggeration, based solely on what I know of Steven through our shared community and faith.

Respectfully,

Eli Guevara

Larry Brew
1/30/26
708-560-5263
electric608@comcast.net

To whom it may concern:

My name is Larry Brew, I am 71 years old, and I am promoting Stephen Szablewski, who is seeking employment with your company.

I am a retired Electric Construction company owner, affiliated with local union 134 in Chicago. I employed an average 60 men for most of my 33 years of business. I was a respected leader of my team as well as within the community.

I have know Steve for about 8 yrs or so. I meet him in a Bible study group at our church in which I was the leader of that group. I had the honor of watching Steve grow both in his faith and in his everyday practices. I find Steve to be a man of his word, to humble himself when need be and to ask for advice on things he doesn't understand.

I believe Steve would make a great addition to any staff, his character contains strong people skills, he appears to be a fast learner and retains what he learns. I'm sure Steve will hit the ground running, promoting, advertising or selling whatever products you present him with.

Thank you for your time and consideration of Steve, and again, Steve will be an asset to any position he is considered for.

Larry Brew

Cell # 708/560/5263