

July 24, 2018

Honorable James L. Graham  
Judge, United States District Court  
Southern District of Ohio  
85 Marconi Boulevard  
Columbus, OH 43215

RE: Jonathan Spayde Criminal Case  
United States v. Jonathan Spayde  
Case No. 2:18-cr-55  
Southern District of Ohio

Dear Honorable Judge Graham:

My name is Zachary Miller and I am an employee and partner of Mr. Jonathan Spayde. I have known Jonathan for over 15 years. I met John soon after he started his landscaping business. At the time, he only had a Astro van and was doing most of the physical labor and sales (as well as all the administrative office functions) of the business on his own. I was a young man in my twenties looking for a break and a job to make into a career. John gave me that chance.

Almost from the minute I met John, I felt like he believed in me and had faith in my abilities. He gave me that first chance and continues to give me opportunities in his landscaping and construction businesses. John has been a wonderful mentor and friend to me over these years.

Based upon my very close relationship with John, I felt it was important for you to hear from me and to understand from my perspective the type of person, employer, and business partner that John Spayde is. I am hopeful that this information assists you in determining the appropriate sentence for John.

As previously mentioned, I met John approximately 15 years ago. When I met him, John had just started his landscaping business and was looking for someone to help him grow the business. Since that time, John and I have worked tirelessly together to build Landfare. I am currently a general manager for the company.

Honorable James L. Graham  
July 24, 2018  
Page 2

Over the years, John and I have grown and developed a great working relationship. He is a wonderful employer who has provided me with amazing opportunities to grow the business and to work with wonderful people. Additionally, he has provided me with a dependable career to support myself and my growing family.

In addition working as an employee with John and his landscaping business Landfare, John also gave me an opportunity to become his partner in a construction business, Highland Palermo. Through my working relationship with John both as an employee and as a partner, I can say that he has always believed in me and encouraged my professional and personal growth. He has spent countless hours mentoring me and working with me on becoming a better businessman and sales person. John approaches his businesses with a lot of confidence and hard work. Because he does not have a family of his own, I have seen John devote most of his time to building and perfecting these businesses. John lives by a motto of providing unparalleled customer service and quality craftsmanship. Based upon his implementation of this motto, most of our work comes from referrals from previous clients.

I am hopeful that in your determination of an appropriate sentence for John, you will consider what a sentence of incarceration would have on me, the business and my fellow employees. As I mentioned, I am an employee of Landfare, Ltd. The company currently employs 20-25 employees and also 30 subcontractors. Eighty percent (80%) of the employees are year round and very few work less than full time. If John were incarcerated, I am very concerned that the business of Landfare would not be able to operate. Specifically, customers come to Landfare not only because of the quality work that is done, but also because of John's creative expertise and input. Our clientele love working with John and trust in his design ideas and elements. If he were incarcerated, his incarceration would have a significant impact on our ability to continue to have gainful employment.

I know from speaking with John on numerous occasions concerning his case that he is extremely embarrassed and struggles to find an explanation for why he engaged in this conduct. He has also opened himself up to correction from me and others around him. I am hopeful that when you consider all of the relevant factors in determining the appropriate sentence in John's case that you will consider the impact that will have on me, my wife, my 2 young daughters and the other employees of Landfare, Ltd. and their families. I also hope that my perspective and the details of my relationship with John Spayde will have some impact in your deliberations. Thank you for your kind consideration.

Honorable James L. Graham  
July 24, 2018  
Page 3

Sincerely,

A handwritten signature in black ink, appearing to read 'ZM', written in a cursive style.

Zachary Miller