

To Whom it may concern,

I did not put all my priors onto the original page, because honestly they wouldn't fit. When you look through my criminal history, you will see it's quite colorful.

But I hope you realize it was years ago. Over the last 7 years I've made large strides in fixing my past mistakes.

I have owned my own small company and had a lead/management role most of the 7 years I've lived in the Fox Valley. I've made a good name for myself in the community, and besides a DUI, a few driving incidents and a urinating in public ticket (I just got off work, there were no open facilities and I made a poor choice to discreetly relieve myself) I have not had any negative run ins with law enforcement. And in the 6 years I have bartended, I have never had a underage sale or incident at the bars I've worked for. Though may I do have a history 7-8 years ago, I have no thefts or felonies, just a bunch of petty items from being a very immature kid. These are past mistakes, not present though. I hope you consider that when reviewing this.

Thank You,

Jason Spoke

2.1.15

Individuals wear their fears on their sleeves. One could generalize and say that those who present themselves as members of such an elite caliber tend to hold tight to some of the most superficial insecurities. Yet, many of these individuals command the utmost respect from others as those other individuals pander to them through the gifts of various materialistic items. The entire transaction just further separates more than just economic and social differences, it rallies for that which seems backward of a world that should still hold its humanity of highest priority.

Hashiem wears his fears on his sleeve. He's not an exception, but he is exceptional in character and action. The fears I and anyone else that takes the time to observe him will notice is that he fears not be able to save everyone and everything good in this world, to not be able to give enough. How many people do you really know who are like that? Those who must speak of giving are those that don't believe in revering such an exceptional character that they must speak of their own insecurities for selfish purpose.

This might sound like a dramatic philosophical tangent, but I promise you this is not. This has everything to do with why Hashiem should be granted his bartending license. I think it's time we become more of a nurturing society where we show a little humanity to those who have proved that they deserve to be nurtured. We box people in, we lock people up, and we like to keep them there far too much. Everyone makes mistakes in life, constantly. Not all are known, not all are as detrimental as others. While mistakes should be handled differently depending upon the circumstances surrounding it, we all know that parents teach their kids that it's ok to make mistakes, being human is making mistakes, and this is a beautiful thing because we can learn from them, we can learn to stop being afraid of failure, and we can truly make a difference in this world if we want to.

Hashiem has learned from the mistakes that may be clouding your sight down to the content of his character. You cannot know him from a piece of paper, but you can take the time to know him a little bit better from those whose lives have been positively affected by him. While I met Hashiem while doing the same profession as him, bartending, I quickly learned that he wasn't the average bartender, or the average person that I meet. He is someone I am proud to have in my life, someone I would deeply miss if he ever walked out. He is someone I would fight for to keep in my life, and my circle could not be smaller. Intuition can be such a savvy weapon, especially when it's consistently backed up by behavior. I've known Hashiem for six years now. He's one of the most respectable, trustworthy, loving, and generous souls I have ever met. I haven't met anyone who doesn't speak the same category of adjectives after being around him. He lights up when he bartends because it puts him right in the center of battling his fears. He loves people, and he will fight for those who deserve it. These transactions over a material good are fulfilling because they're meaningful, and they're meaningful because the treatment he serves his customers is the treatment he serves them out on the street as a stranger he has never met before, a stranger who he can reap no monetary value from. I can't keep track of how many

times strangers have become his customers because of his exceptional character, his fearlessness of wearing his fears on his sleeves.

When someone has turned their life around and has discovered how they can battle their fears in the same place where their passion ignites, it feels inhumane to stand in the way of that. If we tell our kids that we believe in them, that we'll do whatever we can to help them out when it's truly needed, and then we will back them on pursuing their dreams, how can we turn to a stranger and snatch the same thing away? Good people deserve good things. Good people don't receive these good things enough as they are preoccupied battling the ugliness in the world because they care about it too much. Hashiem deserves this chance. If he makes a grave mistake, then he will endure the consequences, but let's not assume he will make such a mistake. Many say behavior is a pattern, behavior is hard to change. Hashiem has changed his behavior, and now it has become his new pattern, a pattern that we can't deny. We don't assume that our children or loved ones will always fail, so please, take a chance on him, especially when you can rest assured that you'd win big if you were betting on him. I know I have.

Elizabeth Leeman

Mel Cook <mcook123@gmail.com>
To: Hashiem Cook <hashiemcook@gmail.com>

Fri, Jan 30, 2015 at 6:04 PM

To Whom it May Concern:

RE: Hashiem Spoke

I must state, from the start, I am Hashiem's mother. I hope this does not automatically disqualify me from any recommendation I may or may not make on Hashiem's behalf.

I will tell you Hashiem is a brilliant, good hearted and kind person. Coming from his mother, this should be no surprise (I would think.) I don't take any referral lightly, and he did not ask me to write this, nor suggest I write "certain words" to make a "report" more glowing.

My perspective is not only as his mother, but as his former employer and coworker. As his mother, and as someone who is employed in a position that sees many people who never recover from a life of spills and downward spirals, I know how his life could have turned out. I also know the work it has taken to go up the spiral rather than let it take you all the way down.

Hashiem worked for me for a few years at a local ski resort. He did well, at first. He also worked with me "off season" at another tourist resort. His life started faltering, and, of course, his work suffered as well. Eventually, I terminated him as one of my employees. He lost his job at the second resort. Did I still think he was a great kid, absolutely. A responsible worker...not so much. A teenager that hit a spiral that could go up or down. His went down for several years.

He struggled for awhile, some pretty big struggles, actually. He always worked, not always at the best jobs, and some didn't last long, but he knew what he had to do, and found work.

In his late teens, he met a young lady who had a child. When that child became part of his life; he began to change for the better, he took his responsibilities to a new and better level. It was still a struggle, and he still faltered from time to time, but he didn't make excuses and kept trying.

It seemed like overnight that magical "light bulb" went off, and suddenly, the mature young man in him kicked in, he buckled down, and his outlook and perspective on life became very serious and responsible. He worked hard to fix the things he had broken in his life, and continues to do so. He looked at all he had done face on and took on the challenge to change his ways. It has not been easy. It has been one of the biggest challenges he has had to face; to "fix" the things he had done and to repair the damage/s he had done to himself.

His passion for serving people; in whatever line of work; from being a ski and snowboard instructor, customer service in tourist destinations, bartending and more. He has even been asked to officiate at weddings. His passion for doing the right thing and making things right, and a genuine "good heart" continue to inspire those around him.

He has worked with me on charity events. He has been my partner in an extreme sporting event. I watched with admiration, his concern for other participants, and admired him as he disregarded his own "time" and "performance", in order to help others "cross the finish line." He brings new meaning to selflessness.

He is well liked by those that know him, and the friends he has yet to meet.

I have no doubt he will do well in all the paths life gives him; his maturity and responsibilities have grown immensely over the years. Of course, I love my child, but more than that, I truly "like" him.

Those that know me, are aware I do not give recommendations lightly; as a matter of fact, I seldom give them. If I did not feel Hashiem deserved a chance, I would tell him, and tell him why. And, this letter would not be written.

I hope you will consider my words; while I am his mother, I am also speaking as one adult about another adult. Hashiem has had his share of problems, but I know of few young men willing to accept new responsibilities as seriously as he has; and few that smile and stay positive, despite the negatives that came their way.

If you should have any questions, please feel free to contact me at the below address and phone number.

Sincerely,
Melanie Spoke-Cook
E11046B Pine Acres Dr.
Baraboo WI 53913

mcook123@gmail.com
(608) 356-3068

January 31, 2015

From: SSGT Kosino, Ryon F. / 920-903-4240

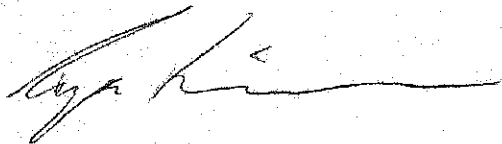
To: Whom This May Concern

Subj: Hashiem Latefe

I am writing this letter to give my highest possible recommendation for Hashiem Latefe. I have known Hashiem for a little over 3 years. I have written these letters for very few individuals, due to the reason that most individuals do not fit into the category that Hashiem fits into. He is able to communicate effectively, displays fine personal, and professional qualities that I normally attributed toward Marines, such as, outstanding tact, enthusiasm, integrity, and loyalty. He is also very respectful, always dependable, has no grey area when it comes to honorable and proper judgment. His willingness to take suggestions, modify one's self, and experiment with new ideas has always shown how he is never ceasing self-improvement.

Hashiem has went above and beyond the normal standard of a typical citizen. I have saw this from a professional standpoint when I held the Junior Vice Commanders position within the Appleton VFW Post above him. I was especially impressed by his creative mind and independent work ethic. It is also effortlessly viewed through the activities that he leads for the youth within Appleton, to include my own children. I have seen firsthand how much of a role model and educator this man is for the youth of the town. Some that is not so easily perceived, only due to most do not know, is how Hashiem also takes out of his personal time to aid the veterans of Appleton. He does this by donating a percentage of his sales from the longboarding classes to help Veterans in need, his weekly food delivery to homeless individuals, and so much more. The honor in this I believe speaks for itself.

I have also had the privilege to view Hashiem in a personal light. In my opinion, this man is an outstanding father that always gives nothing less than perfection to his children. Even having 8 children he always finds time every single day to make each child feel special. This fluently demonstrates his motivation and reflection about personal decision making. The husband to his soon to be wife that I see is like very few. He always speaks too and of her with the utmost respect and honor. He always places her first and everything he does is always for her. This demonstrates his loyalty and sense of commitment. I can humbly acknowledge that Hashiem is an individual that I strive to emulate on many levels and that I am proud to have the privilege to provide him this recommendation.



SSGT Kosino, Ryon F.
Retired USMC Commanding

cmdebroux@yahoo.com <cmdebroux@yahoo.com>

Sat, Jan 31, 2015 at 11:49 PM

To: Hashiem Latefe <hashiemcook@gmail.com>

To whom it may concern,

My name is Chad DeBroux. I work for the Wisconsin Department of Corrections. I meet Hashiem Cook approximately 10 years ago and have been friends with him ever since.

When I really started to get to know Hashiem on a personal level is when he was working as a bouncer at Tap Haus Bar and Grill in Kaukauna, Wisconsin. Being a correctional officer I always watched how bouncers worked at bars that had them and Hashiem was exceptional at his job. Never distracted by what was going on around him, yet always engaging the customers needs. Doing his job. We became fast friends.

As time went on Hashiem became a bartender, and a phenomenal one at that, at Tap Haus Bar. Tap Haus Bar would get extremely busy on weekends and I watched Hashiem in action. Not only could he serve drinks in an efficient manor, he was personable and engaging with the customers. Not to mention he would help manage the new bouncers and stock the bar as well.

Hashiem is a great man as well as a wonderful father doing the job he knows best. He's doing the best he can to make a living taking care of his family doing something at a level most can't. I work in a job that I feel is under appreciated. Everyone wants to tell you how to do your job, yet no one wants to do it. That's also the job of a bartender. I'm not the type of person to go to bat for just anyone when it comes to these situations, but the man is trying to do right in his life. I sure would hope you would give him the chance to prove his worth. I've seen it with my own two eyes. He deserves it.

Thank you for your attention to my letter.

Sincerely,

Chad M. DeBroux



Hashiem Cook <hashiemcook@gmail.com>

Reference Letter

1 message

Mike Price <mikeprice73@hotmail.com>

Tue, Jan 27, 2015 at 3:50 PM

To: "hashiemcook@gmail.com" <hashiemcook@gmail.com>

To Whom it May Concern:

I have worked with Hashiem for most of 2014 as a fellow bartender at the VFW. During this time I have come to respect not only his upbeat and positive approach to his customers and co-workers, but also his prowess in his trade. He is someone that can be relied upon to provide an excellent customer experience as well as someone who is accountable for his areas of responsibility. I have seen Hash work to solve problems in the bar without prompting from management. He has taken it upon himself to train me and other bartenders to be more efficient.

I have not asked nor do I wish to know the reasons for the board review. I cannot speak to his transgressions or whether they cause undue risk when deciding to give him a license. I am only speaking from my experience. I consider Hash to be honest and forthright, willing to lend a hand whenever needed, and accountable to himself and others for the work that he has performed at the VFW.

Regards,

Mike Price



Hashiem Cook <hashiemcook@gmail.com>

Hashiem

1 message

Fey Martin <miminroo2012@gmail.com>

Fri, Jan 30, 2015 at 12:20 AM

To: Hashiemcook@gmail.com

To whom it may concern,

My name is Fey Martin. My family and I have known Hashiem since he was a kid. He and my daughter were very close friends as kids and remain so as adults.

As a kid Hashiem was, well, a handful.

Always happy and funny and jovial and rambunctious and never standing still.

His shenanigans resulted in some pretty serious trouble at times, and yet we all had little doubt that he would grow into the smart and responsible man he is today.

Hashiem is a hard honest worker, a good friend, an incredible parent, and a remarkable member of his community.

I would not hesitate to hire Hashiem at Paint 205 if he lived closer. He would be a huge asset to my business.

Thank you

Fey Martin

Owner Paint 205

Portage, WI



Hashiem Cook <hashiemcook@gmail.com>

letter

1 message

Christopher Tomlinson <dozertomlinson@yahoo.com>

Tue, Feb 3, 2015 at 6:41 PM

To: hashiemcook@gmail.com

Hello, my name is Chris Tomlinson and I have know Hashiem Spoke for over twenty years. I am writing this letter to the board so that Hashiem will be able to provide for not only his family but also for the future of something he is great at doing. I, like myself have a not so great history with the court system but like Hashiem I have grown and learned from many of my mistakes. I have lived with Hashiem on several different occasions and have seen first hand the amazing father, friend and man that he truely is. Being one of his best friends I have seen him grow into the great person that he is today. I have been in the food and bev industry my whole adult life and can tell you that I have not seen a more respectful and talented bartender as I do in him. If you know anything about Hashiem its that he is a great people person and has a gift of making people smile. I know working in this feild is what makes him happy and is how he provides for his children which he does better than most I have known in my life. I would be happy to answer any question or speak to you directly regardi.g this matter if need be. Thank you for your time and hope nothing but the best for my friend and brother Hashiem Spoke.

Christopher Tomlinson



Hashiem Cook <hashiemcook@gmail.com>

reference

1 message

Shane Roberts <srobertsemb@hotmail.com>

Wed, Feb 4, 2015 at 4:16 PM

To: hashiemcook@gmail.com

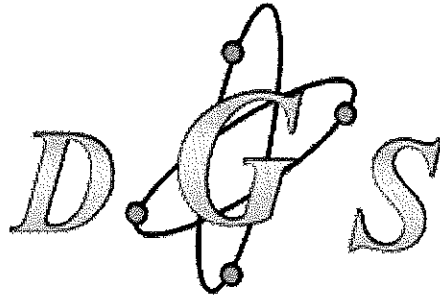
To Whom it May Concern,

This is a character reference for Hashiem Spoke. Hashiem was my employee for a number of years but soon after he started it was apparent that he was one of the few people you find that don't let you down. He was promoted to a leadership position and easily earned the respect of his crew and from me.

It's important for me to point out that I was more than hesitant to hire Hashiem due to his past but the man I came to know and trust shows nothing of that former self. Hashiem became the requested point of contact for most of our customers due to his diligence and attention to their needs.

In regards to trust and responsibility I have it completely in Hashiem Spoke.

Regards,
Shane Roberts
Former owner of Spacemakers
920.562.2861



Diversified Global Services, LLC

Owners:

Lona Roberts

Willie Green

11981 Rountree Road

Hanover MI 49241

(517) 563-9220

January 30, 2015

RE: Hashiem Cook

Application for Bartending License

Dear Sir/Madam:

Please accept our comments and recommendations with regard to the character of Hashiem Cook, relating to his request for a bartending license.

We have known Hashiem since he was born. One must realize that Hashiem has been through many life experiences which were not always positive and being raised with the family issues that were present, of course, took its toll on Hashiem.

Most young men in this situation would see no alternative to making poor life choices and Hashiem was no different. The difference that is most certainly apparent is the manner in which Hashiem has overcome those negative influences and has built his life around the most positive environment possible.

We would note at this time that any questions regarding Hashiem's character can be answered merely by looking at his record in recent years. Through stamina and hard work, Hashiem has overcome the environment of his childhood and has

completely taken charge of his life. Hashiem has made extraordinary advances in bettering his life and we are very proud of the young man that he has become.

In this day of fathers not taking of their children, young men turning to a life of drugs and crime, the negative side of our society is unfortunately the norm rather than a rarity. Therefore, one must appreciate the efforts of a young man who has overcome these unfortunate circumstances that were beyond his control and who has refined his morals and values to the point that he has. That in itself is a testament to Hashiem's exemplary character.

Being a business owner for many years, one tends to develop a sense of the character of others. We would completely trust Hashiem with any situation and sincerely request you strongly consider his request for the issuance of a bartending license. He has earned our complete confidence and respect.

Hashiem's performance in this area and the resulting experience he has received more than adequately has prepared him to advance in his career choice. He is certainly most personable, definitely people-oriented, extremely trustworthy, and quite a caring individual. We are confident that Hashiem will excel at meeting any goal of his choosing and we totally support his efforts.

I hope we have provided adequate information to permit an educated decision on Hashiem's request and that he is issued the license in an appropriate manner. If we can provide any further information in this respect, please do not hesitate to contact us via the information provided.

Thank you for your consideration in this matter and we look forward to Hashiem's receiving a positive decision in a timely fashion.

Most respectfully,

Lona R Roberts

Lona R. Roberts, OS, BS, MS

Willie B Green

Willie B. Green

robbieimbg@gmail.com

Skype: lona.dgs