



Kuppa Joy Coffee house LLC  
518 Clovis Ave  
Clovis CA 93612  
October 7, 2025

To Whom It May Concern,

It's my privilege to write this letter of recommendation for Dr. Jim Cecy. Over the years, Jim has had a significant influence on both my leadership and the culture of my company, Kuppa Joy. His ability to apply timeless biblical principles to modern business challenges has provided me with clarity, perspective, and direction when I needed it most.

Through Jim's mentorship, I've learned that leadership grounded in integrity creates lasting impact. His emphasis on honesty, accountability, and moral consistency has helped me navigate difficult decisions in a way that builds trust across my team and organization. The result has been a company rooted in strength, purpose, and value for customers and team members.

Jim has a unique gift for bridging the gap between faith-based values and real-world business realities. His insights are practical, grounded, and deeply relevant to anyone facing the pressures of leadership in today's chaotic landscape.

I highly recommend seeking Jim's counsel for those looking to lead with conviction and clarity in the business world. His wisdom has been an invaluable resource in my own journey.

Sincerely,

**Zack Follett**  
Founder & CEO, Kuppa Joy Coffee House