

# Exhibit 1

July 6, 2021

The Honorable Mary Geiger Lewis  
U.S. District Judge  
901 Richland Street  
Columbia, SC 29201

The Honorable J. Mark Hayes II  
180 Magnolia Street  
Spartanburg, SC 29306

Dear Honorable Judge Lewis and Honorable Judge Hayes:

I am writing about my friend and former boss, Kevin Marsh. I have known Mr. Marsh for 23 years, worked as his personal assistant for 20 years, and only stopped working for him when I retired in January 2018. As a result of working closely with Mr. Marsh, not only did I get to know him well, but also knew his immediate family and even his extended family well too.

As a Christian woman, I appreciated the qualities and character he exhibited with his peers, employees, community, church, and especially with his wife and daughters and grandchildren. I frequently commented to my family and friends that Mr. Marsh was the kind of person you would want as a boss, a family man, friend, and leader. He constantly displayed and expected integrity, honesty and doing what's right. I would never have worked for someone for 20 years who did not share and exhibit my biblical principles.

Kevin was an extremely generous boss and was always willing to make time to meet with and take care of the needs of employees. For many years he was involved with the local children's orphanage and women's shelter and served in his church on various committees. There are many examples of his kindness but to name a few; he purchased a used van with his personal money so the orphan children could go to extracurricular activities after school. He gladly donated his personal money at the end of the year to local churches for families that were without gifts for their children. He purchased a car with his own personal money, for a widowed employee so she would have a safe and reliable car when she could not afford to get her car repaired. Mr. and Mrs. Marsh helped an abused mom and her children get moved to a safe apartment, provided a car with their own finances, and helped her find employment. Kevin did not seek glory or recognition for these examples. Most people did not know how kind and generous he truly was.

Mr. Marsh led by example and expected his managers and supervisors to treat their employees like they would want to be treated. He continuously encouraged employees in whatever way he could to help them be successful and achieve their professional goals. If I were seeking employment today, Kevin Marsh would be the kind of boss/leader that I would want for myself, as well as my for own children.

Best regards,



Paula C. Rowland