



To Whom It May Concern:

I had the pleasure of working with Steve Address for the 2018 Web.com Tour season, where he took the lead on a variety of video producing/editing projects, exponentially increasing the quality and aesthetic of our digital content operation.

Whether it was a feature on a player who lives out of his car, or a profile on a player who has overcome Crohn's disease, or more fun/offbeat Q&As, Steve's unique approach and creativity led to several projects that resonated with our fans and performed well across channels. Steve was quickly comfortable in building a rapport with players and Tour staff, allowing him to identify storylines and build the trust that is so important in working well in the field.

The role required a well-rounded skill set and proficiency across a variety of digital journalism aspects, from website maintenance and writing to social media management, in addition to video production, and Steve approached the holistic task with energy and a positive attitude. I can confidently recommend Steve as an experienced, versatile digital content creator who will bring good stories to life.

Kevin Prise
Digital Content Producer
Web.com Tour at PGA TOUR
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INDIANAPOLIS COLTS

CARLIE IRSAY-GORDON
VICE CHAIR/OWNER

Greetings,

I am writing this recommendation on behalf of Steve Andress. Steve joined the Indianapolis Colts in 2014 and spent two seasons with the organization.

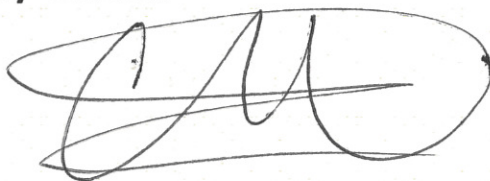
During that time Steve handled everything from anchoring and reporting to shooting and editing. Steve's creativity is endless and he's willing to tackle any challenge sent his way. He was always looking for new and different ways to tell the story of the Colts through creative writing, editing, and shooting

His flexibility allowed us to put him on any project and feel comfortable about the outcome. On any given day, Steve would report for colts.com, anchor a show, or even solo Pro Bowl coverage including LIVE shots.

Should you choose to hire Steve, his relentless motivation and knowledge of the craft will help put you in a position to succeed.

Best,

Carlie Irsay-Gordon





May 9, 2016

To Whom It May Concern:

I am writing this letter of recommendation on behalf of Steve Andress. I hired Steve as a sports reporter and worked with him for two years, and it turned out to be a great decision for our newsroom.

Louisville loves sports like few other cities do. Whether it's college basketball or the Kentucky Derby, our sports journalists must be experts in several different areas. Steve obviously did his homework before joining WDRB and was well-versed in every story he covered. He has the ability to ask tough questions in interviews, but still evokes emotion with solid storytelling.

Steve is also incredibly creative. He found interesting ways to shoot and edit his stories, which made them stand out from our competitors. Even more impressive is the fact that he often shot these stories on his own, without the eye of another photographer to help.

But creativity and storytelling are insignificant if you're not willing to work hard, and Steve never met a challenge that was too big. WDRB once sent him to Baltimore for the Preakness Stakes. He was the only sports journalist on duty that day. If he didn't come through, we had nothing. Steve shot, edited and delivered several packages to create an entire sportscast on his own from 800 miles away. He only had three hours between race time and news time to do it. It was the first time anyone in our newsroom attempted something so ambitious, and he made it look easy. People still talk about that today.

Steve worked his way up from reporter to anchor during his tenure at WDRB thanks to both the quality of work and his ability to work well with others. He earned the respect of his co-workers and managers by being a team player and someone we could count on. While he has moved on in his career, he left the WDRB newsroom a better place and still has the respect of his peers.

If I had the opportunity to hire Steve again, I'd do it in a heartbeat. I am confident that he would be an asset to any organization. If you have any questions, don't hesitate to get in touch.

Sincerely,
Jennifer Keeney
Assitant News Director
WDRB News- Louisville
jkeeney@wdrb.com

From: Bill Lamb, WDRB General Manager on Rick Pitino Hall of Fame coverage

> Good morning,

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> I am forwarding to all of you Jennifer Keeney's email to Steve Andress and Eric Crawford. Everything she said is dead on and I congratulate Steve and Eric for a job well done.

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> But the reason I'm forwarding her email to you is as a reminder that greatness is not determined by one grand, sweeping gesture. It is built upon the outstanding execution of one event upon another as Steve and Eric did with the Hall of Fame induction. It is built by people who strive to do outstanding work every time on every project they touch. The bar keeps getting raised at WDRB and what was good enough last month might not be good enough today. That's a good thing because we are better today than we were last month so we are capable of more. Let's keep building excellence one event (or even one function) at a time, one upon another. If we do that diligently and universally we won't have to go searching for greatness. Greatness will find us.

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> Congratulations Eric and Steve!

>

> Bill

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> _____
> From: Jennifer Keeney

> Sent: Monday, September 09, 2013 4:39 AM

> To: Steve Andress (sjandress@gmail.com); Eric Crawford

> Cc: Barry Fulmer; Bill Lamb

> Subject: HOF coverage

>

> You guys blew the competition out of the water on Hall of Fame coverage. Pieces on WAVE, WHAS and WLKY were mundane at best. They did what you do when you cover any run-of-the-mill story: they shot video of the event and turned a pkg. There was no history, no file video, no great Masters-esque open with dramatic music. There was no thought put into it whatsoever and no indication of just how huge this was. I love that you guys let the story tell itself with plenty of sound from Pitino and hardly any voice track. What can you say better than he did?

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> As far as web coverage, WHAS (the UL station, mind you) has four sentences and a link to Kent Spencer's pkg on the sports page, nothing on the home page. WAVE has an AP story up on the sports page (again, nothing on the home page). WLKY has nothing at all. Anywhere. We have a fresh story with the TV pkg we aired last night and six links to previous Pitino stories we did. We also have the raw video posted.

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> This is just another example of how good isn't good enough for WDRB. Expectations exceeded. Nicely done, guys.

>

> Jennifer Keeney

> Assistant News Director

> WDRB News- Louisville

> 502.585.0876 (direct)

> 502.585.0811 (assignment desk)

May 11, 2011

To Whom It May Concern:

I am writing on behalf of Steve Andress. Having read many of these over the years, and having written a few for other people along the way, I want to clarify that, in this case, I am not doing it to be nice to Steve. I am doing it because I 100% believe in his abilities. He is an employee that I absolutely don't want to see go, but it only took 6 months to realize this market wasn't going to hold him for long. At that point, you just have to accept the inevitable.

Steve is not doing sports because he wants to be on TV. We all know who those types are. He is a guy that was a sports fan as a kid and has the talents that are necessary to do the job. Truthfully, his greatest asset lies in his ability to ad-lib on the spot. I have never heard someone so young and sound so good doing live play-by-play. All you have to do is look at the preparation he goes through just to broadcast a high school game. He treats it no different than when he is preparing to broadcast a college game. All of that information comes out live in a smooth, easy to understand call. **All of this applies to standard news television as well.** He has gone live from every sort of event - in scripted and non-scripted scenarios - and they all look like he was reading from a prompter. He knows and loves sports and it comes through which is what I love the most. He has also learned how not to be cliché. He has learned to avoid the "standard" sound-bite that so many sportscasters just phone in for the sake of filling time. He also has learned the value of relationships.

As you probably know, we are the home of the Oregon Ducks. Chip Kelly, of course, is the head coach. He is not an easy coach to cover. Steve has spent the last season and a half covering Kelly and is one of the only reporters in town that's not afraid to ask the tough questions. I don't know many times I've seen the other stations use sound-bites that were set up by his line of questioning. Some have even used his question in their sound. Chip is a very abrasive guy. Steve learned though he wouldn't get anywhere with him if he was timid and scared, or if he simply tried to lob softballs over and over again at him, because in the end, Kelly doesn't respect the guys who do that anyway. Kelly has honestly provided Steve with an amazing opportunity for growth, because if you can cover him, you can pretty much handle anyone.

There really isn't an aspect of the job Steve can't do, but maybe more important is his character. He is genuinely a good guy, and there isn't anyone in the room who wouldn't vouch for him. This business has so many people who come along with egos, and a sense that they know better. If you end up with Steve, you're going to find yourself with a guy who listens, and who is a pleasure to have at your station or business. He is extremely positive, and the exact kind of hire we wish we could make every time. He is one of the few people that I've worked with who I can say I can stake my reputation on.

Sean Schoppe

Assistant News Director, KEZI-TV

Chambers
PRODUCTIONS • BROADCAST • CABLE

May 11, 2011

To Whom It May Concern:

I would like to recommend Steve Andress for any sports broadcast position for which he is being considered.

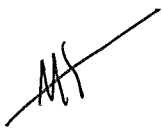
I had the good fortune to hire Steve back in 2009 as a sports anchor/reporter at KEZI-TV, our station in Eugene, Oregon. Since joining the station, he has covered some of the biggest events in college sports, including the Rose Bowl and College Football National Championship. He has handled play-by-play duties for our weekly high school football broadcasts and is currently the play-by-play voice for our coverage of Oregon State University Baseball.

The thing that I can say to you with absolute certainty is that no matter what the assignment, Steve has never failed to exceed our expectations - his work has been outstanding.

I hope that you will consider the importance of Steve's versatility and the considerable experience he brings to the table as a sports broadcaster when you make your hiring decision. I can't think of a harder worker than Steve, and I recommend him in an unqualified way.

Please feel free to contact me if you have any questions. I can be reached at (541) 773-1212.

Sincerely,



Mark J. Hatfield
Managing Director News & Programming
Chambers Communications Corp.