

To Whom It May Concern,

It is with great respect and unwavering support that I write this letter of recommendation for John Zartman, BS, NRP, PI as he seeks re-election as the Midwest Region Director for the National Association of Emergency Medical Technicians (NAEMT).

I have had the honor of working alongside John in various professional capacities over the years, most notably through our shared service representing the State of Indiana during EMS on the Hill Day. As a State Advocacy Coordinator for NAEMT, I have witnessed firsthand John's tireless dedication to advancing the EMS profession—not just at the state level, but nationally. His voice is thoughtful, experienced, and always grounded in the best interests of the patients we serve and the providers we represent.

John's contributions to EMS are both vast and deeply rooted. With over 49 years of continuous service, his journey began in 1973—before EMS was formally recognized in Indiana. Since that time, John has held nearly every role imaginable: EMT, Paramedic, Director, Educator, and Advocate. His leadership roles—ranging from Director of EMS for Cass County, to full-time EMS Educator at St. Francis, to Program Director at the University of St. Francis, and later as Network EMS Director for Community Health Network—speak volumes about his well-rounded expertise and commitment to excellence.

His educational credentials, including a Master's in Health Administration, Leadership, and Management, a Bachelor's Degree from the American College of Pre-Hospital Medicine, and a Certificate in Management from Indiana University, underscore his lifelong pursuit of professional development and clinical leadership. His recognition with the Indiana EMS Association's "Golden Siren" Award is further testimony to his extraordinary impact as a mentor and advocate within our field.

John meets—and exceeds—every qualification expected of a member of the NAEMT Board of Directors. He is:

- A long-standing active NAEMT member,
- A licensed Paramedic and EMS manager, actively engaged in advancing emergency care,
- An accomplished EMS educator, having served as a Program Director, instructor, and mentor across multiple accredited institutions,
- The current State Coordinator for NAEMT Education Programs in Indiana,
- An active representative for the National Registry of EMT's Psychomotor Examinations, and
- A member of critical state-level bodies including the Indiana State EMS Commission, where he represents both Education and Paramedics.

In addition to his clinical and administrative strengths, John exemplifies the ethical standards and collegiality outlined in the NAEMT Code of Conduct. His conduct is always professional, respectful, and grounded in integrity. He leads with humility and listens with purpose. Whether he is advocating for legislative change, guiding educational reforms, or mentoring the next

generation of providers, John consistently upholds the highest standards of service and representation.

In closing, I can think of no one more qualified, experienced, or passionate to continue serving as the Midwest Region Director for NAEMT. John Zartman has devoted his life to elevating EMS at every level, and our profession is better for it. I offer my strongest possible endorsement of his candidacy and look forward to the continued impact of his leadership.

Sincerely,

A handwritten signature in dark ink, appearing to read "Kelly Russ", written over a horizontal line.

Kelly Russ, MPA, NRP, RN-BSN, CEMSO, PI  
Chief of EMS – Putnam County EMS  
State Advocacy Coordinator – NAEMT (Indiana) Member # [REDACTED]