

## **DISABILITY AND BUSINESS TECHNICAL ASSISTANCE CENTER**

2323 S. Shepherd, Suite 1000, Houston, Texas 77019

Toll Free: 800-949-4232 (TX, LA, OK, AR, NM) – 713-520-0232 Ext 114 (Local)

Web: [www.swdbtac.org](http://www.swdbtac.org) – e-mail: [ddemaya@bcm.edu](mailto:ddemaya@bcm.edu)

---

October 8, 2009

Re: Mr. Jay Etheredge  
Sapphire Inspections, LLC.  
(713) 973-2891

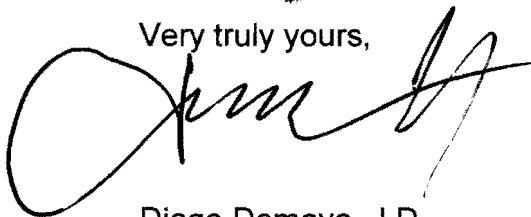
To Whom This May Concern:

This letter serves to provide a professional reference on behalf of Mr. Jay Etheredge of Sapphire Inspections, LLC. I am a legal consultant and provider of technical assistance regarding the Americans with Disabilities Act and related antidiscrimination laws.

I have worked with Jay Etheredge for over eight years on various consulting projects involving determinations of architectural accessibility compliance under the Americans with Disabilities Act (ADA) and the Fair Housing Act Accessibility Guidelines. He is a professional inspector who pays attention to detail and is knowledgeable of the various accessibility guidelines, safe-harbors, and state and local codes applicable to public accommodations, commercial facilities, state and local government facilities, and private housing. Jay's experience allows him to offer a practical problem-solving approach with an emphasis on addressing noncompliance issues. He is a critical inspector who serves his clients by employing his strong command of applicable regulations on their behalf as well as giving them the benefit of his extensive background in construction and renovations. I am impressed with Mr. Etheredge's ability to research and provide a practical approach to interpretations of the ADA, FHA, and the several antidiscrimination statutes and regulations relating to the physical accessibility of buildings and other facilities.

I have no hesitation providing this reference on behalf of Mr. Etheredge. Please do not hesitate to contact me directly if you have any questions.

Very truly yours,



Diego Demaya, J.D.  
Human Resources Educator and ADA Legal Specialist