

Letter of Reference for Zack

Austin Arnold
Minneapolis, MN

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To Whom It May Concern,

It is my privilege to recommend Zack Quaderer, as a Personal Trainer. I am a U.S. Army Infantry Veteran with years of high-intensity training under my belt. At my peak, that looked like two workouts daily, for six days a week. After service however, I carried the lasting effects of injuries to my back, shoulder, hips, neck, and nerves. Despite years of VA appointments and consultations with numerous doctors, physical therapists, and specialists, pain and limited mobility remained a constant issue. Fitness, something that was once core to my identity, had become a dreaded and painful experience.

I met Zack during a complimentary stretch session offered to new gym members. With my background, I was skeptical about whether any trainer could truly identify issues I had struggled with for years. But even in that first session, he stood out. Through a thoughtful static and dynamic assessment, he identified imbalances and weak points that no one else had caught. His observations weren't generic, they were specific, actionable, and clearly connected to my symptoms. His keen eye, attention to detail, and depth of knowledge convinced me that he had an expertise far beyond what I had encountered in all my years of experience working with other trainers and coaches.

After that 30 minute session, I immediately signed up to do personal training with him. Since then, I've seen him multiple times a week for the past year, as of the Fall of 2025.

What life was like before working with Zack:

Before Zack, working out meant navigating around pain. To name a few, I was dealing with a shoulder impingement, lower back nerve damage and tightness, as well as other injuries. I had a sense that any serious effort in the gym would only make things worse. I was knowledgeable, but frustrated. Once motivated to go to the gym, I now found myself feeling constrained by my injuries with each attempt to return to structured training ending in a setback.

What I was nervous about:

I was skeptical that anyone, trainer or clinician, could meaningfully improve issues that had persisted after years of failed attempts. I also was worried about being pushed past safe limits, and that I would reinjure things. With a military background, "push through it" had defined much of my training. But now I needed someone who could rebuild strength intelligently, not recklessly. I needed someone who could diagnose, navigate, and structure workouts around injuries to help me improve myself from a total body sense.

How Zack changed that trajectory:

A small part of what Zack does, is meticulously designing a workout plan that can include diet goals, life habits, stretching routines, and more. Over time, he would continuously review, refine, and improve my plan as he observed changes in my progress. Zack is the rare professional trainer who meets you exactly where you are. He combines his deep technical skill with a genuine approachability. He listens, calibrates, and adapts session to session, and even set to

set. During our workouts, I've watched as Zack proactively adjusted the speed, volume, and intensity, so that with each workout session is the pace I needed, even when I didn't realize it myself. He has a unique ability for tuning into what you need and picking up on your energy. As a result, our workouts feel rewarding and challenging, but never unsafe or demoralizing. I never felt rushed, shamed, or that I was "soldiering through" pain. Instead, every session was energizing. I found myself excited on the way into the gym, and always left feeling better than when I arrived. That psychological shift, from anticipation instead of dread, created consistency, which in turn created results.

On the technical side, Zack's programming blends for me specifically involved movement restoration with strength development. He prioritized mobility where it mattered, identified and rebuilt lagging muscle groups that were compromising technique, and sequenced progressions so that each block set up the next. He is meticulous with form, pragmatic with regressions and progressions, and clear in his coaching. The result is training that is effective, sustainable, and confidence-building.

What's changed physically, mentally, and emotionally:

- **Physically:** Chronic shoulder and back pain that I had accepted as permanent have been significantly relieved. My mobility, stability, and lifting mechanics are markedly improved, and I can train at a high level again without flare-ups or any of my pre-existing injuries derailing me.
- **Mentally:** I've regained confidence in my body and in the training process. The plan makes sense, and the results reinforce that belief every week.
- **Emotionally:** Fitness is again a source of pride and momentum, not frustration. I feel like myself.

The #1 result I'm most proud of:

Reclaiming the ability to train hard without being limited by pain. That single change cascades into everything else: better performance, better recovery, and a renewed sense of agency in my day-to-day life.

If you're on the fence:

Zack is not a "one-speed-fits-all" trainer. He is approachable, attentive, and adaptive, and that's exactly why his clients progress. He has the rare coaching instinct to push when it's productive and to pause when it's prudent. If you value a trainer who brings elite-level technical insight *and* a client-first demeanor, Zack is the right choice. You will be heard, you will be challenged appropriately, and you will leave sessions feeling better both physically and mentally.

In closing, Zack helped me do what I could not do alone. He accomplished where dozens of doctors, physical therapists, chiropractic specialists, and other trainers had failed. Zack Quaderer has my highest recommendation, without reservation.

Sincerely,
Austin Arnold

