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To whom it May Concern:

It is my pleasure to enthusiastically recommend Tabitha Ryan to join your team. Tabitha is extremely knowledgeable, a hard worker, and an amazing culture fit for any first class type of organization. Tabitha is fluent in creating and implementing training programs, she is very coachable, is proficient in leading a team to success, a world class operator who prides herself on taking care of customers, and will do whatever it takes to get the job done. On top of her phenomenal work ethic, Tabitha is a tremendous culture fit for any organization, her teammates speak very highly of her, and she is a wonderful person to be around.

My name is Kevin Longe, CEO of Home Services with Phoenix Franchise Brands (PFB). I had the pleasure of working with Tabitha at our home office on the Home Services team for several years. Tabitha worked with about 50 franchisees coast to coast. Tabitha started as a Franchise Success Leader and quickly was promoted to a Director of Franchise Success (Franchise Success team can be compared to an Operations & Sales team in other organizations), who worked with our franchise locations to train them on sales, operations, starting their business, and leading them to profitability. Tabitha is very comfortable in front of all franchisees (customers) with various different backgrounds, and has a wonderful way about her to communicate effective growth plans, startup plans, and ensure she leads her franchisees (customers) to profitability. From the beginning, meeting Tabitha, I knew Tabitha was going to be one of the people on our staff. She proved to be that and then some. She took the reigns from the beginning. She helped us revamp our Operations Manuals in 2 different brands, revamped and improved our training programs, and led franchisees' to profitability. Tabitha is well versed in both start up operations and existing operations where she can improve the systems. Tabitha improved and implemented new SOPs across the brand and instituted them into her regular meeting cadence to hold franchisees' and their staff accountable. Of all the wonderful people I've had the pleasure to work with over the years, Tabitha is among the very best teammates, hardest worker, and one of the very best people I've ever had the opportunity to work with.

In addition to being a tremendous leader for her team mates, and franchisees, Tabitha was instrumental and vocal in national meetings, helping other locations, providing her experience and knowledge to those that were getting their business started. Tabitha helped to lead group activities and began having regular meetings with her locations, jointly, to create a forum to foster franchisee and franchisee employees' collaboration. She would take the great ideas, and scale them very quickly to the rest of the country. That is just the type of person Tabitha is. She is willing to help and lead anyone that asks for it. Tabitha is extremely knowledgeable in operations, training, sales, customer service, and support. Tabitha is a tremendous leader, holds her team accountable, and gains the respect of her teammates by leading from the front. Her background and career will set her up for an amazing future with any company.

I am confident and without reservation that Tabitha Ryan would be an excellent fit for your organization and your team. Tabitha's operations and business background will be a massive contribution to any organization, and I cannot say enough good things about her attention to detail, and over delivering on the projects she is tasked with.. As a leader and culture fit, Tabitha will be a productive addition to your organization.

Feel free to contact me at 248-798-8029 or kevin@phoenixfranchisebrands.com if you have any questions or would like me to further elaborate Tabitha Ryans' talents and achievements.

Sincerely,

Kevin Longe
CEO Home Services

