

Thomas L. Phillips



May 30, 2011

To Whom It May Concern:

I have known John Zygmunt since 2003 when he came to work for me and my family as Estate Manager for my home on the Eastern Shore of Maryland. He and his wife, Marlo Zygmunt, have worked as a team at the property since that time.

My family and I have relocated to California and are in the process of selling our properties on the East Coast. As Estate Manager, John has been responsible for the administration and operations of my property on the Eastern Shore, as well as for my residences in McLean, Virginia.

John supervises a staff of household help and coordinates all vendor activities at both properties. In addition, he is a Certified Executive Chef and, as such, has planned menus, purchased provisions and prepared meals for our family, as well as for small private functions.

Since our move to California, John has also taken on the responsibility of elder care for my mother, who lives in the area. John has been responsible for staffing, payroll, and all administrative duties involved in the care and maintenance of her residence.

I have found John to be a dependable, honest and loyal employee; one that is able to see any job through to the desired conclusion.

If you would like to talk with me, I can be reached through my Washington, DC office at



Sincerely,



Thomas L. Phillips

EFTA00305064

CAMERON RANDALL PHILLIPS
Phillips Family Holdings

John Zygmunt has worked as an Estate Manager for our family for over eleven years. We have trusted John with many assignments during the course of that time, and his ability to deliver is unmatched. He has managed our nine-acre property in a rural area as well as our multi-building compound in the Washington, DC area and our homes in Southern California. John has talents that run the spectrum from CIA-trained chef to complex repairs of mechanical equipment and everything in between!

Over the course of the last eleven years, we have run into many physical, functional, practical and staff challenges that naturally come up on properties of this size and scope. John has handled them all with aplomb and is one of the most incredibly capable people I have ever met in my life. Often times someone with the talent to create culinary delights doesn't necessarily have the same level of talent in engineering. Not the case with John. He can literally fix anything. And if he can't fix it, he's usually figured out some sort of ingenious way to get around the problem before a vendor even gets on site to tackle it. He uses his head and tackles things proactively. But amazingly he is still incredibly creative and talented in other ways as well.

John and his wife are totally pleasant to be around and he has a lovely sense of humor and a calming influence on a household. He is very easy going and very flexible and willing to try anything to accommodate the needs of the family or household. John and Marlo have come to be like family to us. It is with great sadness that we are forced to sell this property due to an illness that prevents us easily traveling there.

In addition to all the care and attention he has expertly given our household, John took on the task of overseeing my mother-in-law's care and has been a gentle and kind manager to her caregivers and source of comfort to her after we moved across the country and tackled our own health issues.

Any household or family would be incredibly lucky to work with him and we will miss him greatly. I would be delighted to speak with anyone considering hiring him directly on request.



EAGLECREST

October 2008

To Whom It May Concern,

This letter serves as a reference of employment for John Zygmunt.

The Zygmunt's were employed as Estate Manager and House Manager on April 28, 2003 when the expansive waterfront property was purchased by Mr. and Mrs. Thomas Phillips. It consists of a 10,000 sq ft main residence, guest cottages, pool, recreational area, outbuildings, and carriage staff house. They have taken the property to new levels with landscaping and involvement in reconstruction of the interior areas of the main house and guest cottages.

John brought a high level of service and professionalism to the then newly married couple. John created maintenance routines, record keeping and inventory procedures; developed processes for the interior flow of service and routine upkeep. As a formally trained chef, John is also in charge of food procurement and occasional preparation in addition to his administrative and technical responsibilities.

In addition to the Maryland property, John will travel to the owner's properties in Virginia and California as needed. He will handle administrative and technical responsibilities to provide consistent service at all of the family's properties.

The owners entertain high-profile political guests on weekends and have casual summer parties for hundreds of business associates and friends. The property has also been used as a corporate retreat in its early years of service coordinating with the corporate offices. John is able to handle any number of guests with confidence and ease; from planning and organizing to hands-on service.

John is versatile, responsible, and a consummate professional in the field of private service. He cares for personal and real property as if it was his own, and has provided immaculate environments with outstanding service. He understands the business and stays well within spending perimeters.

I recommend John Zygmunt or both the Zygmunt's for any position and situation that he or they are interested in. I am happy to offer further details, please contact me at (716) 465-8836.

Sincerely,

Rob Lowenberg, CEO
Eaglecrest

Eaglecrest Business Office, 1019 Basil Road, McLean, VA

EFTA00305066

April 9, 2001

To Whom It May Concern:

I am happy to provide this letter of recommendation for both Marlo and John Zygmunt. My wife and I felt very comfortable with them in our home, and found them to be dependable, trustworthy, and caring. Their responsibilities included taking care of both of our Nashville area homes, some outside maintenance of a city office, and the transporting of personals while opening and closing our Naples residence seasonally.

John has shown proficiency not only in managing our home, but also in handling the day-to-day activities. During our home reconstruction, and our daughter's wedding, he was involved in organizational meetings, and acted as our liaison in our absence. He monitored budgets and time schedules, and helped with solutions to onsite challenges. John also enjoyed performing indoor and outdoor maintenance and carpentry. He is a self starter and has handled any challenge offered, whether it be dinner parties, catering or coordination of catered functions, cleaning, computer related matters, keeping the auto's clean and in maintenance, the pool, hot tub, golf carts, irrigation systems, etc.

Marlo always kept our closets and clothing organized and looking great! She excelled at laundry, ironing, mending and keeping our personal areas cleaned and organized. She was a very conscientious cleaner, a good cook, competent personal shopper-valet, gift wrapper and great organizer.

We have missed them both, and wish them the best.

Sincerely your,

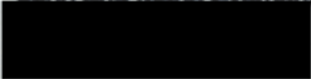


Toby S. Wilt

Joe and Jane Giovanini



John and Mario Zymurt



Dear John and Mario,

We are happy to provide this reference letter for you. They both helped us move into our new home and always went beyond their normal duties to be sure that we were well taken care of.

It was a pleasure having you working in our home. They respected our privacy and always acted with true professionalism. John was a good chef and we miss his cooking, also his skill to help with vendors and knowledge to fix things made him a rare find. Mario was always ready to help as needed, whether in the kitchen, doing the housekeeping, laundry, or closet organization. They took pride in doing their job and cared for our property, as if it was there own. We were sorry to see them leave, and were glad they gave us more than a months notice. We are happy to give this reference and only wish the best to them.

Sincerely,

Jane and Joe Giovanini