

Holly Eakes
Gulf State Management, LLC
(dba Chicken Salad Chick)
Lakeland, FL 33813
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To Whom It May Concern,

I am pleased to write this reference on behalf of James Roussous, Franchise Business Consultant for Chicken Salad Chick. I have had the opportunity to work with James for the past year, and during that time I have seen firsthand his dedication, professionalism, and outstanding work ethic.

James is the type of person you can rely on in any situation. Whether it was a weekend, late evening, or a moment of unexpected challenge, James could always be counted on to answer the phone and offer support, guidance, or simply a steady voice. His willingness to be available whenever needed speaks volumes about his commitment to our success.

A clear example of his dependability occurred when our manager resigned without notice. Within an hour of contacting him, James was onsite checking in with the team, making sure operations continued smoothly, and reassuring everyone during a stressful transition. That kind of responsiveness and leadership is rare, and it made a tremendous impact.

James also brings a positive energy, a can-do attitude, and a true passion for helping people grow in their roles. His presence has consistently boosted morale, strengthened our team, and helped our store operate more confidently and effectively.

I wholeheartedly recommend James Roussous for any role requiring professionalism, integrity, and dedication. He would be an asset to any organization. Please feel free to reach out if you need additional information.

Sincerely,

A handwritten signature in cursive script that reads "Holly Eakes".

Holly Eakes
Franchise Owner