



To Whom It May Concern:

My career in business started in the winter of 1996 when I signed up to be a branch manager with College Works Painting. I wasn't planning on going into business, in fact, I was a mechanical engineering student at the University of California, San Diego and was just looking for a summer job. I was skeptical at first, but the prospect of making 10K in the summer was too enticing to pass up. I ended up making over 10K that summer and was promoted to the position of District Manager. As a 3<sup>rd</sup> year engineering student I was still not planning on going into business, but I liked the company and decided to stay for another year. After a 2<sup>nd</sup> successful summer with College Works I came to realize that working for someone in some office some where just wasn't for me. College Works was starting to expand and so I decided to stay another year to see if I could be part of the growth.

At 22, after my 3<sup>rd</sup> year with the company I was promoted to Vice President and put in charge of the California Division. I ran the company for three years and then sold my share to Johnny Rhee, the current Vice President. I spent the next 3 years as the Corporate Trainer for the company, running the sales, marketing and production trainings.

During this time I started my next company, Mission Bay Vacation Rentals. We started out managing 1 property and within 4 years have grown to 55 properties and 1.1 million in rentals. We are currently working on a plan to expand the business outside of Mission Beach. I attribute our growth to 2 key ideas I learned with College Works. First "Under Promise and Over Deliver", almost all of our new properties come from referrals, and most leave other management companies that have been in business for years. Second, effective sales and marketing. College works taught me how to market a business efficiently, to go to my customers, not just place an ad and wait. I also learned how to sell once I have those customers, and I have passed those lessons on to my employees.

Last year I started my 3<sup>rd</sup> company, Jantz Construction. In my first year as a licensed General contractor, I produced 500K in work, including a room addition, and 3 major remodels. Next year I will be starting my first rebuild from the ground up, a 1 to 1.5 million dollar project. I plan on producing at least 2 Million this coming year. My long term plan is to become a land developer and build custom homes and small communities.

I graduated with a degree in Mechanical Engineering. I have never taken a business class. I never will. Almost every business decision I make is rooted in lessons I learned at 19 years old as a branch manager with College Works Painting. How to market, how to sell, how to hire, train and motivate employees, how to keep customers happy, and how to make a profit. Nothing can be taught in a classroom that cannot be learned in the field, and plenty that can be learned in the field cannot be taught in the classroom.

Ryan Jantz

A handwritten signature in black ink, appearing to read "Ryan Jantz", with a stylized flourish at the end.

Owner  
Jantz Construction, Inc  
Mission Bay Vacation Rentals