

May 29, 2025

To Whom This May Concern,

Tom Colby joined Ryland Homes in 2002 as an Independent Consultant to assist Ryland's North Central Region with the implementation and training of our customized CLEAR CRM. At that time, I was President of the Chicago Division. Tom's contribution to the success of this project was rewarded with an offer of a full-time position as Region Project Manager for Ryland Homes.

In 2006, I was promoted to Region President where I worked more closely with Tom in the same office. Tom supported us in all areas of our business systems, technology, and related processes. In recognition of the broad nature of his abilities to evaluate our current processes in an analytical way and develop both technical and non-technical improvements, in 2008 I promoted Tom to the position of Director, Business Process Improvement and Integration.

In 2018, I became the President and CEO of Mattamy Homes – US, the largest private homebuilder in North America, and asked Tom to come aboard in a similar capacity to lead our process improvement and CRM efforts.

In my experience with Tom he has demonstrated a passion for tackling challenges, developing practical solutions, leading teams at all levels, training those in need and being a fantastic leader. He is tenacious and thoughtful in all that he does. It was a blessing to have him on our team, and I recommend him to any organization that seeks excellence. Please do not hesitate to reach out to me using my contact information below for additional information.

Sincerely,

A handwritten signature in black ink, appearing to read 'P. Skelly', with a stylized flourish at the end.

Peter G. Skelly

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