



HomeWorks Property Management LLC

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To Whom It May Concern,

This letter serves as formal confirmation that Zaphyr Pomicpic was employed by HomeWorks Property Management LLC and Paige Industries Ltd. from December 2018 to July 2025. During his nearly seven-year tenure, he advanced to the role of Director of Operations and Systems Architect.

Zaphyr was instrumental in the structural organization and technical execution of our daily business. He architected our CRM pipelines, integrated our property management software, and built the digital workflows necessary to manage our remote teams effectively. He reliably oversaw complex inter-company workflows, managed client success escalations, and handled payroll administration across multiple entities.

Zaphyr has a unique ability to evaluate a broken process and build a functional, automated system around it. He is a highly capable technical operator and a strategist who simply knows how to get things done.

I can confidently verify his extensive technical background, systems architecture expertise, and operational management capabilities.

Erik S. Miller

Chief Executive Officer & Founder

HomeWorks Property Management LLC

HomeWorks Property Management LLC

A Partnership in Professional Asset Management.