

THOMAS A. FOLEY

Athens, Georgia • Cell: (706) 713-7143 • Skype: tom30601 • tfoley1962@att.net

List of References

Dave Schroeder, CTO at Law.com (Supervisor) • dave@daveschroeder.com • Cell: (678) 848-0055

Outstanding Rating for the following: plans and prepares work effectively; communicates effectively (verbal and written); demonstrates strong interpersonal skills; works well with others/shows willingness to assist; displays outstanding customer service skills; fulfills responsibilities in a dependable manner; demonstrates commitment and professional attitude; utilizes assessment/data in decision making; maintains records in compliance with policies and procedures; demonstrates strong leadership skills; and, attendance.

In what capacity did you work with him/her? *"Thomas Foley worked for a Georgia-based company I helped Law.com evaluate and purchase in 2000. Having strong contributors like Tom in leadership positions was a major reason I recommended buying the company."*

If this person is a former employee, why did he/she leave? *"Tom didn't leave the company during my time as Chief Technology Officer. He even moved to Lithuania when we needed his leadership directing software developers there, which demonstrated a strong commitment to the company. Executive management--myself and my senior colleagues--were very pleased by Tom's performance."*

What are his/her strengths? *"Tom is an outstanding leader and communicator with excellent skills. His ongoing, dedicated communications efforts helped link a remote development team six time zones away into the rest of the company and his leadership skills greatly improved the team's productivity and effectiveness."*

In what areas does he/she need to improve? *"I didn't see areas for improvement. What I did see was Tom's own commitment to improving himself--learning new skills and fixing things before they became problems--so he was a pleasure to manage. Tom would be an excellent addition to the Clarke County School District. He gets things done and done well."*

Overall Recommendation: *"Highly Recommend"*

Ben Zamora, VP Development, Practice Manager Group (Supervisor) • zinovate@gmail.com • (720) 218-1807

"I was an indirect manager of Thomas during his time at Professional Management Technologies. I was the VP of software development and worked closely with Thomas on a daily basis. I worked closely with the US-based documentation and specification team that Thomas was an extension of. Thomas was my boot on the ground translator of requirements for my offshore team in Lithuania. All of my development staff saw Thomas as a go-to person for them to rely on for any needs they had regarding new features we were creating. Thomas was also a champion for the end user and ensured that the features we were creating meet the needs of our end users. He did an excellent job translating the user experience and needs directly to my team so that my team was empowered to build great products. He has an ability to craft messages to the right level for the consumer. Many times the development team would need things simplified so that we could understand then need in a complex system and Thomas excelled at it. I relied on Thomas to help break things down for me so I could understand it, so it wasn't just for my team."

"Thomas has a very high attention to detail and has the ability to dive in deep into problems and fully document solutions. He is highly self-directed and can tackle projects with very little direction. The documentation that Thomas created was complete and in depth."

"Thomas is also a very flexible person to work with and can deal with constantly changing requirements and direction. He always has a positive attitude in the face of adversity."

"Thomas has an excellent work ethic and delivers things on time and many times ahead of expectations."

"A few years ago I tried to hire Thomas at my new company but it didn't work out due to other obligations and engagements he had. If I had an open position, I would hire Thomas in a heartbeat. Over the years I have maintained a close friendship with Thomas."

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List of References - Continued

Steve Heller, Product Manager at RealLegal, LLC (Supervisor) • sheller@efficientforms.com • Cell: (720) 252-9374

“Tom would be an exceptional asset to any team seeking to improve organization and communication. Tom excels at implementing and managing tools that streamline, track, and manage projects, as well as establishing communication protocols to increase the efficiency and effectiveness of teamwork. He also has a keen sense for translating technical requirements and information into information business folks can understand, and vice versa. Tom works effectively in a team, as a team leader, and individually, and is a very effective self-directed worker.”

Erikas Martišius, Director, Profession Management Technologies [PMT] (Supervisor)
erikas@pmt.lt, +370 650 51219

“As software engineer on the client-server development team at UAB “Professional Management Technologies” (PMT) based in Kaunas, Lithuania, and later as its director, I worked with Thomas Foley from October 2000 until his termination in September 2006. In January 2007, I took over management of PMT, and began contracting out our technical writing services to Tom as we expanded our operations to develop client-specific applications in the European market. This continued through June of 2014.

“In the six years that we worked together at PMT, Tom was the source for the functional requirements of the software we were developing and the “go to” person when answers were needed. The information he provided us was always thorough, very detailed, and easy to understand. He also worked with us to create development plans and schedules, as well as communicate to us the expectations of US-based senior management team.

“In the seven years that Tom worked with me as a contract technical writer, he proved to be a very valuable resource for the success of our operations. With very little guidance or management, Tom would be able to quickly evaluate the needs of each project, develop a plan for filling those needs and then, in a timely manner, deliver what was promised. His work was of excellent quality and we received many compliments on how easy it was to understand and follow. Our programming and testing staff often used his procedural text to create test plans, and his data dictionaries usually became part of the design documents. Tom was also quite helpful to me when I would need someone to review and edit requests for information, proposals, and scopes of work for projects I was preparing. And just as it was at PMT, Tom was often the person I went to when I needed answers or advice about our business.

“Tom’s termination from PMT in 2006 was due to the downsizing of operations with our primary client in the United States. The termination of our partnership in 2014 was the result of the changing business model for our company, resulting in developing fewer applications and more on maintaining existing systems. Neither termination was the result of any performance issues we had with Tom. If I had the opportunity to hire him back or contract with him for new projects, I would do so without hesitation.

“If you would like to communicate with me about Tom’s skills, work habits or accomplishments, please do not hesitate to contact me at Erikas@pmt.lt.”

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