

February 28, 2017

After over 28 years of leadership within our franchising group, Bert Kendall will be retiring from ABM on April 10, 2017.

Bert's long-time connection to our franchising group began in 1985 when his employer at the time, a Wichita, Kansas-based mechanical contractor purchased a Linc Service franchise. Three years later, after a successful period as selling general manager of the company's Linc Service division, he relocated to Pittsburgh, Pennsylvania, to join The Linc Corporation.

For nearly three decades, Bert has been a leader in our industry holding a variety of key positions within the organization: Director of Business Systems, Vice President of Technology Development & Support and Senior Vice President of ABM Technical Solutions. He has overseen the day-to-day operations of ABM Franchising Group since 2007. Over the last 10 years, he has lead the ABM Franchising Group team to continue improving the Linc system and the TEGG system. Under his leadership, he has always strived to deliver timely solutions that differentiate and positively impact the members of the Linc Service and TEGG franchise networks. His vision and commitment to our organization has helped us grow to the network we are today with over 260 franchise locations in 20 countries.

As Bert begins the next chapter in his life, he will continue being affiliated with ABM Franchising Group as he joins the leadership team of QuesTec Mechanical, a Linc Service franchisee with locations in Columbia and St. Louis, MO, Lexington and Louisville, KY, and Omaha and Lincoln, NE.

Bruce Phibbs, Senior Vice President of Sales for ABM Technical Solutions and Marty Keyser, Vice President, Administration for ABM Franchising Group, will take on additional leadership roles within our organization to oversee the day-to-day operations and strategic vision of ABM Franchising Group.

Bruce has almost 30 years of experience with our service business and has extensive knowledge of sales, sales management and P&L management. Bruce was introduced to our franchising organization in 1996 when he held the position of General Manager for a Linc Service franchise in Chicago. In 1998, he joined The Linc Corporation as an Area Vice President (AVP). Two years later, Bruce became a Senior Vice President overseeing the Linc Service AVP Team. Since then, Bruce has served in various roles and worked on several corporate initiatives for ABM. He has been in his current role as Senior Vice President of Sales for ABM Technical Solutions since 2015.

Marty began working with our franchising organization in 1986 as Assistant General Counsel. He became Vice President, General Counsel and Secretary of Limbach Holdings in 1992. He also served as General Counsel, Secretary and a member of the Board of Directors of The Linc Corporation from 1992 to 2002. In 1993, he was involved in the formation of the TEGG brand and set up TEGG's initial franchise operations. For ten years, Marty served as Executive Vice President and Chief Legal, Risk and Acquisition Officer of Limbach Holdings until 2012 when he became Vice President, Administration of ABM Franchising Group.

Please join me in congratulating Bruce and Marty on their additional leadership roles and in thanking Bert for over 28 years of leadership within ABM Franchising Group! We look forward to extending our best wishes to Bert at the 2017 Principals Meeting and All-Star Diamond Event.

We wish Bert and our entire team their Best Year Ever in 2017!

A handwritten signature in black ink, appearing to read 'Scott Giacobbe', is positioned above the printed name and title.

Scott Giacobbe
President