

July 24, 2026

To Whom It May Concern,

I am pleased to recommend Jay Priebe for any Senior or Executive Leadership opportunity. Over the past two years working alongside Jay, I have had the opportunity to witness his leadership style, operational mindset, and commitment to both his team and organizational success.

Jay consistently demonstrates strong leadership through his ability to communicate effectively, build trust across teams, and lead with professionalism and accountability. He approaches challenges with a calm and strategic mindset while maintaining a strong focus on results, collaboration, and employee support.

One of the qualities that stands out most about Jay is his ability to lead people in a way that earns both respect and confidence. He creates an environment where teams feel supported, motivated, and aligned toward common goals. His leadership presence, combined with his operational understanding and decision-making ability, would make him a tremendous asset to any organization seeking an experienced and effective senior leader.

I am confident he will make a meaningful contribution to any Senior or Executive Leadership role he pursues.

Sincerely,

Saman Manzouri, DO

Optum Arizona Medical Director