

Jack Kemp- CEO



Jack Kemp is the founder and CEO of Phase Three Brands, which operates Hardee's and WingStop restaurants. Since starting the company in Tampa in 2013, he has grown it to more than a thousand team members across seventy locations in Central Florida, Southeast Alabama, and Southwest Georgia. He serves as president of the Independent Hardee's Franchise Association and earned Hardee's top franchisee award in 2020.

Prior to Phase Three Brands -Jack graduated from the United States Military Academy and later Harvard Business School. He began his career in the United States Army with service in Germany, Kosovo, and Iraq, earning honors such as the Bronze Star Medal, Airborne Wings, and Ranger Tab. After the military, he worked in finance in Boston, including as CFO for business units within a public insurer. Jack is active in charitable work, including organizing an annual Daddy-Daughter Dance in Tampa and serving on the foundation board for Johns Hopkins All Children's Hospital. He and his wife, Erin, have three children—Mary, Davis, and Lilly—and a French bulldog named Biggie.

Bree Radford - President & CFO

Bree Radford was promoted to President and CFO of Phase Three Brands in October 2025, following her ongoing success with the company.

She brings more than 20 years of restaurant finance and accounting experience, including her recent role as CFO of a private-equity backed multi-unit developing franchisor, where she helped build operational and financial systems and supported the launch of a new delivery platform. Her earlier experience includes serving as VP of Strategic Implementation at Bloomin' Brands, Inc. and VP of Finance at Carrabba's Italian Grill.

