



# Office of Sheriff and Treasurer of Jefferson County

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September 4, 2016

TO: Whom It May Concern

FROM: Pete Dougherty, Sheriff

RE: Recommendation

I have known and had the pleasure to work with Mark Pennington for a number of years. For the past four years I have reengaged with Boy Scouts and have serve as the Shenandoah Council's Vice President for Membership. In that role and many others over the past 10 years I have worked with and met many people who want to make their communities a better place but none better than Mark.

Mark Pennington has the leadership qualities to make a realistic assessment of the issue, engage those needed to make positive change, get needed personal and financial assets needed and to keep those involved engaged and activated. In an environment where most of those working on these efforts are busy and active people this talent is essential in the scout executive ranks.

Mark is a man of high ethical principles and one to whom you can trust to be both truthful and discrete. I have the utmost respect for his knowledge but am even more impressed with his work ethic of completing the mission he or others have set for him. I will not write about his accomplishments as those facts are easy to discover. Today I write to let you know my assessment of the person.

I rarely write recommendations. In this rare case I felt compelled due to the high regard for him