

May 8, 2013

Toni Dickens
103 Ditney Rd
Madisonville, KY 42431

To Whom it May Concern:

I am writing this letter to recommend Zach Lankford to a position at your facility. I am a volunteer and a member of the Board of Directors at the Hopkins County Humane Society. I got acquainted with Zach when he was hired as an Animal Control Officer late in 2012.

I saw him on a weekly basis and observed his enthusiasm as ACO and his willingness to help me get pictures of the animals in order to put them on Petfinder. He was very helpful and friendly. The shelter manager and Board of Directors felt comfortable sending him to ACO training and he did very well.

Zach found that he did not have the same philosophy as the shelter director and he grew unhappy with his current job. I still believe him to be a good ACO. He is not afraid to tackle big challenges and is very knowledgeable about the position. This letter is my personal attempt at helping him find another similar position so that he can continue to perform the duties that he has been trained to do.

Respectfully,



Toni Dickens
Retired Teacher/Coach/Volunteer
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