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#### CHARACTER REFERENCE LIST

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Colleen Goff  
328 E. 100 N.  
Panguitch UT 84759

June 9, 2011

TO WHOM IT MAY CONCERN:

Jim Rickley was employed at White Pine County School District full-time as a Principal. I had the privilege of working with Jim for five years in my position as Assistant to the Superintendent. I worked closely with Jim on student test scores, budgeting, travel and many other school and student issues.

Jim is an intelligent and motivated individual. He is more than capable of managing and advising employees. With Jim's help the White Pine School District was able to produce high-quality test result submissions to the State of Nevada which became a nice template for other school districts in the state to use. Jim never missed a deadline that was asked of him; in fact he was usually the first to respond with accurate information. I believe that Jim would be a tremendous asset.

I would highly recommend Jim for any position he applies for. I have found him to be very honest in his dealings with all co-workers and in his personal life as well. He is very dedicated to his work and has many more talents to contribute than I can possibly mention here. A man like Jim doesn't come along very often and I recommend him without reservation.

If you would like to discuss any of the above statements about Jim, you can telephone me at (435) 676-8552.

Sincerely,



Colleen Goff  
Administrative Assistant  
Bryce Canyon National Park  
P.O. Box 640201  
Bryce UT 84764

1035 Leopard Road

Rydal, PA 19046

June 14, 2011

Re: Reference letter for James Rickley

To Whom it May Concern:

James Rickley was a professional colleague of mine while we were both employed at Upper Moreland High School. I was the librarian and Jim was the choral music teacher. As colleagues, we assisted each other to perform at optimal capacity, brainstorming about the cultural milieu and supporting each other's programs. We formed a friendship which continues to this day, based on mutual respect, common values and interests.

One of the ways in which our personal friendship deepened was Jim's passion for film and his hosting of a variety of friends to view films with him. I came to appreciate his vast knowledge of many genres of film and enjoy the fellowship, for the invitees included church members, musicians, educators and neighbors. Always ready for a chat, an observation or an idea generating session, Jim maintains a wide variety of friendships, including some with former students. He operates with integrity and high moral values, always keeping his personal life separate from his professional life. I value his friendship, his input and his divergent thinking. There is always a surprise in any conversation with Jim.

I have watched Jim's career with interest and respect. His success as an educator and in all he does is based on his explorative nature, high standards and downright hard work. Once he has an idea, he follows through with tenacity. A brilliant leader who is always on the cutting edge, working hard for his beliefs, Jim has a particular gift for figuring out the most innovative uses of technology in the educational setting. He combines this talent with awareness of the interpersonal aspects of leadership.

I recommend Jim Rickley without reservation. He has a great deal left to accomplish in his life and any school district or organization which will benefit from his stellar leadership will be lucky.

I am most willing to speak with anyone about my recommendation for Jim.



Sincerely,

Annabel Lee Grote, M.S., M.A.

Cell 267-357-2789 (try this first); hhome: 215-885-3607; annabelgrote@yahoo.com



Greetings,

20 June 2011

I am writing in support of **James F. Rickley** who is applying to your organization. I first met Jim in September of 1976 when he became Director of Music for Pleasantville United Church of Christ. At that time, I was a teen-aged choir member. Jim became a very close friend of my family and, since then, a good friend of mine. I have known Jim for more than 30 years as not only a friend but also an excellent teacher and mentor to me.

When I was in Jim's handbell choir (1976-1982), he guided us to play well enough to tour other churches to raise the money needed take trips to the regional handbell conference meetings as well as the first international handbell conference meeting in Toronto, Ontario, Canada. Throughout that intense practice and concert schedule, my grades in American History slipped to Ds. Jim took time to teach me study techniques that I used not only during that time (raising my grades then) but I have also used in appropriate times ever since. In fact, those techniques are a basis for the advice I give my Franklin Pierce University to this day!

Moreover, Jim is very charismatic. He is able to draw people into activities and then get them to work hard to achieve goals set by either him or by the group. Jim motivates individuals to do more than they expected to do. He is energetic and this helps motivate people even when there are obstacles to be met or overcome. Jim has the drive to accomplish what he sees as necessary as well as lead other people through all stages of a project. He delights in the achievement of objectives that require diligence but he also is a willing participant in both the complex and routine tasks involved in those objectives. In order to accomplish all that he does, Jim is, necessarily, dependable, sincere, trustworthy, and principled. He gains both professional and personal trust from the people that work with him and around him by maintaining a straightforward and honest approach.

In summary, I highly recommend Jim to your organization. If I can be of any further help, please feel free to contact me at my home e-mail address or telephone number (DrBrain224@aol.com or 603-525-4629).

Sincerely,

Emlee C. Kohler, Ph.D.

Associate Professor of Psychology

June 27, 2011

To Whom it May Concern:

I have known James Rickley in several capacities for about five years. He was Assistant Superintendent for Lander County School District where both my husband and I work. In addition, Jim rented a home from us.

One of Mr. Rickley's duties as Assistant Superintendent was to be PowerSchool co-administrator with me. He is very good at setting up computer programs and did the bulk of our set-up when we converted to PowerSchool. He was also the Test Director for our district, working closely with the Nevada Department of Education on testing issues. Jim was also responsible for handling any AYP appeals for our district.

Mr. Rickley is an extremely competent, dependable person. He is highly motivated and detailed oriented. His work ethic is outstanding.

In conclusion, I would highly recommend James Rickley for any job or endeavor he pursues. He will work hard and be a valuable employee for any organization who hires him.

If you have any questions, or would like to speak with me, please feel free to contact me.

Sincerely,

A handwritten signature in cursive script that reads "Marian Lawson". The signature is written in black ink and is positioned below the word "Sincerely,".

Marian Lawson  
Administrative Assistant  
775-635-9158

July 1, 2011

To Whom It May Concern:

This serves as a letter of recommendation for Jim Rickley who had been employed by Lander County School District as an Assistant Superintendent. I have had the pleasure of working with Mr. Rickley for over 4 years. Mr. Rickley had taken an active interest in learning our new Power School Program. He was very involved in the educational needs of students, he made sure High School Transcripts were fixed on a timely manner when mistakes had been made at the entry level. He designed our current Elementary Transcript and was working on our standard based report cards when the state cut funding.

Mr. Rickley has the ability to interact with all types of people in a very professional manner. One has only to speak to him to recognize his openness and eagerness to help in any situation. He is a very congenial person, well liked by the students that he interacted with. With the secretarial staff, he had gone beyond his job duty helping us learn powerschool, do state reports, with any excel questions we had, and import and export files.

In short, I give Jim Rickley my highest recommendation for any job that he applies for.

Sincerely Yours,



Bonny Schultz  
Mary S. Black Elementary Administrative Assistant

bschult@lander.k12.nv.us