

The Port
OF PORT TOWNSEND
SERVING ALL OF JEFFERSON COUNTY

August 15, 2018

Ms. Martha "Sam" Gibboney
4735 Pear Point Rd.
Friday Harbor, WA 98250

Dear Sam,

The purpose of this letter is to outline your accomplishments as executive director for the Port of Port Townsend from June 7, 2016, to August 15, 2018, and to provide a recommendation for your future employment.

You took the job as executive director of the Port at a time of tremendous change with significant financial, infrastructure and operational challenges. You immediately confronted these challenges with energy and enthusiasm. You should be proud of the significant accomplishments during your time as executive director, including:

- significantly improved financial performance including an increase of annual gross revenues;
- completion of mission critical capital improvements including an emergency repair of the Boat Haven jetty;
- development of a value engineering approach resulting in cost savings for capital projects;
- securing of outside resources including grants and legislative provisos to aid with operational, business and development plans;
- development of a comprehensive approach to address regulatory compliance issues;
- modernization of business practices including the introduction of digital scheduling;
- improved risk management, including a program to prevent and remove derelict vessels.

You have demonstrated your strategic leadership and have proven management skills as an executive director. You and the Port Commission however, have determined that there was a need for a change in the Port's senior management to allow the Port to move forward on the initiatives started by you and the Port Commission. To be clear, the Port Commission recognizes that the tenure of a change agent for an organization can be limited. You have served as that change agent and leave the Port in a considerably better position.

The Port Commission recommends you as a skilled leader and technical manager. The Port Commission thanks you for your service to the Port and the citizens of Jefferson County. Please have any elected official or other potential employer call me if they need any further information.

Sincerely,



Steve Tucker
Commission President