

*Judge Ronald M. Sabraw (Ret.)
P. O. Box 3116
Fremont, California 94539*

July 15, 2013

Re: Frank R. Yoke, III

To Whom it May Concern:

It is with great pleasure that I write this letter of recommendation on behalf of Mr. Frank R. Yoke, III. I have known Mr. Yoke for over 10 years by virtue of having worked together while I served as a member of the Board of Directors and Council President of the San Francisco Bay Area Council of the Boy Scouts of America. My first acquaintance with Mr. Yoke was in 2002 when he commenced his long and successful tenure with the San Francisco Bay Area Council. Mr. Yoke began his work with our Council as Finance Director and ended his 9 year tenure (following several promotions) as Chief Financial Officer. It was during his last two years while I was Council President that I worked most closely with Mr. Yoke. My tenure with the San Francisco Bay Area Council (SFBAC) began when I joined the Board in 1987. As one can imagine, over the course of 25 years on the San Francisco Bay Area Council Board, I have come to appreciate the essential leadership qualities which must be possessed by any successful professional scouter. I can say without equivocation that Mr. Yoke is one of the most talented and capable scouting professionals that I have had the pleasure to work with and be around during my 25+ years as volunteer scouter.

It is not my purpose here to recite chapter and verse the myriad professional personal and accomplishments of Mr. Yoke, for those details are adequately chronicled in his Curriculum Vitae. Rather, I should like to make a few observations about Mr. Yoke's leadership skills which insure his future success as a Scout Executive.

First and foremost is his prodigious work ethic. Mr. Yoke is someone who always arrives early and stays late to insure that the day's work gets done, and done well. Most importantly, he leads by example. He would not ask or expect from any subordinate anything which he himself would not do. He is possessed with those instinctual human insights that enable him to lead others (indeed, inspire others) without flaunting his position or authority. In the SFBAC, those subordinates of Frank Yoke in the Finance Department were the peak performers who worked collaboratively and cheerfully under his superb guidance. It is particularly noteworthy that the last 3 years of Mr. Yoke's tenure at the SFBAC (2008-2011) were the most challenging economic times in recent years. Yet in this hearty environment, Mr. Yoke led the effort to raise funds to retire the debt on our Council Service Center, meet our fundraising goals on an annual basis, and establish a \$1.2 million dollar line of credit.

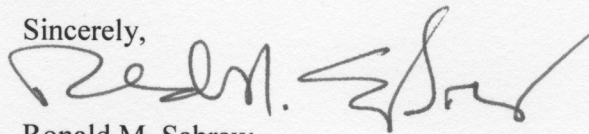
In addition to Mr. Yoke's work ethic, I can speak first-hand about the abilities he will bring to bear as a Scout Executive. In the second year of my two year service as Council President, Mr. Yoke filled in as the Scout Executive for a period of approximately 6 months following the

retirement of our outgoing Scout Executive. We met on almost a weekly basis to address ongoing budget, personnel, and policy issues facing our Council. Mr. Yoke's transition as the Interim Scout Executive was seamless and he quickly allayed any concerns of mine and the Board of Directors regarding to day-to-day operations of our Council pending selection of a new Scout Executive. As reflected in Mr. Yoke's Curriculum Vitae, he is well familiar with every aspect of the internal operation of a scout council. He has been a hands-on leader at all levels of operation within a scout council. He has the personnel management skills and experience to insure the smooth operation of any council.

But there is more. Perhaps most significant is Frank Yoke's talent in working with scouting volunteers, particularly at the board level. He is a kind and sensitive person. He is respectful of all people and appreciates the diversity in the human condition. Anyone who has served a non-profit organization such as the Boy Scouts of America appreciates that the full spectrum of humanity can be found among the volunteers, including the board of directors. It is a rare scout executive who can mediate the regular collisions that occur among the divergent personalities and egos and get the team to pull in one direction. Frank has this most essential talent. I have personally witnessed Frank Yoke deal with several board members of our Council, who, but for Frank's patience, courtesy and diplomacy could have been divisive and corrosive forces within our board. We remain grateful for his efforts in this regard to this very day.

In short, Mr. Frank R. Yoke, III is a splendid candidate for the position of Scout Executive. He is possessed of the best qualities we come to expect in great scout executives. What's more, he is a very nice person and a pleasure work with and be around. I am honored to be his friend. I recommend him most highly and would be happy to answer any questions about my experience and acquaintance with Mr. Yoke.

Sincerely,

A handwritten signature in black ink, appearing to read 'Ronald M. Sabraw', written in a cursive style.

Ronald M. Sabraw