



THE STUDENT COOPERATIVE ASSOCIATION, INC.

HADLEY UNION BUILDING • 319 PRATT DRIVE • INDIANA, PA. 15701 • 724-357-2590 • FAX: 724-357-0128

February 21, 2020

To whom it may concern,

I am writing to offer my professional recommendation of Elliot Hicks. I have had the pleasure of working with Elliot since August 2018, when he joined our editorial staff at *The Penn*, the all-digital campus newspaper here at Indiana University of Pennsylvania. In my opinion, Elliot has demonstrated qualities over the past 18 months that make him a most worthy candidate for any future endeavor he may pursue.

After he joined *The Penn*, Elliot quickly became a valuable member of the editorial staff and proved himself as a dependable and hard-working team member. As the sports editor, Elliot's individual success has been critical to the overall success of our organization as his position encompasses many responsibilities, including but not limited to overseeing a staff of 8-10 sports writers, the recruitment of new staff writers, the design and layout of effective and creative sports pages, and producing editorial content at a moment's notice when his staff writers are unable to meet the deadlines.

As *The Penn* is published twice per week, Elliot's position demands considerable dedication and long hours at office in addition to the demands of being a full-time student. His position also requires strong interpersonal skills and close attention to detail, and he can always be relied on to complete his duties with competence while meeting all applicable deadlines.

He approaches his craft with creativity, enthusiasm and intelligence, and I admire that about him. Equally impressive have been Elliot's work ethic and his time-management skills. There's a calmness about him, despite his myriad of activities and on-campus responsibilities.

The Penn has benefitted from Elliot's contributions over the past 18 months, and we are happy that he is a part of our team. In my opinion, his positive attitude and willingness to learn will continue to serve him well, and for that reason and others mentioned above, I am confident that Elliot is a worthy candidate for any endeavor he may pursue. If the dedication, energy and talent he has shown during his time at *The Penn* are any indication of his future accomplishments, I am certain he will be successful.

Sincerely,

Mirza Zukic
Director, Marketing and Student Publications
Student Cooperative Association