



Dear Business Record CRE Professional of the Year 2015 Committee,

Over the last twenty nine years, Tom Gayman has made substantial contributions to the growth and success of R&R Realty Group. As employee number 6, thirty years ago at R&R Realty Group, Tom was responsible for the overall operations of the many new real estate projects under construction. Over time, Tom was promoted to Vice President with overall responsibility for growing the operations department. Tom oversaw the many tenants leasing office, flex, and industrial space. Under Daniel Rupprecht's leadership, Tom worked tirelessly to create what is now the property management division of R&R Realty Group -Management Professionals. Over the next 18 years, the property management sector grew in portfolio size. Tom held total responsibility for the growth, success, and financial management of the department. Tom achieved his CPM-Certified Property Manager designation in 1993.

Taking on a new challenge in 2002, Tom transitioned into the commercial brokerage division of R&R Realty Group. Tom has had an outstanding career as a Realty Marketing Group broker. Tom is a Licensed Broker in the State of Iowa. He has completed hundreds of leasing transactions over the years. Tom has worked with hundreds of local, regional, and national companies. Through Tom's constant efforts, mentoring, and assisting new agents, our R&R properties maintain excellent occupancy rates. His vast knowledge and positive motivation helps in reaching Realty Marketing Group's annual leasing goals.

Tom has a distinct working knowledge of all R&R's properties which allows him to cross all property types in facilitating lease transactions. As a local boy growing up in Des Moines, he very much understands of the power of a helping hand. National, out-of-town brokers, and clients appreciate Tom's vast knowledge of the greater Des Moines area.

As a commercial real estate broker, Tom has initiated and closed build-to suit opportunities for new building construction. One in particular is the 40,000 sf. DICE office building located in Northwest Urbandale which was completed in 2011. Tom was responsible for securing and executing this transaction. Tom has sold land sites, works with multiple clients in site selection, sold several office properties, and ALWAYS stays involved in every transaction.

In 2014 Tom was instrumental in achieving a 100% occupancy rate in R&R Realty Group's 1.8 million square feet industrial portfolio. Tom's efforts have allowed R&R to continue to develop and expand its industrial portfolio.

Tom has never lost sight that the commercial real estate business...is a PEOPLE business! Relationships matter to Tom. He has great passion for his work, colleagues, customers, and clients. Tom's word is his bond.

Tom is truly worthy of this recognition of Commercial Broker of Year-2015

Respectfully,

A handwritten signature in black ink, appearing to read 'Paul Rupprecht', written over a horizontal line.

Paul Rupprecht
President, Realty Marketing Group