

November 30, 2015

Re: Letter of recommendation for Steve Tenney to be the Deloitte CFO of the Year

To whom it may concern:

CURRENT EMPLOYER:

Story Construction Co. is engaged in the construction of industrial, commercial and institutional buildings and public wastewater and water treatment facilities, including design/build projects, primarily in the Midwest. Story Construction Co. also manages construction projects of others.

STEVE TENNEY:

Steve began his professional career in public accounting at what is now RSM (f/k/a McGladrey) which is where I first met him. I was a new staff member in 1983 and Steve was one of the managers overseeing my development and training. I am still working at RSM 32 years later and I can't stress enough how important Steve was to my early development as a CPA and business advisor.

After approximately 5 years at RSM, Steve left to become CFO of The Rasmussen Group, a heavy-highway contractor based in Ankeny, IA where he developed his construction industry experience. Steve eventually left The Rasmussen Group for Story Construction Co. where he assumed a similar CFO role while also becoming a part owner. I have had the pleasure of maintaining a working relationship with Steve over the years and have continued to witness him using his leadership and coaching skills to educate and elevate performance of his direct reports as well as management team members and stockholders.

Steve has been instrumental in helping Story Construction grow both revenues and profits over the past 15+ years. Steve is a key member of the management team and has functioned as a leader of the Company's strategic planning process. Over the years this planning has positioned the Company to take on new market segments and service lines, such as design build projects and construction management services. Steve has also overseen the effective transfer of Company ownership between retiring and current employee groups. The effective transfer of Company ownership has allowed Story Construction to continue to thrive in the construction industry for the benefit of Company employees, their families and the Ames, Iowa community where the Company is headquartered.

Steve has been actively involved in numerous construction industry trade associations over the years, but none more so than the Construction Financial Management Association (CFMA). Steve was one of the founding members of the Iowa Chapter where he served on various committees, the board of directors and as an officer. Steve has also been involved in CFMA at the national level and recently wrapped up a year serving as the Organization's National President. Steve brings his passion for training and developing people to each of the trade associations and not-for-profit organizations that he serves. Through these volunteer activities, Steve has helped shape the careers of many other individuals.

I whole-heartedly recommend Steve Tenney for the Deloitte CFO of the Year Award.

Rodney D. Foster
Partner

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