

December 18, 2015

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Dear Economic Forecast Panelists,

This letter is written in support of the nomination of Jeff Karpinske for the CFO of the Year Award. Prior to becoming TMG's CFO in 2012, Jeff served as our company's senior financial officer. As a director of settlement accounting, I have worked closely with Jeff throughout this time and am continually impressed with his ability to consistently provide sound guidance that propels our company forward.

Jeff's strategic leadership approach has led to an unprecedented increase in TMG's profitability. Over the past six years, TMG has averaged an annual revenue increase of 21 percent year-over-year. Jeff's continuous improvement initiatives have been instrumental in achieving these results.

By encouraging organizational change and launching internal continuous improvement initiatives, Jeff allows individuals within the company to take ownership of their workflow processes. Jeff's efforts in this matter foster increased efficiencies and promote greater individual contributions.

Jeff possesses a keen sense of human nature and the wisdom to motivate people to achieve professional success within TMG. Furthermore, he recognizes the importance of acquiring exceptionally talented individuals and then providing the setting for those individuals to fully utilize their capabilities. Jeff believes savvy human resources should be retained, leading to a stronger company.

When planning and implementing internal initiatives, Jeff considers the impact on clients and potential clients. He diligently reviews each initiative to ensure its alignment with TMG's client value proposition: innovatively using our areas of expertise to bring true value to clients. Jeff approaches each situation from a 360 degree perspective.

Jeff is driven by a strong sense of integrity and commitment to results. He motivates the same in those around him. As CFO, he brings consistency, strong intellect and credibility to TMG.

If you have any further questions, feel free to contact me at (515) 457-5437 or brianl@themembersgroup.com.

Sincerely,

Brian J. Linn
Director of Settlement Accounting
(515) 457-5437
brianl@themembersgroup.com