

Dear Economic Forecast Panelists,

I am pleased to write this letter of recommendation on behalf of Jeff Karpinske. It is hard to believe that I have known Jeff for seven years, since he began his time with TMG. From the outset, Jeff was a cornerstone to the company's success. He believes in the necessity of teams, looks for places to make improvements and builds a solid foundation for success.

Over his tenure with TMG, Jeff consistently takes the consultative lead. He is eager to help each department define its current workflow process and understand its procedures. Jeff then takes it a step further and helps the department eliminate unnecessary processes, creating a more efficient workflow. These efforts not only establish department-wide efficiencies but also drive better overall financial performance.

By focusing on increasing TMG's income, driving operational efficiency and reducing expenses, Jeff has created numerous employment opportunities. TMG had roughly 160 employees when Jeff started in 2008 and now boasts over 400 employees. That number is expected to reach 500 in the next 90 days.

Jeff facilitates success beyond the financial department. Through his efforts as an executive sponsor, Jeff replicated TMG's successful business model for the Canadian marketplace and helped establish Collabria, TMG's Canadian counterpart. Jeff was instrumental in creating strategic guidelines for Collabria's employees and establishing fundamental business procedures. Jeff's efforts have clearly paid off. Collabria launched earlier this year with two clients. Now, Collabria has three major clients and 25 more in the pipeline.

To Jeff, success is more than just numbers—it is a matter of making life easier for TMG's employees and clients. His efforts have not gone unnoticed and are key to our company's success.

If I can provide any additional information, please contact me at (515)457-5250 or chrisg@themembersgroup.com.

Sincerely,

Chris Gunnare
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