December 9, 2015

To Whom It May Concern:

This letter is in recommendation of Scott Dobesh, Executive Vice President and Chief Financial Officer of SHAZAM, Inc. for the Des Moines Business Record CFO of the Year Award. I have known and worked with Scott since 2003. As President and CEO of SHAZAM, Inc. from 2003 until my retirement this year, I had the distinct privilege of having Scott as a direct report as he served as CFO for our Company. SHAZAM, Inc. and its subsidiaries presented significant challenges from an accounting perspective being a member owned, not for profit organization that owned a for profit subsidiary corporation as well as an Iowa State chartered bank. Scott not only performed the customary tax and accounting duties in this complex environment but served as the direct executive responsible for all customer facing operational support functions for the company.

Scott demonstrated an unquenchable desire to understand and improve our company at an “industry expert” level as well as gave freely of his expertise to others in a teaching/coaching role that was invaluable to our company and our industry. Not only could I turn to him for advice without hesitation, I could rely on the knowledge that he would consistently hold himself to even higher standards than I could ever reasonably expect from anyone. Scott was the “go to guy” in an environment that was and is one of the fastest changing in the financial services industry. His willingness to assist others for the benefit of our industry is well known and widely accepted by our customers, our industry partners, our many regulators and even our competitors. He anticipates change rather than reacting to change and as such is at the forefront in helping formulate new rules or regulation in our industry. He is a tremendous asset for our Company.

His integrity, professionalism, and ethics are absolutely above reproach. His commitment to continual improvement of himself, the Company and the industry have made him a true role model for all who know him. It is without hesitation that I support him for this honor.

Sincerely,

Michael K. Hollinger

President and CEO (retired)

SHAZAM, Inc.