



December 12, 2017

Selection Committee  
Deloitte CFO of the Year Award  
Business Publications Corp.  
100 SW 4th Street  
Des Moines, IA 50309

Dear Members of the Committee:

It is my honor to write this letter supporting the nomination of Steve Kukla for the CFO of the Year award. Steve has had a remarkable career in the health care industry with over 20 years with the Mercy Health Network (Mercy) in Iowa.

Steve has served Mercy in a number of capacities, all financial. His knowledge of the financial aspects of a large hospital is impressive—he understands trends and his forecasting abilities have always been amazingly accurate. Whenever a transforming transaction has been consummated, such as the significant joint venture in Iowa between CHI and Trinity (two large health systems with a regional footprint), Steve has played a significant role in getting the deal to closure.

He has always had great rapport with the physicians of Mercy. They respect him and they know they can count on him for accurate and timely information. As a Mercy board member, I have relied on his tremendous institutional knowledge and sage advice.

Steve is much more than a CFO. He is a confidante as well as the person who is always trying to avoid the potential pitfalls that can derail a transaction. The growth of Mercy has been exponential under his tutelage. He gets the job done without ever looking for a pat on the back. He always credits others for a job well done.

I urge you to give Steve favorable consideration for this award.

Sincerely,

A handwritten signature in black ink, appearing to read "Steven R. Radtke", with a long horizontal flourish extending to the right.

SR/mjh