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December 18, 2018

To Whom It May Concern / Nomination Committee:

I am pleased and honored to recommend Dan Duve of McClure in Clive, Iowa for the Deloitte CFO of the Year Award. I have worked with Dan for nearly 7 years now; most directly in his capacity as CFO, while I have worked as Market President with VisionBank of Iowa. I have also seen his ability over the years as a CPA from the individual tax return, to the developer's financials and projections, estate management, and now to the growth of a great local civil engineering company.

Dan has helped to manage 3 acquisitions with McClure, all a success, all building off of each other, and all leading to more than doubling the size of this company in the last 4 years in a sound and profitable manner. As a banker I certainly recognize the CFO's key to success for a company in growth mode. He can pull information from multiple sources, communicate meaning to appropriate parties, is direct and detailed, can present information, works toward action, builds team, makes himself accessible, is timely, and understands all aspects of the business process.

Dan has a passion that is highly sought after and a work ethic that cannot be beat, and still finds the time to take care of his family. He is someone I look up to in the ability to manage this at a high level and I can't thank him enough for his business and mentorship over the years. He is a servant leader that not only looks after the books and the money, but after his staff, co-workers, and us bankers he comes in contact with daily. He has an infectious smile, knows how to joke around, and bottom line...gets the work done and done accurately! The company is in trusted hands, you can count on Dan, and I couldn't be more proud to have been part of the team that he has put together by building relationships to make lives better in the growth and success seen here at McClure.

Dan truly embodies their values of integrity, hard work, professionalism, detail, and a fun and fulfilling work environment. It is because of my experiences in working with and observing the quality of Dan's work over the years that I feel confident in giving him this recommendation. Please feel free to call me with any questions at 515-205-7188.

Thank you,

Jeff Harder

Market President – Grimes/Greater Des Moines
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