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Mr. Jason Swanson
Business Record
100 4th Street
Des Moines, IA 50309

Re: Deloitte CFO of the Year Award

Dear Jason:

It is with great pleasure and confidence that I nominate Mr. Kirk Irwin for the Deloitte CFO of the Year Award.

Kirk Irwin is uniquely qualified for this award because of his demonstrated leadership in his professional and business activities, his community leadership and his high level of personal and professional ethics.

I have personally worked with Kirk Irwin at both United Way of Central Iowa and the Greater Des Moines Partnership where he served as CFO when I was volunteer Board Chair.

Kirk is a fantastic CFO with strong technical competence and a high degree of knowledge regarding the operations of the organization. But, he is in fact more than that, and functions as the right-hand person to the CEO when making important business decisions that have financial implications on the organization.

Equally as important, I would like to comment on Kirk Irwin's high personal and professional integrity.

Kirk Irwin is trusted without exception for his professional discretion, honesty and high personal integrity. Those of us who have had professional, community and personal interactions with Kirk can attest to this without exception - again key leadership skills for a Chief Financial Officer.

So in closing, I heartily and with great confidence nominate Mr. Kirk Irwin for Deloitte CFO of the Year Award.

Very Truly Yours,

Stephen M. Lacy