

James D. German, D.O.
1404 NW 137th Court
Clive, IA 50325

January 6, 2015

Des Moines Business Record
Forty Under 40 Committee,

This is a letter of recommendation for Brian Boyle, CFA. I have known Brian since he began his career in investment management. He is extremely intelligent, an excellent public speaker, and most importantly, a superb financial manager. I also feel he is extremely honest and of strong moral character.

I am now retired, but during my professional career, I have worked with many investment managers. I was the head of a group of physicians and we worked with bank trust departments as well as individual managers for our pension and profit sharing programs. In my experience, Brian Boyle is the best I have worked with.

I have complete confidence in his professional skills. I would recommend him to any of my friends or family and would do so without any reservation.

Based on my many years of experience with Brian, I think he would make an outstanding addition to your Forty Under 40 group. I recommend him as an exceedingly qualified candidate. If you have any further questions, feel free to contact me. My cell phone is 515-988-4653.

Sincerely,



James D. German, D.O.