

January 8, 2016

Forty Under 40 Selection Committee  
Des Moines Business Record  
The Depot at 4<sup>th</sup>  
Des Moines, Iowa 50309

Dear Forty Under 40 Selection Committee,

I would like to nominate Nick for the class of 2016 for Forty Under 40. I have had the pleasure of working with him and the leadership team at Whitfield & Eddy, P.L.C. on their move from the Bank of America Building to the Hub Tower.

In my 30 years of experience in the office furniture and workplace design industry, these projects cannot be taken lightly. Each is unique as they take into account things considered very personal, such as an employee's workspace and environment where they spend many hours each week. Law firm knowledge workers must manage private work, collaborative work, and meet intense deadlines in a dynamic workplace. Extrapolate that to 100 employees including nearly 50 attorneys, and you can understand the perceptions and opinions that Nick must manage and address.

He has been very straightforward and thoughtful throughout the process and has had an open mind to our recommendations for best practices. His understanding of ability to describe daily work processes at all levels has been beneficial in developing the new space. He has a finger on the pulse of where the legal industry is moving as well, so he can help us create a new workplace that will address current and future needs for the firm.

In our conversations, Nick has mentioned that he was a recruiting chair for the firm. In that capacity, he was responsible for hiring law school clerks, associate attorneys and mid-career lateral member attorneys as well. He voiced the importance of an impressive workspace as a way to differentiate the firm and add value in a recruiting package that the firm can offer. This new environment meets their needs for today and is flexible to accommodate growth in the future to meet their recruiting needs.

Nick is a hard worker and wants the best for his fellow partners and employees. He is responsive and genuinely interested in each facet of the process. I am excited to see the finished result and the beaming smiles on employees that first day in their new building.

Sincerely,

Glenn Oberlin  
Partner

