

January 14, 2016

Forty Under 40



To Whom it may concern,

I am writing to extend my strong support for David Hellstern to be selected as a representative of the 2016 Forty Under 40.

Candeo is a non-profit organization that provides Medicaid funded supports to adults with disabilities. Mr. Hellstern has served on Candeo's Board of Director's since 2012 and has been our Board Chair for the past two years. He has supported our mission to inspire our clients to achieve their personal goals, supported me as the CEO during multiple challenging times, been a pivotal committee member on several committees and been an active contributor and supporter of our fund development activities.

Candeo's board members are volunteers and are required to understand complex rules and regulations, business strategies and have a passion for individuals in need. There have been many times, I have reached out to Mr. Hellstern for guidance and support and am very appreciative of his contribution. He serves with energy and is a valued leader of our Board of Directors.

I believe that Mr. Hellstern embodies each of the characteristics that are represented by the Business Record's Forty Under 40 business leaders. I would be happy to answer any further questions about Mr. Hellstern's valuable contribution to Candeo.

Warm regards,

A handwritten signature in blue ink that reads "Marcy M. Davis". The signature is fluid and cursive, with the first letters of the first and last names being capitalized and prominent.

Marcy M. Davis, MBA

Chief Executive Officer



Business Record

January 14, 2016

American Retirement Systems, LLC.
5700 University Ave., Suite 250
West Des Moines, IA 50266

RE: 40 under 40

To whom it may concern:

The purpose of this letter is submit my nomination for David Hellstern to the Business Record's Annual 40 under 40. I would like to start off by admitting this nomination is several years late, as Dave has been deserving of such recognition for many years.

I first met Dave when we attended Drake University Law School from 2001-2004, where he was a very good student while able to maintain a very personable and social nature. After law school I was not exactly sure what I wanted to practice, or where I wanted to practice, and it was Dave that gave me my first true opportunity to practice law while at the Kreamer Law Firm. While at the firm he encouraged me to get out of comfort zone and encouraged me to join in several of his breakfast, lunch and other professional clubs.

I worked with Dave for more than 3 years before heading to my current general counsel position. I learned an enormous amount from Dave during those years, regarding every aspect of the practice of law, whether it be trials, drafting legal documents, dealing with "difficult" clients, etc. Dave was a master of all of those aspects. To this day, if I have a legal question that I cannot immediately answer, he is always my first resource.

While all of his degrees, clubs, testimonials and acknowledgments are important, what separates Dave from most of the other professionals out there is the fact that he is just an unbelievable person. He somehow manages to balance an almost improbable friendliness with a strength of character and wisdom beyond his years. He is the type of person you would be just as likely to invite to your family dinner table as you would hire to represent your company.

I thank you for your time and consideration, and sincerely hope that you recognize David Hellstern as one of your 40 under 40.

Sincerely,

A handwritten signature in black ink that reads "Michael Roberts". The signature is fluid and cursive, with a long horizontal line extending from the end of the name.

Michael Roberts, JD.
General Counsel