



January 15, 2016

Forty under 40
c/o Selection Committee
Business Record
The Depot at 4th
100 – 4th Street
Des Moines, IA 50309

Dear Selection Committee Members:

This nomination letter is being written on behalf of Thomas Riley Cavanagh for Forty under 40 consideration. I have known Tom for nearly ten years as an intern, full-time employee and now a shareholder of BCC Advisers. Tom's role at BCC has grown significantly during his tenure and he is currently an owner and vice president of the merger and acquisition division, assisting corporate clients on ownership transitions and making targeted acquisitions.

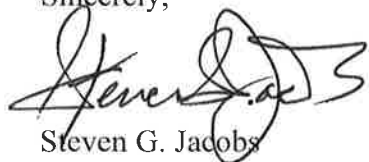
Tom has continued his education beyond earning his undergraduate degree from the University of Northern Iowa (2006), to obtaining his real estate salesperson's license in 2007 and MBA from Drake in 2009, both while working full-time and also studying for and obtaining his corporate securities licenses in 2011.

In his spare time he volunteers as a Big Brother (2008-present), is a 2014 graduate of Leadership Iowa, is a 2012 graduate of the West Des Moines Leadership Academy, volunteers for Meals from the Heartland (2011-present), is a founding board member of Morsel Combat LLC (2011-present) and a member of 100 Men on a Mission (2012-present). Tom is also very active in the Association for Corporate Growth, Rotary Club of Des Moines A.M. (2015 - present) and the Association of International Corporate Advisors, where he collaborates with advisors around the globe on M&A projects and best practice sharing. In addition, Tom coached 10-13 year old Little League baseball at Raccoon Valley from 2013 to 2015.

2015 was a big year for Tom. In addition to becoming a shareholder of BCC, Tom got married in October.

As a Des Moines business owner and active community volunteer for over 20 years, I am pleased to have the opportunity to recommend Thomas Riley Cavanagh for selection into Forty under 40.

Sincerely,



Steven G. Jacobs
President