



January 14, 2016

To Whom It May Concern:

As a past recipient of the Forty Under 40 award from the Des Moines Business Record, I would without hesitation recommend Michael (Mike) Thibodeau for consideration of this year's honor. Mike's professional, civic, and philanthropic accomplishments certainly merit recognition as one of Des Moines' top young leaders.

As a founder and board member of the non-profit Greater Des Moines Music Coalition (DMMC), I approached Mike in 2008 to assist with production of our premier event, 80/35. He readily volunteered to assist in a leadership role at the event, and shortly after joined the organization's board. He soon accepted a role on the Executive Committee as Secretary, and in 2014 took over for me as the organization's President. Mike is now entering his third year as President and his leadership continues to move forward the DMMC's mission in the community. Specifically, Mike was responsible for leading the establishment of a youth summer music camp in 2015 that was coordinated with Des Moines Parks & Recreation. Mike's community engagement also includes his active membership in Rotary and regular volunteer work with Central Iowa Shelter and Services (of which I currently serve as Board Chair).

Additionally, Mike and I work together in a professional setting. He has served as the corporate attorney for my consulting firm, eComegy, since its inception in 2010. His attention to detail and understanding of the challenges of a startup company have helped with the success of my business.

Please contact me with any other questions about Mike and his nomination for the Forty Under 40 award. I hope to see him receiving a glass ruler at the 2016 event!

Regards,

A handwritten signature in black ink, appearing to read 'Justin H Schoen', with a long horizontal flourish extending to the right.

Justin H Schoen
President, eComegy LLC

IOWA 
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TO: Business Record: Forty Under 40 Nomination Review Committee



FR: Dr. Mark Edelman, ISU Professor of Economics & Iowa Community Capital Board Chair

RE: Business Record: Forty Under 40 Nomination

It is my privilege to support the nomination of Michael Thibodeau, J.D. of the Simpson, Jensen, Abels, Fischer & Bouslog Law Firm for the Business Record Forty Under 40 recognition. Iowa Community Capital (ICC) is a small 501(c)(3) nonprofit startup community development financial institution. ICC has been launching a peer group microfinance program called Solidarity Microfinance designed to assist low income minority women in Des Moines who are interested in starting or enhancing a small business enterprise. ICC's Solidarity Office is located near the corner of Forest and Sixth Avenue in Des Moines.

Michael has volunteered countless hours of time and legal expertise at no charge during the past three years during Solidarity program organization and implementation. After learning about the concept three years ago, he volunteered to serve on the ICC board to help shape, organize, and implement the Solidarity Microfinance program. During this time, Michael's legal counsel and advice assisted ICC with a significant initial capital campaign, hiring of staff, opening of an office, engaging consultants, executing grant agreements and implementation of lending operations. ICC's first year of lending resulted in the formation of 16 Solidarity Groups with 81 members from low income target populations in the Greater Des Moines Area. These groups meet weekly to discuss their enterprises, make loan payments and deposit savings as they improve family incomes, learn business and leadership skills, and build community networks.

Michael is truly a young visionary leaders in Des Moines who is willing to volunteer his time and expertise to help a startup nonprofit create a new program for building community vitality by providing assistance to those who have a good business idea and who can be successful if they are given an opportunity for very small loans in a supportive Solidarity group setting. The success of the ICC-Solidarity accomplishments so far would not have been possible without access to Michael's legal expertise and his significant contributions of time and effort.

Therefore, I fully support the nomination of Michael Thibodeau for the Business Record: Forty Under 40 consideration without reservation.