



December 9, 2015

To Whom It May Concern,

This is a letter of recommendation for Carl Lingen for the 40 under 40 nomination for 2016. I have known Carl for over six years and a co-owner with myself. Since his time he has been paramount to growing our woman-owned targets small business.

Carl uses his skills in motivating and identifying talent to build our company to where it is today. He is instrumental in providing strategic guidance and process improvements for our clients and he has created a loyal following for individuals he has worked with.

Carl also dedicated much of his time helping non-profits with operational and strategic guidance as well. Two specific examples are with him serving for many years with the Des Moines East and South Chamber of Commerce. Carl was involved in helping with the merger so that the organization could be more sustainable. He also dedicates his time to helping with internal controls, teaching financial literacy to staff and board members. He recently as the chair of the organization and focused on moving the board from a reporting to a strategic board.

Carl was also heavily involved with Home Care Services of Dallas County, Inc., where he helped run the organization when the current director retired. Home Care serves the neediest with home care aid, transportation and nutrition. The organization was stricken with financial issues based on vendor issues and poor reimbursement. Carl worked with key stakeholders and vendors as well as implemented new programs to help turn around the organization and bring it into good financial health.

I sincerely recommend Carl to the 40 under 40 nomination as he has worked hard for our business as well as the community he serves.

Sincerely,

Natalie Battles  
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