

Business Publications
Forty Under 40
100 4th Street
Des Moines, IA 50309

Re: Recommendation Letter for Marcy E. Klipfel
Business Record – Forty Under 40

Dear Selection Committee:

Please consider Marcy Klipfel to participate in the Forty Under 40 Class of 2017.

Marcy is a very results oriented leader who is deeply involved in making the Des Moines community a better place to live, work and play. She has held or currently holds leadership positions in numerous organizations including Iowa Foster Care Review, Junior League, Annie's Ride Committee, Couture for a Cause, Children's Cancer Connection and Big Brothers Big Sisters. These are just a few charitable organizations in which Marcy shares her passion for helping people.

Marcy's strengths in her Human Resources position at Businessolver include proficiency in organization design, developing and implementing new policies, advising business leaders on organization issues, preparing written reports/executive summaries, and conducting presentations. She is a strong leader who has earned the respect of her co-workers in the many hats she has worn at Businessolver as a team player.

Two of Marcy's greatest assets are her ability to mentor and be an out-of-the box thinker. She is an idea person who recognizes strengths in people and likes to introduce people who can help each other.

With these and many other attributes, I highly recommend Marcy to the Forty Under 40 group. I believe she would be a true asset and leader who will contribute to the success of the Class of 2017. Thank you for your consideration of Marcy's nomination.

Sincerely,

A handwritten signature in black ink, reading "J. Douglas Reichardt". The signature is fluid and cursive, with the first name "J." and last name "Reichardt" clearly legible.

J. Douglas Reichardt
Chairman
Businessolver, Inc.