

January 11, 2017

Mr. Jason Swanson
Des Moines Business Record
Business Publications Corporation Inc.
100 Fourth Street
Des Moines, IA 50309

Dear Mr. Swanson:

It is with great pleasure that I write in support of Kevin McCarthy's nomination for the Business Record's 40 Under 40 award. Kevin is a dynamic leader who would be a great addition to the distinguished alumni list.

Of course, Kevin's accomplishments at Workiva are well documented. He's played an integral role in helping to raise awareness of the success of this Iowa-grown high tech startup. His efforts to highlight Workiva's unique culture greatly contributed to the company being named #4 on Forbes 10 Best Large Workplaces in Technology. In addition, his community involvement is extensive. Kevin is willing to give his time and energy to make Iowa's communities better.

My firsthand experience with Kevin centers around our partnership with Workiva at SXSW in Austin, Texas. Workiva, under Kevin's direction, sponsored Iowa's efforts to highlight the state's startup environment and high tech job opportunities. His participation in our initiative elevated our presence, and Kevin personally played a critical role in the design of our SXSW showing.

Kevin is an up and coming leader in Iowa. His contribution to showcasing all that is great about our state is, and will continue to, benefit us all. I whole-heartedly endorse his nomination for the 40 Under 40 class of 2017.

Sincerely,



Debi Durham
Director