



January 11, 2017

40 Under 40 Selection Committee

Re: Kevin McCarthy

Ladies and Gentlemen:

I am pleased to support the nomination of Kevin McCarthy for The Des Moines Business Record's 40 Under 40 award. I have had the pleasure of working with Kevin since he joined our company in June 2014. In my role as General Counsel, I interact frequently with Kevin on Investor Relations and Corporate Communications issues. I have also gotten to know Kevin on a personal level.

One of Kevin's first projects at the company was to help us manage the process of changing the company name from WebFilings to Workiva. That was a complex project, which Kevin managed smoothly and effectively. After that, Kevin played a starring role in the internal and external communications efforts around our initial public offering (IPO). In the course of the IPO, Kevin demonstrated that he combines excellent public relations skills with sound judgment and discretion.

Following the IPO, Kevin has continued to take a leading role in increasing the profile of Workiva, including heading up numerous award applications, developing great relationships with the press and strengthening our relationships with representatives of state and local governments. In the process, Kevin has developed a reputation within the company as a "go to" leader and a respected advisor in the area of communications and social media.

In addition to his "day job", Kevin serves with me as a founding member of the Workiva Diversity and Inclusion Committee, a group that unites employees from all 16 Workiva offices, encourages camaraderie, and supports the efforts of the company's affinity groups that, under the guidance of the Diversity and Inclusion Committee, donate their time and efforts to volunteering, community building, STEM advocacy and education. Kevin has been one of the real driving forces behind the formation of the Committee and its achievements to date.

In addition to a very full workload for Workiva, Kevin still manages to find the time and energy to be active in the community. On the whole, I think Kevin is an outstanding employee and an outstanding citizen.

Very truly yours,

A handwritten signature in black ink, appearing to read 'TMC', is written over a horizontal line.

Troy M. Calkins
Executive Vice President, General Counsel
and Secretary