



MASTER BUILDERS OF IOWA

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Business Record
100 Fourth Street
Des Moines, IA 50309

December 20, 2016

RE: Letter of Recommendation for Mr. Jeff Scandrett

To Whom It May Concern:

I am writing today to lend my enthusiastic support to a true up and comer in the Des Moines construction business. Jeff Scandrett of Hy-Vee Construction is a person that has and will be playing a part in shaping central Iowa communities for years to come.

The Master Builders of Iowa (MBI) has been in operation since 1912 as an advocate for Iowa's commercial construction industry. With membership nearing 1,800 construction firms, spanning all across Iowa, this organization is focused on creating an environment favorable to the construction industry, while also dedicated to developing construction leaders. A company's commitment to this development comes at no small price – be it funds for the classes and seminars, but also the costs of taking a person away from their respective job responsibilities. A company's decision to nurture leaders is a commitment and this decision is not to be taken lightly. We have seen Hy-Vee Construction be actively engaged in the development of Mr. Scandrett.

Over the last few years, Jeff has participated in the following leadership development programs:

MB Eye on the Future (2014)

- Jeff was elected amongst his classmates to be its representative on the MBI Board of Directors for a one-year term

The Leadership Experience (2015)

Jeff also is active in MBI's policy development program by serving on the Government Affairs Committee.

I also want to highlight the leadership efforts Jeff takes in keeping those who work on jobsite for Hy-Vee Construction. Jeff is a strong proponent of safety training and often advocates for the need for continued training within the company's workforce. Moreover, Jeff spearheads the effort to enhance

jobsite safety for all employees by having most every construction project in which Hy-Vee Construction is on designated a WORKSAFE project. (WORKSAFE is a partnership between Iowa OSHA and the Master Builders of Iowa, which recognizes enhanced safety efforts and protocols on a construction project.)

Jeff not only is an active participant in programs offered by MBI, he also is a leader within his community by sharing his time and expertise as a member of the City of Cumming's Planning & Zoning Committee. He also is actively involved in his local church by uniquely volunteering his wide array of talents. It is not very often that you have a person who is qualified to serve on the Building Committee, but who can also play the drums on the Worship Team. Jeff is certainly a well-rounded person.

In closing, I am a big fan of the Business Record's "40 Under 40" program and have many friends and colleagues who have been named to this illustrious group over the years. Knowing the type of person who achieves this sort of honor, I am confident the Jeff represents the caliber of young person that is deserving of such a distinction.

Thank you for the opportunity to provide a reference and perspective on Mr. Scandrett.

Sincerely,

A handwritten signature in black ink that reads "Chad Kleppe". The signature is written in a cursive, flowing style.

Chad Kleppe
President and CEO