



**DEVELOPMENT
SERVICES CORP.**

Tom Rupprecht

President

Development Services Corp – A subsidiary of R&R Realty Group

1225 Jordan Creek Pkwy, Suite 200

West Des Moines, IA 50266

January 12, 2017

Business Record Forty Under 40 Selection Committee

Nomination for **Nate Franje**

Development Services Corp – A subsidiary of R&R Realty Group

1225 Jordan Creek Parkway, Suite 200

West Des Moines, IA 50266

Dear Business Record Forty Under 40 Selection Committee:

It's my pleasure to provide this letter of recommendation for Nate Franje to the Business Record's Annual Forty Under 40. I have worked closely with Nate over the past three years and have witness first hand his commitment to excellence in all aspects of his work at the office and in his community. His helping nature and strong work ethic are just some of the many qualities he exemplifies.

Nate's passion for construction and development is shown through his efforts at R&R to facilitate and lead the teams in master planning new business parks and buildings. Nate is considered a leader at R&R and has been involved in our leadership development programs, including Leadership Institute and Core Values Task Force Initiative. He also spends a considerable part of his workday mentoring and helping team members within R&R. Nate's industry memberships include Urban Land Institute and US Green Building Council.

Nate and family have recently moved back to the Des Moines metro. They are in the process of adopting from Central African Republic and have just become members of Johnston E-Free Church. Nate is also working to become a part of the P&Z Board in Grimes where he now resides and we look forward to seeing him grow in his community involvement.

Nate has my highest recommendation for the Business Record's Forty Under 40. He is a charismatic individual who is highly regarded in his industry. I am proud to be able to support Nate for the Forty Under 40 class and know he will represent the class well.

Sincerely,

A handwritten signature in black ink, appearing to read "Tom Rupprecht", written in a cursive style. Below the signature, the name "Tom Rupprecht" is printed in a black, sans-serif font.

Tom Rupprecht