

January 11, 2017

James A. Beal  
RSM US LLP  
400 Locust, Suite 640  
Des Moines, IA 50309

RE: Jaci Dammeier, 40 under 40 nomination

Dear Mr. Beal,

Thank you for asking me to provide a letter of recommendation for Jaci Dammeier for the Des Moines 40 under 40. Des Moines Performing Arts has been working with Jaci as our primary contact with your firm for several years now. Her work with us on our audit, tax and various other needs has been very valuable to our success. She is proactive and brings thoughtful solutions to our issues. We also respect and appreciate her ability to effectively and efficiently communicate with our board and our management; this skill is extremely valuable to a high profile not for profit organization like Des Moines Performing Arts. Her business knowledge of not for profit organizations has made her a trusted member of our team.

I would highly recommend her for the Des Moines 40 under 40 .

Should you or the nominating committee have any questions, please feel free to contact me directly at 515-246-2317.

Sincerely,



Heidi Watkins  
Finance Director  
Des Moines Performing Arts  
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