

January 5, 2014

40 Under 40 Selection Committee,

I am writing in support of Rob Young in his nomination for the Business Record 40 Under 40 award. When considering what would set Rob apart from other engineers of any age I asked myself the simple question, how could a project achieve a higher level of success because of Rob's involvement? There are many ways that Rob designs, thinks and communicates to maximize success.

In my position as a principal for a medium-sized architectural firm I deal with many consulting engineers working on a large variety of projects. I believe that the challenges to a mechanical engineer are plentiful and complex, and in my experience those challenges are most effectively addressed by three key skills. Rob exemplifies each of these.

Rob designs systems to meet the particularity of each specific condition. In working with Rob to design the mechanical system of our architectural projects he works from standard engineering practice and innovates when appropriate to solve unique conditions motivated by both client needs and efforts to maximize a project's sustainability. For example, Rob worked with us on a recent football operations facility to create an equipment drying room that is the a unique first-of-a-kind solution to meet the demanding schedule of the football team's two-a-day practices.

Rob thinks on many levels about how to solve the systems of the buildings on which our firms collaborate. He works to understand our architectural goals, the client's goals and the mechanical constraints of each project and balances these sometimes conflicting goals to achieve the optimal solution for each project. I am always confident that Rob will not be constrained by what he has already done. As required he alters the mechanical solutions to best meet all of the project needs.

Among Rob's skills, clear communication is not the least. Rob has impressed me with his clarity and fluency of communication with all parties: other engineers, architects, clients and building users. Ultimately this skill allows Rob's solutions to be implemented, as he can speak convincingly about his systems to non-engineers without veering into technical jargon.

It is my pleasure to recommend Rob Young as one of the 40 Under 40. His skills have given him great results and I am assured that those results will only increase as his career continues.

Sincerely,



Tim R. Hickman  
Principal