



*It's Our People.*

To whom it may concern:

I have had the opportunity to work with David Leto for the past nine years. During this time David has displayed a his ability in leading a team of producers to success year after year in an extremely competitive industry. He is a good decision maker and gains respect and buy in from his team.

Dave took over the day to day operations and leadership for Palmer Group 4 years ago. He has been able to grow our revenue as a company by more than 10% in each of those years. In that timeframe, we have nearly doubled our staff as well as gained valuable market share in Des Moines.

David's success in the Executive Vice President role for Palmer Group stems from his unique ability to manage with a level head and lead with his heart. Palmer group continues to be recognized as one of the best employers in Central Iowa due in part to David's leadership style. He continually looks for ways to improve our workplace through culture specific changes.

I highly recommend David for the 2014 class of Forty Under 40 due to his exceptional leadership at Palmer Group.

Brian Berry

Human Resource Manager  
Palmer Group