January 8, 2014

To whom it may concern,

I am writing this letter to support the nomination of Dave Leto to the “40 under 40” class of 2014.

I hired Dave at the Palmer Group more than 8 years ago. He very quickly proved himself as a top performer and earned the respect of clients, candidates and co-workers alike. Throughout his tenure with our company Dave’s overall performance has continued to earn the respect of others and, as a result, he was named Executive Vice President three years ago. In this role, Dave leads a company of 53 professionals in a very fast paced and competitive business and his overall performance has been truly outstanding.

Dave is a person of high integrity. He is trustworthy. He is a very hard worker. He’s fair and he’s compassionate. All of these personal attributes help to make him a fantastic leader at our company. These attributes also make Dave a leader in roles outside the office. He has been very active in leadership positions for ABI, his breakfast club and at his church where he’s active on the board of education.

Finally, Dave is a great husband and father to three kids. While his role in the community and at our company is certainly important to Dave, he keeps great balance with his family time and personal time as well. This is yet another reflection on the type of person Dave is.

I have been in Des Moines for many years and during that time I have been fortunate to be able to spend time with many leaders in our community. Dave is certainly “in that league” and I would highly support his nomination to this years’ class.

Sincerely,

Austin Palmer

President