



January 9, 2014

Forty under 40
c/o Selection Committee
Business Record
The Depot at 4th
100 – 4th Street
Des Moines, IA 50309

Dear Selection Committee Members:

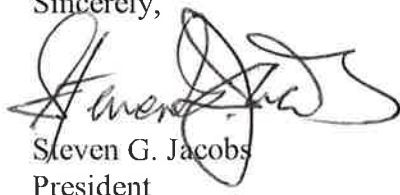
This nomination letter is being written on behalf of Thomas Riley Cavanagh for Forty under 40 consideration. I have known Tom for over seven years as an intern then full-time employee of BCC Advisers. Tom's role at BCC has grown significantly during his tenure and he is currently a transaction advisor assisting corporate clients on either the sale or purchase of a business.

Tom has continued his education beyond earning his undergraduate degree from the University of Northern Iowa (2006), to obtaining his real estate salesperson's license in 2007 and MBA from Drake in 2009, while working full-time and also studying for and obtaining his corporate securities licenses in 2011.

In his spare time he volunteers as a Big Brother (2008-present), is a member of the Greater Des Moines Young Professionals Connection (2006-present), is a graduate of the 2011-2012 class of the West Des Moines Leadership Academy, volunteers for Meals from the Heartland (2011-present), is a founding board member of Morsel Combat LLC (2011-present), and a member of 100 Men on a Mission (2012-present). Tom is also a 2013-2014 participant in ABI's Leadership Iowa and he is very active in ACG (Association for Corporate Growth), a corporate finance industry group that shares best practices and industry knowledge throughout the Midwest. In addition he coached 10-12 year old Little League baseball at Raccoon Valley in 2013.

As a Des Moines business owner and active community volunteer for over 20 years, I am pleased to have the opportunity to recommend Thomas Riley Cavanagh for selection into Forty under 40.

Sincerely,



Steven G. Jacobs
President