December 18, 2017

RE: The Business Record Forty under 40 Nominations

Dear Review Committee:

I am writing in support of the Nomination of Michelle Dickerson for the Forty under 40 Award. I have know Michelle since 2011 when we were both attending Drake University working on our Masters Degrees in Vocational Rehabilitation Counseling. At that time she was not working in the field of vocational rehabilitation and was not a member of our professional organization-the Iowa Rehabilitation Association (IRA). Her first experience with the organization was attending the state conference. She must have found a home because since that first conference she has become an active member of the organization.

Michelle began by serving on the IRA board and agreed to serve as president-elect. This involves taking leadership on planning the annual conference. Michelle determined the theme of the conference and worked hard to obtain the speakers for the sessions. Her ability to attract different partners was shown by the number of teachers who attended that conference. It had been quite awhile since IRA attracted our teaching partners.

Once the conference was completed Michelle took over the presidency. During this past year she has spent time looking at the organizational structure and working on changes to improve the organization. Her belief in this professional organization is apparent and it is her desire to continue to attract new counseling professionals like herself to IRA. Those of us who are long time members appreciate her energy and willingness to serve in a leadership capacity.

It has been great to come to know Michelle through our work together at IRA. She understands the community that we represent and is working everyday to improve the lives of persons with disabilities. She is the type of individual our community needs-a person willing to give of their time and talents to make things better. I hope that you also will recognize her talents and award her with the Forty under 40 recognition.

Sincerely,

Rosemary Thierer

Executive Officer/Employment Services