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REYNOLDS & REYNOLDS INC.

Stanley J. Reynolds  
*President*

Maria Davis  
40 Under 40  
Business Record  
100 4<sup>th</sup> Street  
Des Moines IA 50309

Dear Maria,

I would like to endorse Cy Phillips for inclusion in 40 Under 40 class of 2018.

I am in the Exchange Breakfast Club with Cy. I have watched him in action. He is a fine man, an excellent businessman and a good husband and father. He is also fun to be around.

His is exactly what Des Moines needs. A leader who knows how to get things done. We are very proud of the recent Wave Promotion. He, his wife and two other couples raised just over \$440,000 for The University of Iowa Children's Hospital. They made a huge difference in the lives of kids with cancer.

I cannot think of a better person to be included in the class of 2018.

Sincerely yours,

Stanley J Reynolds