

# Jason W. Gross

Letter of recommendation for Melissa O'Neil to be recognized as a Des Moines Business Record "Forty under 40"

To Whom it May Concern:

It is without hesitation and with complete commitment that I recommend Melissa O'Neil to be recognized as a Des Moines Business Record "Forty Under 40".

A little over two years ago I had just transitioned from the role of Board Chair to the role of Immediate Past Chair of Central Iowa Shelter and Services (Iowa's largest homeless shelter located in downtown Des Moines). It was a daunting task to replace our former CEO, Tony Timm (a Forty Under 40 alumn).

Then Melissa O'Neil knocked on our door.

In her tenure as CEO she has done a tremendous job leading that organization to serving more men and women in need than ever before. But more, she has done so with unending compassion and collaboration with the rest of our community.

Like other great leaders I have had the opportunity to work with, Melissa was able to accomplish this by focusing on strategic priorities and creating a culture where the staff and clients alike have a clear vision and are supported to do the right thing.

It takes a special person to do the work that she does, serving the population that CISS does. I know it also takes a special person to receive your recognition. Melissa O'Neil is that kind of special person.

Thank you for your time and consideration,



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