

## 40 Under 40 Nomination Committee

Ladies and Gentlemen,

My name is Roger Fouche, Previous Owner of Schaal Heating and Cooling, a family business for 34 years and a Member of the 40 Under 40 class of 2000. I am highly recommending Randy Keys, Owner of Schaal Heating and Cooling for consideration for the next 40 Under 40 Class.

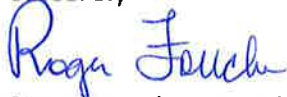
Randy was hired by Myself and was truly a Great Employee from day 1. His natural talents as a "people Person" is the first thing that you notice when you meet him. He has proven to be a natural Business Owner with his first priority being his employees, their education and self-perceptions. He has taken the 70+ year old company with a great reputation and continued to build it to be the dominate Heating and Cooling company of Central-Iowa. He has also managed to do this while maintaining the highest level of customer satisfaction the company has ever seen.

Randy spends most of his time working on the Company and the employees to build the Team that works great together. They overcome any obstacles from customer satisfaction to the company building receiving major water damage this last summer while continuing to function without loss of work or customer interruption. His management team and Office staff is one of the best that could be brought together anywhere and has been nothing short of amazing.

Randy is naturally competitive in all that he does. I have seen his competitiveness be part of his motivation to be the best in sports, business and his personal life. This competitiveness is also shared with his competition to help make them better business owners as well as better competitors. He is always looking for improvements to get to the next level and while helping others when he sees the need. This natural competitiveness is one of the qualities that makes him a GREAT leader and business owner!

Randy has been able to take over Schaal Heating and Cooling and grow it in a Market with over 150 competitors. The whole-time Randy has continued to keep Family first, making sure that the business does not consume him. His focus on Family, Employees and Customers is what has earned My recommendation for the 40 Under 40 Class of 2019.

Sincerely



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