



December 27, 2018

2019 Forty Under 40  
Business Record  
The Depot at 4<sup>th</sup>  
100 4<sup>th</sup> Street  
Des Moines, Iowa 50309

Dear Forty Under 40 Committee:

It is my pleasure to nominate Courtney De Ronde, CPA, for a Forty Under 40 award. Courtney has established herself as an outstanding professional leader at TDT CPAs and Advisors, Iowa Society of CPAs and in the Des Moines metro community.

Courtney has been a partner at TDT since 2013 and serves on our Executive Committee, a management team elected by the partners to develop long-term direction for the firm. She is one of our firm's most valuable assets. Courtney's leadership abilities and knowledge has moved TDT from a second-generation CPA firm to a professional service advisory firm that is fully equipped to assist clients to achieve their goals.

Courtney has been instrumental in the operations and growth of our Des Moines office location. In February 2018, she volunteered to transfer from our Pella branch to our Des Moines site to lead the development of local staff and business development efforts. Under her effective management, the Des Moines office culture immediately improved, business contacts with community leaders multiplied and new business development substantially increased. Her efforts growing the practice and managing staff have been so successful that the firm has quickly outgrown its initial office space, resulting in the Des Moines office relocating under Courtney's leadership to our new location on Jordan Creek Parkway in September 2018.

In the past year, the firm has utilized Courtney's talents to successfully develop and implement the business, marketing and staffing strategies for TDT's new Advisory Service Unit. This Advisory Unit goes beyond traditional accounting services to proactively collaborate with our clients to achieve better results. Courtney's business acumen and passion to grow this new service area has made it an immediate success in the Des Moines area and other communities throughout Iowa.

In October 2018, Courtney once again displayed her leadership by directing our firm through the implementation of the Entrepreneurial Operating System (EOS). This process resulted in a modification to TDT's organization structure that will allow us to operate our business more efficiently. A new Sales and Marketing Business Unit Director position was created, with Courtney being unanimously appointed

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Burlington	Cedar Rapids	Centerville	Fairfield	Mt. Pleasant	Muscatine	Oskaloosa	Pella	West Des Moines
319.753.9877	319.393.2371	641.437.4296	611.472.6171	319.385.9718	563.264.2727	611.672.2523	641.628.9411	515.657.5800

by the other partners to this new title. Courtney's vision helped our firm create the core values, focus and strategy that will guide us in the future.

Courtney is committed to the CPA profession, the communities she serves, and helping her clients achieve success. She has given her time and talents to various civic and charitable organizations in Des Moines and central Iowa. Courtney has great passion for sharing her knowledge and expertise throughout the community and within our firm by speaking on a variety of topics across the state and helping move our firm forward.

I highly recommend Courtney for this award.

Sincerely,

A handwritten signature in black ink, reading "Jerry Kirkpatrick". The signature is written in a cursive, flowing style with a small dot above the "i" in "Kirkpatrick".

Jerry Kirkpatrick  
Managing Partner  
TDT CPAs and Advisors