

January 8, 2019

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The Business Record
Forty Under 40 Selection Committee
100 4th Street
Des Moines, IA 50309

Re: Forty Under 40 Nomination

To Whom It May Concern:

I am pleased to submit this letter in support of Courtney De Ronde's application for membership in *The Des Moines Business Record's* "Forty Under 40" Class of 2019. As a member of the 2004 "Forty Under 40" Class, I understand the qualities and character that we seek to recognize – and since I work with Courtney on a regular basis and know her both personally and professionally, I know she would be an outstanding choice.

Courtney is extremely talented, hard-working and creative – a true professional of the highest talent and integrity. Her colleagues and clients trust her to get the job done. In addition to being an outstanding accountant, Courtney is a member and leader within many organizations in central and southeast Iowa. Just a few of these include National Association of Women Owners, Iowa Society of CPA's, Iowa Association of Business and Industry and Southeast Iowa Nonprofit Summit Planning Committee. Prior to moving to Des Moines in 2018, she was deeply involved in the betterment of the Pella and Oskaloosa communities by her participation and leadership in multiple community organizations. Courtney truly understands the value of community service, and she willingly devotes her time and skills.

It is an honor to support Courtney De Ronde for this year's "Forty Under 40" class. If you or any member of the selection committee would like to discuss this matter with me, please do not hesitate to give me a call.

Very truly yours,

Christopher R. Sackett,
Managing Member

January 10, 2019

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

RE: Forty Under 40 – Letter of Recommendation

To Whom it May Concern;

It is an honor to write this letter of support for Courtney De Ronde's nomination for the Forty Under 40 award. I have been fortunate enough to know Courtney for over 30 years. Even as a youth, Courtney possessed a unique blend of ambition, kindness, and intelligence – the traits that have made her a great leader today. When I learned Courtney had been selected to help lead and grow her company's Des Moines office it came as no surprise and I look forward to seeing the company flourish under her leadership.

In addition to her professional endeavors, Courtney has generously contributed her time and talents in every community she has worked and lived. Her contributions to both her profession and community have focused on enabling the growth and success of others. A clear demonstration of the type of selfless leader she is. This is further demonstrated through her experience speaking to various organizations, sharing her knowledge and experience so others may grow and learn.

I believe Courtney's contributions to the Greater Des Moines area will continue to grow and provide a significant positive impact to our community for many years to come.

I highly recommend Courtney De Ronde for this award!

Sincerely,



Mathew Coen, AIA
2018 Forty Under 40
Partner
RDG Planning & Design





453 7th Street
P.O. Box 897
Des Moines, IA 50309

2019 Forty Recommendation for Courtney De Ronde

Forty under 40 Committee:

I have been fortunate enough to work with Courtney since she relocated from her Pella, IA office in February 2018 to help grow her firm, TDT CPAs and Advisors. As a Business Banking team with similar customer profiles, Courtney reached out to us to begin building a relationship and see how we could mutually help in providing valued services to our clients. What I thought would be a typical meet and greet only to be followed up on from time to time with a cup of coffee turned into a great ongoing interactive partnership.

Banks and CPA firms inherently make great partnerships, so Bankers Trust connecting with TDT was pretty natural. What sets Courtney apart from other "networkers" is her genuine desire to make a difference; for her firm, for her partners and most certainly for her customers. In particular, Courtney has identified a need in their industry to help with transitioning ownership within a company – obviously a very delicate proposition. Many of our clients are family owned businesses, so bringing someone else into the mix to help with what can be very sensitive topic is hard to do. Except for when introducing Courtney. Courtney always presents herself with the upmost professionalism and confidence and I have never hesitated to send clients her way.

Not only has Courtney developed a reputation as a trusted advisor for her clients, but several other business resources as well. There aren't very many events we attend where Courtney not on is there – but has an integral part in the program. For example, as a sponsor of the 2018 DSM Small Business Summit we were asked to introduce one of the Keynote Speakers – it was no surprise when we received the bio of the expert we would be introducing to see that it was ironically Courtney. She was presenting on *"Increasing the Value of Your Business"*. There is no doubt just simply working with Courtney is a value add in my opinion!

I am honored to recommend Courtney as a 2019 Forty under 40 award recipient and I hope you will strongly consider her nomination!

Regards,

A handwritten signature in dark ink, appearing to read "D. Ling".

David Ling
VP, Business Banking Manager
Bankers Trust

January 7, 2019

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

To Whom it May Concern:

My name is Adam Steen and I am pleased to write a letter on behalf of Courtney De Ronde, CPA, for the Forty Under 40 Class of 2019 Award. Currently, I serve as Director of Business Development for Syverson Stregé & Company and have two successful entrepreneurial ventures in my history within Des Moines.

I am required, on a regular basis, to establish high quality relationships with individuals throughout our community and the State of Iowa. As part of my relationship building process, I am able to quickly recognize talent, leadership, and upward potential. In my time knowing Courtney De Ronde, she has established herself as a talented leader that is poised for future personal and professional growth.

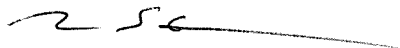
Courtney is a partner at TDT CPA's and Advisors in West Des Moines. She serves an incredibly important executive function within the firm and also serves her clients and the community with integrity and diligence. To date, she has been instrumental in establishing the TDT office in the metro, as well as, created strong strategic partnerships with well-established professional firms in the area.

Courtney is also highly active as a volunteer within the State of Iowa. Currently, she serves the following organizations: National Association of Women Business Owners, Iowa Association of Business and Industry, Iowa Society of CPAs, and the Faith Christian Reformed Church.

Courtney's professional work and volunteerism in the community has led her to become a sought after public speaker at several conferences and events across the state. Specifically, her work for and during the Southeast Iowa Nonprofit Summit has gathered hundreds of non-profits and matched them with the expertise and resources they need to survive and thrive. Leadership like this should always be recognized.

Once again, it is my pleasure to recommend Courtney De Ronde for this prestigious award.

Sincerely,



Adam Steen
Director of Business Development