

January 8, 2019

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 privilege to nominate Courtney De Ronde, CPA, for a 2019 Forty Under 40 award.

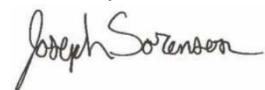
Courtney and I first met because of her role at TDT and the partnerships the Community Foundation develops with professional advisors across the state of Iowa. From our first meeting, it was evident that Courtney is a professional that excels at serving her clients, firm and community. I appreciated her eagerness to learn more about the Community Foundation and how she could bring value to the donors and nonprofit organizations we serve.

My next interaction with Courtney was through the Southeast Iowa Nonprofit Summit, a full day conference for nonprofit professionals and volunteers. This summit has helped to fill a wide gap in nonprofit training opportunities in that region of the state. Again, Courtney's professional talents were evident. Through her leadership, the summit's committee has successfully provided a top-tier event year in and year out.

Courtney's transition to TDT's office in Des Moines has been noticed. Her firm has been recognized as a high-quality provider of accounting services, especially to the nonprofit community. This is in part thanks to Courtney's leadership. Her ability to network, build relationships and attract talented team members has helped her firm establish a presence in the Des Moines market.

Again, it is my privilege to nominate Courtney for the Forty Under 40 award. She is the type of professional and community volunteer that makes our community a special place to be. It is evident through her past accomplishments that she has met and exceeded the bar to receive this award. I hope that this recognition encourages her to continue to do good work and be a part of our community for years to come.

Sincerely,

A handwritten signature in cursive script that reads "Joe Sorenson".

Joe Sorenson, Vice President of Affiliate Relations  
Community Foundation of Greater Des Moines  
Forty Under 40 Recipient, 2018

January 9<sup>th</sup>, 2019

2019 Forty Under 40  
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Des Moines, Iowa 50309

Dear Forty Under 40 Committee:

It is my pleasure to nominate Courtney De Ronde, CPA, for the 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.

In less than a year, Courtney has moved office communities, implemented a new EOS software, and enhanced TDT's profile throughout the Des Moines metro area. She consistently goes over and above for clients and has an unmatched ability to listen, which enables her to provide the kind of personalized service today's business leaders expect. What's more, Courtney never stops with today's needs. Her guidance is anticipatory and always assumes the client's exponential growth. No one I know does a better job positioning clients for success today, tomorrow, and for years to come. She truly is a great partner.

Beyond helping her clients achieve success, Courtney is committed to the CPA profession as a whole, as well as to the various communities she serves. She gives her time and talents to various civic and charitable organizations in Des Moines and central Iowa, easily transferring her knowledge of what it takes to make a business successful to the non-profits in our area. That's largely driven by her great passion for sharing knowledge and expertise throughout the community. She has traveled across the state to speak on a variety of topics that help move small and rural Iowa communities forward, something incredibly important to the overall sustainability and financial wellness of Iowans.

It is with great honor that I nominate Courtney.

Sincerely,



Mark K Phillips  
Manager of Treasury Management  
Bank Iowa

January 9, 2019

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Des Moines, Iowa 50309

Dear Forty Under 40 Committee:

I highly recommend Courtney De Ronde, CPA, for a Forty Under 40 award. I know Courtney as a community leader and as a client and I am honored to recommend her for this esteemed award.

Courtney exhibits the rare combination of skills of being able to develop a direction, establish the actions to achieve the direction and communicate effectively to the team to accomplish the direction. I have observed her as she began to develop the TDT staff and business in Des Moines. The steps she is taking are purposeful and show a high level of emotional intelligence.

In August of 2018, Courtney and the TDT leadership team engaged me to assist with the implementation of EOS® (Entrepreneurial Operating System). In my role as an EOS® Implementer, I work very closely with the leadership teams of many organizations. As part of the implementation process we discuss the direction of the company, the people within the organization, the goals, and the action items. Additionally, I teach the team how to develop the cadence of the organization. Through the discussions there are some sensitive topics covered and I get to know each leader very well.

As I worked with TDT I could see Courtney emerging as a leader amongst her peers. She is always willing to address issues in a pragmatic way. There were a couple of key turning points in the working sessions where the direction of the firm became much clearer. One point in particular was driven by Courtney and her ability to envision how things needed to work as well as her ability to effectively communicate with the rest of the leadership team.

In addition to her great work at TDT, she has become involved in the community through National Association of Women Business Owners (NAWBO), attendance at ABI's Legends in Manufacturing Conference, being a committee member and speaker at the SE Iowa Non-Profit Conference and I am sure others that I am not aware of at this time. When I see Courtney at a community event, she is always very positive and highly knowledgeable about whatever topic she is speaking about.

I highly recommend Courtney for this award.

Sincerely,

Loraine Hardin  
Professional EOS® Implementer  
Owner, Hardin & Associates