



Polk County Bar Association

Volunteer Lawyers Project

625 E. Court Ave., Suite 100
Des Moines, IA 50309-2007
Phone: 515-243-3904

January 10, 2014

Dear Forty Under 40 Selection Committee,

Nicholas Cooper is a leader and caretaker for the Polk County Bar Association Volunteer Lawyers Project (PCBA VLP), which provides much-needed legal services to the community. In the past twenty years, the number of cases served by the PCBA VLP has grown from 150 to 1,100 cases annually. We need active volunteers like Nick to serve our growing client base.

Currently, the PCBA VLP provides over \$750,000 annually of free legal services to the community, which has 60,000 low income residents. As two-term President of the Board of Directors and Board member since 2009, Nick has helped the PCBA VLP change from a deficit to operating in the black. We continue to deliver more services when dollars and time are stretched. He has personally given his time and money to the organization, delivered grant presentations for funding, and participated in events for the organization including a trivia night. Nick understands the leverage necessary to make the PCBA VLP work, and we are proud to say that we return on our investment by a factor of 20.

Nick has served the PCBA VLP Board of Directors, 2009 – Present and PCBA VLP President of the Board of Directors, 2012-Present. He has had the PCBA VLP's mission at heart, even before he was sworn in as an attorney in the state of Iowa. Once that happened in 2004, he literally flew out of the gates and has averaged almost double the standard 50 hours donated per attorney. His emphasis has been on family law, often the hardest cases seen at the PCBA VLP.

Nick makes his cases important and he makes the party feel empowered. His ability to show the client they are important to him is often more important than the outcome of the matter. His ability to listen to the individual, their story, hopes, dreams and goals ultimately helps lift them up through an often confusing and stressful experience.

Additionally, Nick has been one of the few members from Polk County in the statewide Equal Access to Justice Committee since 2013. The mission of the group is to develop alternative funding strategies for civil representation services. Nick has been a part of this state-wide 16-person board, tasked with examining the significant budget crisis for Iowa legal aid programs due to decreases in IOLTA and federal funding. The committee will propose new funding solutions to address continuation of services to the poor and access to quality legal services.

Nick selflessly gives his time, legal expertise and money because he believes in our community and supports those in need. These are the attributes that make me proud to nominate him for Forty Under 40.

Sincerely,

A handwritten signature in cursive script that reads "Carol Phillips Burdette".

Carol Phillips Burdette
Program Director

Polk County Bar Association Volunteer Lawyers Project

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CraftWorksTM

RESTAURANTS & BREWERIES, INC.

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January 3, 2014

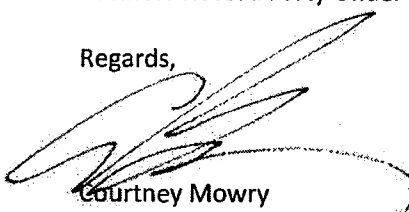
Dear Business Record Forty Under 40 Nominating Committee,

Like most ideas, Rock Bottom, a concept owned by CraftWorks Restaurants & Breweries, Inc. , started out as a simple idea: create the best place for friends to share a beer and a bite. In the past twenty years, we have grown to 38 locations with over 700 original brews and more than 125 of the industry's most esteemed medals and awards.

We rely on partners who can help us manage and grow our business. For many years, Nick Cooper has been our go-to partner in Iowa and has provided great value back to Rock Bottom. Further, he is an active member in the industry trade group, the National Association of Licensing and Compliance Professionals (NALCP). Nick has earned a sterling reputation among NALCP members operating business in Iowa and has authored articles for the NALCP newsletter. He is a strong advocate for Rock Bottom as well as our industry as a whole and works on our behalf to ensure we remain a great place for friends and family to share a meal and great times.

I thoroughly enjoyed working with Nick and strongly believe that he would be a great addition to the Business Record Forty Under 40 class of 2014.

Regards,



Courtney Mowry
Director of Licensing / Contracts
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