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Business Publications Corporation
100 4th Street
Des Moines, IA 50309

Dear 40 Under 40 Nominating Committee;

I am writing to offer my enthusiastic support and recommendation of Hilary Warner to the 2019 Forty under Forty group. I am the CEO of the Mittera Group, and I directly oversee Hilary's work as our CFO.

In the four and a half years Hilary has worked at Mittera she has helped lead a half dozen acquisitions, and helped our company grow its top line to over a quarter billion dollars while expanding our employee base to over 1,000. As CFO, she was uniquely valuable to our organization as we needed to bring together teams from all over the country whose finance systems were unconnected and often in a state of disrepair. She was also instrumental in ensuring our organization had ready access to capital and was instrumental in structuring deals that allowed us to keep our growth trajectory.

Hilary's ability to integrate systems ahead of schedule and build new systems that provided insight into our divisions specific needs, allowed our company to grow much faster, and add significantly more employees than we would have otherwise been able to do.

In addition to being an exceptional leader, Hilary has an unmatched work ethic. Even though her professional accomplishments have required 60-70 hours a week, Hilary has found time to be a leader for a number of non-profit organizations in the metro including the Pet Project Midwest, YESS (Youth Emergency Services and Shelter), the I Have A Dream Foundation, as well as working with her beloved dog Murphy in ARL's Therapet program. She also serves as the chair of the Mittera Women's Group, which is devoted to creating an exceptional work environment for all employees in our industry which is typically male dominated.

Amongst your applicants, you will not find a harder worker, or more professional and capable team member. I have no doubt she will represent the 40 under 40 group extremely well.

If I can provide any further detail or offer any additional confidence in your selection of Hilary as a member of this year's 40 under 40 class, please do not hesitate to contact me.

Very Sincerely Yours,

Jon Troen
CEO
Mittera Group