



Greetings:

It is my pleasure to recommend Abby Croll for recognition among the Business Record's 40 Under 40 class of 2019.

I have worked with Abby for eight years. Most important to me, she is a first-rate tax accountant. Clients love working with Abby, giving me the opportunity to work less, which I appreciate. She also plays a key role in our recruiting and in mentoring our younger staff.

Abby handles a wide variety of clients, with an emphasis in work for high net worth individuals and trusts.

Abby also leads our in-office recruitment efforts. She has improved our relationships with the big state universities. She has also expanded our recruiting efforts to Iowa's private colleges. The effort has paid off with our largest college hiring class to date.

Somehow Abby also has managed to serve in important positions for the Iowa Society of Certified Public Accountants all this time. She also is active in the Iowa State University Accounting Advisory Board and in other volunteer capacities.

In her free time Abby is a mother of three children, including twins, making her other achievements just a little more impressive.

Abby has a bright future in the Des Moines business scene and is a worthy candidate for 40 Under 40 recognition. I would be delighted to expand on her abilities further if you would find that helpful.

Regards,

A handwritten signature in black ink, appearing to read "Joe Kristan".

Joe Kristan
Tax Partner
Eide Bailly LLP