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January 9, 2014

Des Moines Business Record
Attn: Forty Under 40 Selection Committee
100 Fourth Street
Des Moines, IA 50309

--RE: Forty Under 40--

Dear Selection Committee:

It is my pleasure to recommend Erik Bonstrom of LWBJ, LLP for the Des Moines Business Record's Forty Under 40 recognition. As the Director of Strategic Development for LWBJ, I have seen Erik develop in his professional and leadership skills over the past ten years. Erik has quickly become one of the key individuals in the audit department, and he currently holds the title of Director of Audit Services in our auditing and financial consulting departments. This exceptional professional achievement is due to his high integrity and impressive work ethic. Erik has evolved into a key leadership role at LWBJ and is becoming a leader in our community.

Erik oversees our SEC reporting practice and serves some of our largest and most valuable clients. He provides timely technical advice that his clients rely on, and he has evolved into a valued business advisor. He has grown into a key leader and mentor to our professional staff.

Erik graduated from the Thomas Edison State College in Trenton, New Jersey with a Bachelor of Science in Business Administration in Accounting in March 2002. His work integrity and work ethic were manifest in his college career, and he was awarded the Arnold Fletcher Award for exceptional achievement. He then graduated from the West Des Moines Leadership Academy in 2010 and has served as the President of the Bull Moose Club, among other roles. He is an active leader in his church and various civic organizations.

I've worked with many of the brightest CPA's in Des Moines, and Erik has the skills to be one of the leading CPA leaders in the Golden Circle.

Very truly yours,
LWBJ, LLP

A handwritten signature in blue ink that reads "Johnny Danos". The signature is fluid and cursive, with the first name "Johnny" and last name "Danos" clearly legible.

Johnny Danos