

# *Dice Holdings, Inc.*

January 2, 2014

Mr. Jason Swanson

Director of Business Operations

Business Publications Corporation

Dear Mr. Swanson,

I am writing to recommend Angie Macke, Director of Financial Reporting for Dice Holdings, Inc. (NYSE:DHX) for the 2014 40 Under 40 list. Angie has worked with us for over 7 years.

Angie started her career with us in 2006 at a time when we were primarily a US based, Des Moines centric business with revenues of approximately \$80 million. Today we are a multi-national organization with almost 800 employees and over \$200 million of revenue. As we have grown bigger and more complex, Angie's role and stature in the organization has grown – potentially at a rate faster than the company has!

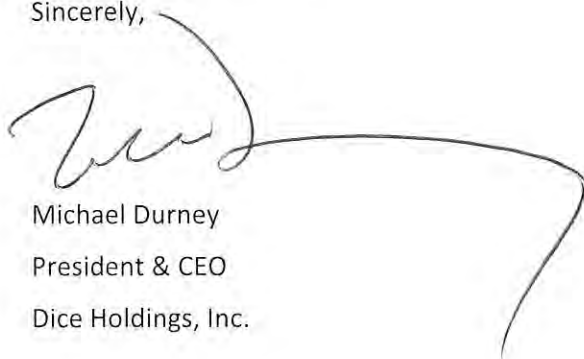
Today, Angie coordinates and interacts with Dice Holdings personnel around the world, both finance and non-finance people. Among her many roles in the company, she has become a leader of our acquisition integration teams. We have done almost 10 acquisitions in her tenure at Dice, including companies based in London, Amsterdam, Houston, San Francisco, Denver, among others. The increasingly complex nature of the company has necessitated Angie's role to coordinate various areas including tech, payroll and HR, real estate, in addition to her finance and reporting role, related to our acquisitions.

Even more impressive to me than her finance talents, is her ability to juggle these responsibilities at the same time as balancing her family life. From my perspective, Angie been able to devote heart and soul to Dice, while raising her young daughters. While she has responsibilities that include interacting with people all over the world in her job, she has found the time to devote to her family. And, ultimately, there is nothing more important than that!

Having worked with employees of all levels of talent and experience, I can think of no more deserving person to be honored as one of the 40 Under 40.

Please let me know if I can be of further help in support of Angie.

Sincerely,

A handwritten signature in dark ink, appearing to read 'Michael Durney', with a long, sweeping horizontal line extending to the right.

Michael Durney

President & CEO

Dice Holdings, Inc.



## EFR EMPLOYEE & FAMILY RESOURCES

January 3, 2014

The Business Record  
Forty Under 40 Selection Committee  
The Depot at 4th, 100 4th Street,  
Des Moines, Iowa 50309

Re: Angela Macke

Dear Selection Committee,

It is my pleasure to recommend Angela (Angie) Macke as a 2014 Forty Under 40 candidate. Angie has served on Employee & Family Resources' (EFR) Board of Directors since 2011. I became acquainted with Angie when she expressed interest in board service with the organization. Angie has been an active board member since joining the board by serving on the Audit and Finance Committees.

Angie has been a great asset to EFR for several reasons. To begin, she is extremely reliable and engaged in her responsibilities as a board member. I always appreciate that she is prepared for meetings and regularly engages in meaningful discussions. In addition, Angie brings a wealth of financial knowledge to the board, which is invaluable to a non-profit organization. And finally, I have found that Angie brings a nice balance of personal/family and professional/career experience to her role.

I have found Angie to be kind, competent, and community minded- a great example of the kind of business leader we want in central Iowa. I am proud and grateful that she has chosen EFR for some of her charitable work!

I wish you luck with your work of selecting the top forty candidates in our community- we are certainly fortunate to have so many promising candidates like Angie!

Sincerely,

Tammy Hoyman  
CEO

*Our full attention. Your full potential.*

January 2, 2014

Dear *Forty Under 40* Committee:

Angie Macke is an excellent candidate for the Business Record's *Forty Under 40* recognition. I have had the opportunity to work with Angie over the past 10 years in various capacities. When Angie worked at Deloitte, I had the opportunity to supervise her in the public accounting field, witnessing her work with some of our most dynamic clients. She demonstrated her ability to handle complex accounting issues with our most challenging clients, which included both understanding the intricacies of the accounting issues themselves and also the ability to walk through the analysis and decision-making process to the satisfaction of clients with very high expectations. I saw firsthand her professional and personal development, including promotion to audit manager. She was a true leader in the office, both as an accountant and a person. Although Angie left Deloitte, I continue to work with her in a client relationship role as she is the Director of Financial Reporting for DICE, one of Deloitte's clients. In this role, I have seen Angie develop over the last several years as she has taken on additional responsibilities. She has assisted with multiple acquisitions and integrations, in addition to leading the financial reporting and accounting department.

I think Angie's professional acumen is all the more impressive because of her ability to handle work responsibilities simultaneously with her duties as wife and mother of three young daughters. A regular at Farrell's Xtreme Bodyshaping, Angie also finds time for fitness, something important to her that she also enjoys. In today's workplace, more and more emphasis is put on one's ability to balance work and home, and Angie exemplifies that balance. She is definitely a good role model for many.

On top of executing on her professional and personal responsibilities, Angie also gives back to the community through financial support, volunteer service and advocacy. She is a member of the United Way of Central Iowa's Education Leadership Initiative (ELI), whose focus is supporting students to succeed in school and successfully graduate from high school.

In short, I see Angie living out the qualities that set *Forty Under 40* individuals apart from the pack. She would be a perfect recipient for this recognition.

Sincerely,



Kim Felker  
Audit Partner