



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: Megan Milligan

Dear Selection Committee,

It is my pleasure to recommend Megan Milligan as a 2014 Forty Under 40 candidate. I became acquainted with Megan professionally around 2010 when she was introduced to Employee & Family Resources (EFR) by a colleague we had in common. This colleague brought Megan to us as a resource for strategic planning and board development. Since that time, we have hired Megan to help us with several projects that have been instrumental in moving our organization forward. She has facilitated strategic planning with our Board of Directors, the EFR Foundation Board, and the EFR Leadership Team since 2010.

I have found Megan to be an extremely valuable resource to EFR due to her knowledge and experience with non-profit organizations. She is very skilled with planning and implementation for organizations, especially when it comes to leveraging Boards. Megan very quickly understands the dynamics, challenges, and goals of organizations, so she is efficient in planning and goal-setting. I appreciate her creative approach to situations and value her recommendations greatly.

Megan has applied her wealth of knowledge about non-profit work and organizational dynamics to help charitable organizations to navigate an ever-changing and challenging funding environment. Megan is the kind of business leader we need in central Iowa- please honor her with a 2014 Forty Under 40 award!

Sincerely,

Tammy Hoyman
CEO

Our full attention. Your full potential.