



3030 Merle Hay Road
Des Moines, Iowa 50310
515-244-8028 (P) 515-244-7417 (F)
www.icadv.org

January 2, 2014

To Whom It May Concern:

It is with great regard that I write this letter of recommendation for Dave Weis as one of the recipients for the "40 under 40" awards.

We have had the pleasure of working closely with Mr. Weis since 2006. The Iowa Coalition Against Domestic Violence (ICADV) was moving into a building that desperately needed to be brought into the 21st century. It had been neglected and the thought of making this building functional again was overwhelming to say the least. Mr. Weis didn't hesitate, he understood that we were working with a non-profit budget and there was more work and technology needed than our budget could afford. He was also starting his own business at the time and could have easily made the decision that this was too much of a financial obligation to take on but he decided that we were a worthy cause.

From that initial meeting over 8 years ago, Mr. Weis has been a friend and supporter of the Coalition. Whenever we have a family with children that are falling behind because of lack of technology in their home, he provides a computer for them. Over the years, he has supported the Coalition both financially along with being one of our best community cheerleaders. When we were looking to reach out into the private fundraising arena to help our bottom line, Mr. Weis was one of the very first community members to support our annual *It's About Time Gala*. At times, when we have needed support with some of our legislative issues he has always been willing to talk with his friends about the work we do.

Mr. Weis might have come to his first meeting with the Coalition seeking a potential client but because of his character and sense of community responsibility, he became an integral part in providing training and technology so that the Coalition could be the professional non-profit that we are today. Mr. Weis has been extremely generous to the Coalition both personally and professionally. He always comes to us with the latest technology and when we hesitate, he doesn't. He patiently brings us along to the next level. We have been fortunate to watch as Mr. Weis, through his warm style, sharp intelligence, honest and ethical business practice, grew his small business concept into the thriving entity it has become today.

Lastly, it is due to his integrity, wisdom, and dedication to his community that we highly recommend Mr. Weis to be recognized as one of the outstanding "40 under 40" awardees. If either of us can be of any further assistance, please do not hesitate to contact us.

Sincerely,

Laurie Schipper

Executive Director

Joan Kennedy

Director of Finance and Administration



Des Moines Business Record
Attention: "40 Under 40" Selection Committee
100 Fourth Street
Des Moines, IA 50309

Dear Selection Committee:

I wish to submit my highest recommendation for Dave Weis in your selection of "Forty Under 40" this year.

Dave is a successful entrepreneur on many levels, active in the community, and a tremendous leader.

As business partners, I have had the opportunity to work with Dave for many years. Most recently, we have worked even closer together as Alliance Technologies acquired his business, Internet Solver in June 2013. I have enjoyed integrating Dave's skills, employees and customers into Alliance Technologies business operations.

Dave has many skills crucial to make a business not only run, but be successful. He is fair when dealing with clients and employees. Dave is knowledgeable in a wide array of business tasks – from accounting, to IT, to sales and customer support. He knows how a business is run from all aspects.

Dave is also a natural leader, both inside and outside of a work environment. He is very interested in the future of Iowa businesses and spends much time keeping abreast of all of the current issues. He is also involved with his family and many extracurricular activities.

You can see by his list of credentials that he is well qualified for "Forty Under 40", and I do not hesitate to give my recommendation to Dave Weis. Dave is clearly a man of character. His integrity, loyalty, persistence, determination and entrepreneurial spirit make him an outstanding businessman and community leader.

Sincerely,

Steve Sikkink
President & CEO
Alliance Technologies

888-387-5670 - www.AllianceTechnologies.net

The INS Family of Companies

