

January 8, 2014

To Whom It May Concern:

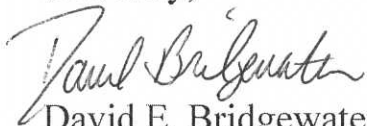
I am writing to recommend Shane Isley for the Business Record's Forty under 40 award. I have the pleasure of working directly with Shane in his capacity as Director of Real Estate at Bernau Capital Partners, and his tremendous abilities never ceased to amaze me. I am Shane's direct supervisor at Bernau Capital Partners, and we work together closely, so I fully understand his capabilities.

Shane's outstanding knowledge of commercial real estate and his incredible ability to negotiate a successful real estate transaction has allowed Bernau Capital Partner's to accumulate a diverse and profitable real estate portfolio under Shane's leadership. Shane's great connections with the business community and relentless perseverance to always make the real estate transaction a "win-win" for all parties has allowed him to become one of the most respected real estate professionals in our community.

Shane is also a great leader and mentor to his co-workers. Shane has spent countless hours helping others within our organization. He always takes the time to explain the theory behind a task or "rolls up his sleeves" and helps complete the task while never taking credit for the successful conclusion of the assignment. I have enjoyed watching the way he has grown and excelled at being a leader within our organization.

I have been in the Des Moines business community for over 25 years and Shane is truly one of the most outstanding business professionals under forty years of age I have ever had the pleasure to work with. If you have any questions, please feel free to contact me at dbridgewater@aronaco.net or 515-225-9029.

Sincerely,

A handwritten signature in cursive script, reading "David E. Bridgewater".

David E. Bridgewater
Chief Financial Officer
Bernau Capital Partners