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ROBERT E. DREHER (1915-2011)
ALBERT L. HARVEY (1927-2010)

January 7, 2015

Business Record
The Depot at 4th
100 4th Street
Des Moines, IA 50309

In Re: Forty under 40 Nomination

Ladies and Gentlemen:

We are proud to nominate Michael K. Thibodeau for the 2015 class of Forty under 40.

Mike is an officer and shareholder in our firm. He attained these positions through repeatedly demonstrating professional competence, diligence and zealous advocacy. He brings these same qualities to the board room where he plays a key role in the management of our firm. Mike is also a mentor to younger attorneys, law students and staff. Outside the office, he serves the community through leadership roles in several worthwhile organizations (e.g., President of the Greater Des Moines Music Coalition and Past President of the Rotary Club of West Polk County).

Mike literally kept our law firm in business following a fire in the Equitable Building over Labor Day weekend in 2014. Most of the firm's attorneys were out of town on vacation when Mike heard the first news reports of an early Saturday morning fire in the crawl space directly above our offices. Mike closely monitored developments all day, and he was one of the few people to enter the building immediately after the fire department permitted limited access. The building was dark and still filled with the choking stench of smoke. He waded through several inches of foul water and debris to get to our offices. Mike retrieved the firm's central computer server and its critical components enabling us to resume relatively normal business activities in a matter of hours. Without Mike's quick thinking and selfless efforts, we would have been unable to function for many days. Shortly after Mike's trip into the building, the State closed all access to the building for over a week.

When Mike isn't busy rescuing our firm, he accomplishes great things for our clients. For example:


- Mike stopped a major national bank from wrongfully foreclosing on a home.
- Played a key role in bringing the first large grocer to a community needing one.
- Represented the Federal Government (FDIC) in the US District Court.

- Successfully argued several cases before the Iowa Appellate Courts.
- Developed a winning argument for a major property tax appeal while other well qualified attorneys were losing cases involving the same issues.
- Counseled a bank during an extended period of FDIC supervision.
- Prevented bank fraud through litigation before the US Bankruptcy Court.
- Completed many business transactions involving acquisitions, organizations, negotiations and closings.

Beyond Mike's many accomplishments as a lawyer, he is also active in the community. Mike's life outside the office is described in the other letters and materials accompanying this nomination letter. Left to his own devices, Mike would not seek out recognition for his many accomplishments. However we, his friends and colleagues, cannot idly stand by. We hope you will agree that Mike is deserving of this prestigious award and recognition for all he has done within the first four decades of his life.

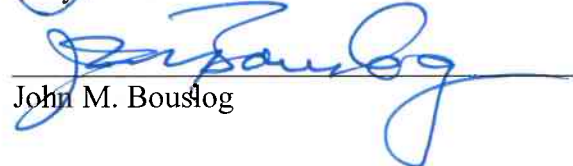
Respectfully submitted,



Marcus F. Abels

Lyle L. Simpson


Dick L. Jensen

Gary R. Fischer

John M. Bouslog

D. Scott Simpson

Jack H. Pennington

Michael S. Eganhouse

Bridgette C. Huntley

Benjamin C. Neitzel



January 7, 2015

To Whom It May Concern:

As a past recipient of the prestigious Forty under 40 award from the Des Moines Business Record, I would without hesitation recommend Michael (Mike) Thibodeau for consideration of this year's award. Mike's professional, civic, and philanthropic accomplishments certainly merit recognition as a young leader in the Des Moines area.

As a founder and board member of the non-profit Greater Des Moines Music Coalition (DMMC), I approached Mike in 2008 to assist with production of our premier event, 80/35. He readily volunteered to assist in a leadership role at the event, and shortly after joined the organization's board. He soon accepted a role on the Executive Committee as Secretary, and in 2014 took over for me as the organization's President. Mike's leadership continues to move forward the DMMC's programming and community reach. In addition the DMMC, I know Mike is active as a member of Rotary, regularly volunteers with Central Iowa Shelter and Services (of which I currently serve as President-Elect), and assists with other community organizations.

Additionally, Mike and I work together in a professional setting. He has served as the corporate attorney for my digital marketing/consulting firm, eComegy, since its inception in 2010. His attention to detail and understanding of the challenges of a startup company have helped with the success of my business.

Please contact me with any other questions about Mike and his nomination for the Forty Under 40 award. I hope to see him receiving a glass ruler at the 2015 awards event!

Regards,

A handwritten signature in black ink, appearing to read "Justin H Schoen", with a long horizontal flourish extending to the right.

Justin H Schoen
President
eComegy



Iowa's Business Development CDFI
A Community Development Financial Institution &
Tax Exempt Charitable Nongprofit 501(c)(3) Organization

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January 7, 2015

TO: Business Record: Forty Under 40 Nomination Review Committee

A handwritten signature in black ink, appearing to read "Mark A. Edelman".

FR: Dr. Mark A. Edelman, ISU Professor of Economics & Iowa Community Capital Board Chair

RE: Business Record: Forty Under 40 Nomination

It is my privilege to support the nomination of Mike Thibodeau J.D. of the Simpson, Jensen, Abels, Fischer & Bouslog Law Firm for the Business Record Forty Under 40. Iowa Community Capital is a 501(c)(3) nonprofit that has been launching a peer group microfinance program called Solidarity Microfinance targeting groups of low income minority women in Des Moines. Our Solidarity Office is located near the corner of Forest and Sixth Avenue.

Mike has volunteered countless hours of time and legal expertise at no charge during of the past two years of program organization and formation. During this period, his legal counsel and advice assisted ICC with a significant capital campaign, hiring of staff, opening an office, and launching the first Solidarity Microfinance peer group in November of 2014. As part of a longer term personal commitment to benefit the target low income populations in the Greater Des Moines area, Mike volunteered to join the ICC Board of Directors last year.

Mike is truly a young visionary leader in Des Moines who is willing to volunteer his time and expertise to help a startup nonprofit create a new program for building community vitality by providing assistance to those who have a good business idea and who can be successful if they are given an opportunity for very small loans in a Solidarity group format.

The ICC-Solidarity accomplishments so far have been possible in part due to Mike's efforts.

Therefore, I support his nomination for the Business Record: Forty under 40 consideration without reservation.