



**5TH JUDICIAL DISTRICT OF IOWA  
POLK COUNTY COURTHOUSE  
500 MULBERRY ST.  
DES MOINES, IOWA 50309**

Michael D. Huppert  
District Judge

(515) 286-3125  
michael.huppert@iowacourts.gov

Business Record  
100 4<sup>th</sup> St.  
Des Moines, IA 50309

Re: Nicholas Cooper

Dear Business Record:

It is my pleasure to join in the nomination of Nick Cooper for your 2015 "Forty Under 40" award. Nick has appeared before me in a number of contested matters, typically involving complex and unique legal issues. He has always maintained a high level of civility and professionalism while zealously advocating for the interests of his clients.

If Nick was being considered solely on the basis of his abilities in the courtroom, he would clearly be an excellent candidate for this award. However, it is Nick's commitment to public service that puts him even further above the rest of the field. As you can see from the biographical information supplied with his nomination, Nick has exemplified the commitment to pro bono representation of low-income clients that is expected of all practicing attorneys.

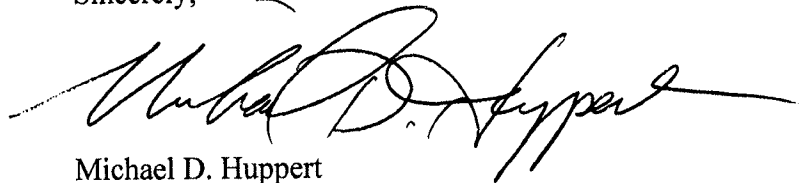
Of special note is his devotion to the Polk County Bar Association Volunteer Lawyers Project (VLP). This project was established approximately 20 years ago to provide free legal representation to low-income residents of Polk County (eligible clients must be at or below 125% of the federal poverty guidelines). There are presently approximately 60,000 individuals in Polk County who meet these eligibility guidelines; the annual need for such representation has grown from 150 to over 1,100 for 2013. Polk County lawyers donate more than 5,000 hours of their time per year through their

participation in the VLP program, and it is estimated that the value of these services for 2013 alone was \$750,000.

Without the services provided by VLP lawyers, a significant portion of our local community would go without adequate legal representation. The success of this program over the years has afforded these individuals meaningful access to the legal system, and the VLP is an invaluable partner with the bench and bar as they strive to assure that all persons who come before the court are afforded fair and impartial treatment, regardless of financial status. Nick has been at the forefront of that success, both as a volunteer lawyer himself as well as a board member and officer for VLP.

Nick is in my opinion an exemplary candidate for this award, and I wish to extend my unqualified and enthusiastic support on his behalf. Please feel free to contact me if you have any questions. Thank you for your consideration.

Sincerely,

A handwritten signature in black ink, appearing to read "Michael D. Huppert", with a long horizontal flourish extending to the right.

Michael D. Huppert



**CHIPOTLE**

MEXICAN GRILL

CHIPOTLE MEXICAN GRILL, INC.  
1401 WYNKOOP STREET, SUITE 500  
DENVER, CO 80202

MAIN 303.595.4000  
WEB chipotle.com

January 6, 2015

Dear Business Record Forty Under 40 selection committee,

Just as Chipotle believes in our company's Food With Integrity mission – we believe in cultivating relationships with partners like Nick Cooper, who deliver the same integrity. From our humble Denver roots in 1993 as a gourmet burrito shop to one of the largest fast casual restaurants in America, with six stores in Iowa, we've relied on partners like Nick to grow and impact communities.

Nick has been an asset as our Iowa legal resource and strong advocate for Chipotle. He works on our behalf with administrative agencies to ensure our restaurants remain operating in compliance with a customer and community friendly atmosphere. In addition to addressing our needs, Nick is an active member in our industry trade group, the National Association of Licensing and Compliance Professionals (NALCP), and has authored articles for our national newsletter.

I truly enjoy working with Nick's reliable, professional and driven workmanship and strongly believe that he would be an exceptional addition to the Business Record Forty Under 40 class of 2015.

Sincerely,

**Lacy Caudel**  
Licensing & Finance Support  
Chipotle Mexican Grill  
1401 Wynkoop Street, Suite 500, Denver CO 80202  
direct 303.390.5618 | fax 303.390.5620



Anjela A. Shutts  
317 Sixth Avenue, Suite 1200  
Des Moines, IA 50309  
shutts@whitfieldlaw.com  
Direct: 515-246-5536  
Main: 515-288-6041  
Fax: 515-246-1474

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January 9, 2015

Business Record  
100 4<sup>th</sup> Street  
Des Moines, IA 50309

Re: Nicholas Cooper

Dear Forty Under 40 Selection Committee:

Nick Cooper has been a daily contributor to our firm since he joined Whitfield & Eddy, P.L.C., as a Law Clerk in 2002. In that time, you could measure his impact as a series of steps, each with increased responsibility and accountability in volunteer roles. He has been a member of the firm's marketing committee to help direct our business, community, and charitable activities. He has taken on leadership roles as co-chair of the Associate Professional Development Committee. In that capacity, he worked with fellow associates to learn new skills and build a close-knit team of young attorneys. He was chair of the Professional Recruitment Committee and directed recruitment and retention for new law clerks, associates and member attorneys.

Entering his 13<sup>th</sup> year of service, Nick has worked his way up the letterhead to being elected the youngest managing partner ever on the firm's three-person management committee. As a managing partner, he helps direct major business and operational decisions within the firm on a daily basis with the committee.

Nick is playing an important role in one of our biggest operational decisions in many years. In 2014 we combined our West Des Moines and Des Moines offices in downtown and started reviewing lease options and space needs in our downtown office. Nick immersed himself as a member of the lease analysis committee in addition to his role on the management team, learning about law firm design trends, the metro real estate market, and space planning. Based on committee recommendations, members decided to move to a new location in downtown Des Moines. Nick is the voice of the future for our firm, helping direct the planning for our new space and workflow for over 100 attorneys and staff.

As an attorney, Nick always challenges his peers and staff to deliver their best to the clients. He knows what clients expect and delivers continuous improvement and value-added services to grow our business. An example in 2014 was how Nick took time off work on two occasions to



January 7, 2015  
Page 2

attend regional and national licensing conferences to meet regulators and leaders to improve his network and ability to achieve business goals for clients.

In our local community, Nick's long-term commitment to the Polk County Volunteer Lawyers Project (VLP) is testament to his dedication and service to Des Moines. The VLP coordinates free legal services to the underserved, providing them representation and reducing strain on our legal system. He has taken pro bono cases on a regular basis and served on the VLP board and as the president of the organization the past two years. Moreover, Nick's services include statewide initiatives as he was appointed to the Iowa State Bar Association Access to Justice Committee in 2014 by the ISBA President to help improve access to justice in Iowa by the underserved.

As a Forty Under 40 alumni, I not only understand the amount of hard work and exemplary leadership that it takes to be recognized by the community, but also the springboard it provides for future opportunities, challenge and success. I believe Nick is an outstanding candidate for consideration of the Business Record's Forty Under 40 and trust you will also.

Should you have questions or concerns, please do not hesitate to contact me.

Sincerely,

A handwritten signature in blue ink, appearing to read 'Anjela A. Shutts', with a stylized flourish at the end.

Anjela A. Shutts

AAS:jkc

Enclosure