



January 7, 2014

Forty under 40  
C/o Selection Committee  
Business Record  
The Depot at 4<sup>th</sup>  
100 – 4<sup>th</sup> Street  
Des Moines, IA 50309

Dear Selection Committee Members:

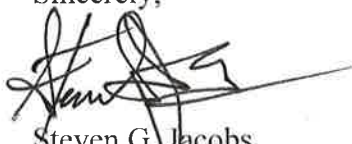
This nomination letter is being written on behalf of Thomas Riley Cavanagh for Forty under 40 consideration. I have known Tom for over eight years as an intern, full-time employee and now a shareholder of BCC Advisers. Tom's role at BCC has grown significantly during his tenure and he is currently an owner and director of merger and acquisition, assisting corporate clients on either the sale or purchase of a business.

Tom has continued his education beyond earning his undergraduate degree from the University of Northern Iowa (2006), to obtaining his real estate salesperson's license in 2007, and MBA from Drake in 2009 while working full-time and also studying for and obtaining his corporate securities licenses in 2011.

In his spare time Tom volunteers as a Big Brother (2008-present). He is a 2014 graduate of Leadership Iowa, a graduate of the 2011-2012 class of the West Des Moines Leadership Academy, volunteer for Meals from the Heartland (2011-present), a founding board member of Morsel Combat LLC (2011-present) and a member of 100 Men on a Mission (2012-present). Tom is also very active in ACG (Association for Corporate Growth), a corporate finance industry group that shares best practices and industry knowledge throughout the Midwest. In addition he coached 10-12 year old Little League baseball at Raccoon Valley in 2013-2014.

As a Des Moines business owner and active community volunteer for over 20 years, I am pleased to have the opportunity to recommend Thomas Riley Cavanagh for selection into Forty under 40.

Sincerely,



Steven G. Jacobs  
President