



KCL Engineering

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Consulting Engineering
Mechanical
Electrical
Plumbing

January 8, 2015

SUBJECT: Nomination of James Deeds for Forty Under 40 Award.

To Whom it May Concern,

I am writing to nominate and recommend James Deeds for the Des Moines Business Record's Forty Under 40 award.

I have known James since 2001 when we were both young electrical engineers at Pulley & Associates in West Des Moines. After several years of working for separate companies, we were reunited 2012 when James became the fourth employee and a full partner in KCL Engineering, the company I founded in 2008.

During the past three years James has helped us build KCL into a company with 15 employees and projects in ten states. His leadership in our business development efforts has been instrumental in this growth. James is an excellent engineer and has a passion for exceeding client expectations. His experience on multiple award winning projects is a tremendous asset to KCL.

Despite the demands of managing KCL, James volunteers his time with two non-profit groups. He has played trombone in the Central Iowa Wind Ensemble since 2002 and served as president of that organization for eight years. In the spring 2014 James began serving on the board of directors for the West Des Moines Business Incubator. He is able to provide that board with a unique prospective because KCL Engineering called the incubator home for two years.

James' leadership qualities and outstanding reputation within our industry make him a perfect candidate for the Forty Under 40 award. Please don't hesitate to call or email me if you require further insights into his skills or character.

Sincerely,

Kris Kunze, PE
Principal