



THE CITY OF
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**Community and Economic
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January 8, 2015

Business Record
C/O Nominating Committee Forty Under 40
The Depot at 4th, 100 4th Street
Des Moines, Iowa 50309

To Whom It May Concern,

This is a letter to recommend James Deeds for the *Des Moines Business Record's Forty Under 40* award.

James' firm, KCL Engineering, was a client of the West Des Moines Business Incubator (WDMBI) from August 2011 to January 2014. As Executive Director of the Incubator, I had the opportunity to get to know James and his partners during our regular update meetings and other incubator events. With James' help, KCL grew to 10 employees and moved out of the Incubator to a larger office in Valley Junction in February of last year.

The WDMBI was very pleased that James agreed to join our board of directors last March. As a former incubator client, James has firsthand experience in operating and growing a small business. The board frequently relies on James to provide an entrepreneur's perspective to our operations and strategic planning. As a member of our marketing subcommittee, James has worked closely with other board members to better define the Incubator's identity and craft a plan to improve our operation. His leadership and dedication has not gone unnoticed by our executive team. In fact, James has recently been nominated to serve as vice president of the Incubator and serve on our executive board.

I highly recommend James for the **Forty Under 40** award. He is an outstanding member of our community and his contributions in both the professional and civic community deserve recognition. Please contact me at 515-222-3623 should you require any additional information on James' qualifications.

Sincerely,

Clyde E. Evans
Executive Director, West Des Moines Business Incubator
Director of Community and Economic Development, City of West Des
Moines