



BrownWinick
ATTORNEYS AT LAW®

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January 9, 2015

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Forty Under 40 Nomination Committee
Business Record
100 4th Street
Des Moines, Iowa 50309

Re: Adam J. Freed

Dear Members of the Nomination Committee:

I write to offer my strong support for the nomination of Adam Freed for the Forty Under 40 Class of 2015. I have worked closely with Adam since he joined BrownWinick as a law clerk in 2007. Since that time, I have witnessed his professional growth first hand. In 2014, I was pleased to support Adam's admission as a Member of the firm.

As a professional, Adam has earned the trust of his clients and of his fellow attorneys. Adam is capable of taking complex legal issues and boiling them down to their essence to provide clear and concise legal advice. Business owners need sound legal advice to help them establish, grow, and protect their businesses in an ever-changing business climate. Clients consistently turn to Adam because they know that he will provide such advice in a timely manner.

Adam has particularly excelled in the highly complex area of health law. Adam has participated in numerous successful applications for state Certificates of Need. These applications have included projects seeking to establish radiation therapy services, cardiac catheterization labs, skilled nursing facilities, and intermediate care facilities for persons with mental illness. These projects have helped to improve access to health care for Iowans across the state. Adam has also participated in numerous speaking engagements to educate health care providers and other attorneys regarding compliance with the Health Insurance Portability and Accountability Act of 1996, also known as HIPAA. For the past year, Adam and I have served as Co-Chairs of the firm's Health Law Practice Group.

In addition to his professional accomplishments, Adam is also committed to his community. He regularly volunteers in church as a Sunday School and Vacation Bible School teacher. He is actively involved in local, state, and federal politics. Finally, Adam is a dedicated husband and father to his wife and three kids.

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In conclusion, Adam epitomizes the qualities that are sought in a Forty Under 40 honoree. I am pleased to offer my support for his nomination.

Very truly yours,

A handwritten signature in black ink, reading "Catherine Cownie". The script is fluid and cursive, with the first name "Catherine" and last name "Cownie" written in a single continuous line.

Catherine C. Cownie