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January, 8 2015

To Whom It May Concern:

This letter serves to recommend Shane M. Hefty for the Forty under Forty Award. I met Shane after I moved back to Iowa a year ago and he has been invaluable in helping me build a network of contacts both for personal friendships and for professional growth.

Shane is a classic act with character that most strive for. He is great at managing his time and incredibly organized. He is persistent without being annoying, and above all he gets results.

Shane recently joined our advisory board with the National Kidney Foundation and has a tremendous impact in helping us with gaining perspective how to capture new audiences and spread our mission throughout Central Iowa.

Shane sets a standard for young professionals in Des Moines in the way he carries himself. I believe he is the epitome of what the forty under forty represents and will continue to be an impactful member of the Des Moines community.

Nicholas L. Peterson