

June 26, 2015

Ladies & Gentlemen:

I would like to recommend Steve Roberts, Senior Shareholder of the Davis Law Firm for dsm Magazine award, Sages over 70. It is my strong belief that Steve epitomizes the qualities and characteristics you are looking for in this award.

Over 26 years ago, Steve was my first contact at the Davis Brown Law Firm. He was managing the hiring process as well as welcoming new attorneys to the firm. For a brand new attorney Steve was urbane, sophisticated and appeared to know everything you would ever need to know about how to interact with a client. His client skill set is impeccable and his willingness to place client interest first and foremost is ingrained in both his character and how he practices law. This was an incredibly valuable lesson for a young attorney to learn in relationship to clients. Steve has continued to demonstrate this behavior pattern and has mentored new attorneys throughout his time at this firm.

In addition to his work as an attorney, Steve's commitment has shown through in a wide array of charitable causes, including the Boy Scouts of America, the American Cancer Society and various business groups. I cannot go to a meeting or present at a speech or program without someone in the audience asking if I know Steve Roberts and then proceeding to tell me a story of how much he helped them or assisted their Board or charitable foundation in some legal or fundraising matter. Steve has a wealth of information on charitable groups and organizations as well as being a valuable contact that is known and liked universally.

No discussion of Steve would be appropriate without noting his long and dedicated work with the Republican Party. Steve is a past chair of the Iowa Republican Party, National Program Committee Member and has served at various delegations, functions and events as a key and critical player. Steve is a man who builds consensus bringing varied view-points together for a common goal and a common function. His example of intelligent and focused communication is one that has benefitted all who have come into contact with him.

Steve has an incisive mind with the ability to parse through a problem and then explain to clients, young associates, board members or charitable groups how to best achieve their goals.

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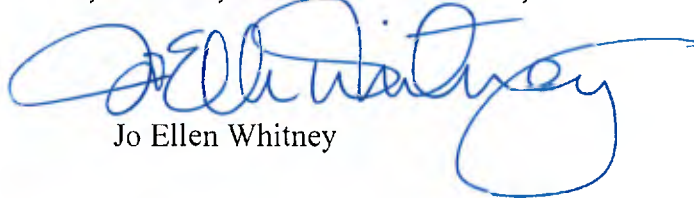
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He has consistently given of his time and talent, a willingness to serve from which we have all benefitted.

Sincerely,

DAVIS, BROWN, KOEHN, SHORS & ROBERTS, P.C.

A handwritten signature in blue ink, appearing to read "Jo Ellen Whitney", is written over the printed name. The signature is fluid and cursive, with a large loop at the end.

Jo Ellen Whitney

JEW/kv