



July 1, 2016

dsm Magazine
Attn: Sages Over 70 Committee
The Depot at Fourth
100 4th Street
Des Moines, IA 50309

Dear Members of the Sages Over 70 Committee,

I'm writing in support of Joe Brick's nomination for the dsm Magazine's Sages Over 70 recognition. I've had the privilege to know Joe for over 25 years. When he was actively practicing law, he provided our organization outstanding counsel as our corporate attorney and as a board member.

Joe is a highly intelligent corporate attorney who enjoys complex business situations, always striving to find positive outcomes for the people he touches. His professional, yet steel-mined, demeanor brings a level of calmness that challenges people to focus on the facts. Joe is an innovative thinker who connects very quickly with the people he touches.

Joe is the type of individual who will listen to your concerns, goals and objectives, while steering and nudging to ensure the best outcome is achieved. He is a servant leader with the highest standards of excellence, making the people and organizations he touches better!

Thank you for your time and consideration of Joe Brick's nomination to the Business Record Sage 70.

Respectfully,

A handwritten signature in black ink, appearing to read "Thomas J. Mahoney, Jr.", written in a cursive style.

Thomas J. Mahoney, Jr.
President & CEO

cc: Paul A. Drey