



Cedar County Economic Development Commission
521 Cedar Street
Tipton, IA 52772

RE: Recommendation for Steven Shawhan

To Whom It May Concern:

I had the opportunity to work with Steve Shawhan on a marketing project for the Tipton Economic Development Company. As the Executive Director for the Cedar County Economic Development Commission, I was delighted to see the quality of work on the project. Our eight cities and the county are always looking for excellence, and this was one of the best examples of a promotional product I have in the county.

Steve and his team demonstrated a focused positive attitude that identified the needs of the community first, then drafted several proposals, and finally delivered a product that represented the needs of their customers. Steve was easy to work with, displayed a positive attitude, and finally displayed professionalism in presenting and explaining the promotional package.

I would recommend Steve, based on my experience with him on this project, his professionalism, and his attention to detail and our rapid timeling. He is hardworking, enjoyable to work with, and would add value to any team.

Sincerely,

A handwritten signature in black ink that reads "Steve Lacina". The signature is written in a cursive, flowing style.

Stephen Lacina

For more information, feel free to call me at 1-800-737-5576