



J. Scott Johnson
Iowa/Illinois Regional President

Wells Fargo Bank
666 Walnut Street
Des Moines, IA 50309

Tel: 515 245 3297
j.scott.johnson@wellsfargo.com

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To whom it may concern

I have known Karen Shaff as a top business executive at the Principal Financial Group, a mentor to up and coming leadership in our community and leader in community efforts for more than twenty years. I highly recommend Karen as a Business Record Woman of Influence.

Karen's work ethic, intelligence and business expertise are well regarded in the financial community. At The Principal, Karen runs the equivalent of Iowa's largest law firms. She is accomplished in advancing the practice of law and participating in the advancement of the legal profession in Iowa through her leadership in the Iowa State Bar Association.

But, it is Karen's advocacy and hard work in our community that compels me to endorse her nomination. Karen worked tirelessly to chair the board and fundraising for the new Science Center of Iowa. She has been an active and influential board member in a number of non-profit organizations, including the Animal Rescue League, Iowa Legal Aid, Grinnell College, Winefest, Bravo and others.

Karen's valuable advice, work ethic and integrity make her among Iowa's most influential women and overall business leaders.

Sincerely,

A handwritten signature in blue ink, appearing to read "Scott Johnson", written over the word "Sincerely,".

Scott Johnson

