



June 1, 2015

Des Moines Business Record
c/o Jason Swanson
100 4th Street
Des Moines, Iowa 50309

Dear Mr. Swanson,

It is with honor and enthusiasm I am pleased to nominate Lisa Welshhons for the 2015 Women of Influence Award. Lisa's expertise, dedication, remarkable leadership and service to Merit Resources has elevated and guided the organization to achieve higher levels of growth while maximizing resources. Merit is Professional Employer Organization based in Des Moines, Iowa serving over 400 clients representing 15,000 employees nationwide with their Human Resource needs.

Lisa joined Merit Resources in 2000 embarking on a journey in the PEO industry in her initial role as Human Resource Manager. Since then she has gained respect within the Merit organization through her demonstration of collaboration, expertise, and engagement among the Senior Management Team as well as staff.

In 2008 Lisa's commitment, human resource expertise, and proven abilities demonstrated her readiness to assume a higher level of leadership and accepted the role of Vice President, Client Service. In this role Lisa provided oversight of all client service aspects including payroll, benefits, risk management, client service delivery, and human resources.

The organization's decision in 2011 to devote dedicated resources to the senior living niche market required a leader intimately familiar with the present and future needs of growing senior living communities. The client relationships Lisa developed solidified their respect and trust of the organization. Lisa's dedication and leadership was a natural alignment and she enthusiastically accepted a new role of Division President for Merit's Senior Living niche market. In this role Lisa oversees sales, marketing, benefits, human resources, training and talent development, payroll, and client service delivery for the senior living market. In addition she cultivates new and existing client relationships to ensure the organization remains on the front line for the communities' back office.

Lisa is invested in attracting and retaining top talent which is evident in the success of her four managers and 16 staff. Lisa is a Senior Professional in Human Resources and a member of Leading Age. She models the way and her leadership style is well-respected within the organization and extends to the clients whom we serve. Lisa is cognizant of her staff's needs including the unique needs of those who work remote. She ensures each member of her staff have the tools and resources to critical to serving our clients.

Lisa's devotion and efforts to serve our clients and her staff are integral components to the continued success of the organization and it is an honor to have Lisa Welshhons a part of our Merit organization and at the forefront of Merit Senior Living.

Thank you for considering Lisa Welshhons for the 2015 Women of Influence award.

Regards,



Joel Duncan, CEO
Merit Resources