



Sarah E. Crane
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Des Moines Office

June 2, 2015

Women of Influence Award
Business Record

Re: Deb Tharnish

To Whom it May Concern:

I am very pleased to write this letter of recommendation to nominate Deb Tharnish for the Women of Influence Award. Deb is so many things to the Davis Brown Law Firm and, in particular, to the female attorneys at our firm. I have been an attorney at Davis Brown for the past four years and, during that time, have had the opportunity to gain a tremendous amount of insight from Deb.

Deb's most remarkable characteristic is her willingness to listen. She will welcome you into her office to discuss any case you may be concerned about, any big decision that is weighing on your mind, or any personal matters on which you are seeking advice. This generosity of time and spirit is what has endeared her to all attorneys at Davis Brown, and particularly to the young women of this firm. This is also the reason why she is a wonderful mentor to so many—she is always willing to lend advice, even on cases that are not her own. Further, Deb is known for her high ethical standards and is routinely sought out for advice in gray ethical areas.

Deb's sincerity endears her to clients and also to her colleagues. She is the type of person who remembers what is going on with your family and takes the time to get to know everyone around her on a personal level. She inspires others to do good work and lifts up younger attorneys by trusting them to take a significant role in her cases. As a leader in the firm—the firm's first female president in 1998-99 and current member of the finance and budget committees—Deb is a role model of success in the legal field.

I have been personally affected by Deb's leadership to a great extent. Within a year of arriving at the Davis Brown firm, I discovered I was pregnant with triplets (and already had a 1 year old at home). Deb - a mother to 7 children - never doubted whether my husband and I could pull this off and provided support throughout. All of this took place while we were working together on a complicated antitrust class action matter. I am inspired every day to be a better lawyer, a better person, and a better mother by Deb Tharnish.

Deb embodies the criteria of the Women of Influence Award and I hope you will give her strong consideration.

#2604787

DAVIS BROWN KOEHN SHORS & ROBERTS P.C.

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Sincerely,

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

A handwritten signature in black ink, appearing to read 'SCr', with a stylized, cursive script.

Sarah Crane