

May 23, 2016

Des Moines Business Record
Attn: Jason Swanson
100 4th Street
Des Moines, IA 50309

It is truly my honor to nominate and provide my endorsement of Karen Novak Swaiwell for the Women of Influence 2016 Award.

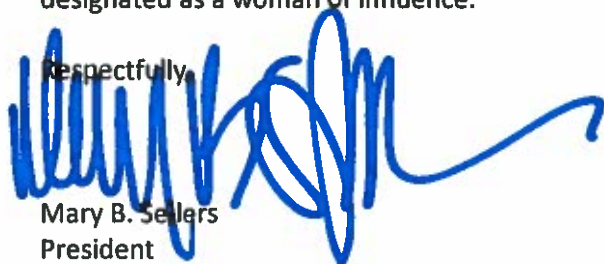
I have known Karen professionally and personally for 17 years, and I can say with confidence that Karen is without doubt a sincere, authentic and dedicated professional, friend and volunteer leader in our community.

Her list of volunteer leadership roles is many, and they span individual nonprofits, her community of West Des Moines as well as state-level appointments.

In her professional role Karen continuously serves as a mentor and coach for those in a job search. In her philanthropic role Karen continues to take on leadership roles in nonprofits, and her impact on her community of West Des Moines is profound.

Karen would be a worthy and well deserved addition to the many accomplished women who have been designated as a woman of influence.

Respectfully,



Mary B. Sellers
President