



May 24, 2019

Des Moines Business Record  
100 4<sup>th</sup> Street  
Des Moines, Iowa 50309

Dear Selection Committee,

It is with great pleasure to offer my recommendation of Kris Saddoris for the 2019 Business Record Women of Influence Award. Through Kris's leadership as Vice President of Multi-family Development, Hubbell has continued to lead the way in downtown and Central Iowa development

As the CEO of Hubbell, I've had the opportunity to work with Kris for nearly a decade. When she began as Vice President in 2011, her strategic insight and vocal leadership were immediately noticed. She has led our development teams in the creation of over 1,500 multi-family and condominium units in the Greater Des Moines Market as well as innovative communities like the Bridge District and Gray's Station in downtown Des Moines. Nearly every week, Kris is in front of our community members and business leaders striving to make our quickly-growing state the best it can be.

Outside of her work at Hubbell, Kris does not slow her pace. She is currently holding leading roles as: Board Vice President for HOME, Inc. a non-profit housing agency; Committee Chair for Downtown Community Alliance; Board and committee member for Midwest Housing Development; Member of Greater Des Moines Partnership Development Council; Connect Downtown stakeholder representative and member of CREW (Women in Commercial Real Estate) Iowa & ULI (Urban Land Institute) Iowa. Kris has also been named "15 People to Watch" by Des Moines Register, Citizen of the Year in 2015 by the Downtown Chamber and she has received many housing-related awards throughout her career. Kris truly thrives on being hands-on in the community, whether that's leading tours through developments to the Young Professionals Connection group or speaking at ULI luncheons.

Kris reflects everything that the 2019 Women of Influence Award is about – from the way she does business to her community involvement. She is passionate, dedicated and excited to be a part of the Des Moines community and will only continue to inspire and empower women in the real estate industry.

Sincerely,

A handwritten signature in black ink, appearing to read "Rick Tollakson". The signature is fluid and cursive, with a large initial "R" and "T".

Rick Tollakson, CEO Hubbell Realty Company