



May 24, 2019

Des Moines Business Record
The Depot at 4th
100 4th Street
Des Moines, Iowa 50309

Dear Selection Committee,

As President and CEO of Hubbell Realty Company, it is with great pleasure to offer my recommendation of Kate Hightshoe for the 2019 Business Record Women of Influence Award. As the Director of Hubbell Community Management, Kate leads by example within Hubbell Realty Company and outside of the four walls, within the numerous communities which she serves.

Since joining our team in 2014, Kate has continued to make a difference through her strategic management skills and has helped lead and grow her department to the largest yet. She leads the implementation of the company's community association property management division and oversees a portfolio of more than 6,000 units throughout central Iowa as well as South Dakota, Nebraska and Florida markets. Her leadership and strong female character are reflected in her many accolades with the National Community Association Portfolio Manager of the Year Award nominations; a title she was ultimately awarded in 2018.

Outside of Hubbell, Kate's impact can be felt on a much wider scale. Kate's passion truly lies with diversity, inclusion and creating an environment where all people – no matter their age, ethnicity, or background – can feel welcomed and inspired. Kate's positions within BRAVO, the Greater Des Moines Partnership and Iowa Asian Alliance proves her dedication to this subject. She was also an instrumental person in starting Hubbell Realty's Corporate Diversity and Inclusion Committee which she co-founded in early 2018.

I believe it's evident that Kate has earned the title of the 2019 Women of Influence Award and I believe Kate will continue to do great things with diversity, inclusion and central Iowa at the forefront of her mind. Thank you for your consideration of Kate Hightshoe for this award.

Sincerely,

A handwritten signature in black ink, appearing to read "Rick J. Tollakson", written in a cursive style.

Rick Tollakson, President & CEO
Hubbell Realty Company