

May 16, 2019

Subject: Women of Influence Letter of Recommendation – Kate Hightshoe

Dear Women of Influence Nominating Committee:

My name is Gene Meyer, President of the Greater Des Moines Partnership, and I am writing to give my highest and most confident recommendation in support of naming Kate Hightshoe as the winner of the 2019 Business Record Woman of Influence Award. While all the nominations this year will certainly be deserving candidates, the relevance and timeliness of highlighting Ms. Hightshoe's impactful and value-added contributions to the fabric of the Greater Des Moines community would further articulate the broader strategic mission we're all working to cultivate for future generations.

Kate is an Iowa native along with her parents, grandparents and great grandparents. Ms. Hightshoe was adopted at the age of 6 months from South Korea by her parents who were both graduate students at Iowa State University at the time. Gary Hightshoe, Iowa State University Professor Emeritus of Landscape Architecture introduced Kate to Iowa conservation and sustainability initiatives at very young age through prairie burns, wetland projects, and tree planting efforts. Over the years music, the performing arts, culture and diversity became a unique and exceptional set of skills that led her to the Conservatory of Music at the University of Missouri Kansas City where she earned a bachelor's degree in Oboe Performance and a Master of Liberal Arts.

Due to major economic shifts and trends during 2008, Kate was forced to explore other avenues and ended up working a temporary job as an Accounts Payables data entry clerk for a large real estate group in Kansas City. Eight years later Ms. Hightshoe had worked her way up to Director of Internal Audit which led her to her current role as Director of Community Management at Hubbell Realty Company. Coming full circle, ironically Ms. Hightshoe's current role consists of creating diverse and equitable communities that operate with conservation sustainability initiatives as a focus.

In addition to maintaining nearly 6,000 homes in the Greater Des Moines Metro, Ms. Hightshoe is currently serving her second term on the Board of Directors for the Des Moines Symphony. Kate not only serves on the Marketing Committee but is the Chair of the Artistic Advisory Committee and the Chair of the opening night Des Moines Symphony Gala. Kate serves on the Board of Directors for the Iowa Asian Alliance and is the Vice Chair of the Diversity and Inclusion Council at the Greater Des Moines Partnership. Kate is the Co-Founder of the Diversity & Inclusion initiative at Hubbell Realty Company and serves as an Executive Board member for Bravo Greater Des Moines and Chair of the Community Impact Committee. These are only a couple of Kate's highlights regarding her commitment and

service to Des Moines. Kate embodies leadership, community, diversity, inclusion, the performing arts, Iowa conservation and sustainability and will continue to enrich the lives and culture of Des Moines. Kate has recently accepted a volunteer position as a sub-committee member of the Central Iowa Water Trails project.

Again, please consider this to be my highest recommendation for Ms. Hightshoe as the 2019 Business Record Woman of Influence.

Sincerely,

Eugene Meyer, President
Greater Des Moines Partnership
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