



May 20, 2019

Des Moines Business Record  
Attn: Women of Influence Nominations  
100 4<sup>th</sup> Street  
Des Moines, IA 50309

To whom it may concern:

I am pleased to recommend Courtney Maxwell Greene for the 2019 Woman of Influence award. Courtney has been a trusted colleague, mentor and friend for the past eight years.

Courtney is a strong combination of intelligence and integrity with the impressive ability to see around corners and envision the future. Professionally, she has served in a number of public-facing roles at some of the most influential companies in the state. Because of her experience, she is often sought out for her experience and counsel to mentor young leaders or to help provide guidance on a board of directors.

Courtney's commitment to diversity, fair treatment and equal opportunities for everyone will have a lasting impact on Iowa for years to come. She has spent time as a volunteer mentor to increase the number of women – and diverse women - on central Iowa boards. She extended that effort to helping more women earn spots in the Iowa legislature through her work as a volunteer board member for 50/50 in 2020.

One of the most valuable lessons I recall from my mentorship with Courtney was her firm belief that no matter who you are or what level you are at, everyone should, at some point, “wash the windows.” She has used this analogy to help people understand that every contribution, regardless of how small it may seem, has incredible value and that sometimes you can learn and grow the most when you are willing to contribute at all levels of an organization. And that advice isn't lip service – she practices and models it in all that she does.

Courtney has made a difference and devoted time to the community throughout her entire life – you would be hard pressed to find someone who hasn't been impacted by her kindness, advice or talents. For that reason and so many more, Courtney would be a worthy addition to the 2019 Woman of Influence class.

Traci McBee  
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