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January 11, 2016

Nominating Committee
Forty Under 40 Award
100 Fourth Street
Des Moines, IA 50309

Dear Forty Under 40 Nominating Committee:

I am pleased to nominate Nola Cartmill for Forty Under 40 recognition.

Of the many nominations that I have made to Forty Under 40 and the Greater Des Moines Leadership Institute over the years, this is one that I am most pleased about making. Let me tell you the story.

Our law firm's strategy for hiring lawyers is to recruit from the best talent from the summer intern pool of first year of law school students (Note, it is not the second year, but the first year). It would simply be too difficult to compete against the money market firms for that type of talent for second year students. Because the large firms do not recruit in the first years, we have a chance for the best students from the most respected law schools in the country.

Nola Cartmill is one of those lawyers. Nola is self made and continually improving. Growing up with limited means the middle of four children in Fort Madison, she excelled academically. Hard work at Fort Madison High School earned her valedictorian status. That led to several scholarships, which allowed Nola to attend the University of Iowa, where she graduated with distinction. Based on merit, she was admitted to Harvard Law School. Harvard admitted Nola on academic achievement and test scores. Because of her performance, she was asked by Kaplan to teach the LSAT review course (the LSAT is the entrance exam to law school; Kaplan is a national leader in LSAT review courses).

During the second year of law school, we ask our law students to take an alternative choice of summer employment. If a student decides to come to Des Moines, it is based upon a full and complete comparison and they make a professional and lifestyle choice to accept a job in our firm and move to our city. When students work at big firms in large cities in their second summer, we do require they spend a week with us before returning to the final year of law school.

Nola worked that second summer in the Chicago office of the venerable law firm Jenner & Block and then she came for a week to Belin McCormick in Des Moines before she started her third year and began interviewing. On her last day before she returned to her final year of law school

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we had lunch. At lunch she said "Mr. Zumbach, as I was driving back to Des Moines, it just felt like home."

She could have easily remained in Chicago—her boyfriend's hometown; Nola's sister worked for Oprah Winfrey at the time. Nola accepted our offer at Belin McCormick and chose to build a career in Des Moines, a city where she could make a significant and immediate impact.

In our firm she has excelled. She has a deep sense of community. She is a board member of Children & Families of Iowa and is a board member of the Des Moines Pastoral Center. She is also a past board member of Whyld Girls.

She has a disarming, quiet, gentle personality but internally she is as focused and determined as the toughest driven lawyers in our profession. It is a wonderful combination.

Growing up with modest means in a river town in Southeast Iowa and subsequently achieving at the highest levels at the University of Iowa and Harvard Law School will bring a special, unique dimension to the Forty Under 40 class. She will enrich the experiences of her classmates.

I give Nola my strongest recommendation.

Sincerely yours,



Steven E. Zumbach
For the Firm

2016 Forty Under 40 Nomination: Nola Cartmill

Nominee	Espnola (Nola) F. Cartmill
Current Position	Attorney and shareholder
Company	Belin McCormick, P.C.
Company Address	666 Walnut Street, Suite 2000, Des Moines, Iowa 50309
e-mail address	efcartmill@belinmccormick.com
Birth date	May 29, 1984 (currently 31 years of age)
Colleges/Degrees	Legal: Harvard University School of Law, 2009 Undergraduate: University of Iowa, B.A., with distinction, 2006
Civic Leadership	Polk County Bar Association (Member) Iowa State Bar Association (Labor & Employment Section; Family Law Section) American Bar Association (Labor and Employment Section; Family Law Section) Polk County Women Attorneys (Member) Children & Families of Iowa (Board Member) Whyld Girls (Member, Advisory Board; Member, College Planning Committee) Des Moines Pastoral Counseling Center (Board Member) Greater Des Moines Leadership Institute (2011-2012)
Nominated by	Steve Zumbach
Company	Belin McCormick
Title	Attorney and shareholder
Phone	515-283-4625
e-mail	sezumbach@belinmccormick.com



DES MOINES PASTORAL

COUNSELING CENTER

January 6, 2016

Nomination Committee

Forty Under 40 Award

Des Moines Business Record

The Depot at Fourth

100 4th Street

Des Moines IA 50309

Dear Nomination Committee:

I have known Espnola Cartmill for the past four years. We became acquainted as she was nominated and elected to the board of directors of the Des Moines Pastoral Counseling Center, a non-profit counseling organization where I am the executive director. The staff of 35 (27 counseling professionals) serves 2,200 clients annually.

Ms. Cartmill's interest in mental health services brought her onto the board of the Center, where her legal expertise was recognized as an asset for the organization. In addition to her general support of the Center through its board, she has functioned as a valuable legal resource to me in responding to occasional "potentially legal" situations. When a particular question needed the expertise of a colleague, she made that helpful referral. She applied her understanding of employment law in re-writing the Center's employment policies and handbook. She has contributed regularly to the Center's Human Resource Committee meetings.

Beyond offering her professional expertise as needed, Ms. Cartmill has supported the Center's fund-raising efforts and introduced others to the Center's services. She has sponsored a table at the Center's Women Helping Women luncheon each year and hosted a "friend-raising" luncheon.

Espnola exudes a quiet confidence in relating to others. Her calm style allows others to be at ease in working with her. While she is serious in addressing matters that come to her attention, her dry wit allows for some realistic perspective.

In summary, she is a delight to work with. She is there as needed professionally, as well as supportive personally. I see her as an excellent candidate for the "Forty under 40" group of professionals.

Sincerely,

Ellery H. Duke, Ph.D.

Executive Director

Des Moines Pastoral Counseling Center



children & families of iowa
Restoring hope. Building futures. Changing lives.

1111 University Avenue, Des Moines, IA 50314
Phone: (515) 288-1981 • Fax: (515) 288-9109
www.cfiowa.org

December 21, 2015

Nomination Committee
Forty Under 40 Award
Des Moines Business Record
The Depot at Fourth
100 4th Street
Des Moines IA 50309

Dear Members of the Nomination Committee-

It is with pleasure that I write this letter of recommendation on behalf of Nola Cartmill in regard to the Des Moines Business Record Forty Under 40 recognition.

Nola is a dedicated and committed board member of Children & Families of Iowa. I have found her level of professionalism, integrity and leadership exemplary.

As a member of the Advocacy committee, Nola is a strong advocate for children and their families who have experienced trauma or are simply trying to manage life due to unintentional life circumstances.

Nola has been instrumental and supportive in preparing advocacy strategies in regard to children's mental health issues and childcare.

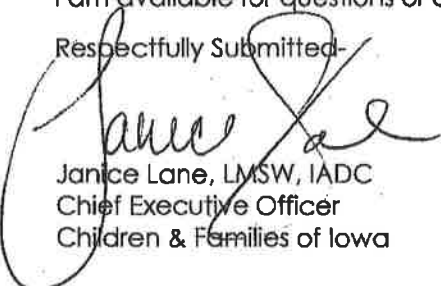
She was intricately involved in the planning of Children & Families of Iowa's 2nd Annual Legislative Forum that was held in November.

In my initial introduction to Nola, she shared her passion of "Wanting to do more for families..." "I understand why families feel defeated." It is this type of compassion and dedication that makes Nola a strong leader, an advocate of children, and an involved community member.

I highly recommend Nola Cartmill as a strong candidate for the Forty Under 40 award.

I am available for questions or additional comments.

Respectfully Submitted-


Janice Lane, LMSW, IADC
Chief Executive Officer
Children & Families of Iowa

JL:rsb



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 efcartmill@BelinMcCormick.com
 Asst. Shannon Olson 515.245.8716

EDUCATION

Legal

Harvard University, J.D., 2009

Undergraduate

University of Iowa, B.A.,
 with distinction, 2006

PRACTICE AREAS

Labor and Employment

Litigation

Complex Civil Litigation

Family Law

Trial Practice

ADMITTED TO PRACTICE

States

Iowa

Federal Courts

U.S. District Court,
 Northern District of Iowa

U.S. District Court,
 Southern District of Iowa

U.S. Court of Appeals,
 Eighth Circuit

Espnola (Nola) Cartmill is a shareholder in the firm practicing in the areas of employment law, complex commercial litigation, trial practice and family law.

Nola provides counseling to employers regarding compliance with state and federal employment laws. She also assists employers in drafting employee handbooks, drug testing policies, and notices required under state and federal employment laws. Nola also represents clients before state and federal district courts, state appellate courts, and state administrative agencies when litigation is necessary.

In addition, Nola handles cases involving child custody disputes, alimony and child support, and the division of personal property.

Nola is a graduate of the University of Iowa and of Harvard Law School. While at Harvard Law School, she worked at the WilmerHale Legal Services Center as a student attorney in the Family Law Clinic.

PUBLICATIONS AND PRESENTATIONS

"It's Five O'Clock Somewhere: How to Keep a Sober Workforce", Employment Law Seminar (2015)

"B&B Women's Rights Workshop", The Iowa Black and Brown Presidential Forum, Panelist (2015)

"Equal Pay for Equal Work", Employment Law Seminar (2014)

"COBRA and HIPAA", Central Iowa SHRM's HR Law Series (2014)

"Employees Gone Wild: Crisis Control in the Workplace and ADA Considerations" BUILD Des Moines (July 2014, ppg 44-45)

"Promoting Diversity in the Workplace: Lessons Learned from Affirmative Action", Employment Law Seminar (2013)

"Employees Gone Wild: Crisis Control in the Workplace", Employment Law Seminar (2013)

"Employment Law Update", CISHRM (2012)

"The New Gina: Why You Should Think Before Asking Your Employees 'How Are You?'" Lincoln Inne of Court (2012)

"Impact of Healthcare Reform on Employers," Employment Law Update: Contemporary Challenges in a Changing Workplace (2011)

"Impact of Healthcare Reform on Employers," Belin McCormick Employment Law Seminar (2010)

COMMUNITY AND PROFESSIONAL ACTIVITIES

Polk County Bar Association (Member)

Iowa State Bar Association (Member, Labor and Employment Law Section Communications Committee; Member, Family Law Section)

American Bar Association (Member, Labor and Employment Law Section; Member, Family Law Section)

Polk County Women Attorneys (Member)

Children & Families of Iowa (Board Member)

Des Moines Pastoral Counseling Center (Board Member)

Greater Des Moines Leadership Institute (2011-2012)

Whyld Girls (Member, Advisory Board; Member, College Planning Committee) 2012-2014