



January 11, 2016

Business Record

RE: Forty Under 40 Nomination – Ben Johns

Dear Nominating Committee,

I have known Ben Johns since he started with The IMT Group, a property/casualty insurance company based in West Des Moines, Iowa. He was hired in May 2010 as a web designer, was promoted to senior web designer and now manages a team of programmers.

Ben has worked on a number of projects with members of our team. He thinks creatively and brings fresh perspective to everything he does. He is energized by new challenges. When Ben is involved with a project you know the outcome will be innovative and well done. He works passionately for superior solutions.

Ben was heavily involved with our company's Facebook page launch and continues to contribute to this effort when called upon. His vision of an Intranet site where our employees can go for company news, events and announcements continues to evolve and has far exceeded our initial expectations.

In addition to his work duties, Ben has significantly increased employee participation in company blood drives through various incentives. He has contributed extensively to various company committee activities, both as a member and as a leader. He is one of the first people to step in and help when volunteers are needed. Ben was the first to suggest the formation of The IMT Response Group, a committee of employees who respond to community and customer needs in the event of severe weather events in our business territory. In the past he has participated in company volunteer activities such as Habitat for Humanity and St. Baldrick's, a children's cancer research fundraiser.

I believe Ben is an outstanding Forty Under 40 candidate. I recommend him, not only because of his well-rounded contributions to work and community, but also because of the positive energy and passion he brings to everything that he gets involved with. If you have any further questions with regard to his background or qualifications please do not hesitate to contact me. My email is brad.buchanan@theimtgroupp.com and phone number is 515-327-2795.

Sincerely,

Brad Buchanan
The IMT Group
Vice-President, Personal Lines



To Whom It May Concern,

This letter is in recommendation of Ben Johns for joining the Forty Under 40 Class of 2016.

Ben Johns worked at Spindustry as a graphic designer with his mission being to help our clients look good and achieve their goals. Ben believed in this mission and was well liked by clients.

In addition to that, Ben showed great team building and leadership via organizing Spindustry's United Way efforts for 3 years while he was with us. Ben was always a cheerleader for efforts within our company. Ben is well liked and fun, but best of all, the driver behind having fun for Ben is a true caring for those around him and a desire to see them be their best. I have witnessed Ben as a teacher in formal technical classes as well and that same desire to see others grow and help them succeed is present there.

I know that before, during, and after Spindustry, Ben has participated in programs with Habitat for Humanity, Life Serve Blood Center, reading programs for children, and Big Brothers/Big Sisters. It does not surprise me at all to see him giving back to his community in this way and I know as he succeeds in business and his capacity to give grows, his actions will follow.

Ben is great at what he does and better at being a part of a team, building teams, giving back, and helping others succeed. And having fun while doing it. If that isn't someone who has achieved what they needed to before 40 with the potential to do more, I don't know who is.

I highly recommend Ben to represent Des Moines, Iowa, Spindustry Alumni, etc. as a member of your Forty Under 40 Class of 2016.

Sincerely,

Michael Bird, President
Spindustry Digital



Jason Swanson

Forty under 40

Re: Ben Johns

I have been asked to write a letter of recommendation for Ben Johns for recognition as a Forty under 40 nominee. It is my pleasure to be able to do this for Ben. I have known Ben for over 25 years. He was friends with my three sons so I have been able to see him grow and mature into a very responsible adult.

When he was younger he was active in our church and the activities that went on at the church. He was always a person that would jump in and help people when they needed a helping hand.

I used to lead a group of men on an annual Habitat for Humanity build. A large group us would go somewhere in the Midwest and blitz build a house in a week. Ben was a valuable member of that crew and always willing to do some of the hardest and dirtiest work.

I have observed him as a dad and a husband and I am proud how mature he has become in these roles.

I think Ben is very deserving of this recognition.

Yours Truly,

Bob Scott

Mayor of Sioux City



January 12, 2016

RE: Business Record Forty under 40 Nomination – Ben Johns

Dear Nominating Committee,

My name is Ann West and I'm the VP of Information Systems at The IMT Group. I hired Ben over 5 years ago and have been able to both work with him and get to know him on a personal level. Ben is one of the most enjoyable and fun people to work with, but he also takes his position and responsibilities very seriously.

Ben was the first person with a Graphic Design background hired by our department. With his prior experience and background he's been able to raise IMT's websites, agent and customer sites to new, fresh and extremely professional levels. His ability to work with others is remarkable and has earned him respect among his coworkers and peers company wide.

Ben was promoted to a Manager in our department a year ago. I am continually impressed with his leadership skills and again he has quickly earned the respect of his team members. He is able to balance that line of having fun at work and being easily approachable while achieving success in his projects and through his team. I see him being a great mentor to both his younger and more senior team members.

Ben has volunteered for several different community outreach events during his time at IMT and has dramatically increased participation in these events. As I was doing research for his nomination I was surprised at how much of his time over the years he has committed to volunteering. Even today with a full-time job, a side business and two small children it has remained an important focus in his life.

Ben takes great pride in both his personal and professional life, all with great humility. He teaches the importance of work life balance and giving to your community by the example that he sets. Ben demonstrates that you can be successful in all these areas of life.

If I had to think of 5 words to describe Ben they would be: fun, leader, mentor, generous and balanced. Thank you for your consideration of Ben Johns for this nomination. I hope you're able to recognize these same qualities in Ben through these letters that we at IMT are able to see.

Thank you,

Vice President, Information Systems

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