

To whom it may concern:

I have known Jan Glendenning for roughly 12 years. I have been on The Nature Conservancy (TNC) of Iowa board for some time, and Jan was the director of philanthropy for the Iowa organization when I became re-engaged with the Conservancy. One of our first projects was a capital campaign. The board and staff all felt the limit of our reach would be an \$9 Million campaign, and I suggested we could go for \$13. With unflagging effort, and Jan's leadership and enthusiasm, the organization reached \$18 million for this campaign.

Soon thereafter, Jan was put in a position to co-lead the Iowa chapter of The Nature Conservancy (TNC). This was a difficult assignment, dealing with the day to day operations of the chapter, while balancing the awkward role of co-director. She handled this situation with grace, diplomacy and maturity. Her desire for the success of the organization smoothed the transition, and soon she became state director.

As state director, Jan has demonstrated exceptional leadership, collaboration, strategy, management, and prescience in this position. Her accomplishments, though too numerous to mention in full, are reflected with a few examples:

- Jan was instrumental in organizing a statewide campaign, harnessing national, regional and state organizations and over 100 other local environmental organizations, resulting in the passage of the Iowa Natural Resources & Outdoor Recreation Trust Fund constitutional amendment, garnering over 63% approval by the voters in 2010.
- Jan successfully led initiatives in SE Iowa to expand the holdings of our Lower Cedar project area from 750 acres to over 3,000 acres through the successful negotiations with landowners and donors to achieve this growth.
- Jan has marshalled the forces of another 50 organizations to continue the effort to fund the Iowa Natural Resources & Outdoor Recreation Trust Fund through the last 5 general assemblies in Iowa. She established, built and strengthened relationships with scores of state legislators, partners, and other influencers in the state to raise the awareness and the need to Fund the Trust.
- Most recently, Jan was instrumental in steering the outcome of a task force initiated by the Des Moines Partnership to provide recommendations to the Governor and Legislature on a path forward to conserve Iowa's Soil and protect Iowa's Water. She and her staff have been the putative leaders in this effort, aligning the varied interests of over 100 diverse stakeholders, and providing the group with a strategy that is comprehensive and long lived.

All the time I have worked with Jan on these various projects, she has been focused, accommodating, collaborative and humble. At every opportunity, she has given credit for her successes to others. The 15 state and nation-wide organizations with which she collaborates (from Farm Bureau to Iowa Soybean Ass'n., from



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USDA to the Iowa Dept. of Agriculture & Land Stewardship, from the Polk County Conservation Commission to the City of Des Moines Engineering department, from the Army Corps of Engineers to Ducks Unlimited) all respect her integrity, her non-confrontational, pragmatic approach to the problems that face us in the area of sustainable crop production, soil health, water quality and protection of our precious natural resources.

Jan has the ability, and is on the trajectory, to be a national (and probably, international) figure in the area of natural resource policy and protection. It would not surprise me to see her present and past accomplishments catapult her into a national position in the Department of the Interior, the USDA, or another agency that requires passion, a clear vision, a strategic mindset and a systems approach to whatever issues are at hand. I am sure her peers and those with whom she is in contact every day concur – Jan Glendenning is a substantial and outstanding asset in her organization, the community in which she lives and works, the state of Iowa, and the Midwest. I am honored and proud to submit her for the “40 under 40” award. She deserved it 10 years ago, and continues to earn it every day.

Robert G. Riley, Jr.

Chairman of the Board, Riley Resource Group (RRG)

To Whom it may concern:

I support the selection of Jan Glendening as one of this year's group of 40 under 40.

I have worked with Jan in her role as State Director of the Iowa Office of the Nature Conservancy for the last several years. I'm impressed with the way she has led the Conservancy in Iowa to a broader and substantially increased level of activity.

In particular, she has undertaken efforts to help resolve Iowa's water quality issues and did so before those issues became as much in the public as they are now. The Conservancy under Jan's leadership has been working for a number of years with farmers in the Boone River watershed, and more recently in the upper Cedar River watershed, to identify the most cost effective solutions to nitrate and phosphorous pollution.

In addition, the Conservancy has contracted with the Corps of Engineers to review the operating procedures for the Saylorville and Red Rock dams.

Jan Glendening is clearly making a significant contribution to our community and to the whole state and deserves to be recognized.

Very truly,

Fred W. Weitz

400 Locust St., Des Moines

January 14, 2016

To Whom It May Concern:

Re: Letter of Recommendation of Jan Glendening
For nomination to the Des Moines Business Record's "40 under 40"

To begin with I have known Jan since 2008 when I joined the The Nature Conservancy Board of Directors for Iowa and subsequently served for six years. Below is specific information about Jan's outstanding service and accomplishments with The Nature Conservancy (TNC).

Jan started with TNC right out of college in 2001. Her first position with TNC was an entry level communication and fundraising assistant. Jan then led TNC's statewide fundraising in Iowa from 2003 through 2011. Since then, Jan has been the State Director and in charge of the entire Iowa TNC program.

Staff growth from when Jan started to today, has grown from 9 to 22 people. The TNC annual budget, likewise, has easily more than doubled. Some project highlights during Jan's tenure include;

Leading the fundraising to significantly expand our land ownership at Broken Kettle Grasslands in the Loess Hills, Iowa's largest native prairie land. Additionally, Jan led the fundraising to reintroduce the Bison at Broken Kettle Grasslands.

She secured a large land gift that allowed us to leverage federal grants to restore more than 3,000 acres of wetlands in northwest Iowa.

As lead fundraiser and State Director, Jan helped expand land ownership in the Lower Cedar Valley from 750 acres to 3,000 acres. And as State Director, she helped secure a federal grant to restore more than 2,200 acres of the wetlands along the Missouri River after the Flood of 2011.

Jan also did all the fundraising to launch a freshwater program in Iowa with the Boone River Watershed project, an agricultural watershed project where TNC has worked with farmers to restore 17 oxbow wetlands upstream from Des Moines.

Again as lead fundraiser and State Director, she helped restore more than 40 wetlands in the Cedar River Basin following the Flood of 2008.

Jan has also recently launched a project to work with the U.S. Army Corps of Engineers to modernize the Dam operations at Saylorville and Red Rock reservoirs.

Also as State Director, she launched the Conservancy's statewide agriculture program.

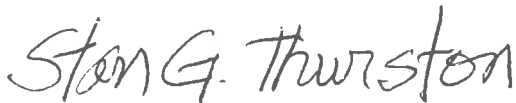
Jan led the Conservancy in Iowa's first ever capital campaign, which raised more than \$18 million dollars.

Jan was the finance chair for Iowa's Water and Land Legacy Coalition that helped successfully pass a public ballot initiative to establish Iowa's Natural Resources and Outdoor Recreation Trust Fund.

As lead fundraiser and State Director, Jan has helped establish collaborations with leading agricultural companies including Dupont Pioneer and John Deere.

Finally, in my experience with Jan, none of this incredible work is about her; it is all about doing the right thing for Iowa and the wonderful nature within it. She has gone above and beyond to protect Iowa's precious land. I strongly believe Jan is fully deserving of the "40 under 40" recognition and I hope you give her your full consideration.

Most Sincerely,

A handwritten signature in dark ink that reads "Stan G. Thurston". The signature is written in a cursive, flowing style.

Stan G. Thurston
Retired CEO, Life Care Services Corporation

Vermeer



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January 12, 2016

Des Moines Business Record
The Depot at Fourth
100 4th Street
Des Moines IA 50309

Dear Des Moines Business Record,

It is my pleasure to highly recommend Jan Glendening for your 40 under 40 selection. Jan is highly deserving of such distinction. I have known Jan for more than a decade. During that time she has progressed through the ranks at the Nature Conservancy of Iowa due to her leadership, passion, and organizational abilities. Jan currently serves the Nature Conservancy of Iowa in the role of State Director.

Some of Jan's recent accomplishments include her work on Iowa's Water and Land Legacy trust fund, the Boone River Watershed, and the Des Moines River Sustainable Rivers Project. I have always appreciated Jan's open-minded, pragmatic and diligent approach to her work on such projects.

Jan is an Iowa leader that is highly deserving of the honor of being selected to your 40 under 40 group.

Sincerely,

Jason Andringa
President & CEO

FROM THE DESK OF
RICHARD L. MCCONNELL

January 11, 2016

To Whom It May Concern,

This is a letter of recommendation for Jan Glendening to be selected to the Des Moines Business Record's "40 Under 40". Jan is currently leading The Nature Conservancy in Iowa and is very deserving of this recognition.

I have known Jan since 2004 when I became a trustee of The Nature Conservancy. I had the opportunity to work with her on the first ever capital campaign to be undertaken by the Iowa Chapter of The Nature Conservancy. Jan worked very hard and provided exemplary leadership in completing a very successful campaign. Since then she has taken on additional leadership responsibilities focused on very important statewide conservation projects in the Loess Hills of western Iowa, the grasslands of southern Iowa, the Boone River watershed in central Iowa, and the flood plains of the Cedar River in eastern Iowa. She has also been a key leader in support of the Iowa Water and Land Legacy Trust Fund as well as the Des Moines River Sustainable Rivers Project. Because of her farm background, Jan has a keen understanding of how to work with farmers and landowners to preserve land by using scientifically sound conservation practices.

Jan will continue to be a key leader in advocating for water quality improvement in Iowa. I am certain that she will play an instrumental role in collaborating with private citizens and public officials to address future environmental concerns that may arise in the State of Iowa.

I can think of few young leaders in central Iowa that deserve to be recognized more than Jan Glendening. Thank you for considering her nomination.

Sincerely yours,

Richard L. McConnell

Retired President, Pioneer Hi-Bred International, Inc.

Letter of Recommendation
40 Under 40
Jan Glendening

Jan Glendening deserves to be recognized as one of the top young leaders in central Iowa. Jan was named State Director for the Iowa chapter of The Nature Conservancy (TNC) in July, 2011. In that role she is responsible for all TNC operations in Iowa including staffing, strategic planning, operations, fund raising, land acquisitions and financials.

In December 2009, I retired as President of Insurance and Financial Services at the Principal Financial Group. At that time I joined the Board of Trustees of the Iowa Chapter of TNC and have been privileged to be associated with Jan ever since.

Iowa TNC has a long history of protecting unique and endangered lands in Iowa by acquiring land and easements and restoring, maintaining and managing those lands. Jan has continued that tradition by acquiring and restoring large blocks of land in both the Loess Hills in western Iowa and in the Lower Cedar River Basin. Iowa TNC has now protected 10,009 acres in the Loess Hills and 3086 acres in the Lower Cedar.

But as successful as that has been, she also realized that we needed to leverage our expertise by influencing and assisting other land owners in these areas to adopt appropriate land management practices to protect their lands. This has extended our impact far beyond the land we actually control.

She has also led a transition of our mission at Iowa TNC to include clean water, sustainable agriculture, climate change and connecting people to nature. Knowing TNC can't do all of this itself, she has reached out to other organizations and agencies to build partnerships to accomplish aggressive but necessary goals.

Examples of how she has done that include:

- *A TNC project in the Boone River Basin to work with farmers/landowners, and ag businesses and organizations to determine and implement best, sustainable agricultural practices.
- *Securing a partnership with the corp of engineers to begin a project called the Des Moines River Sustainable Rivers project which will work with stakeholders along the Des Moines River to review and modernize dam management and river flows.
- *Generating support for funding Iowa's Water and Land Legacy trust fund.
- *Building a coalition of interested people in Muscatine and the Lower Cedar River to plan how we can make TNC lands in that area available for community use.

Some people are good individual **contributors**, some are good formal **leaders**, and some are good informal **influencers**. Jan is very good at all three.

As a **contributor**, she started her career at Iowa TNC as a very successful fund raiser.

In her **leader** role as State Director she has attracted and developed a very capable and passionate staff. She seems to be able to strike that magic balance — allowing her staff the freedom to make decisions and be creative while still keeping them focused on our mission and helping them to grow and develop.

As an **influencer**, Jan has helped to form a coalition of conservation groups, ag groups, businesses and individuals to promote funding of Iowa's Water and Land Legacy trust fund. She has become an effective informal leader of this group.

She has also been a leader in TNC developing a coordinated strategy for all TNC chapters to work together to reduce nutrient flow in the Mississippi.

In a short time, Jan has had a significant impact on making Iowa and our world a better place for all of us. And the best is yet to come.

Sincerely

A handwritten signature in dark ink, appearing to read "John Aschenbrenner", with a long, sweeping horizontal line extending to the right.

John Aschenbrenner
January 12, 2016