

Business Record
Forty Under 40 Nomination Form
Ben Tebo



Name: Ben Tebo, JD, AIC

Current Position: Assistant Vice President

Company: Creative Risk Solutions

Company Phone Number: 515-223-6959

Company Address: PO Box 9207

City, State and Zip: Des Moines, IA 50306

Email Address: btebo@creativerisksolutions.com

Birthdate: July 29, 1980

College Attended: Bachelor's in Business Administration from Graceland University and Juris Doctor from the University of Missouri-Kansas City School of Law

Family: Married to wife Maggie, 6 years
Daughter – Ireland (5)
Son – Noah (3)

Business Accomplishments: see executive summary

Civic Leadership: see executive summary

Resume/Bio: attached

Letters of Recommendation:

Teri Sporer, Creative Risk Solutions
Peter Karney, North American Specialty Insurance Company/Washington International Insurance Company

Nominated by
Teri Sporer
President/Shareholder
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Forty Under 40 Nomination
Ben Tebo
Executive Summary



**CREATIVE
RISK SOLUTIONS.**

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A drive to succeed can be found in many young professionals today, but a drive to succeed coupled with the passion for making a direct, positive impact on others' lives is harder to find. That's when we look to people like Ben Tebo. Ben is one of these young, professional difference makers. He's not only dedicated to his family and community, but he's also a relationship builder and connector, making him the best kind of leader.

The Start

Ben graduated from Graceland University in Lamoni, Iowa, with a bachelor's degree in Business Administration. But his passion for knowledge building didn't stop there. He went on to attend the University of Missouri-Kansas City School of Law, earning his Juris Doctor.

Business Success

Ben began his career at Creative Risk Services, a division of Holmes Murphy & Associates, in 2012, but is no stranger to Holmes Murphy. He actually interned with the company in 2005. He now serves as an Assistant Vice President where he's responsible for profit and loss/budgeting for the company's nearly \$7 million in revenue.

During his time at Creative Risk Services, he's not only expanded the company's reach to include 46 states for workers' compensation claims management, but, in the past three years alone, he's also increased staffing from 29 to 44 full-time employees. He accomplished this all the while helping Creative Risk Services remain one of the most profitable divisions of Holmes Murphy.

In 2015, Ben was recognized as a rising leader within the greater Holmes Murphy organization and was selected to participate in HMA University. Only those leaders who show a dedication to the growth of the company and a passion for leading others are invited into the program. As a result, Ben was offered the opportunity to become a Holmes Murphy shareholder and will do so in 2016.

Focus on Community

Ben's passion for helping others extends beyond his home and work life and right into the community. Ben is currently on the board of directors for the ALS Association Iowa Chapter. He also participates on the board of managers for the YMCA Healthy Living Center. Ben has been recognized with the YMCA President's Club award. The YMCA President's Club recognizes community leaders, philanthropists, board members and staff who are highly committed to the values of the YMCA.

Previously, Ben served on the board of managers for the John R. Grubb YMCA, where he was chairman of the 2007 Partner with Youth Campaign. With his help, that campaign reached and exceeded the goal of raising \$50,000. In the past, Ben also served as a volunteer youth basketball coach for the Maroon Basketball Association.

Why Ben

Through his career achievements and his commitment to helping others, Ben leads by example through his words, actions and work and is deserving of the Forty Under 40 Class of 2016.

