



CREATIVE
RISK SOLUTIONS.

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January 15, 2016

Business Publications
Forty Under 40
100 4th Street
Des Moines, IA 50309

Re: Recommendation for Ben Tebo
Business Record – Forty Under 40

To Whom It May Concern:

I would like to recommend Ben Tebo for the Forty Under 40 class of 2016. Ben has been with Holmes Murphy & Associates in several different capacities over the past 10 years. From his days as an intern to his current role as the Assistant Vice President for Creative Risk Solutions, he has exhibited great leadership qualities and a work style that allows many to want to follow him. His responsibilities include hiring, training, mentoring and managing a staff of seasoned professionals managing property casualty claims. Ben also has recently assumed responsibility for ensuring that Creative Risk Solutions meets our fiscal goals.

In 2015, Ben graduated from the pinnacle leadership program, HMA University, and will become a shareholder of Holmes Murphy in 2016. He keeps busy with his service to the community on top of raising a young family. Ben has participated in many volunteer opportunities over the years and currently sits on the ALS Association and the YMCA Healthy Living Center Board of Directors. He believes in giving back to the community and really enjoys working with youth sports programs, too.

We engaged in Zenger Folkman Strengths training in 2014, and Ben's top five strengths include strategic, achiever, futuristic, learner and competition. Participation in your Forty Under 40 program will help him continue to build on those strengths and enhance his contributions to his professional role as well as his role as a member of this community.

I sincerely believe that Ben would be an asset to the Class of 2016. Thank you for considering him for participation; you won't be sorry!

Sincerely,

Teri Sporer
President
Creative Risk Solutions

