



The Ingenuity Company

Strategy | Visioning | Design Thinking | Diagramming | Organizational Development

Date:	09 January 2017
To:	Forty Under 40 Selection Committee Business Publications Corporation c/o Jason Swanson 100 4 <sup>th</sup> Street Des Moines, Iowa 50309
Regarding:	Kim Hanken Recommendation Letter

Dear Mr. Swanson + Selection Committee:

I have had the pleasure of serving with Kim Hanken in a number of capacities around the community. Her work with the Ankeny Young Professionals has made that organization among the most influential and impactful of any in the greater Des Moines area.

Her work in helping facilitate the 2016 Young Professionals Symposium in Ankeny this past fall was absolutely exceptional. Her contributions and leadership allowed a successful reboot and growth of that event into something that will no doubt become the signature statewide YP event for years to come.

Kim's dedication and hard work allow the organizations she contributes to become better and more effective through tangible actions. Her infectious motivation causes those around her to want to contribute and to work harder toward a common goal.

I am thankful that Kim is part of the YP Community in Des Moines. Her ability to balance her work, professional, and personal life is an inspiration to those around her. On a personal level, I appreciate her honesty, integrity, and the interplay of ideas and viewpoints she brings to any discussion.

I highly recommend Kim Hanken for induction into this year's class, without reservation.

Thank you for considering her nomination.

Sincerely,

Joseph R. Benesh  
President + CEO, The Ingenuity Company