



IOWA ASSOCIATION OF BUSINESS
AND INDUSTRY FOUNDATION

Making a Difference in the Lives of Iowans.

January 11, 2017

"Forty Under 40"
Business Publications Corporation
100 Fourth Street
Des Moines, Iowa 50309

To Whom It May Concern:

Please accept this sincere endorsement and letter of support to select Joe Sorenson for the Des Moines Business Record's "Forty Under 40" recognition. Joe is a fantastic emerging leader professionally and in his civic and volunteer activities.

Joe is an alumnus of our Leadership Iowa University (LIU) program. He was very engaged during the program and was one of our stellar participants. He has remained active and now serves on the LIU board. Joe brings many innovative ideas and a real desire to help the program gain success at the highest level.

In addition to LIU, Joe is very active in the community. I see Joe as a quickly rising community leader. He is genuine, kind, inclusive, engaging, energetic, and fun. He is a person who says "YES!" when called upon to help. He gives of his time, has an outstanding attitude, and exhibits the traits of a great leader.

Joe has, and will continue to have, a very positive impact on our community and state. I highly recommend Joe Sorenson for this year's "Forty Under 40" class.

Sincerely,

Kay Neumann-Thomas
Vice President, Programs
ABI Foundation
400 East Court Ave., Suite 100
Des Moines, IA 50309
515.280.8000
kthomas@iowaabi.org