



THINKING AHEAD

January 13, 2017

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

Re: Recommendation Letter for Stephani Manning
Business Record – Forty Under 40

Dear Forty Under 40 Selection Committee:

It is with great pleasure and enthusiasm I am writing to endorse Stephani Manning for the Business Record's Forty Under 40 Class of 2017. Stephani began working for Innovative Captive Strategies as an Event Coordinator nearly 10 years ago. During the past decade, she has distinguished herself as an outgoing, energetic, and accomplished young professional, and has risen through the ranks.

As Assistant Vice President with Innovative Captive Strategies, Stephani's professional qualifications, industry knowledge, and demeanor have all contributed to her success. She has ambitiously set high professional goals for herself and consistently accomplishes these goals through dedication and hard work. Stephani's responsibilities include captive leadership, growth and expansion of group captive programs, and overseeing the strategic direction of captives specific to risk management and finance areas.

Not only is Stephani a focused young professional, she is also a team player and a leader with unlimited potential. Her integrity and sincere desire to contribute to her community are strong attributes at a time when Des Moines is trying to retain young, talented citizens as part of our future. She also has the amazing ability to balance her work and home life. Her family, including her husband and two young, very active children, are of the utmost importance to her.

Participation in your Forty Under 40 program will help Stephani continue to build on her strengths and enhance her contributions to her professional role as well as her role as a member of this community. I sincerely believe that Stephani would be an asset to the Class of 2017. Thank you for considering her for participation.

Sincerely,

Daniel T. Keough
Chairman and CEO
Holmes Murphy & Associates

January 13, 2017

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100 4th Street
Des Moines, IA 50309

Re: Recommendation Letter for Stephani Manning
Business Record – Forty Under 40

Dear Forty Under 40 Selection Committee:

I'm incredibly honored to recommend Stephani Manning for the Forty Under 40 Class of 2017 and to be included in this prestigious group of business leaders in the Des Moines community (an honor I humbly received in the early 2000s).

I have personally worked with Stephani for the last 10 years. I honestly don't believe I've seen anyone in my company develop, grow, and mature as much as Stephani has over this period of time. She is a truly valuable asset to absolutely any team and always a willing team member! She is honest, dependable, and incredibly hard-working—balancing with ease the demands of a young and growing family as well as an exponentially growing book of business.

When I think of the qualities this committee is looking for in a Forty Under 40 member, it is trying to find "difference makers" in this community—people who will put the interests of others in front of themselves and get things done. I've seen Stephani take this interest in people in the community (of all diversities), as well as younger team members within our company and execute on a vision and passion to put all of these people in a better position than before she was involved.

This passion and vision is exactly what the Des Moines community needs and will receive with Stephani's involvement going forward. I've deliberately not included Stephani's vast accomplishments, as I know they've been addressed elsewhere. However, I'd be remiss if I didn't tell you unequivocally that we are a better company with her on the team...period.

Without a doubt, I confidently recommend Stephani to join your prestigious group for 2017. Please feel free to contact me should you like to discuss Stephani's qualifications and experience further. I'd be happy to expand on my recommendation.

Sincerely,



Tom Stewart
President
Innovative Captive Strategies



RE: Letter of Recommendation for Stephani Manning Forty Under 40

January 6, 2017

Mr. Jason Swanson
Business Record
100 SW 4th St, Des Moines, IA 50309

To the Selection Committee:

It is my pleasure to write a letter of recommendation for Ms. Stephani Manning and her well-deserved nomination to the Forty under 40.

I have had the pleasure of meeting and working with Ms. Manning over the last five years initially in business and in recent years, in school activities, and in common philanthropic endeavors supporting the Leukemia & Lymphoma Society (LLS).

I began working with Ms. Manning as my company was introduced to several new insurance products that Stephani's team spearheads. Through that process I found her to be engaging, inquisitive, and knowledgeable as our company made dramatic changes to our insurance programs. She went out of her way to intelligently answer questions and provide solutions that have resulted in significant benefits and cost savings to our firm.

My wife Kim and I have also become friends with Stephani and her husband Troy, through their participation in St Francis of Assisi school and parish. Stephani is an extremely engaged, working mother of two young children who is never too busy to attend a school program or a special activity at school for her children.

Finally, Ms. Manning has become involved in the LLS Man and Woman of the Year Nominating Committee. Her energy and passion for this Campaign as well as her "Connectivity" in our community has made an instant impact and given our committee an immediate boost.



As an LLS board member and father of a nine year old son who survived Leukemia, I am always humbled by people like Stephani who so graciously give passionately of their limited free time.

As an example of that, Ms. Manning ran her first Marathon benefitting LLS and raised over \$5,500 in the fall of 2016.

In conclusion, I feel Stephani Manning represents her firm, our community, and her family extremely well and would be an excellent addition to this year's class of the Forty Under 40.

Please feel free to contact me with any further questions at 515-201-2244.

Best Regards,

A handwritten signature in blue ink, appearing to read 'Matthew J. Mausser', with a long, flowing horizontal line extending to the right.

Matthew J. Mausser

President & CEO
Speck USA