



To the "40 under 40" Committee:

It's my pleasure to write a letter of business and personal reference for Stephani Manning. I've known Stephani for going on 15 years and can attest to her strength of character and abilities both personally and professionally. I understand this is for selection of a "40 under 40" award...I can't think of a better candidate than Stephani Manning.

I first met Stephani when she was coming out of college and looking for her first job. I was the current Chairman of the Petroleum Marketers and Convenience Stores of Iowa when she was hired there to help manage our marketing, meeting and convention business. This was the first time I was able to see Stephani in the work environment. She displayed incredible talent and work ethic, all with a positive outlook that affected everyone around her. There were several discussions about what we could do to retain this talent...we knew in short order we wouldn't be able to keep her for very long. While there, she made a very positive impact on the business side but left a lasting impression personally as well. Current management still asks about Stephani with warm regards and wishing her the best.

I was very pleased to have our professional lives cross again when she began her now current career at Innovative Captive Strategies (ICS). I was a member/customer in one of their captive insurance groups and Stephani was doing a plethora of duties in her new job. I've been able to see first hand her growth at ICS and the furthering of her abilities as seen early on at PMCI. What I can tell you with direct knowledge is she has grown into an incredible talent that will continue in an upward trajectory. You don't often get someone that has as many combined traits as Stephani. She's smart, socially adept, proud, a team player and has a strong sense of right and wrong. I've truly enjoyed watching Stephani work her way into her current role at ICS. I personally know her superiors and they are incredibly proud to have Stephani on their team. They have seen the positive impact on the business side and even more importantly on their culture. Stephani is proving to be a great role model for the young talent and helping guide them to be a strong part of the ICS team.

It's not surprising to me how well she's done...what I'm most proud of is "*how*" she's done it. I look forward to watching her continued growth in the business world and where it takes her. I'm very proud of her and what she's accomplished to date.

On a personal level I've had the pleasure of Stephani being a cherished friend for many years now. I've seen her grow into an incredible wife and mother. It's not easy to achieve balance between work and home...especially for a mother. She creates great experiences for her kids, teaches them to enjoy life and treasure the small things. Stephani seems to be doing this with a blend of her positive outlook on life, incredible love of family and a deep connection with God. Stephani is a very "real" person...she calls things as she sees them and deals with them in an open and honest way. I find this to be one of the things I respect most about Stephani. Her smile, laugh and humor penetrate those around her...making rather mundane moments into fun ones.

Much like her future in business...I equally look forward to watching Stephani and her family grow in the years to come.

It's with my absolute honor and pleasure to highly recommend Stephani Manning as a recipient of the "40 under 40" award. I can't think of a better selection...she made this letter of recommendation incredibly easy to write.

Sincerely,

Dave Carpenter



1360 NW 121st Street  
Clive, IA 50325  
P 515.964.1229  
F 515.964.2370

[www.mecresults.com](http://www.mecresults.com)

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January 9, 2017

Mr. Jason Swanson  
Director of Operations  
Business Record  
100 SW 4<sup>th</sup> St, Des Moines, IA 50309

To the Selection Committee:

Please accept this letter of recommendation for Stephani Manning to be an honoree of the Business Record Forty Under 40.

I have known Stephani her entire life. Stephani's growth and foundation is deep-rooted in her ability to utilize her talents for the development of business, the betterment of the community, the deepening of her faith, and the foundation for her family.

I was able to watch her growth and accomplishments while at Kum & Go as the Chief Operating Officer and now in my new role at McClure Engineering Company. Stephani was mentored in her early career and education by Bill Krause, the past CEO of Kum & Go, who saw her as a leader of the future.

Stephani has **grown in her business acumen** in each of her positions. For the past 10 years, she has been a member of the Holmes Murphy team. As a captive insurance owner at Kum & Go, we were impressed with the coordination and the programing Stephani provided to improve our risk. Kum & Go senior leaders attended meetings coordinated by Stephani, which were outstanding and provided the team actionable results. I've also interacted with the Holmes Murphy team as McClure Engineering Company considered our coverage options. She is a trusted advisory to her clients.

Stephani utilizes her talents to **give back to the community**. She has been a participant in Leukemia & Lymphoma Society, Salvation Army, Central Iowa Shelters, and Meals from the Heartland. She is active at Lutheran Church of Hope, attending worship and **growing in faith** as part of the Hope family. She has participated in the Alpha course to grow her faith as a lifelong Lutheran. Alpha was a turning point to go deeper in her faith life.

Stephani has a terrific **family with strong values**. She enjoys family activities and being a nurturing mother to her two children. Not only is she a caretaker for her own family, Stephani volunteers at St. Francis School to support other families in her community. Stephani has won many awards including best producer and "Game Changer" at Holmes Murphy. She is also a game changer for those around her and continues to grow as a business leader. She is passionate about faith, family, reading, learning, and being a mentor for friends and coworkers. Stephani Manning would be an outstanding member of the Business Record Forty Under 40.

Sincerely,

Dennis Folden  
Chief Operating Officer, McClure Engineering Company

1370 S. Lakeview Drive  
West Des Moines, Iowa 50266  
January 6, 2017

Business Publications  
Forty Under 40  
100 4<sup>th</sup> Street  
Des Moines, Iowa 50309

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

Dear Selection Committee:

I am pleased to support the nomination of Stephani Manning for recognition by your publication for inclusion in the Forty Under 40. I have known Stephani since 2002. I first met her through her in-laws Mathias and Sharon Manning and their son, Troy, who married Stephani in 2005. She is one of those rare individuals that one likes and admires from the first encounter. It has been enjoyable to watch her progress since those early days.

As an attorney and now a United States District Court Judge I have had the opportunity to meet and observe the accomplishments of hundreds of young professionals. While some are talented, devoted and recognized for professional achievement or for community undertakings, very few are talented, energetic and recognized in all realms of life. Stephani is rare indeed in that she has been active and successful in her career, her home and her community.

Others will write about Stephani's career and with greater insight than me. I have observed however that over the years, while married and in later years while busy raising children, Stephani has completed her Bachelors and Masters Degrees and obtained licensing.

I have observed Stephani to be a devoted wife and mother of two darling and well behaved children, Gus and Murphy. Stephani and Troy Manning view their primary responsibilities to be to each other and their children. Stephani volunteers her time to their school and school activities, including serving on the Preschool Parent Advisory Committee. She has volunteered as well at their church, working in the Vacation Bible School as well as on other projects. Stephani is a thoughtful and loving member of her extended family and the extended Manning family.

Stephani has worked in the community for the benefit of the less fortunate, raising money for various charities and packaging and serving meals for the homeless. She is one of the people we see each holiday season standing in the cold ringing the bell to raise money for the Salvation Army.

Above all, Stephani is an outstanding person. She possesses those personal attributes that we all admire-intelligence, honesty, integrity, compassion and generosity.

It would be a great honor for you to recognize this woman under 40 for her outstanding achievements in her career, home and community. She is most deserving.

Sincerely yours,

Linda R. Reade