



January 10, 2017

Mr. Jason Swanson
Director of Operations
Des Moines Business Record

Dear Mr. Swanson:

It is an honor and a privilege to nominate Hank Norem for this year's Des Moines Business Record "Forty Under 40" class. I have followed the results of this annual award of future leaders for several years, however this is a first-time nomination from both our company and myself personally.

I have worked with Hank since 2009 when he joined our company. He was selected from an outstanding group of talented and experienced candidates applying for a position within our organization. Hank's strong work ethic, desire to succeed and integrity were quickly recognized by leadership and he was promoted to the position of CFO. Less than 4 years later he was elected President by our Board of Directors and shareholders. Hank currently fills multiple roles within our company including President, Treasurer and CFO. He has lead our company and employees through competitive and challenging times, producing significant results of revenue and asset growth.

Aside from the business titles he has earned and retained, I feel Hank's most significant qualities are his character traits. He is an individual of high integrity, strong Midwestern work ethic, core values that are noble, genuine humility, community service, innovative vision, empathy and a commitment to help others find success. Hank is a natural-born leader in both business and the community.

As a mentor and colleague of Hank, we meet regularly to set both short and long-term objectives. Hank's goals are always balanced to include business, personal, family, community and serving others. He truly demonstrates the role of an authentic "servant leader" in all aspects of life. He is as driven to help others succeed as he is to his own success whether at work or in the community.

Hank is curious and outgoing. He has formed an extensive and diversified network of professional contacts across Iowa since joining Ramco. His network includes business owners, financial institution leaders, community organizations, entrepreneurs, round-table discussion panels and start-ups. He is well respected and recognized within every segment he is involved. Anyone learning of or reading about Hank being selected as a member of this years "Forty Under 40" class would undoubtedly give a resounding nod of approval for him to be included in this esteemed group.

Thank you for your consideration. Please feel free to contact me directly with any questions.

Sincerely,

A handwritten signature in blue ink that reads 'Brian Reelitz'.

Brian Reelitz
Chairman/CEO – Ramco Innovations, Inc.