

1/6/2017

To the Forty Under 40 Selection Committee:

It is a pleasure for me to write a letter of recommendation for Hank Norem, President/CFO of Ramco Innovations, Des Moines. I have known Hank since he was in high school in Webster City, IA when his father was CFO for a business I led; so I can clearly speak to his family's rich background of values, and commitment to family, community and work.

Professionally I started working with Hank when Brian Reelitz, the owner of Ramco, called me in search of a CFO in 2009. The name at the top of my list was Hank Norem; knowing his outstanding record at PricewaterhouseCoopers, his desire to be in a business leadership role and that he wanted to return to Central Iowa to raise his family. In the past seven years I have worked as a consultant with Hank in executive coaching and business development roles, as he has led the growth and development of Ramco.

Hank has grown into an insightful business leader that knows how to compete in a highly competitive market. He is clearly one of the most seasoned leaders for his age I have ever worked with. His broad capabilities and experiences include leading multistate operations, growing the topline and bottom line, rebranding the business, developing new markets and dealing with international suppliers.

When I think about Hank as a leader these words come to mind; values, trust, collaboration, team builder, entrepreneur, broad experiences, problem solver, approachable, composure, professional, results driven and customer focus.

I recommend Hank for Forty Under 40 Recognition without reservation. He exemplifies what a young leader should be and will make the group a stronger 40.

Please let me know if you need further information

Sincerely

Pete Petersen

A handwritten signature in black ink, appearing to read "Pete Petersen", is written over the printed name and address.

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January 10, 2017

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**SENT BY US MAIL and email: [jasonswanson@bpcdm.com](mailto:jasonswanson@bpcdm.com)**

Mr. Jason Swanson  
Business Publications Corp.  
100 4<sup>th</sup> Street  
Des Moines, IA 50309

Re: Forty Under 40 – Letter of Recommendation

Dear Mr. Swanson:

I have the distinct privilege of nominating and submitting this letter of recommendation for John H. Norem, better known as "Hank" by his friends and colleagues, for *The Des Moines Business Record's* "Forty Under 40" Class of 2016. As a partner with the BrownWinick Law Firm, and member of the Boards of the Greater Des Moines Partnership Regional Business Development Board, the Des Moines Downtown Chamber and the Dowling Catholic Foundation and other organizations, I have the opportunity to see firsthand many exceptional young, energetic people in many walks of life, and Hank is truly one of the bright young leaders in our community.

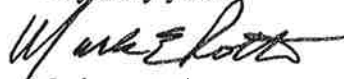
Hank is currently the President and CFO of Ramco, Inc. and done terrific job leading and growing that Company. Hank has also been a mentor for other young entrepreneurs and business leaders such as Gabe Glynn, one of the co-founders of MakuSafe Corp., a new start-up recently featured in *The Des Moines Business Record*, and serves on MakuSafe's Board of Directors. In addition to his excellent business skills, Hank is committed to the Greater Des Moines area and is extremely active in community and civic matters.

Based on his many accomplishments already and my close knowledge of his skillset, I believe one day Hank will be recognized by this community as one of those rare individuals who was responsible for distinguished service and historic accomplishments.

I am proud to nominate John H. Norem for this year's "Forty Under 40" class. He will be a leader in the local community for years to come and add tremendous pride to the Forty Under 40 banner.

If you or any member of the selection committee would like to discuss this nomination, please do not hesitate to give me a call.

Very truly yours



(Mark E. Roth)

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Phone (515) 981-0676 FAX (515) 981-0559  
Duane Magee, Superintendent  
Kate Baldwin, Business Manager

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January 10, 2017

It is with great pleasure and confidence that I nominate Hank Norem to be selected as a 2017 recipient of “The Business Record of *Forty under 40*”. During the past five years I have come to know Hank as a dedicated and committed volunteer within the Norwalk United Methodist Church and the community of Norwalk. In 2014, Hank and I were serving on the finance committee when our church was experiencing a severe lack of organization and clarity to our finances. Hank recognized the situation and quickly stepped up to the plate to use his professional business knowledge and skills to remedy the deficiencies. He not only organized the financial accounts with fidelity but created detailed financial reports to explain the church financial situation to the minister and other finance committee members. Once the accounts were organized, Hank continued to work with church volunteers to support them and maintain a quality accounting system.

During this time, I witnessed the compassion, dedication and integrity Hank brings to civic leadership and public service. He is a quiet yet instrumental committee member. He is cognizant of others, listening carefully to all concerned before making a response. Last year, I invited Hank to participate as a community member on an interview team to select a new school superintendent. I selected Hank, knowing he would bring the necessary objectivity in assessing the candidates and in turn would help others on the committee to follow a process. Recently, I asked Hank to work with a team of community volunteers organized to promote a bond election to construct a new school. Again, I knew that Hank would lead with integrity, be a good listener and represent the best interests of students, parents and the community. Without any hesitation Hank said “yes”.

I feel confident that you will agree Hank Norem is a very deserving candidate for this award. Please feel free to contact me for any additional information you may require.

Sincerely,



Kate Baldwin  
Business Manager  
515-249-3302