

MEMORANDUM

To: The Business Record

From: Michael Hamilton, VP Corporate Strategy, Principal Financial Group

Date: Thursday, January 12, 2017

Re: 40 Under 40 Award Nominee

Having learned of the call for nominations for this year's 40 Under 40 Award, I am writing today to endorse a highly suitable individual, **Jem Gong-Browne**.

In many ways exceeding the challenging requirements and expectations for the award, Jem's ambitions, intelligence, and accomplishments complement precisely the stellar community of past recipients and make her highly deserving of the honor and opportunity bestowed by the Business Record.

To further support this nomination, I would be pleased to express in more detail my personal insights into Jem's unique talents and qualifications, and I would welcome the opportunity to mention additional contacts that would be willing to express their support of Jem as a nominee.

Please feel free to contact me at any time at Hamilton.Michael@principal.com or at 515-235-9090

