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RYPMA PROPERTIES

Forty Under 40 Selection Committee  
Attn: Jason Swanson  
Des Moines Business Record

RE: Letter of Recommendation for Karen Karr

Dear Mr. Swanson:

As a real estate developer that specializes in historic and infill properties in downtown Des Moines, I regularly run into challenging obstacles that require a divergent process. Real estate development requires multiple contracts and moves very quickly after months of delay. Karen Karr's energy, wit, persistence, and ability to think out the box, has been a fundamental key to our company's accomplishments.

Besides her incredible dedication to BrownWinick Law Firm and her clients demanding deadlines, Ms. Karr finds the time to co-chair the Professional Development Committee for the Young Lawyers Division for the Iowa State Bar Association. She is also involved in the Greater Des Moines Leadership Institute, she sits on the Operation Downtown Board, and has recently applied to be on the Des Moines Social Club board. I am truly impressed with her passion to give back to her community, while still honoring all her professional commitments.

Karen is highly respected in her industry and has made an unbelievable impact on our business dealings, while still meeting her civic responsibilities. I highly recommend her as a candidate for the Business Record Forty Under 40.

Sincerely,

A handwritten signature in black ink, appearing to read 'Tim Rypma', with a long, sweeping horizontal line extending to the right.

Tim Rypma