January 9, 2017

Business Record

100 4th Street  
The Depot at Fourth   
Des Moines, Iowa 50309

Forty Under 40 Nominating Committee:

As President & CEO of Kum & Go, I am writing this letter of recommendation on behalf of Christie Sullivan. I strongly support Christie as a candidate for the 2017 Forty Under 40 class as she represents one of Kum & Go’s standout leaders. In her short time at Kum & Go, I recognize her broad range of skills; but most importantly the one that stands out is leadership. Her ability to grow, lead and improve herself and those around her is second to none. She has left her mark on the departments and individuals she has come across in the last three years at Kum & Go, all while balancing her continued education and her growing family. Her accomplishments, awards and community engagement is hard to be matched and they speak for themselves.

Christie came into our organization as our first Loss Prevention Manager where she instantly shaped a strong department. She successfully expanded and managed this new department all while reducing company control by $4.8M annually. Throughout the past few years she has continued to grow and shown her desire to lead by taking on the roles of a District Supervisor and current Acquisition and Divestitures Director. Christie has a wonderful disposition and is a fearless leader who has a knack at overcoming adversity and getting projects over the finish line.  She has been recognized by her co-workers and other convenience store industry leaders as well. In 2016, Christie was named as an honoree to our industry’s ‘40 Leaders Forty and Under’ group.

An integral part to Christie’s leadership can also be seen in her ability to network and assist others in our communities. Christie is an avid volunteer and leader in giving, this can be seen in her services with Central Iowa Shelter Services, United Way, and Habitat for Humanity among many others. It is also evident that Christie has the drive to grow personally and professionally, all while maintaining the passion she has for being a leader. This can be seen in her dedication to achieving her Master of Business Administration.

I cannot think of a better candidate for the 2017 Forty Under 40 class. She truly represents what it means to be a young leader within the Greater Des Moines community. If every business and organization could have someone like Christie Sullivan on their team they would be better and our community is a better place because she is a part of it!

Thank you for your time and consideration.

Warmest personal regards,

Kyle J. Krause

President and CEO

January 5, 2017

Business Record  
100 4th Street  
The Depot at Fourth   
Des Moines, Iowa 50309

Forty Under 40 Nominating Committee:

As the Chief Operations Officer of Kum & Go, I am pleased to write this letter of recommendation on behalf of Christie Sullivan for the Business Record Forty Under 40 award.

I have had the pleasure to work directly with Christie on several projects over the last four years. These projects ranged from associate and customer safety, to improving culture, to enhancing the customer experience. On every occasion Christie impressed me with her ability to influence, even when the odds were against her. She has an uncanny knack of balancing persistence with inquisitiveness. This combination allows her to ask the right questions at the right time to get the attention of all leaders. She is an invaluable asset to our organization and we are fortunate to have her on our team.

Additionally, Christie is an inspiration to many women in our organization. She helped develop our Women’s Network group at Kum & Go and is currently a leader of the group. She inspires young leaders through her leadership courage and her ability to thoughtfully challenge the status quo. She is curious to understand different functions within the business and is often called upon or volunteers for special assignments. I have incredible respect for Christie in her leadership and decision-making skills.

Outside of work, Christie has a very full life. She has 3 beautiful daughters and a wonderful husband. She is very active in our community and volunteers her time to a variety of organizations including Dress for Success, Central Iowa Shelter Services, United Way of Central Iowa and more. She served on the United Way committee in 2015 and 2016, which combined raised $750,000 for United Way.

In each of these organizations, she brings a positivity that is infectious and makes volunteering more engaging. She does all these activities knowing it’s for the betterment of others and the local community. She is a remarkable woman.

I highly recommend Christie Sullivan for this outstanding achievement award. If you have any further questions, please do not hesitate to call me. Thanks.

Sincerely,

Marcus Hasting

612-281-9306

December 30, 2016

Business Record  
100 4th Street  
The Depot at Fourth   
Des Moines, Iowa 50309

Forty Under 40 Nominating Committee:

I am writing to highly recommend Christie Sullivan, Acquisition and Divestitures Director for Kum & Go, to the 2017 Forty Under 40 class. She has accomplished a great deal in her time at Kum & Go, and would be an remarkable addition to this year’s honorees.

Christie came to us in 2013 after five successful years with Target Corporation, with an objective to establish a Loss Prevention Department at Kum & Go. Christie took on this challenge as she does everything with a high degree of skill, tenacity, and tireless work ethic. She had to build a team from scratch, establish processes that didn’t exist, and change the mindset and culture of the organization to instill discipline in the retail stores. With her leadership and personal involvement in changing the way we do business, the company reduced control losses saving the company nearly $5 million dollars in her first year. It was a tremendous accomplishment and established Christie as one of our top up-and-coming leaders with significant potential.

Christie is someone who welcomes challenges and continually wants to learn and grow. She is always on the short list for team members on task forces. In 2016, we were short a regional district supervisor and Christie volunteered to lead that team of 15 general managers for several months while leaving the loss prevention team to be led by a manager she just hired. Once again, she was outstanding in that role. After returning to the Loss Prevention team, she made sure to develop her replacement as she was again looking for the next challenge. She accepted that challenge and is currently in a role in the store development group in an area that is new for her. I am confident she will excel once again.

Not only does Christie take on challenges at work, this mother of three maintains her devotion to her family and community through school and numerous philanthropic activities. These include volunteering at Central Iowa Shelter Services, Meals from the Heartland, and Habitat for Humanity. This tireless leader also found time to get a Masters of Science Degree in Sociology and is working on her Master’s of Business Administration. Christie also has received numerous awards but my personal favorite is when she received the Values Award for Excellence from Kum & Go and her family was here to recognize her.

I am very pleased to be able to write this recommendation for Christie Sullivan. I truly believe that she demonstrates and represents what it means to be a member of the Forty Under 40 class. She is a leader, mentor, developer, and someone you could put in nearly any role. She is a team player, executes at a high level, and does it the right way.

Please let me know if I can provide further insight or answer any questions regarding Christie and this recommendation. Thank you for your time and consideration.

Warmest personal regards,

Craig Bergstrom

Chief Financial Officer

Zebblin M. Sullivan, Ph.D.

Associate Professor and Chair,

Department of Kinesiology and Health Promotion

Grand View University

1200 Grandview Ave

Des Moines, IA 50316

*The Business Record* “Forty Under 40” Nominating Panel Members,

I am honored to write this letter supporting Christie Sullivan’s nomination to *The Business Record’s* “Forty Under 40” honoree list. I have known Christie for fifteen years. Christie epitomizes the definition of a business professional. Professionally, personally, academically, and altruistically, she has accomplished a lot. I am constantly impressed, though rarely surprised, by her achievements.

You’ve no doubt seen her impressive professional and educational achievements, as well as her community-focused activities, in her application and via the other letters of recommendation. As her husband, I can provide a unique insight into another remarkable side of Christie that her colleagues may not know.

"*Opportunity is missed by most people because it is dressed in overalls and looks like work*" – Thomas Edison. Christie was born and raised an Iowa “Farmher.” On the weekends, she drives two hours to western Iowa to trade her business professional attire for work boots and overalls. Christie helps with the day-to-day operations of the 1100-acre corn, soybean, and beef cattle family agricultural business, of which is a co-owner/operator. Some of her favorite leisure-time activities include driving a tractor or grain truck, working cattle, and watching her daughters ride their horses. In addition to her large machinery operating abilities, her business acumen and decision-making skills are vital to Union Grove Farm’s success.

As you can clearly see from her resume, Christie has had a successful, young business career. Shortly after completing her Master of Science degree, Christie began her vocation with Target Corporation. She quickly and repeatedly promoted, advancing to group-level management in Target’s Assets Protection division. Always seeking new challenges, Christie joined the Kum & Go, L.C. organization to synthesize its Loss Prevention Department *de novo*. Ever the consummate team member, she recently volunteered to fill an open position in store operations. Shortly thereafter, she began her now-current role as Director of Divestitures and Acquisitions. Her significant contributions to her organizations have not gone unnoticed. She has received numerous awards, recognitions, and honors for her endeavors.

Professional development is paramount to Christie. She is finishing her final courses for a Master of Business Administration degree through the University of Iowa’s Tippie College of Business Executive MBA program. Last summer, Christie completed *the National Association of Convenience Stores’* Financial Leadership program at the University of Pennsylvania’s Wharton School of Business. She was selected to participate in the *Iowa Grocery Industry Association* Leadership Institute this spring and summer. Whereas her career focus has changed, Christie is currently studying for her Loss Prevention Certification from the *Loss Prevention Foundation*.

Christie has performed many altruistic, civic, and philanthropic endeavors. She regularly volunteers for Habitat for Humanity, Meals from the Heartland, and Central Iowa Shelter Services, among others. Christie financially supports several charitable groups including, but not limited to, Iowa Public Television, Courage League Sports, Adopt-A-Family, and The United Way. She has organized and participated in several fund- and awareness-raising events. Christie also volunteers at her children’s schools and coaches her daughter’s youth basketball team. Whenever possible, she includes her daughters in these activities, instilling in them, at a young age, the importance of giving.

Without reservation, I *highly* recommend Christie Sullivan to *The Business Record’s* “Forty Under 40” honoree list. She is the most talented, ambitious, and hardest-working person I have met. Christie has been able to balance career, school, and family remarkably effectively. I am grateful, and beyond lucky, to call her my wife.

If you wish to contact me for further information, do not hesitate to call (515-450-3166) or email ([zsullivan@grandview.edu](mailto:zsullivan@grandview.edu)) me at your earliest convenience.

Sincerely,

Zeb Sullivan

Zebblin M. Sullivan, Ph.D.

Chair and Associate Professor, Kinesiology and Health Promotion

Grand View University

Des Moines, IA