



Resources for Leading
PERSONAL AND PROFESSIONAL EXCELLENCE

6402 South 34th Street
Rogers, Arkansas 72758

December 29, 2016

Business Record
The Depot at Fourth
100 4th St., Des Moines IA 50309

To who it may concern,

Regarding Nominations for 40 Under 40:

I understand that you are in the process of identifying your 2017 class of 40 Under 40 leaders. I also understand that Buck Olsen, CEO of The Foster Group has been nominated for this honor. This letter is to serve as a supporting recommendation for his nomination.

I have known and served Buck and the Foster Group for over ten years. I have been an integral part of their strategic planning, leader development and succession planning process, and have witnessed their growth and success over these year. I am honored to recommend Buck Olsen for this prestigious honor.

Buck has demonstrated the leadership and operational skills that would be the envy of any business. His entire career has been with The Foster Group where he has served in a variety of roles where needed. His servant leadership and "can-do" attitude has positioned him well for his recent promotion to CEO where he will lead The Foster Group into an exciting future.

Most importantly, however, are the core values that Buck holds to be of utmost importance both personally and professionally. He loves his family. He loves God. He loves his community. He loves Jerry Foster, the Founder of the Foster Group. And he loves the people who work there. He will lead in such a way that will leave all of these stakeholders proud to be associated with him. He will also ensure that the legacy of the Foster Group continues consistently into the future.

There are few leaders like him. I believe you would be proud to have him named among your 40 Under 40 inductees.

Sincerely,

Tony Hawk,
CEO and Executive Coach