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January 13, 2017

Des Moines Business Record
100 4th Street
Des Moines, IA 50309

Dear Forty Under 40 Committee,

It is my pleasure to recommend Josh Russell for inclusion on the *Business Record's* Forty Under 40 list for 2017.

Josh, an executive with John Deere Financial, has been a member of the Board of Directors of the YMCA of Greater Des Moines since 2013. When I arrived at the Y in June of last year as the new CEO, it didn't take long to recognize that Josh's contributions to the organization are invaluable. He has a keen intellect, listens intently and asks questions that cut right to the heart of the issue under discussion. Although he's one of the younger members on a board filled with many prominent Des Moines business leaders, his insight and the quiet confidence with which he shares his perspective have earned him the respect of the entire board.

Some people join nonprofit boards as a way to enhance their resume or make business connections. Josh is the best kind of board member – a true servant leader who views his role in terms of making a contribution to the Y cause and the communities we serve. He is humble when it comes to talking about his own accomplishments and prefers to lead by example – volunteering for the Y's Girls On the Run program, assisting with fundraising outreach and demonstrating his personal commitment to health, fitness and youth development.

Josh Russell certainly deserves mention on any list of young leaders in the Greater Des Moines community. He has already accomplished a great deal professionally and personally, and I am confident we will hear much more from this young man in the years to come.

Sincerely,

Dave Schwartz
Chief Executive Officer
YMCA of Greater Des Moines