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To Whom it May Concern:

It is an honor and a privilege to write a reference letter recommending Justine Peebles for the Business Record's 40 Under 40 Award. It has been five years that I have known Justine, as both, a close friend and colleague. I was first introduced to Justine when I joined Great Western bank, where she was a Branch Manager. Justine makes extraordinary contributions in her daily work and she willingly shares her gifts, talents, and expertise with others.

Some people stand out for their great qualities and Justine is one of those people. She is well known for her work ethic, positive attitude, teamwork mentality, and leadership. Throughout the time I've known her, she has shown me time and again that she is a positive, motivated leader with amazing potential. Justine is an intelligent and motivated person, a natural leader, who is more than capable of managing a small or large group of people, with the ability to get superior results. In addition to her work duties, Justine makes valuable contributions to numerous charitable organizations, including the Boys and Girls Club of Central Iowa. She has an unmatched level of energy and dedication to both her work and her philanthropic efforts.

In closing, it is with sincere conviction that I enthusiastically recommend that Justine Peebles be selected as the recipient for the Business Record's 40 Under 40 Award.

Sincerely,

Elizabeth Hamilton