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Business Record
The Depot at Fourth
100 4th St.
Des Moines, IA 50319

Re: Reference for Justine Peebles

To Whom It May Concern:

I am writing to provide a recommendation for Justine Peebles as it relates to the 2014 Des Moines Business Record's Forty under 40 award. I have known Justine for several years; Justine and I were classmates at the University of Iowa and we are also acquainted through her involvement and role as board member for the Boys and Girls Club of Central Iowa.

Justine has shown her commitment to serving the community by serving as a board member for the Boys and Girls Club of Central Iowa. Through volunteer activities I have personally witnessed Justine's dedication and passion for helping others in the community. Justine has exhibited extremely effective and strong leadership in the clubs largest fund raising event, the Frank Ross "Play Fore Kids" Memorial Classic, which brings in nearly \$150,000 on an annual basis. Justine's community involvement is not limited to the Boys and Girls Club of Central Iowa; she has held several other positions with various organizations in the past.

Professionally, Justine is very driven and motivated. Justine has extensive managerial experience in the financial and banking industry which has allowed her to be successful. Currently, Justine is the Chief Compliance Officer at First Newton National Bank. In her role Justine is responsible for many compliance process as well as human resources programs and processes. Her breadth of knowledge and vast experience makes Justine an invaluable asset to any corporation.

Justine exemplifies her character by being selfless with her time while also maintaining a fast paced and forward moving career. Her dedication and determination are an inspiration to all of those who surround her. These qualities are what allow me to confidently recommend Justine as a viable candidate for the Forty Under 40 Award.

Best Regards,

A handwritten signature in black ink that reads "Mike Larson".

Mike Larson