

December 30, 2013

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

Dear "Forty under 40" selection committee,

I was honored to be a member of the 2012 class and I have witnessed firsthand the talent of this prestigious group. This year I am writing to strongly recommend a very deserving candidate, **Joseph G. Gamble**, for the 2014 Class of the Business Record's "Forty under 40". Joe is the third generation of very accomplished and successful lawyers from the Gamble family in Des Moines and our community is very fortunate that Joe has thoughtfully chosen to remain in Des Moines to raise his family and practice law.

Joe and I first became acquainted during his undergraduate days at the University of Iowa. From the day I met Joe I knew instantaneously that he was going to be successful. He was confident, very polished and focused on success. I think he's known his entire life that he was going to be a great lawyer.

Joe became a partner at Duncan, Green, Brown & Langeness law firm before the age of 30. He is one of the youngest partners of any law firm this size throughout the country. His professional accomplishments are vast and they speak for themselves. I would like to share what makes Joe unique in his profession and ultimately distinguishes him in my eyes. Most attorneys are very busy and measure success in number of clients and billable hours. Joe is measured no differently. What I believe to be unique about Joe is how he focuses on the big picture. Joe is deeply committed to our community and does what is best for the greater good.

While Joe was attending undergrad and graduate school he would help pay his way by earning money working in the consumer electronics industry as a salesman. Joe was aggressive, knowledgeable and hard working. He had a great network and built long-term relationships. That network and those relationships turned into a great referral pipeline for his business. That blueprint has worked well for him to this day in his law practice. Joe builds long-term relationships. He is focused on the lifetime relationship and not necessarily on the immediate profitability or billable hours.

Joe is a mentor to many young lawyers and law students at his alma mater – Drake University, where he graduated with high honors. You can often find Joe helping those less fortunate, doing work pro bono or helping a young family protect their future by creating a will and usually doing so below market rate, if not for free.

Joe recently graduated from the prestigious Greater Des Moines Leadership Institute and has continued to give back and to serve his hometown and our community which he loves. Joe and his wife Katherine, are raising their two children in Des Moines and are committed to the future of the city.

Joe Gamble is one of the great young leaders in our community! Joe is a perfect example of what the "Forty under 40" embodies. It is my pleasure and honor to recommend Mr. Gamble for this year's nomination.

Best regards,



Tony Dickinson
VP of Marketing, Wells Fargo Bank

