



January 6, 2014

To Whom this May Concern,

I am writing on behalf of Justine Peebles. I have known Justine for almost 3 years. We originally met through the West Des Moines Leadership Academy. We graduated together in the class of 2012.

Justine and I worked together very closely on the class project, Morsel Combat. Her involvement and support with this project was significant as she participated on the Chef Committee. The event is a culinary event fighting hunger. With Justine's help we recruited (17) Chefs for this first time event. And according to my industry peers – this was a huge accomplishment for an event in Des Moines.

Justine was a positive influence and passionate, active member from Day 1. She was committed to being at meetings and pulling her weight. She offered great creative ideas, and was diligent in following through on those ideas. She never strayed from the idea of “work” but often lead it with great energy and positivity. I remember leaning on her for positive reinforcement on some of these days. She was a great inspiration and always looking forward to the next challenge.

I would say that is one of the things I grew to love most about my time working with Justine....she loved the challenge. She was eager to face everything head on – she was consistently ready for battle. I believe this was just a jumping point for Justine. Quickly after we graduated she was a full force of leadership ready to be reckoned with...I remember a conversation where she shared with me her heart about the Boys & Girls Club, the work, the mission. She also worked with the Heart Association and we worked on a few things since then. I'm not surprised in the least at Justine's work over the past few years from a volunteer, community activist, board member, and running for civic leadership. Justine is a “go-getter” – she's one of those people that “gets it”. She understands leading and she's ready for the challenge.

Beyond Justine's volunteer efforts and community leadership, Justine is a great mom. I know that we always don't sum these items together. However, in today's world, I believe we should. Being able to balance a job, volunteer efforts, leadership, board positions, and still be a great parent – that's an accomplishment that we should all praise. I believe that true leadership shines through in all moments, not just the ones in the spotlight. Justine lives this way. She leads at work, she's mom at home, she sows into organizations without hesitation – she's a balanced leader.

I would strongly recommend her for any position and much more for any leadership position. I have no doubt she will be an asset wherever her feet land her.

Sincerely,

Chrystal Tamillo

Operating Partner

Executive Chair, Iowa Restaurant Association