

I am recommending Joe Stopulos as a candidate for the Des Moines Business Record's "40 under 40". Having known many of the past recipients of this award and the qualifications necessary to receive it, I know Joe is more than deserving of this distinction.

We're for you. Joe is devoted to his family, his work, the Des Moines community, his church and everything else he is involved with. While he is constantly balancing many things at one time, his family is always his number one priority. I have had many long car rides with him across Iowa and gotten to know that he genuinely cares for all of the organizations he is involved with and is passionate about making Des Moines a better place to live and work.

At work, Joe was hired straight out of college to come to Holmes Murphy. We normally hire through our internship program, but Joe's resume found his way to my desk and after we put him through a personality profile and an interview, we offered him the job. We knew with his personality profile results that he would either be a homerun or a short-lived sales guy; luckily for us it was the former. He has consistently outperformed his yearly sales goals. Most recently, he was awarded the Outstanding Sales award for the employee benefits division, making him the youngest person to receive that award. He has qualified the past two years for our President's Sales Meeting, which only 15 people out of our company of 550 accomplished.

His involvement in the community was evident from the time we interviewed him, and has only grown stronger in his time at Holmes Murphy. In college he was involved with spring break mission trips and many student organizations, and today he has spread himself into a host of different organizations in the Des Moines community. Most days he has already had a meeting with a church group, a board he serves on, his Rotary club, or some other organization before he arrives at the office at 8 a.m. Then, after he leaves for the day, he usually has a community event, or two, that evening he goes to as well. His dedication to all of the organizations he is involved with is excellent. In talking with him, I know he does not want to join a club or organization to have it on his resume, but rather he only joins ones he is passionate about and then works hard to help make those organizations be successful.

The leadership qualities he shows in our community also are evident in the office. Without being told to do so, he mentors many of our young producers. He helps them learn the business by taking them under his wing and leading by example. He also helps them get involved in the community. He works with them to help them identify organizations and events they are passionate about and encourages them to take action and get involved.

With all of the hours he spends between work, the community and his church, he still makes sure his family comes first. We need people with a strong moral compass to be leaders in the community, and Joe is a great example of that. His ability to balance his time while maintaining his priorities in life is what makes him a great candidate in the "40 Under 40" class of 2014.

Sincerely,



Steve Flood
Vice President of Employee Benefits
Holmes Murphy & Associates