



Ladies and Gentlemen,

I am pleased to be able to recommend James Smith for the Des Moines Business Record's Forty under 40 recognition. I have had the privilege of working with James at Terrus Real Estate Group over the last four years. During that time, James has established himself as a hardworking and energetic leader. He has been involved in many aspects of our business and has been a key driver in several company initiatives such as our process improvement and technology projects. Currently, James is the Vice President of Real Estate & Transaction Services and helps lead our Property Management and Business Development efforts. James takes great pride in serving our clients and ensuring that their expectations are met.

James is active both within and outside the company. He is very engaged within the business community and is well recognized by other leaders in Central Iowa and the State. Professionally, he is actively involved in organizations such as BOMA Iowa. In addition, James also has contributed his time and effort to charitable organizations, helping organize the annual Over the Top event in Downtown Des Moines and other organizations such as Down with Down Syndrome, Habitat for Humanity and Rebuild Together.

James has a strong passion and energy for Central Iowa's continued growth and development. I have greatly enjoyed working alongside James over the years and see his continued personal growth. I believe he would be an outstanding representative for Forty under 40 and, therefore, I highly recommend James Smith for this recognition.

Sincerely,

A handwritten signature in dark ink that reads "Randall L. Minear".

Randall L. Minear
President & CEO