



Part of the CBRE affiliate network

6900 Westown Parkway
West Des Moines, IA 50266

515 224 4900 Tel
515 221 6652 Fax
www.cbre.com/desmoines

Todd Millang, CCIM
Senior Vice President
CBRE | Hubbell Commercial

January 6, 2014

2014 Forty Under 40
Business Record

To Whom It May Concern,

Please allow this letter to serve as my highest recommendation of Niki DePhillips to you as a truly deserving member of the 2014 Forty Under 40 class. Niki's professional accomplishments as well as her involvement in community organizations make her a model candidate and great addition to the Forty Under 40 class.

I have worked with Niki since she started at Kum & Go over 11 years ago as an administrative assistant. From the beginning, she showed natural leadership, the willingness to take responsibility, and a determined drive to excel in whatever she was working on to become successful in her career. Kyle Krause, the owner of Kum & Go, has fully recognized Niki's achievements by expediting her rise within the company to an executive level. She is now the **Senior Vice President** of store development, overseeing a team of 22 associates, and a trusted advisor of Kum & Go's senior management team. Her drive to be the best, combined with her loyalty to her company is truly an inspiration to young professionals, proving that hard work pays off.

Beyond her incredible efforts at Kum & Go, Niki has also finished her MBA at the University of Iowa all while raising her daughter Samantha with her husband Joe. She serves as the Vice President of the Iowa Chapter CCIM and will be chairing the upcoming Iowa Commercial Real Estate Expo, an annual event drawing nearly 500 attendees and recognized as the premier event for the industry. Niki also is involved in several organizations including being a member of the UNI Advisory Council, a volunteer for the retail committee of United Way and member of their Education Leadership Initiative.

I have watched Niki's leadership grow over the past years and I am excited to see it continue to develop and strengthen as she strives to get further involved in Des Moines and the community. Niki's dedication to her company and her community make her a role model for many young professionals and a deserving nominee for the Forty Under 40 class.

Thank you for your time and consideration.

Sincerely,

A handwritten signature in blue ink, appearing to read "Todd Millang". The signature is stylized with a large, sweeping initial "T" and a long, horizontal flourish extending to the right.

Todd Millang
2005 Forty Under 40 Class