

40 under 40 Nomination Form – Shannon Bielski

** Due to size limitations, all letters of recommendation, a resume and photo were emailed to Jason Swanson on January 10, 2018.**

Date of Birth – February 5, 1982

Role – Deputy General Counsel

Email – Shannon.Bielski@dllgroup.com

Company – DLL Finance LLC, 8001 Birchwood Court, Johnston, IA 50131

Colleges attended and degrees earned:

Shannon attended Kansas State University and obtained her undergraduate degree in Accounting. She went on to graduate from Drake University Law School in 2007 with Honors. She was also a member of the Drake Law Review and Order of the Coif.

Business responsibilities and accomplishments:

Shannon is the U.S. Deputy General Counsel for DLL, a global equipment leasing and finance company. The Iowa DLL office focuses primarily on food, agricultural and golf equipment financing for dealerships and end users. Her responsibilities include managing a staff of three attorneys and one paralegal, serving on the local management team and providing legal guidance on a host of issues including: secured transactions, consumer and commercial financing, licensing, corporate governance and employment matters. During her tenure at DLL, Shannon has earned three promotions and was selected as one of DLL's global emerging leaders. Shannon has been involved in several key projects during her career at DLL, including: a local rebranding and legal name change from Agricredit to DLL, mergers, launching and growing a joint venture, creating a system to track and maintain lending licenses and, most recently, expanding cybersecurity maturity. Shannon and her team also provide legal guidance to two DLL joint ventures, AGCO Finance and Mahindra Finance USA.

Shannon enjoys contributing to her team's growth through engaging them on challenging projects. Shannon and her team are responsible for the legal efforts surrounding DLL's cybersecurity efforts in the U.S., which has earned one member of Shannon's team a global Customer Champion award. In 2016, one of Shannon's other members earned the same award for his energy and responsiveness to business concerns. These awards are rare accomplishments for legal members, as many legal teams are simply viewed as cost centers or road blocks. In contrast, Shannon and her team are viewed as integral parts to DLL's business, with colleagues often seeking their guidance early in their ventures. Shannon coined the department mission statement of "We strive to be the department of how, rather than the department of no," to reflect the team's goal of always trying to grow the business in a legally sound manner.

Shannon's responsibilities at DLL have also included being one of the company's strongest advocates for diversity and women in leadership. As a founding member of DLL's Network of Women (NOW) chapter in Iowa, Shannon has demonstrated leadership, mentorship and sponsorship of promising women in her office. Many women have received promotions and had the courage to seek out new roles, thanks in part to the confidence and support they have received through the NOW group. Shannon counts the NOW group as the most inspirational part of her tenure at DLL and is incredibly proud of this group's impact on the company and community.

Civic leadership:

As a member and graduate of the 2017 West Des Moines Leadership Academy, Shannon and her class held a "Spring into Safety" event to benefit the community of West Des Moines. They fundraised over \$10,000, obtained a grant and ultimately provided hundreds of bicycle helmets to children, along with entertainment and safety-themed activities. Shannon was an integral member of the class, exhibiting leadership and acting as the event's promoter on social media.

Shannon is never shy to volunteer or be inspired to donate to local non-profits, but her favorite non-profit is the Young Women's Recourse Center (YWRC). She is participating on the 40th Anniversary Committee to commemorate the center's founding in 1978. Her involvement will undoubtedly make the November 2018 event: "Breaking Barriers: a Celebration of Female Firsts" a successful event. Shannon has also volunteered for YWRC through her DLL NOW group, providing meals for summer programs and alphabetizing and shelving the books in the Louise Noun library.

Shannon is also an active member of Financial Executive Women (FEW), a group which successfully blends experienced women in the industry and emerging leaders to provide mentorship opportunities. The group meets at least monthly and engages speakers who boost members' personal and professional development. Shannon has found FEW to be an opportunity to meet professional women in a personal setting, which has offered her a source of many female role models in her traditionally male-dominated industry.

DLL offers all of its members two days' of volunteering each year; as such, Shannon has taken advantage of this benefit to volunteer for her favorite non-profits and also uses volunteering as a teambuilding event with her legal department. For example, Shannon and her team have volunteered at DMARC by spending several hours stocking food and taking inventory. Shannon and DLL's management team were introduced to DMARC during DLL's United Way campaign. Shannon participates in the United Way campaign each year and has become a monthly donor to United Way along with many of her colleagues; DLL's per capita donation history with United Way is impressive and growing.

Much of Shannon's civic involvement has been enhanced by encouraging her DLL NOW counterparts to participate. The NOW group held an accessories auction and the proceeds of the auction were donated to Beacon of Life. In addition, Shannon and her DLL NOW group led a fundraiser to donate to Pi515 and support its afterschool programs, which teach children how to code. The founder of Pi515 later connected Shannon with a client with whom she met to discuss the possibility of law school. Further, in fall 2017, Shannon spearheaded a Cy-Hawk Sporting Goods Drive, during which DLL members donated new and used sporting goods that were donated to the local Boys and Girls Club.

Achievements, awards, special recognition:

In addition to earning several promotions at DLL, Shannon has earned two Top Performer awards. She was also selected as global emerging leader and participated in the development and roll-out of a global change initiative to develop and integrate DLL's values into members' everyday lives. Through DLL, Shannon honed her continuous process improvement skills by completing DLL's "Blue Lean" training. In order to earn Blue Lean certification, Shannon was required to complete a project demonstrating Lean principles.

Shannon and one of her colleagues encouraged management at DLL to sign on to the EPIC Corporate Challenge through Iowa Women Lead Change, making DLL one of the first Iowa companies to accept the challenge in 2016.

Shannon is a 2017 graduate of the West Des Moines Leadership Academy.

Shannon has had articles published in trade magazines during her time at the BrownWinick law firm. In addition, her student Note was published in the Drake Law Review.