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**January 4, 2018**

To: Forty Under 40  
Business Record  
The Depot at Fourth  
100<sup>th</sup> 4<sup>th</sup> Street  
Des Moines, IA 50309

**Forty Under 40 Nomination Review Committee:**

It is my pleasure to recommend Jason Harmer for selection in your annual Forty Under 40 recognition program. I have known Jason for several years during which time he worked as a process management consultant within my department at Nationwide Insurance in our Des Moines campus.

I have been consistently impressed with Jason's intellect and attitude. He is a data management wizard and has introduced significant automation leading to expense savings and improved management reporting that has been leveraged widely across all of Nationwide. He actively shares his knowledge and learnings with others to improve their efforts as well. He is recognized in the industry as an expert and presented on enabling self-service analytics at the National Tableau Conference last fall.

In addition to his business-focused achievements, Jason was also very involved in creating a Giving Garden sponsored by Nationwide. This was a special project taken on by him and a few others that resulted in the first garden of its kind in downtown Des Moines. He was tenacious in negotiating with leaders to garner support and get this project off the ground. Last spring, the team planted their first round of vegetables that were tended through volunteer time. By the end of the season, they had harvested DOZENS of POUNDS of fresh produce and donated it all to the Food Bank of Iowa to provide nutrient dense food for those in need. Next spring, the garden will be expanded to provide even more benefit to the local community. Most notably, this is a sustainable operation that allows many people to get involved as gardeners and will continue to increase in community impact over time.

I recommend Jason Harmer without reservation. I am confident that he will establish meaningful and lasting relationships with your staff and other Forty Under 40 honorees. Please let me know if you have need for additional information about this outstanding young professional.

Sincerely,

**Lisa Steinkamp**  
VP, Business Solutions Area Leader for IT