



January 5, 2017

The Business Record
Attn: Forty Under 40 Committee
100 4th Street
Des Moines, IA 50309

Re: Ryan P. Howell

Dear Selection Committee:

It is my pleasure to support Ryan P. Howell's nomination to the Forty Under 40 Selection Committee of the *The Business Record*, for the 2018 Forty Under 40 class. You will find in Ryan, a demonstrated leader both professionally and personally. Ryan is charismatic, driven, and engaging. Anyone who encounters Ryan will be impressed with his passion for both his profession and as well as his commitment to community service.

I have known Ryan for nine years, since we were colleagues at Faegre & Benson (now Faegre Baker Daniels). As a lawyer, I am familiar with Ryan's passion for his clients and reputation as an excellent litigator. Ryan represents clients in federal and state courts across the country. In fact, the majority of Ryan's legal practice is outside of Iowa. Clients seek out and trust Ryan to represent them from Texas to North Carolina. Ryan has built his practice as a smart and tenacious advocate for his clients. Great Plains Super Lawyers named Ryan a Rising Star for 2016-2017.

Ryan's passion for both the law and his community can also be witnessed by his work for those who are most in need of his help. Ryan has represented indigent pro bono clients in various matters. Most recently, Ryan represented a young woman seeking to avoid being deported back to a dangerous situation in El Salvador. Ryan is also a visionary civic leader who serves not only his clients, but his community by his involvement in numerous civic organizations.

In addition to serving his community through pro bono legal service, since moving to Des Moines in 2008, Ryan has devoted countless hours to serving the community in other ways. Ryan has served as President and board member, of the Sherman Hill Association. Through his involvement in Sherman Hill, Ryan has moved houses to save historic buildings, partnered with a developer to build the Veridian building at MLK and Ingersoll, planted hundreds of trees, and collected food for the local pantry. Ryan is a founder and chair of Halloween on the Hill. Each fall, Halloween on the Hill attracts thousands of people and collects barrels of food for the DMARC pantry. Ryan is a long-time member of the Emerging Leadership Initiative for the United Way of Central Iowa and was in the Greater Des Moines Leadership Institute Class of 2009-2010.

In all of our interactions, I have found Ryan to be extraordinarily thoughtful and creative about his profession, the future of our community, and the organizations where he volunteers his time. Ryan has a drive to succeed, not just for himself but also to serve those in central Iowa who most need to be served. Ryan is a charismatic leader who I am proud to call my friend. I enthusiastically and without reservation recommend Ryan for the Forty Under 40 Class of 2018.

Best regards,

A handwritten signature in black ink, reading "Stuart Ruddy". The signature is fluid and cursive, with a long horizontal stroke extending to the right.

Stuart Ruddy
General Counsel & Secretary
Knapp Properties, Inc.