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January 12, 2018

RE: Josh DeBower Nomination for 40 Under 40

Dear 40 Under 40 Committee Member:

I would like to recommend Josh DeBower for the Des Moines Business Journal's 40 Under 40 selection.

Josh and I have worked together for over 10 years. He began his career with our company as an engineering intern in 2006. Since that time, Josh completed his professional engineer licensure, has taken on more responsibilities, and quickly emerged as a leader in our office. His ability to interact effectively and maintain relationships with our clients has proved invaluable. Josh continuously helps our clients to meet their goals. His in-depth knowledge of civil engineering, along with his drive for continuous improvement has helped Josh to realize repeated successes.

In addition to his external focus, internally Josh has been a valuable asset as a mentor and coach to our younger engineering staff. He goes the extra mile to make sure he shares his knowledge and experience, epitomizing the team player approach.

Working with Josh has been a true pleasure. His positive attitude and problem-solving capabilities always tend to disarm others, and have created a win-win situation on multiple occasions. My colleagues and I know that we can depend on Josh to get the job done. His patience and perseverance in difficult situations allow him to be successful where others may not. If Josh sees an issue, he addresses it head-on; not only looking for a quick fix, but working to identify a long-term solution to avoid future issues. These qualities establish Josh as a leader in our company, and provide an excellent example to other staff.

Josh's positive qualities can be seen in his involvement in the community as well. Josh's volunteerism has become second nature. If there is a need, Josh is there to do what he can to fill it. Josh is dedicated to anything he is involved in. In addition to spending time with his amazing wife and two beautiful children, Josh is active in their church volunteering for various activities, including being a marriage sponsor to other young couples. Josh coaches his sons' teams for multiple sports. Josh's family has been touched by Breast Cancer and Cystic Fibrosis, which drives his committed involvement to both of these causes, working year-long to build awareness.

I confidently recommend Josh for this recognition. Please feel free to contact me at 515-251-2586 or Patrick.Kueter@Foth.com if you like to discuss my recommendation further.

Sincerely,

**Foth Infrastructure & Environment, LLC**

Patrick P. Kueter, PE  
*State Operations Director*