

January 7, 2018

Forty Under 40 Selection Committee
Business Record
100 4th St.
Des Moines IA 50309

To Whom It May Concern,

I am writing this letter of recommendation for the Forty Under 40 Award for Vivek Tomer. It has been my pleasure to work with Vivek at Nationwide Insurance for almost ten years. I consider him a good friend and colleague. Vivek continuously demonstrates everything we look for in people when it comes to being a valued associate and a great team mate. Vivek is a quick learner who gets things done and who lives up to his promises. He is always helping others, has integrity and is just very positive in almost everything he does.

During the time I've known him, Vivek has always impressed those around him. He has grown his skills and been promoted multiple times. He has built himself into a true expert and someone people go to within and outside of our department. He is now someone who gets assigned to the toughest projects and who delivers on his promises.

Vivek is continuously teaching and mentoring newer members of the team. As with most companies, ours is seeing an extreme amount of change, which directly impacts the makeup of teams and departments. Vivek has been at the forefront training new team members and building up the skills of others. Vivek always displays honesty and integrity, which is one reason people listen to and follow him.

Vivek actively participates in team community service activities as time allows. This past year he supported Des Moines Hunger Relief by packaging Meals from the Heartland. He also participated in a team activity that made blankets for Blank Children's Hospital.

Robert Jiracek
Manager, P&C Data Warehouse
Nationwide Insurance
(515) 745-2155
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January 8, 2018

Re: Letter of recommendation for Vivek Tomer

To Whom It May Concern:

I'm pleased to have the privilege of recommending Vivek Tomer for the Forty Under 40 Award. I first met and started working with Vivek early 2017 as the Commercial Data Warehouse team was brought into the P&C Data Warehouse. Vivek quickly showed his value through his vast knowledge of the Commercial Data Warehouse and his technical and interpersonal leadership skills across many projects. I also had the opportunity to work with Vivek on a large project where he was the Technical Lead and I worked as the IT Delivery Executive. Overall, I think Vivek's contributions center around three main areas:

1 – Technical knowledge and aptitude – Vivek is a definite expert in his field. He has a great amount of data warehousing experience and can apply his knowledge across projects to build solutions that benefit our business partners. While being intensely busy doing his day job, he still finds time to stay current on technology changes throughout the industry and share that knowledge with his teammates.

2 – Commitment to the team – As the overall Technical Lead on the team in Des Moines, Vivek has a responsibility to help mentor and guide the team through coaching and project leadership. The team sees him as a leader despite not having a direct reporting relationship. They look to follow his lead and he does a great job in that role by setting a vision and a path to achieve it.

3 – Creative thinking – While Vivek is looking to build a solution, he consistently thinks outside of the box. He doesn't constrain his thinking with following the same structures and processes that have always been followed, but looks for creative ways to innovate and provide additional value through simplification and efficiency.

Sincerely,

Megan E. Reichert
Director, IT Applications
P&C Data Warehouse
614-249-7402
reichem@nationwide.com



Chad Rhoads
Director, IT Application Development
Nationwide Information Technology

January 4, 2018
Forty Under 40 Selection Committee
RE: Letter of recommendation for Vivek Tomer

To Whom It May Concern:

I would like to recommend Vivek Tomer for the Des Moines area 40 under 40 award. I had the honor to be Vivek's leader for 5 years at Nationwide supporting the Information Technology team.

During that time, Vivek was engaged as a key technical lead supporting the Nationwide data warehouse solutions. He continuously represented strong leadership and collaboration when working with our teams as well as other IT teams across Nationwide. His approach was very collaborative, engaging and focused on both the solutions and the team. His leadership with the team was always focused on improving employee capabilities through mentoring, training and agile leadership techniques that encouraged and improved our teams.

Vivek's strengths were always in understanding business needs and interacting with our business, project team and development team to delivery strong solutions with a highly-engaged team. While strong technically, Vivek excelled at relating to the business removing the "tech speak" from the conversation and enabling solutions that fully met the full business needs.

Vivek's personal engagement, leadership and attitude was highly appreciated and supported from our leadership team as we continuously look to find those leaders on the team that will help when the team needs to evolve and grow. Through that time Vivek was always very positive, supporting and a key reason of our successes at Nationwide.

Thank you for your consideration of Vivek for the award.

Sincerely,

Chad Rhoads
Director, IT Application Development

Fred Gedden
Nationwide Insurance
1100 Locust St
Des Moines, IA 50391
12/21/2017

Business Record
Des Moines, IA

Dear Sir/Madam:

Vivek Tomer has been with Nationwide for 10 years, primarily in our IT Data Warehouse area. I had the pleasure of working with Vivek Tomer for about 2 years when I was Director of this team.

Vivek is one of the most technical people I have worked with. He is current on data warehouse technologies, transformation tools, analytics tools, as well as how to model data and use it for decision making. Quite often when someone is as technically gifted and trained as Vivek, they are not always personable. This is not true with Vivek. In his technical leadership role he is also gifted at communication allowing him to interact with business personnel, IT leaders, upper management and vendors, always keeping his audience in mind and conveying the appropriate information.

Because of his skills and leadership competencies, while Vivek and I worked together, he was sought out by Teradata, an industry leader in database related products and services. They asked him to be a lead speaker at one of their conferences on the west coast. This was a great honor for Vivek, and of course we were proud that such a prominent role was being filled by a fellow Nationwider.

Vivek is active in our company and has always been a leader on multiple projects and efforts. Within Nationwide, Vivek lives our values. He values people, has a bias for action and is accountable in his leadership role. He also shares his love of life and positive outlook outside our walls as well. He contributes to individuals, our community and of course his family.

It is my honor and privilege to recommend Vivek for "40 under 40 in Des Moines" to represent Nationwide and all of Des Moines in 2018.

Sincerely,

Fred Gedden
Director, IT Applications

Lisa S. Steinkamp
VP, Business Solutions Area Leader for IT
Nationwide Insurance
1100 Locust Ave
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January 2, 2018

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

Forty Under 40 Nomination Review Committee:

It is my pleasure to recommend Vivek Tomer for selection in your annual Forty Under 40 recognition program. I have known Vivek for over six years during which time he worked as an IT developer and consultant within my department at Nationwide Insurance in Des Moines.

I have been consistently impressed with Vivek's attitude and capabilities during the time that I have known him. He is a quick learner and has shown the ability to digest large volumes of information and put it to use in a constructive manner to identify valuable technology solutions for business challenges.

Vivek is both very intelligent and quite motivated. I am confident that he will represent the community well and serve the Forty Under 40 group with a high degree of integrity and diligence.

Through many complex projects Vivek has demonstrated the ability to articulate information and ideas in both verbal and written forms. One of the traits I value most is his humble leadership within his teams and across other areas. He takes time to listen to others and to present his ideas in a way that lets others know they are valued. His approach to teamwork helps raise the bar on productivity for the whole team which in turn allows for even greater business value from his work.

I recommend Vivek Tomer 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