

Des Moines Business Record
100 Fourth Street
The Depot at Fourth
Des Moines, IA 50309

Re: Nomination of Leslie C. Behaunek for the Forty under 40 Award

Dear Forty Under 40 Nominating Committee:

I am thrilled to be writing this letter in support of Leslie Behaunek's nomination for the Des Moines Business Record's Forty Under 40 recognition. I have had the opportunity to work with Leslie on the board of Polk County Women Attorneys (PCWA) since 2012, first as fellow board members, and now as PCWA President and Past President. Leslie is determined, dedicated, selfless, and supportive. While adjectives are often used as an easy descriptor, I convey those adjectives to you as an accurate descriptor of this well-deserving nominee.

Leslie became a part of the PCWA board while still in her third year of law school. It is not an easy task to complete your graduate work and study for the bar examination, while also managing a board position in the profession you soon hope to join. She not only excelled at both, as shown by her resume, but also demonstrated an impressive work ethic and attention to detail in her position on the board. Leslie later took a job clerking for a federal judge, which caused her to move to the eastern side of the state. While most people would relinquish their position on the board, Leslie never wavered, nor did her attention to the position. When Leslie commits to an organization, she does not cut corners, nor evade her responsibilities.

PCWA has always been a strong and worthwhile organization, but under Leslie's leadership, PCWA has seen a momentum shift, with improved structure, organization, accountability, and professionalism. Leslie took the time to look closely at the organization, each position, and our overall mission, and define specific and tangible ways to make changes in order to better meet the needs of our members. I am in the lucky position to follow Leslie as 2018 PCWA President. She has again, taken the time to ensure I am fully informed and prepared for this transition.

Leslie has a family and a demanding career, yet she engages in the community in order to enact meaningful change. She prioritizes each interaction, listens to what you have to say, and follows through. It has been my privilege to be on the PCWA board with her, and to now follow in her footsteps as president. I can only hope that some of her poise and organizational skills have rubbed off on me! I do not think you could find someone more deserving to receive the Des Moines Business Record's Forty Under 40 recognition.

Sincerely,

Kathleen M. O'Neill



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January 11, 2018

The Business Record
Attention: Forty Under 40 Selection Committee
100 Fourth Street
Des Moines, IA 50309

To Whom It May Concern:

I am pleased to recommend Leslie Behaunek for the 2018 Forty Under 40 Award. Leslie exemplifies the meaning of this award through her dedication to her industry, community and volunteer activities.

Leslie had the remarkable honor of starting her career by being selected to clerk for a federal district court judge. Even more distinguished is that she was then asked to clerk for the Honorable Jane Kelly, United States Court of Appeals for the Eighth Circuit. This selection is rare and very impressive.

I got to know Leslie when we were on the board of Polk County Women Attorneys together. She immediately impressed me with her willingness to take on responsibility and her thorough follow through. She has been on the Polk County Women Attorneys board for six years continuing to serve in any capacity needed and lead the organization as President in 2017. She has a history of ongoing service to the legal community. She sits on a variety of boards and committees for attorneys ensuring that she is building community, increasing integrity and supporting young lawyers. She does not just sit on the committees, she fully engages and provides each group with insight, hard work and positivity. I am constantly amazed that she has the energy and time to complete everything she does. She is an asset to our industry and the causes with which she is involved.

However, her commitment does not stop there, she invests in her larger community by serving as the President of the Board for the Des Moines Choral Society. She also believes in training the next generation of leaders and giving back. She has volunteered for Iowa American Legion Auxiliary Girls State for over twelve years and participated in Iowa Women Lead Change. She has served in various capacities over the years providing energy and impressive leadership.

Her ongoing commitment and willingness to serve is why we recruited her to help with founding Emerge Iowa. Emerge Iowa trains women to run for office. Leslie was very willing to help and has provided amazing organization and leadership that made it possible for Emerge Iowa to launch in 2017. Leslie is such an asset and pleasure to work with on any project.

As you can see from all of the activities that I have noted, Leslie is a truly outstanding individual that is most deserving of this award. She shows that as a woman you can be an integral leader in the community and your career while still dedicating quality time to your family. I am honored to be able to write this letter.

Sincerely,



Shayla McCormally
McCormally & Cosgrove, PLLC