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January 9, 2019

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

RE: Forty Under 40 nomination of Emily Damman

Dear Committee:

It is with great pleasure that I support Emily Damman's nomination for the 2019 class of the Des Moines Business Record's Forty Under 40. Emily has accomplished a great deal in a relatively short time in her professional life. She is an outstanding litigator and a compassionate and active member of the community. I am proud to call Emily my colleague and am increasingly impressed by her skill and dedication each time I work with her.

Emily is a leader in the State of Iowa. Because of her obvious leadership qualities, Emily was appointed by Governor Branstad to the Enhance Iowa board. Formerly known as Vision Iowa, this board is tasked by the State of Iowa with spending millions of dollars each year on high-impact community development projects. In this role, Emily works with her fellow board members to investigate and select these projects around the State of Iowa. Not only has Emily served on this board, she has thrived as a key member of Enhance Iowa and was chosen by the board to serve as the Chair this year. This is an impressive accomplishment, given the other members of the board are more experienced and, in many instances, hold very senior positions in the business community. Emily has found a way to serve the people of the State of Iowa and her leadership has been recognized.

In addition to her role with the Enhance Iowa board, Emily also serves on the board of Indianola Chamber of Commerce and is a volunteer with the Mitchellville Women's Correctional Institute. She is a member of several community and professional organizations including of the Indianola Young Professionals, the Polk County Bar Association and the Iowa State Bar Association.

Emily is also a young lawyer with a wide-ranging and quickly developing legal practice. Emily works tirelessly to defend insurance companies, banks and other corporate clients in litigation and regulatory inquiries throughout the United States. She has represented clients before state courts, federal district courts, and has handled disputes before administrative bodies, including the Iowa Insurance Division.

I am proud to call Emily Damman my colleague. In addition to her flourishing professional life and commitment to community service, she is also a full-time parent to her toddler, Jack. That is no small task. Please consider Emily for the 2019 Forty Under 40 class. Her leadership in the firm, legal achievements and service to her state and community have earned her this honor.

Very truly yours,



Lance W. Lange

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