January 8, 2019

Business Publications

Attn: Forty Under 40 Selection Committee

100 4th Street

Des Moines, IA 50309

Dear Selection Committee:

It is with great enthusiasm that I am writing this recommendation letter in support of the nomination of Devin Boyer to the 2019 Forty Under 40 young professionals in our community. As CEO of Community State Bank, I was delighted and honored when Devin expanded his career by joining our team as Vice President Commercial Banking in late 2018. I was immediately impressed with his business acumen, communication skills and action oriented approach.

Devin immediately engaged with the commercial team and our affiliate banks to improve communication and processes for doing business within the Enterprise. He brings a heightened level of professionalism to the team. He also has taken a leadership role with younger bankers acting as a mentor and developing their talent to allow them to grow. Devin has positioned himself early with the organization to assume greater leadership roles over time.

Devin also sets the bar high for his peers through his community involvement and leadership roles with Rotary as well as his church.

As a fellow leader in this community, I am confident Devin will have the immediate impact on the Forty under 40 program that he has made on Community State Bank. The program will be better for all involved with his participation.

Respectfully submitted,

Kurt A. Gibson

President and CEO

Community State Bank