

January 9, 2019

*The Business Record*  
100 4th Street  
The Depot at Fourth  
Des Moines, Iowa 50309

"Forty Under 40" Nominating Committee:

I am writing to highly recommend Derek Nelson, Manager of Sustainability, to the 2019 "Forty Under 40" class. He has accomplished a great deal in his time at Kum & Go, and would be a remarkable addition to this year's honorees.

After more than five successful years with DuPont Pioneer, Derek came to us in 2016 with an objective to advance Sustainability within Kum & Go. Derek took on this challenge, as he does everything, with a high degree of skill, tenacity, and a tireless work ethic. He successfully expanded the sustainability team, established processes that didn't exist, and changed the mindset and culture of the organization to instill social responsibility in our retail stores. With his leadership and personal involvement in changing the way we do business, the company reduced food waste by nearly 20% in 230 locations and reduced our tax liability by nearly \$5 million annually. It was a tremendous accomplishment and established Derek as sustainability leader and innovator.

Derek is someone who welcomes challenges and continually wants to learn and grow. He is always on the short list for team members on task forces. He has helped lead our United Way corporate campaign, serves on the committee that allocates grant funds within the organization, and led strategic initiative explorations prior to our annual strategic planning session conducted by senior leadership.

Not only does Derek take on challenges at work, this father of three maintains his devotion to his family and community through board appointments and involvement. These altruistic endeavors include his role on the Eat Greater Des Moines Board of Directors and the USGBC Iowa Chapter – Market Leadership Advisory Board Member. This driven leader also found time to earn a Master of Business Administration degree and an LEED Green Associate certification from the U.S. Green Building Council. Derek also has had the opportunity to share his expertise with others through panel discussions, serving as a speaker at the 2018 Iowa Hunger Summit and the Iowa Environmental Council Annual Conference.

I am very pleased to write this letter supporting Derek Nelson's nomination. I sincerely believe he demonstrates and represents the qualities and characteristics of a "Forty Under 40" class member. He is a leader, mentor, developer, and one you could put in nearly any role. He is a team player, executes at a high level, and does it correctly.

Please let me know if I can provide further insight or answer any questions regarding Derek and this recommendation. Thank you for your time and consideration.

Warmest personal regards,

Christie Sullivan  
Director of Acquisitions and Divestitures