

Forty Under 40 Committee
Des Moines Business Record

January 7, 2019

Re: Joseph V. Bryant

Dear Sir or Madam,

Please accept this as my hearty endorsement for Joe Bryant for the Forty Under 40 class for 2019.

I have known Joe since about 2002, first as a student, then an alumni and now a colleague. He was an excellent and enthusiastic student. It has carried over into his professional and civic life. As you can tell from his vita, he is very involved in giving back to his community. I can speak directly to his experience teaching as an adjunct instructor for UNI. He agreed to teach a required three credit hour course starting in the fall of 2018. He has full responsibility for delivery of the course, which he has done so to the fullest extent. The course requires him to drive from his home to Cedar Falls every week. Although he does receive a stipend for teaching, it isn't enough to hardly enough cover his driving expenses, let alone his time. Yet, he willingly does so because he believes in giving back to his alma mater. In addition, he has made appearances at at least two more events that were outside of his normal class times. His positive attitude is a tremendous example for his students to emulate. He would be a most appropriate recipient of your recognition.

Sincerely,



Dr. Arthur T. Cox, Director
UNI Center for Real Estate Education