



Forty Under Forty
Letter of Support
Kelsey J. Knowles

Dear Forty Under Forty Judges:

It is my pleasure to provide the strongest recommendation of Kelsey Knowles for consideration to receive Forty Under Forty recognition.

Over the past two decades as a not-for-profit executive, I have worked with hundreds of board members. As I contemplate those board relationships I value most, and that have been the most impactful to those organizations, Kelsey rises to the top.

Kelsey has been a highly engaged member of the Foundation Board of Directors since 2010. She is currently serving in a leadership role, finishing up her two-year term as the Chairman of the Board.

Kelsey's volunteer service is also matched with her philanthropic support, setting the pace for the rest of our board. Her legal expertise and her support of the entire management team have been invaluable to Living History Farms these past 9 years.

She cares about the community she works and lives in and is dedicated to elevating the status of the Greater Des Moines communities cultural amenities.

She commands the respect of her colleagues on the Board and is a pleasure to work with on the strategic priorities of Living History Farms. I have the greatest admiration for her.

It is with my most sincere recommendation that I ask you to please consider Kelsey for your esteemed award.

Sincerely,

A handwritten signature in dark ink, appearing to read "Ruth Haus", with a long horizontal flourish extending to the right.

Ruth Haus
President

Espnola F. Cartmill

Direct Dial: (515) 283-4674

Direct Fax: (515) 558-0674

Email: efcartmill@belinmccormick.com

January 10, 2019

Nominating Committee
Forty Under 40 Award
100 Fourth Street
Des Moines, Iowa 50309

Re: Nominating Kelsey Knowles

Dear Forty Under 40 Nominating Committee:

I am pleased to nominate Kelsey Knowles for Forty Under 40 recognition. I had the pleasure of getting to know Kelsey when I started at Belin as an associate attorney nearly 10 years ago. Kelsey has been a phenomenal mentor to me with wisdom beyond her years. During our time at Belin, Kelsey has served on the marketing committee, the personnel committee, the management committee on several occasions and is our hiring partner. All of these roles require additional unbillable time spent in meetings and planning and preparing. Despite having two active children at home, Kelsey never shies away from serving on committees. Indeed, although one could bide their time on the various committees and serve out their time by attending meetings and reacting to only matters brought to their attention, each time Kelsey serves on a committee, she has proactively sought out ways to make our firm a better place to work.

For example, our firm has Kelsey to thank for our increased diversity efforts. At one point, Kelsey and I were the only female partners at the firm. Due, in large part, to Kelsey's efforts to recruit and retain more female attorneys, two additional female attorneys joined us as partners as of January 1, 2019. Kelsey's success is due to her tireless efforts to create policies that foster a good working environment for not only the women in our firm, but also the men. For example, Kelsey led the charge in securing not only increased maternity leave, but also in creating a formal paternity leave policy for our firm. Recently, Kelsey also played a large role in creating a diversity committee and already has several ideas for how to make our firm a leader in this area.

Kelsey's accomplishments go far beyond her contributions to the firm through her committee involvement. She is an excellent attorney. Kelsey not only provides the type of service our clients expect, but she does it with empathy and grace that is unmatched. Rather than providing a one size fits all approach to every case or matter, Kelsey helps clients determine their ultimate goal and then develops a strategy to help them achieve that goal. Kelsey is always my first choice to handle a matter when I need someone to cover for me due to a scheduling conflict. My trust in her is a testament to her skill level and client service.

January 10, 2019

Page 2

Beyond Kelsey's professional accomplishments, she still makes time to be involved in the community. I admire Kelsey's commitment to Living History Farms. Although Kelsey is the type of person who has been recruited to many boards and would be a treasured asset on any board, Kelsey has focused her efforts on Living History Farms, which has allowed her to form a deep connection and bond with the organization. Despite primarily focusing her board service on Living History Farms, Kelsey also serves on the Greater Des Moines Partnership Workforce and Education Board and is always willing to support other community groups in various ways when asked.

In addition to Kelsey's strong leadership skills, community involvement, and professional acumen, she is genuinely a great person. Kelsey and I have become great friends over the years. Having logged countless hours of both professional and social time with Kelsey, I can attest that, beyond all her professional and community accomplishments, she is a loving wife and mom and an incredible friend to anyone blessed enough to call her one.

Kelsey is exactly the kind of well-rounded, community-minded, and professionally accomplished individual that would be an asset to this year's Forty Under 40 class. I cannot think of someone more deserving of this recognition. I give Kelsey my strongest recommendation.

Sincerely,



Espnola F. Cartmill
For the Firm

EFC/so