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Forty Under 40

To Whom It May Concern:

I strongly support the selection of Tanner Krause for the 2019 Forty Under 40 Business Record Class.

Tanner, at age 9, started working in the Kum & Go stores. He understood that, if he wanted to aspire to be a leader of Kum & Go, that he would have to start at the bottom, and earn the respect of his colleagues. He knew that he would have to work harder, perform better and be paid on the same basis as his colleagues. Tanner is driven and has set high standards for himself, but most importantly, Tanner is humble, kind and caring and he has earned the support of his colleagues. Although he is very young, his colleagues understand and believe that he can lead their Company to the next level. He has all of the characteristics of a great leader.

Importantly, Tanner is committed to Kum & Go's philosophy of giving back to the community. Annually the Company gives 10% of its pre-tax earnings to charitable causes in the community and as part of its "grow people" business strategy creates opportunities and encourages its employees not only to do well at work but to give back to the community. Kum & Go is one of the companies that has helped make Greater Des Moines a great place to live and work.

Tanner also believes that one of our communities most impactful organizations that makes people's lives better is United Way of Central Iowa. Tanner leads Kum & Go's annual United Way campaign. Under his leadership and encouragement many of the company's employees become involved in the campaign and give both their time and personal resources. As a result, Kum & Go is one of the leaders in the annual United Way Campaign.

Beyond his commitments to Kum & Go's philanthropic efforts, Tanner individually has a deep personal commitment to giving back to his community. His focus is to give both time and money to those who face serious disadvantages and obstacles in life. He is currently giving his time to The Boys and Girls Club and Habitat for Humanity. Tanner is committed to spending time and the effort to be a difference maker and to leverage the impact of those organizations to help the most disadvantaged in our community.

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I have worked with the Krause family for over 20 years. I met Tanner when he was a boy. I knew there was something special about Tanner Krause. He was humble, articulate, thoughtful, strategic and driven. I could sense that he not only wanted to succeed in life, but that he wanted to make the world a better place.

If Tanner is part of the Forty Under 40 class, his classmates could learn much about how he is involving Kum & Go to build a better community. More importantly, while the company Tanner Krause leads is one of the largest companies in our state, Tanner understands there is always an opportunity to learn from others. Tanner will provide a wealth of information to his classmates, and Tanner will be a better member of our community if given the opportunity to a part of the 2019 Forty Under 40 Class. I strongly support his selection.

Sincerely yours,



Steven E. Zumbach

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