



January 10, 2019

DSM Business Record Editor et al:

I encourage you to select Jered Boley for this year's class of 40 under 40.

Before I met him, I gained respect for Mr. Boley as a witness to his career achievements in my industry. As I got to know him my respect and admiration grew as I learned that while he skillfully delivered consistent results for his customers and shareholders he does so much more for our community.

Professionally Jered has been able to compound his gift of making genuine personal connections and being an authentic and passionate communicator with the learned skills of critical thinking and analytics to achieve outstanding results. He does that while operating from a personal decision-making framework rooted in his faith and values that results in long term value creation for all stakeholders.

While his career achievements are notable the more compelling reason to select Mr. Boley to this class is the lasting impact he makes on this community through the gift of his time and involvement. His direct involvement helping at risk children and youth on the board of Wildwood Hills Ranch and in a multitude of volunteer roles and gifts to his church and to Des Moines Christian School may be visible to many. The part you may not see is how Jered constantly and quietly works humbly behind the scene to empathetically listen, help others, and connect people and resources in the community. He has and is making a lasting impact on this community.

My best,

A handwritten signature in blue ink, appearing to read 'T. Kinzler', with a stylized flourish at the end.

Tanner J. Kinzler

President & CEO

Kinzler Construction Services, Inc.