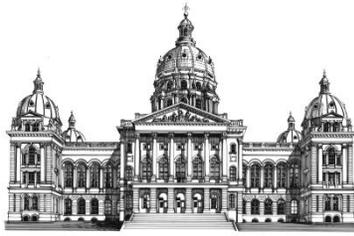


Zach Nunn
STATE REPRESENTATIVE
Thirtieth District
Statehouse: (515) 281-3221
e-mail – zach.nunn@legis.iowa.gov

HOME ADDRESS
1304 13th St. SE
Bondurant, Iowa 50037



House of Representatives
State of Iowa
Eighty-Sixth General Assembly
STATEHOUSE
Des Moines, Iowa 50319

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Economic Growth
International Relations
Legislative Council
Ways & Means

January 9, 2019

Mr. Jason Swanson
The Business Record
100 4th Street, Des Moines, IA 50309

Re: Letter of Recommendation – Robert D. Hodges

Dear Mr. Swanson:

The exceptional qualities of soldier, attorney, business advocate, and community leader culminate in the accomplished achievements of Robert D. Hodges. I write to highly recommend Bob for the Business Record's 20th annual Forty under 40 Awards. For nearly a decade, I've interacted with Bob in personal and professional endeavors. As a former Forty under 40 recipient, I know Bob's practice of law has helped local entrepreneurs, farm families from across Iowa, and worked to improve Iowa's national competitiveness as a state to do business. Importantly, this is built upon his military combat experiences, which serve as a testament to his commitment to community and country. In sum, Bob reflects the character and the distinction of what the 2019 Forty under 40 class aims to showcase in its nominees.

As an officer with the US Army, Bob aided US Special Forces, Green Berets, and intelligence operations, an embodiment of the selfless warrior. He postponed a lucrative private legal practice after law school to serve in combat operations aimed at protecting American forces and US interests abroad. I know of few lawyers who cut their teeth in courtroom law having first experienced legal "trial by fire" on the battlefield. Often the US military's sole advisor on the Laws of Armed Conflict, Bob served as a help, and a check on combat operations on the front line, from Iraq and Afghanistan, to Haiti and the home front. Based upon military actions I am familiar with, the situations in which Bob provided legal guidance to his Commanders were high stake situations, some requiring Presidential-level approval.

As a young leader in Iowa, we are fortunate to have a military officer, who is actively serving the Des Moines legal community and his hometown as an attorney. I expect great things from Bob in the future and hope you will favorably consider for Robert Hodges for a Forty under 40 Award.

In service,

A handwritten signature in black ink that reads "Zachary Nunn".

Zach Nunn