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100 4<sup>th</sup> Street  
Des Moines, IA 50309

Dear “Forty under 40” selection committee,

I was honored to be a member of the 2012 class and I have witnessed firsthand the talent of this prestigious group. This year I am writing to strongly recommend a very deserving candidate, **Shane Zimmerman**, for the 2014 Class of the Business Record’s “Forty under 40”. Shane is an accomplished business leader, community leader and man. He is an individual that I am proud to work with, as well as to call a friend.

Over the past 15 years at Wells Fargo, Shane’s accomplishments are vast. He has held many leadership roles and had diverse experiences on both the retail and business banking sides of the business. Today, Shane has responsibility for business banking on the western half of the state, with \$4B in assets and 50+ team members. His geographical responsibilities span from Des Moines, west to Omaha. He works with some of the most expansive, established and successful businesses in Iowa. He manages a team with an average tenure of 20+ years of service in commercial lending.

Under Shane’s leadership he has demonstrated consistent growth in market share (#1 on FDIC report), deposit relationships and new households. Shane is referred to by his peers as; smart, reliable, caring and passionate about building his team and the business, the right way. The individuals who work for Shane are highly engaged and enjoy the benefits of his coaching.

**“Shane is an experienced and accomplished leader in the Wells Fargo organization. Shane’s skills of influencing and problem-solving provide great benefit for Wells Fargo, his team and his customers. Throughout my 35-year career I took great pride in watching many team members progress, develop and grow. Shane’s development and the positive impact he has had on his team, his customers and his community is something I will never forget.”**

~ Scott Johnson, retired Regional President, Wells Fargo bank, IA/IL region, Shane’s manager

**“Shane leads his team, including me, by building very well connected relationships with each of us. This has been very important to me as I was able to develop a strong trust factor with him as I knew he had my best interests at heart. He has also helped me to focus on those aspects of managing and leading that are the most important while staying away from the ‘noise’ that can otherwise preoccupy us.”**

~ Duane Amhof, business banking manager reporting to Shane

**“Shane has shown me how to lead by example. He is always willing to go to bat for his teammates, willing to jump in on any needed task, and consistently recognizes success of others. Shane carries the company flag and always exemplifies integrity in his professional and personal life. He has shown me that in order to succeed and grow it is important to continue learning on a daily basis.”**

~ Steven Bakken, business banking manager reporting to Shane

**Together we’ll go far**



Shane is also very connected and involved in the community. Outside of his passionate approach to helping small businesses succeed across our state, Shane logs 100+ hours of volunteer time annually through his Board commitments and philanthropic efforts. He serves on the Board of Directors for Living History Farms and the Urbandale Economic Development. Shane is very generous with his time, talent and treasure.

Shane Zimmerman is a leader in our community, a great citizen, who has already made a significant positive impact and perfect role model for what the Business Record's "Forty under 40" embodies. It is my pleasure and honor to recommend Mr. Zimmerman for this year's nomination.

Best regards,

**Tony Dickinson**  
**VP of Marketing, Wells Fargo Bank**