January 9, 2014

ARAG®

400 Locust, Suite 480

Des Moines, Iowa 50309

800-888-4184

515-246-8710 fax

www.ARAGgroup.com

Business Record

The Depot at Fourth

100 Fourth Street

Des Moines, Iowa 50309

Dear Nomination Committee:

I’m honored to endorse Tennille Ceaser as a candidate for the Forty under 40 award. In the time I’ve worked with Tennille, I’ve known her to be very eager for new experiences and the first to raise her hand when it comes to learning more about our company and industry. She’s held three positions in her short time at ARAG and has managed to master the responsibilities of each position while building meaningful relationships throughout the company.

In addition to her job responsibilities, she’s also actively served on ARAG’s United Way Committee and ARAG’s Green Team, a grass-roots organization that helps raise awareness of each person’s environmental impact and works to lessen ARAG’s corporate carbon footprint. Of note, the Green Team helped the company save $1,200 annually with energy efficient light bulbs. They also helped automated two separate billing and payment processes resulting with saving 700,000 pieces of paper.

Her collaborative attitude is contagious and her leadership has contributed to numerous successful projects.

Thank you for considering her as a young Des Moines professional with even more success to come.

Sincerely,

Ann Cosimano

ARAG

General Counsel