



Norland INC

December 10, 2013

Mr. Jason Swanson
Des Moines Business Record
100 Walnut Street
Des Moines, IA 50312

Re: Consideration of Jesse Linebaugh for 40 under 40.

Dear Mr. Swanson:

I have known Jesse for more than 11 years. In that time he has been a good friend, confidant, and ardent supporter. He completed his two year term as president of Raccoon Valley Little League leaving the league stronger than it has ever been, retaining a seat on the board and recruiting his replacement. Raccoon Valley Little League is the only league in Iowa District 5 and one of a few in the entire state that experienced increased participation over the last two years. Walnut Creek Little League who five years ago had more than twice the participation of Raccoon Valley withdrew their Little League Charter for 2014. Raccoon Valley now has four former board presidents on the board which provides a resource uncommon and unmatched in Little League organizations.

Jesse is a fantastic professional having recruited and helped lead an outstanding staff at the Faegre law firm in Des Moines. Dedicated to both his family and his craft Jesse is highly committed to his wife and two young sons as well as to his firm. I live just around the corner from the Linebaugh family and often see Jesse head back to the office after everyone else at home is settled for the night so that he can be present in the morning and help in the preparation for school. Being a small business owner I understand

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the challenge of balancing work and family life. Jesse has clearly mastered that skill.

The Linebaugh family are generous supporters of the Annual Campaign at the YMCA, Hanawalt Elementary School, Merrill Middle School and Roosevelt High School.

Jesse Linebaugh is the torch carrier for young professionals that understand their position in the community and their importance at home. I welcome calls on Jesse's behalf and support him completely for all accolades he receives.

Respectfully Submitted,

A handwritten signature in dark ink, appearing to read "Jim Norland", written in a cursive style.

Jim Norland