



DICKINSONLAW
Dickinson Mackaman Tyler & Hagen P.C.

January 7, 2015

To Whom It May Concern:

The Forty Under 40 award is reserved for those under 40 years of age who demonstrate significant professional accomplishments and the exercise of civic leadership. Colleen MacRae certainly qualifies. It is my honor to nominate her for inclusion in the 2015 Forty Under 40 list.

From the moment Colleen was hired as a summer clerk in 2011, it became clear within the firm that she was extraordinarily mature for her young age. She quickly established herself as a diligent problem solver who handled assignments with aplomb. We were pleased when Colleen accepted our offer to join the firm as an associate in 2012.

As a member of the banking law, business law and municipal utilities law groups, Colleen is now regarded as one of our most accomplished and dedicated associates. Senior attorneys, including myself, work regularly with Colleen on all levels of legal matters, and her time and attention is routinely sought out across the firm. She is professional, smart, quick and collegial. This is evidenced by her involvement in sophisticated bank acquisitions, and her day-to-day counseling of community bankers throughout Iowa.

Colleen also understands that the responsibilities of a good lawyer go beyond the practice of merely giving legal advice. She is a contributing and active member of our community, volunteering her time and intellect to organizations that play different – and important – roles in Central Iowa. For example, she is president of the East Village Neighborhood Association and vice-chair of the Urban Design Review Board for the City of Des Moines. She also volunteers as governance chair for Lead Like a Lady, which provides professional and personal support to women who are in various stages of their lives and careers. In addition to these commitments, Colleen is currently participating in the Greater Des Moines Leadership Institute, from which she will graduate in May 2015.

Please accept my strongest endorsement of Colleen MacRae for the Forty Under 40 award.

Sincerely,

Howard O. Hagen