

January 5, 2015

To Whom It May Concern:

This letter is in support of Colleen MacRae's nomination for the 2015 "Forty Under 40" list. Colleen and I currently serve as President and Vice President respectively for the Historic East Village neighborhood association. We have worked together on the East Village board for two years, during which time I have had many opportunities to observe Colleen's commitment to community service and her effectiveness as a leader.

Colleen is always well-informed on the opportunities and issues at hand and has a strong drive to get results. She is a natural networker and consensus builder, and while she strives to build consensus whenever possible she is also quite willing to take on challenging situations and conflict when necessary. Through her energy and abilities Colleen is making a difference in the East Village and broader community today, and her impact is certain to grow over time.

To put these comments into context, it may be helpful to know a bit about my own background. I have worked for the Principal Financial Group since 1982 and currently serve as Managing Director of Strategy for Principal Global Investors. Working in human resource and strategy roles since 1993 has given me constant exposure to senior corporate leaders as well as to leaders in other arenas. So too has my involvement on community boards and committees going back to the 1980s, including participation in the Greater Des Moines Leadership Institute class of 1995-96. This experience has taught me valuable lessons about leadership and about the traits that enable emerging leaders to sustain success over time. Colleen certainly demonstrates those traits on a daily basis.

I appreciate your considering my comments, and hope you find them useful.

Respectfully,

A handwritten signature in black ink, appearing to read "Mark Tezak", with a stylized, flowing script.

Mark Tezak
400 East Locust Street, #309
Des Moines, IA 50309
(515) 779-0963