



To Forty Under 40 Selection Committee:

In August 2011, Heather Tamminga, CAE, joined the staff team of the Iowa Soybean Association (ISA), when ISA Management Solutions (ISAMS), a wholly owned subsidiary of the Iowa Soybean Association, acquired Association Management, Ltd. (AML).

As CEO of both ISA and ISAMS, it is evident daily that Heather's professionalism and genuine love for her career in non-profit management benefits all of AML's clients and our ISA staff team. This year she was selected by her peers as the 2014 Distinguished Association Staff Professional through the Iowa Society of Association Executives. She is clearly driven to make an impact and to make a difference in the non-profit world.

Heather is an Account Executive assigned as Executive Director for the International Association of Lighting Management Companies (NALMCO), the Iowa Water Well Association (IWWA), and the Iowa Defense Counsel Association (IDCA). Using her communications background, she also serves as Editor of NALMCO's *Lighting Management & Maintenance* magazine and Communications Director for the Association of Image Consultants International (AICI). Heather is adaptable to the varied industries she serves in tandem with her staff teams.

She has a strong commitment to lifelong learning and ongoing professional development. Earning the Certified Association Executive (CAE) designation early in her association career demonstrates that commitment, as does her ongoing volunteer involvement serving as the Vice President of the Iowa Society of Association Executives. She gives back to the community, profession and industry she enjoys so much.

Heather's love of family is witnessed by all who interact with her. She serves in leadership positions in her children's schools and her ongoing stories about her two young children and teenage son often create laughter in our office. Her native-Iowan family values shine through her husband and kids.

Heather is a true leader in her profession and I am excited about the contributions she will continue to make to our industry in the years to come.

It is my pleasure to support the nomination of Heather Tamminga, CAE, for Business Record's "2015 Forty Under 40."

Sincerely,

Kirk Leeds, CEO
Iowa Soybean Association
ISA Management Solutions, Inc.

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