

January 8, 2015

Forty Under 40 Selection Committee

To Whom It May Concern:

I am happy to submit this letter of recommendation in support of the nomination of Joshua J Norton for the 2015 Class of Forty Under 40.

A valued member of the West Bank team for seven years, Josh focuses on commercial real estate lending. His network of contacts in the business community have helped him and the bank in our mission to build strong communities by offering sound financial solutions that foster the growth and expansion of the Greater Des Moines area.

Josh's strength lies in his ability to connect people and move them toward a common goal. He puts this skill to work for various community organizations by serving on the boards of directors of Make-A-Wish Iowa and the West Des Moines Economic Development Connection. He has also been active with Kiwanis, West Des Moines Chamber of Commerce, Big Brothers Big Sisters of Central Iowa, and Variety – the Children's Charity.

Josh has a bright future at West Bank with much potential. I am proud to recommend him for the Forty Under 40 Class of 2015.

Sincerely,

A handwritten signature in black ink that reads 'David D. Nelson'.

David D. Nelson

CEO

West Bank

January 7, 2015

Business Record  
Forty Under 40 Selection Committee  
100 4th Street  
Des Moines, IA 50309

To Whom It May Concern:

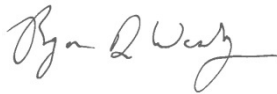
I am pleased to write this letter in support of the nomination of Josh Norton for the 2015 class of Forty Under 40. I have worked with Josh for the past 7 years. He continues to excel in his role as a Commercial Banker at West Bank. His primary professional focus lies in the area of Commercial Real Estate lending. This focus has helped him develop key relationships, resulting in loan growth for the Bank and supporting the growth and expansion of the Des Moines market. In my opinion, he is the top young Commercial Real Estate Banker in the Des Moines market.

Josh has served on various boards, with the most recent being Make-A-Wish Iowa and the West Des Moines Economic Development Connection. In addition, he regularly attends community functions and fundraising efforts. Josh is extremely talented at connecting people, and this skill is put to work by many Des Moines community organizations including Big Brothers Big Sisters of Central Iowa and Variety Club.

As a member of the 2011 Forty under 40 class, I know the honor that it is to be recognized by your peers. I also understand that it is a beginning to a long term commitment to Des Moines. In my opinion, Josh will use his talents and build on this foundation in the years to come.

Thank you for your consideration.

Sincerely,

A handwritten signature in black ink, appearing to read 'Ryan D. Wedemeyer'.

Ryan D. Wedemeyer

Senior Vice President

West Bank

**Make-A-Wish®**

**Iowa**

3024 104th Street  
Urbandale, IA 50322

515 334-2636

515 334-2638 fax

iowa.wish.org



January 7, 2015

Business Record

Attn: *Forty Under 40* Nominations

100 4th Street

Des Moines, Iowa 50309

To Whom It May Concern:

Please accept this nomination for Josh Norton for the prestigious Forty Under 40 Award.

I've known Josh for more than 6 years and met him when he volunteered to serve on the Finance Committee for the West Des Moines Chamber of Commerce and more recently when he agreed to serve on the Make-A-Wish® Iowa Board of Directors. He has always exhibited traits of a leader. You will notice that his career is moving swiftly upward often leading the revenue for the Commercial Lending Group of West Bank.

Being an alumnus myself, I know the quality of individuals that apply for this honor on a yearly basis. Josh demonstrates the passion, drive and community involvement that you are looking for and he doesn't do it as a resume builder. I consider Josh one of my go-to individuals in my own network when I need to get things done.

Other attributes for your consideration:

- Josh is a committed volunteer for many organizations. From the West Des Moines Chamber where he serves as Treasurer of their WDM Development Connection Program to Variety Club and other civic organizations, he is willing to lend a helping hand where needed.

*Share the Power of a Wish®*

- Josh is not only dedicated to his business and professional development, proven on his resume; he is also a dedicated family man who believes in work/life balance while impacting change in our community. Truly showing his service above self.

I sincerely hope that you strongly consider Josh Norton for membership in the 2015 Forty Under 40 class. He is an asset to our community and deserves this honor.

Sincerely,

A handwritten signature in dark ink, reading "Chris Voggesser". The signature is fluid and cursive, with the first name "Chris" and last name "Voggesser" clearly legible.

Chris Voggesser  
President/CEO  
Make-A-Wish Iowa



Part of the CBRE affiliate network

6900 Westown Parkway  
West Des Moines, IA 50266

[www.cbrehc.com](http://www.cbrehc.com)

515-224-4900

FAX 515-221-6652

Tyler Dingel, CCIM  
First Vice President  
CBRE | Hubbell Commercial

January 8, 2015

2014 Forty Under 40  
Business Record

To Whom It May Concern,

Please allow this letter to serve as my highest recommendation of Josh Norton to you as a truly deserving member of the 2015 Forty Under 40 class. Josh's professional accomplishments as well as his involvement in community organizations make him a model candidate and great addition to the Forty Under 40 class.

I have worked with and known Josh for over 9 years. Our industries frequently cross paths and Josh has been a great resource for building business relationships, market knowledge, and getting deals done. In addition to excelling in the banking industry, Josh gives of his time and money to several community organizations. He currently serves on the Make-A-Wish Iowa board of directors as well as Treasurer for the West Des Moines Chamber, a group that he will serve as chair elect for next year.

Josh's drive to be the best, combined with his loyalty to his company is truly an inspiration to young professionals, proving that hard work pays off. I have watched Josh's leadership grow over the past years and I am excited to see it continue to develop and strengthen as he strives to get further involved in Des Moines and the community. Josh's dedication to his company and community make him a role model for many young professionals and a deserving nominee for the Forty Under 40 class.

Thank you for your time and consideration.

Sincerely,

A handwritten signature in black ink, appearing to read "Tyler Dingel". The signature is stylized with a large "T" and a cursive "Dingel".

Tyler Dingel, CCIM  
2007 Forty Under 40 Class



# LINCOLN SAVINGS BANK

## LSB FINANCIAL

January 8, 2015

Business Record

Attn: *Forty Under 40 Nomination*

100 4<sup>th</sup> Street

Des Moines, IA 50309

Re: **Nomination for Joshua Norton, class of 2015 - Forty under 40**

It is with great pleasure to add my recommendation to the nomination of Joshua Norton for the 2015 Class of Forty Under 40. I've known Josh for over 12 years and 10 of those years I had the privilege of working along side him as a colleague within Commercial Banking.

Over the past 10 years the greater Des Moines area has experienced considerable growth causing the metro to be identified as a top place to work, raise a family, and play. This growth and the community's ability to position itself can be directly attributed to great leadership. Leadership within the business community such as Josh Norton and his strong relationships with many of Des Moines's most influential business owners, developers, and civic leaders. Josh has an ability to develop, educate, lead, connect and inspire people unlike any person I've associated with professionally and personally. This is evident from his extremely close relationships of his customers that look upon him as a core team member as they strategize their company's future. Des Moines is posed to continue this positive trend with leaders like Josh and his ability to raise the level of those around him.

During my 10 years working with Josh I have seen first hand his sincere desire to see people succeed and use his abilities to help people around him achieve their goals. I am a perfect example of this. When I met Josh I was a very inexperienced, knew very few people, shy, lacking in self-confidence, and quite frankly a scared individual getting into the commercial lending industry. In essence, like he's done with so many others he took me under his wing and helped shape me to the professional I am today. I've experienced from Josh what it means to value relationships, connect people, and find different and creative ways to have a positive influence to those around you. Truly worthy of a 'Forty Under 40' award.

I am fortunate to call him a lifelong friend and contribute many of my successes to Josh. He took a scared young junior lender 10 years ago and instilled the leadership qualities that has positively impacted my customers, my family and helped mold my career. I recently accepted a President's position with a bank in Wisconsin.

BANKING • INSURANCE • INVESTMENTS • TRUST • REAL ESTATE

www.MyLSB.com • www.LSBMortgage.com • (800) 588-7551

This recommendation letter for Josh speaks to his overall leadership and his impact to those around him. Des Moines is lucky to have an authentic leader dedicated to his family, his community, and his customers. In the true spirit of Forty under 40, Josh Norton is currently a leader with integrity, dedication, and the reputation worthy of this award. I look forward to seeing what more he will do for the community in the years to come. Please accept this sincere recommendation for Josh Norton for the 2015 class of Forty under 40.

Respectfully,

A handwritten signature in blue ink, appearing to read "Scott S. Jarvis", with a long horizontal flourish extending to the right.

**Scott S Jarvis**  
Senior Vice President/  
Regional Lending Manager  
Lincoln Savings Bank



January 8, 2015

1840 NW 118<sup>th</sup> Street

Suite 100

Clive

IA 50325

Phone: 515.440.0400

Fax: 515.440.0500

[www.fergusoncre.com](http://www.fergusoncre.com)

40 Under 40 Nomination  
Business Publications Corp.  
100 4<sup>th</sup> Street  
Des Moines, IA 50309

To whom it may concern,

Please accept this Letter of Recommendation for the nomination of Joshua J. Norton for The Business Record's "Forty Under 40".

I've known Josh for over twenty years. It's been fun to watch him go from college student to one of the best commercial loan officers in Des Moines. He is currently a Vice President at West Bank. A "regular" at numerous chamber functions, you will also see him at 80% of the community fundraising events. He is currently serving or has served in the following capacities:

Make A Wish Iowa Board  
West Des Moines Economic Development Connection – Chair Elect  
Finance Board West Des Moines Chamber of Commerce  
Board of Kiwanis  
Board Pleasant Hill Economic Development  
Rotarian

As you can see, Josh gives a lot of time and energy back to the community.

Josh would be an asset to have on this year's "Forty Under 40" class.

Sincerely,

A handwritten signature in blue ink, appearing to read 'D. Ferguson'.

Darin E. Ferguson, CCIM, SIOR