

January 9, 2014

Selection Committee
Business Record 2015 Class of Forty Under 40

Dear Selection Committee Members:

I am honored that I have been asked by Collin Barnes to write a letter of recommendation for her candidacy to Business Record's 2015's Class of Forty Under 40. I have known and worked with Collin for a number of years. She is a valued member of RDG Planning & Design and leads our Corporate Market, a market that has been instrumental in our growth and in the future of our firm. Collin possesses incredible and diverse talents as an interior designer. She is the consummate professional, commanding great respect from her clients and peers. In spite of her achievements, Collin is a humble and very approachable person who loves to share her knowledge to help others. Collin is truly a leader within RDG Planning & Design.

There is much more to Collin than her professional achievements. She gives back to her community in a number of ways, including her membership in civic organizations, as well as serving as a board member for the Great Plains Chapter of IIDA and Iowa State University's Interior Design Advisory Council. In addition, Collin and her family are passionately involved in volunteering for Wildwood Hills Ranch, an organization which provides a free summer camp program focusing on leadership, team work and character building for at-risk youth.

Collin has also succeeded in balancing her professional and civic time demands with those of her personal life as a wife to her husband, Josh, and mother to a wonderful, young son named, Truman.

RDG uses *Strengthfinders* to identify strengths for our staff members. Collin's top five descriptors are 1) Responsibility; 2) Relator; 3) Restorative; 4) Strategic; 5) Achiever. These most definitely describe Collin Barnes in all aspects of her life. RDG is truly blessed to have Collin as a teammate, contributing greatly to our firm's success.

In closing, it is with sincere conviction that I enthusiastically recommend Collin Barnes for admission to Business Record's 2015 Class of Forty Under 40. If you have any questions, please do not hesitate to contact me at 515-240-3067 or at dsanders@rdgusa.com.

Best regards,



Davis G. Sanders, AIA, LEED® AP
President

January 7, 2015

Des Moines Business Record
Attn: Jason Swanson
100 Fourth Street
Des Moines, Iowa 50309

RE: Collin Barnes' Forty Under 40 Nomination

Dear Forty Under 40 Selection Committee:

I am pleased to write in support of Collin Barnes' nomination to the *Des Moines Business Record's* Forty Under 40 Class of 2015. Collin was an intern/part time employee for the Downtown Community Alliance between 2006-2007. Downtown Community Alliance is a pillar of the Greater Des Moines Partnership's program of work. While I can attest to Collin's brilliant design talent, professionalism and unequalled work ethic, I am writing today as a personal reference to her character, citizenship, and leadership qualities.

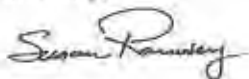
Collin is living proof that nice people don't have to finish last. She is a driven professional who has consistently moved up the professional ladder in her chosen field, but she has done so while remaining kind, charitable, and respectful of her colleagues and of her competitors. She donates her time, talent, and resources. She writes personal hand-written thank you notes. She gives back to her community. She practices civility. She thinks and acts from her own moral compass, and she does what is right for her family, her employer, and her community. She elevates others. She smiles at and greets strangers on the street. She recognizes and celebrates greatness in others. Best of all, she inspires others to do the same. Des Moines needs more people like her. The world needs more leaders like her.

Collin's volunteer, philanthropic and community engagements include: Iowa State University Interior Design Advisory Council, October 2013 – August 2016; International Interior Design Association (IIDA) Great Plains Chapter Board of Directors, January 2013 – Present; United States Green Building Council, June 2008 – Present; Center on Sustainable Communities (COSC), August 2010 – Present; Young Professionals Connection of Greater DSM, March 2009 – Present; Wildwood Hills Ranch of Iowa supporter, 2013-2014; and a United Way contributor.

I believe Collin will run her own firm one day, and I am glad that she has deliberately chosen to build her career, her home, and her future here in Des Moines. She is and will remain an inspired role model for her peers, her colleagues and her neighbors. For these many reasons and more, Collin is very much deserving of being named to the *Des Moines Business Record's* Forty Under 40 Class of 2015. In the interest of full disclosure, you should know that Collin is my daughter. Please don't hold that against her.

Thank you in advance for your thoughtful consideration of Collin's nomination.

Sincerely,



Susan Ramsey
Senior VP, Communications & Marketing

601 Locust Street, Suite 700
Des Moines, Iowa 50309

January 7, 2015

To Whom It May Concern:

I recently learned that Collin Barnes has been nominated for the Forty under 40 honor award, offered by Business Publications. In support of Collin, I would like to submit this letter of recommendation. I know Collin's work from when she was employed here at the Greater Des Moines Partnership. After a brief hiatus to New Mexico, we are fortunate to have her family back in central Iowa. I have met few people with such devotion to their work and community than her. No one could be said to deserve this award more than Collin.

I've found Collin Barnes to be honest and straightforward in her approach to her work, business, and family. She has demonstrated a high degree of loyalty and trustworthiness to her work and to her associates and has carried out her obligations with vigor and resolve. I would recommend her without reservations.

If you have any questions about Collin's character or qualifications, please do feel free to contact me at 515-286-4944. I would love to recommend her further to you.

Sincerely,



Tim Leach, CEO
Director Economic Development
Downtown Community Alliance

Downtown Community Alliance
700 Locust Street, Suite 100, Des Moines, IA 50309
515-265-4932 • 515-243-6684 Fax • DowntownDesMoines.com

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January 8, 2015

Mr. Jason Swanson
Des Moines Business Record
Business Publications Corporation Inc.
100 Fourth St.
Des Moines, IA 50309

Dear Mr. Swanson:

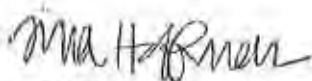
I am honored to give my whole-hearted recommendation for Collin Barnes' application to the Des Moines Business Record's 2015 class of 40 under 40. I've known Collin personally for several years and have enjoyed watching her become the extraordinary professional she is today.

Recently, I had the opportunity to work with Collin on a professional level in her role as project lead for RDG on the Central Campus Downtown School remodel. I was serving on the school's PTA board during the relocation from its long-term home in the Keck Building to its new space at Central Campus.

With many different perspectives and "audiences" to consider - from the school's youngest students, to teachers, to parents, just to name a few - Collin expertly managed the design process. Ultimately, she created a kid-friendly space that is bright and happy, and most importantly, perfectly conducive to the kind of project-based, collaborative learning foundation on which the Downtown School is built.

In every endeavor Collin embarks on, she gives 110 percent, whether it's in her role as professional, daughter, mother or friend. She would make a great addition to the 2014 40 under 40 class, and I'm pleased to offer her my enthusiastic support.

Sincerely,



Tina Hoffman

Marketing and Communications Director

January 8, 2015

Re: Recommendation for Collin Barnes

It is a pleasure to be called upon as a reference for Collin Barnes. I am an architect with Sandia National Laboratories in Albuquerque, New Mexico and was formerly a Principal with the architectural design firm of Dekker/Perich/Sabatini (DPS) in Albuquerque and I have known Collin since January of 2005 when she began working for DPS as an interior design intern. She was with our firm for over three years and for a portion of that time she worked directly under my supervision in a conceptual design team where I was able to assess her capabilities and passion for the architectural profession – of which she has an abundance of both.

I have an extremely high regard for Ms. Barnes' talent and ambition but what impresses me most about her are the following qualities:

- Leadership: Collin is a natural leader. She has a style of leadership that results from core competence and a respectful, professional approach. People naturally respond in a positive fashion around her. Collin and I attended a recruiting trip to Iowa State University several years ago and I was struck by her ability to connect with others in a sincere, meaningful manner. She did this with both grace and humor.
- Sense of Community: Collin involved in her community. She sees her profession as both her life's work and an opportunity to make a difference in the community.
- Professionalism and Work Ethic: Collin is a delight to work with. She is personable, professional, and represents herself, her company, and her community in the best possible manner. I've always admired Collin's ability to grasp new information and translate that into meaningful solutions. She is focused and goal oriented in such a way that gets the most out of her own abilities and brings out the best in those she works with.

Collin has consolidated her experience to provide a strong foundation for her career, focused her interests in a meaningful way, and used her professional position to strengthen her community involvement.

I enthusiastically endorse Collin Barnes for the recognition for which she is being considered. She represents the best qualities that we all aspire towards.

Sincerely,



Jeffrey Fleming, AIA, LEED AP
Architect
Org. 4824 – Customer Operations

January 8, 2015

Collin Barnes, IIDA, LEED AP ID+C

RDG Planning & Design

301 Grand Avenue Des Moines, Iowa 50309

Dear Collin,

It is with great pleasure and honor that I write this letter of recommendation in support of your nomination for the Business Record's 2015 Class of Forty under 40 Award.

Our paths crossed in early 2009 when I met you and your husband Josh at an informational session for first-time home buyers. I was instantly struck by your long-range goals as per your real estate plan of action...very impressive for young professionals just getting started! In addition, you had a very specific price point and specific criteria for the property...or should I say the "project" you were seeking?!? We did indeed find you a definite "project"!

True to your word and as you'd planned, just a few months before your three year purchase anniversary, you contacted me to tour your home, talk about listing your current property and purchasing the next property as per your long-range real estate plan of action.

Again, I was struck by your commitment to your plan and your commitment to enlist my services again just as you'd promised. Your true transparency, your genuine authenticity and loyalty are just two of your many admirable traits which set you apart from the fray. When you speak, people can trust that your word means something.

Honestly, I was apprehensive as I began my way to your home. What could possibly have transpired in less than three years on such a tight reno/rehab budget and with such a huge "project"? Much to my surprise and delight, wonders had been worked! Actually, it was nothing short of a miracle...a real showstopper! Collin, I will never again doubt your commitment, passion and amazing talent!

In the purchase of your next property, we'd both grown deeper in our commitment and adherence to the application of Maslow's Hierarchy as it relates to physical structures; the impact on the inhabitants, the environment, the local economy and that of the greater good. Your understanding and dedication to this practice extends professionally in your obtaining the rigorous certification of and to the work you are doing as a LEED AP. As in your own home, the structures on which you work; many of which are community schools, follow the high performance hierarchy of attention to health and safety, structural, mechanical, energy efficiency and last; but certainly not least, comfort and livability. You heal buildings for some of our most vulnerable citizens. As a mother, grandmother and former educator, please accept my sincere and heartfelt gratitude for the work you do for so many. You make a difference.

Collin, your dedication to mindfulness, doing the right thing and going above and beyond for both your own family and for our global family is what makes you the perfect candidate and recipient of Forty under 40. You are an absolute inspiration!

Warmest regards,

Paris

Paris Boehm, REALTOR®, GREEN® Licensed in the State of Iowa
COSC CSP/Certified Sustainable Professional | NAR Green Designee
Keller Williams® Realty Greater Des Moines