

College attend: Des Moines Area Community College

Degree earned: Associates degree in Computer Programming

Business accomplishments:

Ryan has been a dedicated employee at Principal Financial Group for 19 years. He started as an IT Intern while studying at Des Moines Area Community College for his Computer Programming associates degree. The majority of his career at Principal Financial Group has been in mainframe development & infrastructure support. The past two years he has been more focused on the distributed environment. His current role is to provide infrastructure support for the Retirement and Investor Services business unit. This includes vendor product installation/support, application performance tuning, staff education, problem management, and executing projects to serve business objectives.

For the past seven+ years, Ryan has served as a business unit representative on Principal Financial Group's IT recruiting committee. The IT recruiting committee (ITRC) partners with HR Recruiting to nationally identify, attract, recruit and select exceptional IT interns and employees. This committee also advises Principal Financial Group's CIO Working Group on programs and policies related to the attraction, selection, and retention of IT employees, including both entry-level and experienced talent.

Ryan currently oversees the IT Intern program for Retirement Investor Services business unit at Principal Financial Group, and works closely with other members of the IT recruiting committee on the overall company IT intern program. The summer of 2015 he will help to hire approximately 100 IT Interns at Principal Financial Group. Many of these interns will eventually join Principal Financial Group as full-time employees. As a part of this group he helps to ensure that our IT interns have the opportunity to learn, develop, network, and thrive in a great corporate culture. Ryan has also taken a lead role in organizing a three day codejam event for all of the IT interns at Principal Financial Group. This experience has brought new meaning to our IT Internship program and to the experience of the IT Interns.

Recently, Ryan has joined Principal Financial Group's experienced hiring center of excellence. As a part of this group, he will be working with other Principal leaders on efforts in recruiting and evaluating top candidates for experienced level open positions at Principal Financial Group.

Civic Leadership (board involvement, etc)

- Des Moines Area Community College academic advisory committee advisor: As a member of this group Ryan helps DMACC evaluate and update their degrees and certificates to be in line with the current needs of businesses looking to hire their IT talent.
- Des Moines Area Community College IT Industry Partnership: Ryan is working with DMACC and other Senior IT leaders from companies across Des Moines to help address

the issue of the shortage of IT workers entering the field.

<https://go.dmacc.edu/news/Pages/20141015.aspx>

- Regular volunteer at Iowa Methodist and Blank Children's Hospital: Providing animal assisted therapy to patients. Ryan has been involved in this program for the past 15 years.
- Volunteer evaluator for Therapy Dogs International: Ryan works under the guidelines of this non-profit organization to evaluate dogs and handlers for animal assisted therapy teams.
- Overcoming a disability coach/mentor: Ryan has spent many occasions over the years getting to know and visit people with recent spinal cord injuries. Through these interactions, he strives to motivate people to overcome the adversity they are facing. Living in their shoes, he understands what it takes and what is possible.
- Des Moines Obedience Training Club board member/volunteer: Ryan has been involved with this non-profit organization for approximately 14 years. During that time he has held numerous positions including assistant training director, board member at large, and training director. He has also instructed many classes at all levels.

#### Achievements, Awards, Special Recognitions

- Ryan has had a great impact on our summer intern program. His commitment has resulted in many of our interns becoming full time employees following graduation. He takes great pride in watching his interns grow in their careers and become leaders at the Principal.
- Ryan organized a department wide networking and social outing to help recognize the achievements of others within his department.