



Principal Life
Insurance Company

January 9, 2015

Dear Forty Under 40 selection committee,

I am pleased and honored to provide a recommendation for Ryan Heard for the Forty Under 40 class of 2015. Ryan's positive influence and commitment to his profession and community are outstanding and worthy of this inclusion on in this year's class.

I have had the opportunity to know and work with Ryan since he started as an intern with the Principal Financial Group 19 years ago. He has spent many years on our infrastructure team providing support to our IT and Business areas in Retirement and Investors Services. In addition he represents our department on the corporate IT recruiting committee and intern recruiting committee. Ryan is a great representative for the Principal Financial Group to 100's of college students each year. He also leads and helps to organize a 3 day code jam event for all IT interns at the Principal bringing new meaning and excitement to our intern program and to the experience of our interns.

Ryan also makes a positive impact on our community in many ways. His passion for people and dogs has led to a 15 year partnership with Blank Children's Hospital providing animal assisted therapy to patients. He also serves on the Des Moines Obedience Training Club and as a volunteer evaluator for Therapy Dogs International. As a person with a disability he's a positive force in coaching other disabled people on overcoming adversity to achieve.

Ryan's positive outlook, commitment to help others and his dedication to our community makes him an excellent choice for the Forty Under 40 class of 2015. Thank you for your consideration, and please let me know if there is anything else I can add in support of his nomination.

Susie Thomann
Vice President and CIO – Retirement and Investor Services
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