

May 23rd 2016



Business Record
100 4th street
Des Moines IA 50312

Dear Des Moines Business Record Award Committee,

I am writing to nominate Meighan Phillips for the 2016 Meredith Emerging Woman of Influence Award. Meighan is a perfect example of the next generation of women who have been and will continue to make an impact on our community.

An up-and-coming female leader who has already achieved career success. Over the past 10 years, I have had the opportunity to interact with Meighan in several different capacities as an up-and-coming talent in our organization, as a member of a multi-year, cross- business- unit project team member, and as vital member of our largest property fund, Principal U.S. Property Account.

I have experienced first- hand Meighan's professionalism and her commitment to delivering results to our clients. Her work has been formally recognized by her progression through six roles in 10 years, from an intern to a portfolio manager. Meighan's passion for her profession, her clients, and for the Company shines through in every interaction. People want to work with her and for her; she leads through inspiration and example.

Recognized within her peer group for her community involvement. Meighan has taken a multi-pronged approach to community involvement. She not only gives her own time and resources but also understands that by being an active leader in organizations like the United Way Emerging Leaders Initiative and the United Way Women's Leadership Connection she can inspire and influence others to give, thus multiplying her impact on the community.

Meighan's involvement with Youth Emergency Services & Shelter (YESS) is a perfect example of this approach. She donates money to YESS, interacts directly with the children the organization serves and sits on the organization's fundraising committee. In addition she taps into the personal networks she has built through work, professional organizations and community volunteering to share the message of YESS. Through this one-on-one interaction she has influenced significant support of YESS initiatives like the Amazon wish list, Adopt a Family, book donations, and large corporate donations.

In addition to her deep support of YESS, Meighan also supports many other organizations including Big Brothers Big Sisters, Children's Cancer Connection, and Professionals for Charity, Juvenile Diabetes, Bravo, LLS, Variety, and St. Jude.

Poised to take on an even larger community-wide role in the years to come. It's not only what Meighan does but how and why she does it that makes her influential and gives me confidence in her ability to impact the community long term. Because Meighan's giving comes from a place of gratitude, servitude and a desire to create community, I have no doubt that her involvement and resulting impact on the community will continue to grow. Meighan inspires others not only to do and to be their personal best, but also to invest time and resources to lift the entire community up.

Please consider Meighan for the 2016 Meredith Emerging Woman of Influence Award.

Sincerely,

A handwritten signature in black ink that reads 'Darcy L. Darrah'.

Darcy L. Darrah
VP -Human Resources Business Partners
Principal Financial Group
Darrah.darcy@principal.com