



Always Breaking New Ground!

6900 Westown Parkway
West Des Moines, IA 50266
www.hubbellrealty.com
515-243-3228
FAX 515-280-2000

May 23, 2018

2018 Meredith Emerging Woman of Influence Award
C/O Jason Swanson
Business Publications Corp.
100 4th Street
Des Moines, Iowa 50309

Dear Jason,

I am honored to be given the opportunity to nominate Ashley Aust for recognition as a 2018 Meredith Emerging Woman of Influence. Ashley is an excellent young leader within the Hubbell Realty Company organization, as well as the Des Moines community, and is well deserving of this recognition.

As a professional, Ashley leads our legal team as our Associate General Counsel. She is the department head of our legal team who is responsible for all of our many legal matters from development agreements, to platting, to debt and equity placement and even the dreaded litigation. I continue to get accolades from our investors, lenders and outside legal counsel on the great job Ashley does in representing Hubbell.

Ashley is not only an integral part of the Hubbell Realty team, but also very active within the community. Because Ashley has a strong interest in volunteerism, I asked her to get involved with our company's volunteer efforts. We had instituted a volunteer policy that allowed each associate up to eight hours of volunteer time during the work day. We were not seeing the participation we expected. Ashley joined a group of like minded Hubbell associates and started H.E.A.T. which stands for Hubbell Engagement of Associates Team. We have seen a considerable increase in the amount of volunteerism within our organization since we formed H.E.A.T.

One of the events that Ashley led was the 2017 March for Babies as the March of Dimes Chairwoman. Ashley tackled a major fundraising event for March of Dimes. I, along with several Hubbell associates, was able to join her for this amazing event that raised thousands of dollars for March of Dimes. Ashley was even able to convince three of our Senior Executives to participate in a dunk tank fundraising event in 50 degree weather – what a sight!

Another event that Ashley had key involvement in was the Ronald McDonald House Extreme Build. This was an all out Hubbell Extreme Build that together with hundreds of trade partners we were able to build a new, 20, 000 square foot, 18-room Ronald McDonald house in 11 days. You can only imagine the amount of legal issues that needed to be resolved to make this happen.

Ashley is very involved on a professional level in the community as well. She is a member of the 2018 Forty Under40 class and a graduate of the Leadership Iowa Class of 2014-2015. She is the 2018 president elect of Commercial Real Estate Women (CREW), and was most recently elected to the Iowa Finance Authority Board of Directors. She is well recognized within the real estate community on real estate governmental matters, and has been particularly instrumental in Iowa's mechanics lien laws.

Ashley and her husband Brian live in downtown Des Moines, which has been beneficial as Hubbell Realty Company increases its involvement in the growth of the downtown neighborhood.

As you can see, Ashley is not only successful as a leader within our organization, but is also driven by our company's mission to "Enrich the quality of life in our communities..." through her involvement in such organizations as the March of Dimes, Commercial Real Estate Women and the Iowa Finance Authority. Ashley continues to take on major challenges and responsibility within our organization and within the community. She is an emerging woman of influence within our organization and community and I believe exemplifies the criteria listed for the 2018 Meredith Emerging Women of Influence award.

Sincerely,

HUBBELL REALTY COMPANY

A handwritten signature in black ink, appearing to read "Rick J. Tollakson", with a long horizontal flourish extending to the right.

Rick J. Tollakson
President and Chief Executive Officer