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To Whom it May Concern,

I would like to recommend Kasey Johnson Steen for the Business Record's 2018 Emerging Women of Influence Award. Kasey is a leader in our company, the real estate industry, and in our Greater Des Moines Community.

In her professional capacity, Kasey serves as General Counsel and VP of Operations for Coldwell Banker Mid-America Group REALTORS®.

As General Counsel, Kasey's primary responsibilities are to proactively mitigate risk to the company and its affiliated independent real estate professionals. As one of the most approachable, yet professional attorneys that I have encountered in my career, Kasey has built trusting working relationships with members of our organization at every level. In addition to carrying out her standard day-to-day duties with distinction, Kasey has led many successful projects to significantly reduce risk and improve operating efficiencies across the entire organization. She led the effort to implement an end-to-end electronic transaction management system used by virtually every member of the company, she revised the aging legal documents that the company uses to complete real estate transactions, she implemented new processes to further protect our clients from wire fraud, and has led many other successful and impactful legal initiatives. The positive effect of Kasey's efforts for our company have led to positive interactions with state regulators as well as the state and local REALTOR® associations. Members of these organizations routinely seek out Kasey's opinion on various matters. Kasey is quickly distinguishing herself as one of the brightest residential real estate attorneys in the State of Iowa.

Kasey's duties as VP of Operations include leading our Human Resources efforts and managing our closing company, Escrow Professional. As our HR leader, Kasey has been instrumental in standardizing our employee performance management process as well as our hiring and onboarding process. Kasey recently took over leadership of our closing company and has immediately made a positive impact on the culture, team work, and productivity of the organization.

In her personal time, Kasey is involved in several different community organizations and local boards, including chairing Unity Point Health's John Stoddard Cancer Center Advisory Board.

I believe that Kasey's numerous professional accomplishments as well as her leadership in the real estate industry and in our communities more than qualify her as an Emerging Woman of Influence. I strongly recommend her for this prestigious honor and urge the selection committee to consider her nomination.

Sincerely,

A handwritten signature in blue ink, appearing to read "Robert Burns".

