



Where & means more:

May 15, 2019

To whom it may concern:

I am honored to nominate Niki DePhillips for this year's Meredith Emerging Woman of Influence Award. I've worked with Niki for over 17 years and if there's a single female leader who embodies that dedication, compassion and integrity befitting an award of this stature, it's Niki.

Niki joined Kum & Go following graduation from college. She began her career as an administrative assistant and quietly and diligently rose through the ranks in both our Real Estate and HR departments. She worked hard and learned fast and quickly fell in love with commercial real estate, where today she sits on the Senior Leadership Team (for both Kum & Go and The Krause Group) in our Store Development Department as Senior Vice President.

However, Niki's contributions to our company and the community at large extend far beyond her role in store development. She leads the Corporate Social Responsibility Initiative for Krause Group which focuses on sustainability and mitigating our environmental impacts. From our work in food rescue which brought over one million hot meals to families in the Midwest in 2018, to our push to provide charging stations for electric vehicles, Niki's leadership and guidance have pushed our company to be a better corporate citizen and steward. She was also a singular force in bringing our new headquarters, the Krause Gateway Center, to life. One of the project's guiding principles was to be a "community connector" – Niki's leadership in bringing about public tours, group presentations, and her work initiating new partnerships, have helped this building become a part of the fabric of downtown Des Moines and the area at large.

Niki's involvement in the community is equally impressive, a winner of the ICREA "Industry Impact Award" in 2012, she was also honored as a "Forty under 40" by the *Business Record* in 2014. She has served previously on the board for Habitat for Humanity as well as the City of Waukee's Economic Development Council. She is also involved with United Way Emerging Leaders and the Iowa Commercial Real Estate Association. She currently is on the board for Iowa Renewable Fuels Program and is on the council for Iowa State's Ivy Master of Real Estate Development Program.

I'm deeply proud of the person Niki has become over the past near-two decades I've known and worked with her. Her rigor and resilience are an inspiration, her care and commitment make me proud to call her not only a colleague, but a friend. She is a natural-born leader and I'm excited to see where that takes her in the future.

I would love to speak with you further regarding Niki, her talents, or this opportunity. Please let me know if you have any questions I can answer. Thank you for your time and consideration.

Warmest personal regards,


Kyle J. Krause
Chairman & CEO



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May 20, 2019

Business Publications Corporation: Meredith Emerging Woman of Influence Jury
100 4th Street
Des Moines, Iowa 50309

Re: Letter of Support for Niki DePhillips for 2019 Meredith Emerging Woman of Influence

Dear Members of the Jury,

It is my great pleasure to share this letter of support for an extraordinary female leader, Niki DePhillips. I have had the good fortune of working with Niki over the past 5 years as the architect overseeing all aspects of the work to design and build the Krause Gateway Center. In that capacity, I was able to witness first-hand Niki's leadership abilities. She was an early force in shaping the initial vision for the project, always maintaining the team focus on the core guiding principles, including keen attention to the principle of "Community Connector." As the project progressed, she was one of the primary contacts and decision-makers guiding the team. As a leader, Niki never shied away from a meaningful issue or an opportunity to maximize the projects impact on our community. She brings a vibrant, passionate, and intelligent approach to everything she does. She is committed, professional, and highly respected by everyone she works with. Her positive impact is exemplary; she is an ideal candidate for this recognition.

Niki's accomplishments go well beyond simply excelling in her day-to-day roles. She is, without question accomplished, as her resume attests. But beyond that, she is a continuous voice of calm, offering clarity and rigorously improving the environment around her – whether it be where she works or in the community she is so committed to. She is thoughtful in her contributions and thought-provoking of others. I have personally witnessed the trust and respect she earns through her ability to ask difficult questions, challenge assumptions, and guide debate. She sets forth a clear vision and charts a course to successfully implement that vision. She is always willing to listen, offer critical thought, and dig in alongside a team to work through problems. She is one of those rare leaders who brings out the best in those around her.

As a female in a male-dominated profession, I fully understand not only the challenges, but the contributions that set other female leaders apart. Niki embodies the best of these. She is committed to making her community a better place. Her dedication to excellence, and her clear vision and guidance undoubtedly made the Krause Gateway Center successful, and our project is just one piece of what Niki does. I enthusiastically endorse Niki DePhillips for the 2019 Meredith Emerging Woman of Influence Award. She is unquestionably worthy. I am confident you will agree.

Sincerely,

A handwritten signature in black ink, appearing to read 'Danielle Hermann'.

Danielle Hermann, AIA
Associate Principal, OPN Architects



May 20, 2019



Selection Committee
Meredith Emerging Woman of Influence Award
100 4th Street
Des Moines, Iowa 50309

RE: Meredith Emerging Woman of Influence Award Nomination – Niki DePhillips

Dear Selection Committee,

I am pleased to support the nomination of Niki DePhillips for the 2019 Meredith Emerging Woman of Influence Award. As the Ryan Companies' team leader for the Krause Gateway Center project, I had the opportunity to work with and get to know Niki and her team at Kum & Go very well over a four-year period. Niki is someone who exemplifies the high standards established for this award.

Niki is a motivated self-starter who brings an enjoyable and professional attitude to her daily interactions. She is honest, ethical, and caring; devoted to her family; and actively involved within her company, profession and the community. Kum & Go established several guiding principles for the Krause Gateway Center project. One of these was to be a 'Community Connector', meaning the facility should be an extension of the company into the greater community, offering shared facilities and amenities for public. Niki took this guiding principle to heart and used it to help guide the team as design decisions were being made. Because of her guidance and leadership, the Krause Gateway Center is not only a significant piece of architecture in downtown Des Moines and world-class office building, but a welcoming destination for the entire community to visit and engage with (for example, interactive play elements throughout the site for families with children).

I believe Niki is, and will continue to be, an influential leader and mentor in her company and our community. By selecting Niki for this prestigious award I believe the committee will be selecting a woman of high integrity and ethical standards who will proudly continue to make an impact on our community for many years to come. I strongly recommend selecting Niki DePhillips for this very deserving honor.

Sincerely,

A handwritten signature in black ink that reads "Matt Van Loon".

Matt Van Loon
Team Leader, Ryan Companies US, Inc.

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Equal Opportunity Employer

Paris, 17th May 2019

To whom it may concern

I had the opportunity to meet with Niki DePhillips several times during the different phases of our project for the Krause Gateway Center. Niki has always been extremely helpful and efficient, becoming an essential presence for the RPBW team in Des Moines. Not only a great manager but also a great human being, which is rare and precious.

I think she deserves to be the recipient of the “Meredith Emerging Woman of Influence” award and I am happy to support her nomination.

With kindest regards,

Renzo Piano, Architect

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Paris, 17th May 2019

To whom it may concern

I had the opportunity to meet with Niki DePhillips the first day I started to work on the Krause Gateway Center and we have been working together since then and until the project's Opening Day.

Niki is a great person; not only a great manager but also the kind of person you want to work with: generous and attentive.

In all these years Niki became a real friend and this is something that does not happen very often.

I am sure Niki is going to make an incredible impact on your, as well as any, community she finds herself in and I strongly recommend Niki for this award.

With best regards,

Giorgio Bianchi, Architect Partner

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