

June 1, 2015

To Whom It May Concern,

I am the CEO of Coopera, a sister organization of The Members Group, which is also owned by Affiliates Management Company (AMC), the holding company of the Iowa Credit Union League. I met Shazia through our mutual work with credit unions more than five years ago, and in the past couple of years, I have had the opportunity to get to know Shazia further as a peer within AMC and as one of my mentors. We are lucky to have Shazia in the credit union movement and in the business world as she more than exemplifies a woman of influence. I would like to recommend Shazia Manus for the Women of Influence Award.

Shazia is a brilliant leader whose energy is contagious and inspiring. She is a trailblazer in everything she does and she is paving a path for many women leaders in the business world. Shazia inspires those around her to learn, to grow personally and professionally and to make change. As her mentee, I've learned a tremendous amount from her life and career experience which has also motivated me to grow in new areas both personally and professionally. Her views on life and her perspective on living in the moment are motivating. When Shazia has an idea, she is very determined to see it through. She can say she's going to run a marathon tomorrow and she does and has done this. She has a family and manages a career that is very demanding and is still able to find time to grow and to give back.

Shazia and I share our belief in our AMC core values of people matter; collaborate for results, ownership perspective and embracing change and we have had many conversations that have touched on all of these areas. Shazia always has great insight and is more than willing to share her experience to provide coaching and advice. She is one of the most generous people I know, giving her time and insight to many causes. I'm grateful to have some of Shazia's time as my mentor.

I strongly recommend Shazia for this award and am happy to help in anyway throughout this nomination process.

Sincerely,

Miriam De Dios

A handwritten signature in black ink that reads "Miriam De Dios". The signature is fluid and cursive, with the first name "Miriam" being more prominent than the last name "De Dios".

Coopera
CEO