

May 28, 2015

Des Moines Business Record/  
Emerging Women of Influence  
c/o Jason Swanson  
100 4th Street  
Des Moines, Iowa 50309

***Re: Support for Bridget Penick as an Emerging Woman of Influence***

When Fredrikson & Byron, a large regional law firm, wanted to open a full-fledged Des Moines office, one of the two attorneys it started with was Bridget Penick. It was an understandable choice: in Bridget they found a successful attorney and proven leader, having been President of Des Moines' Dickinson law firm at age 37. I had the good fortune to work with Bridget for eight years at Dickinson, and when she asked me to consider joining Fredrikson, trusting her skill and judgment made it an easy decision. Having now worked with Bridget for a decade, I am pleased to support her nomination. Bridget Penick more than meets the Emerging Women of Influence criteria of career success and community involvement, and there is no doubt she is "poised to take on an even larger community-wide role in the years to come."

Raised in Iowa, Bridget went to Central College and Iowa Law School where she showed her promise early, becoming Managing Editor of the Iowa Law Review. Her strong academic credentials garnered the attention of national law firm Jenner & Block, and she took a position in their Chicago office. Fortunately, she decided to return to Iowa where she became immersed in both the bar association and the community more broadly. She was first recognized for her early success in both her legal career and giving back to the community in 2009, when she was named to the "40 Under 40" class. Her selection was an accurate prediction of the continued success to come. In the years that followed, Bridget would repeatedly be recognized for both her professional and community accomplishments. In 2011, the Iowa State Bar Association Young Lawyers Division bestowed its Award of Merit on her, and in 2012, Central College gave her its "Alumni Award for personal, civic and professional integrity and accomplishment."

As an attorney doing Labor, Employment, Civil Litigation and Immigration work, she has shown leadership (in Iowa and nationally) and has been recognized for her excellence. She served as President of the Young Lawyers Division of the Iowa State Bar Association, Vice Chair of the American Bar Association's Young Lawyers Division Labor and Employment Committee, and is President-Elect of the Polk County Bar Association. She has been honored by being listed in *The Best Lawyers in America* since 2010, including being named the Labor and Employment Litigation Lawyer of the Year for 2015 in the Des Moines market. Similarly,

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Bridget has been listed in *Chambers USA: America's Leading Lawyers for Business* in both Labor and Employment and Immigration. She was named a Charter Fellow of the Litigation Counsel of America™, and has approximately a dozen published cases and has given scores of presentations on the law to attorneys and businesses. She also serves on the Iowa Supreme Court Grievance Commission, hearing and resolving complaints made against Iowa lawyers.

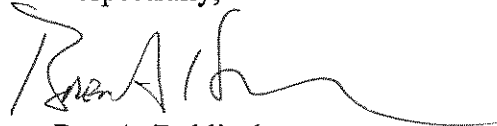
Bridget's work in the community is equally impressive, with a clear focus on ensuring legal services for those less fortunate, on youth, and on the arts. Bridget serves on the Central Iowa Advisory Council for Iowa Legal Aid, and is a volunteer lawyer for the Polk County Volunteer Lawyers Project. She also is on the Board of Directors for Ballet Des Moines, as well as the Board of Directors of Girls Rock! (a program to encourage girls' interest in music). Bridget has volunteered on (and performed in!) the Ballet Des Moines performance of The Nutcracker. She has also volunteered as a Mock Trial judge, and for many years has organized an "Adopt a Family" for Christmas through Children and Families of Iowa.

Even with the demands of a successful career and giving back by serving on multiple community boards, I am always impressed by her deep dedication to home and family as well. She is active with her four daughters, attending and assisting with their various academic and extracurricular functions, such as leading the sixth grade book club; taking them to dance practices, competitions, and recitals; volunteering with church activities; and serving as Secretary on the homeowners association where they live.

Bridget has already risen to great heights in her profession, and has continually given back to her community. And working with her I know that her impact on the Des Moines community is only emerging; her leadership continues to grow, as does her participation in the firm and in the bar. As she continues to share her talents through community involvement, she sets a wonderful example for lawyers, leaders and most importantly for youth –especially young women. It is an example that will only shine brighter in the years ahead. It would be wonderful to have that recognized and, in a great synergy the recognition itself would help make her positive influence even stronger.

I am pleased to support the nomination of Bridget Penick as an Emerging Woman of Influence. As she has surely made proud those who selected her for "40 Under 40," I know she is a choice that would long reflect honorably on this wonderful recognition. If I can provide any additional information or assist this process in any way, please do not hesitate to contact me.

Respectfully,

A handwritten signature in black ink, appearing to read "Bret A. Dublinske", with a long, sweeping horizontal line extending to the right.

Bret A. Dublinske

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