

June 2, 2015

TO: Panel, the Des Moines Business Record

Re: Bridget Penick, Attorney, Fredrikson & Byron, PA

I'd like to submit a nomination for Bridget as an individual who goes above and beyond her professional credentials to uplift and support the community she calls home. I serve on the board of **Ballet Des Moines** with Bridget, and am forever appreciative of her insight and support.

As a legal professional, Bridget's area of expertise is employment law – a body of work impacted not only by legislation at federal, state and local levels, but also a range of human factors that require vigilance. She guides the clients in her law practice through such murky issues as litigation surrounding employment discrimination or violations, as well as petitioning immigrant candidates on behalf of her clients via work visas. Her practice is as diverse as our community and country.

This diversity of topics leads her to present, publish, and continually learn. The art and science of continuing education was one of the factors when her (and mine!) alma mater, Central College, honored her with an alumni achievement recognition in 2012. This honor, given to a single outstanding alumnus of the college, was recognition of Bridget's demonstration of the core strengths of scholarship and service learning – two critical pillars for the college.

Bridget continually navigates our small organization through the murky waters of employment law and guides our organization in our continuing evolution as a leading fine arts organization in Central Iowa. Though we are a small non-profit, our employment practice needs are as diverse as Bridget's professional clients as many of our employees are dancers who hail from around the world. She guides us, chides us, and ultimately supports us in our governance, compliance, and practice.

I've interacted with Bridget primarily at Ballet Des Moines but know of her work and support for the Technology Association of Iowa, Girls Rock!DSM, Polk County Volunteer lawyers and more. As a volunteer (and board member) of the Ballet, however, Bridget is a great influencer for young women who are present and participating in the rigors of Ballet education, performance, and coaching.

I strongly and respectfully submit her name to your committee for nomination to the *Women of Influence* honor.

Tej Dhawan