



**RICHARD C. KEITH
CHAIRMAN OF THE BOARD
PRESIDENT & CEO**

July 12, 2013

"Sages Over 70"
James A. Vickery

In 1980 I began working for James A. Vickery creating a new education department. At that time Jim Vickery was Vice President of Public Relations. During my employment under Jim I was able to expand my career at IMT Insurance Company in the areas of public relations and advertising.

When Jim was elected President of IMT Insurance Company I assumed to role of Assistant Vice President of Marketing. Jim was always receptive to furthering my career at IMT and provided answers and opportunities over the years. When I look back at my career he was definitely a mentor for me.

As a result of my experiences I was elected President & CEO of IMT Insurance Company in 2004. I am currently still in that position and was elected Chairman of the Board in 2011.

Recently I was inducted into The Iowa Insurance Hall of Fame. Jim Vickery attended the induction ceremony which I thought was very fitting for all the opportunities and learning experienced he provided me at IMT Insurance Company.

Sincerely,

A handwritten signature in black ink that reads "Richard C. Keith". The signature is written in a cursive, flowing style.