

June 28, 2016

Ladies and Gentleman:

I write to recommend John Shors for the Sages Over 70 Award given by DSM Magazine. John has demonstrated leadership throughout the years in both the legal community and in his volunteer endeavors, and he is very deserving of this award.

John's list of leadership positions in the legal arena includes past president of the Iowa State Bar Association, past president of the Iowa State Bar Association Young Lawyers Section, past president of the Polk County Bar Association, and chair of the Iowa State Bar Association Committee on Economic Growth. His volunteer roles include past chair of the Iowa State University Foundation, past president of Mercy Foundation, board member of the Downtown Community Alliance, and involvement in many organizations that assist refugees.

John's work for the betterment of our community takes place not only in his leadership roles with many community organizations, but also in his behind-the-scenes efforts to help individuals or groups in need. He has worked extensively with Hmong refugees to help them succeed in the community. John is always anxious to help individuals who need a connection, a hand, or even just a kind word.

I first became acquainted with John when he helped me obtain a job as a law clerk at the Davis Brown firm in 1978. My father was a route salesman for Anderson Erickson Dairy and delivered milk to John's home. My father made John aware of my job search, and John then went to work helping me to obtain a job. John has made these same efforts for countless people over the years, helping to connect individuals to worthwhile work in the Des Moines community. John has mentored many attorneys, both within the Davis Brown Law Firm and outside of the firm, not only with respect to professional accomplishments but also with respect to community involvement.

I believe that the true testament to John's status as a Sage Over 70 lies in the fact that community leaders, business leaders, practicing lawyers, church members, refugees, and those in need of assistance all turn to John for help and advice. John is very giving of his time and willing to help. This is a measure of a true Sage.

Please do not hesitate to contact me if I can provide any additional information.

#2742530

DAVIS BROWN KOEHN SHORS & ROBERTS P.C.

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Sincerely,

DAVIS, BROWN, KOEHN, SHORS & ROBERTS, P.C.

A handwritten signature in blue ink that reads "Deb Tharnish". The signature is written in a cursive, flowing style.

Deborah M. Tharnish