

June 3, 2013

The National LGBT Bar Association
1301 K Street, NW
Suite 1100 East Tower
Washington, DC 20005

Aaron Tidman

To the Nominations Committee for
the Best LGBT Lawyers Under 40:

I am writing in support of the nomination of Aaron Tidman for recognition as one of the nation's Best LGBT Lawyers Under 40.

I have known Aaron for more than five years, including while he worked as an associate at Debevoise & Plimpton LLP, where I am a partner. Although Aaron and I never worked on any matters involving the litigation of LGBT issues, we worked closely on several assignments involving complex investigations and responses to government investigations on behalf of corporate clients.

Aaron is an excellent lawyer. In the matters I supervised, I found him to be both tenacious and tireless. In investigations, witnesses often try to divert attention to others or to hide actions that may raise questions about their own work. Aaron always was appropriately skeptical of overly simplistic explanations offered by witnesses and he was dogged in tracking down documents or other information that could be used to uncover what actually happened. Aaron always impressed me with his ability to find new and useful information when others might have given up. As a result of his efforts, we uncovered and were able to remediate significant issues of concern in one of our client's operations. In another matter, after careful analysis, Aaron's work helped us to conclude that our client had not engaged in any wrongdoing. Based on his work, we were able to persuade the government that it need not pursue our client any further – a significant and welcomed victory. These successful representations allowed Aaron to display his good judgment, strong analytical ability and fortitude in seeking answers on behalf of our clients. These

are outstanding achievements that, in my view, would make him a excellent choice for recognition by the LGBT Bar Association.

At the same time that he helped to achieve these successful outcomes, Aaron always has been a pleasure to work with. Even in trying circumstances, Aaron always was even-tempered and a source of calm. He interacted effectively with and was admired by his colleagues and by those he supervised.

Although our work together did not touch on LGBT issues, I have been aware of Aaron's commitment to and strong advocacy for LGBT rights. I am certain that he would be an outstanding choice for your Best LCBT Lawyers Under 40 recognition.

Please do not hesitate to let me know if I can provide you with any additional information about Aaron or my experience working with him.

Very truly yours,



Colby A. Smith