

May 24, 2013

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

Letter of Support for Aaron M. Tidman

To Whom It May Concern:

I am very pleased to write in support of Aaron Tidman, who I understand has been nominated for the Best LGBT Lawyers Under 40 recognition. I worked closely with Aaron during his time as a litigation associate at Debevoise, where my practice focuses on white collar criminal defense and internal investigations.

I first worked with Aaron approximately five years ago in connection with aspects of a very large FCPA investigation that our firm conducted on behalf of the Compliance Committee of Siemens AG. Aaron was a key member of the investigative team, who participated in numerous witness interviews, drafted a variety of factual memoranda, and assisted with preparing presentations to our client and to U.S. and other law enforcement agencies. Although I only intermittently oversaw Aaron's work directly, I came to view him as one of the stronger young associates on a very large team, and sought out further opportunities to work with Aaron when the matter ended.

Over the years that followed, and up until his departure from the firm last year, I worked closely with Aaron on a number of matters, including advising two private equity clients and one pharmaceutical client on anticorruption compliance matters. Those matters typically entailed interviewing relevant personnel, designing training programs, and generally advising clients on how to improve their compliance programs to reduce the risk that employees or partners would make improper payments to foreign government officials as a way to win business. Aaron also co-authored a number of articles on Foreign Corrupt Practices Act issues for our FCPA Update, a publication our firm puts out monthly. In each of my experiences working with Aaron, he demonstrated his substantial intelligence, his good judgment, his excellent writing skills, and his very good "client hands."

As importantly, Aaron was also a terrific colleague, who enjoyed challenging work and was a pleasure to talk to about both work and life matters.

I was sorry when Aaron left the firm, but am pleased that we have remained in touch and that his career has continued to flourish. I think he would be well-deserving of this recognition.

Please do not hesitate to contact me if you need additional information.

Sincerely yours,

A handwritten signature in black ink, appearing to read "Sean Hecker". The signature is fluid and cursive, with the first name "Sean" and last name "Hecker" clearly distinguishable.

Sean Hecker