

JONES DAY

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May 31, 2013

To The Award Selection Committee

Re: National LGBT Bar Association "Best LGBT Lawyers Under 40 Award" Nomination

I am a Partner in the Boston office of Jones Day, and a member of our firmwide Diversity Task Force. I am pleased to enthusiastically support Brian D. McDonald as a candidate for one of the Best LGBT Lawyers Under 40.

Brian exemplifies those who should receive this award. He has dedicated himself personally and professionally to the advancement of civil rights for the LGBT community. Since 2002, Brian has been a member of the Bay Area Lawyers for Individual Freedom ("BALIF"), and he serves on BALIF's Membership Committee. BALIF is the nation's oldest and largest bar association of LGBT persons, and BALIF is an affiliate of the National LGBT Bar Association.

Brian also served from 2007 to 2013 as an active member of the San Francisco Bar Association's Equality Committee, Subcommittee on LGBT Issues. The Subcommittee hosts numerous events for the San Francisco legal community that address critical LGBT issues. Brian also contributed to the Subcommittee's groundbreaking 2007 Report focusing on best practices for legal employers to use in helping to create an LGBT-friendly working environment. The report, which can be used as a self-audit for law firms and corporations, covers topics including leadership and culture; benefits; professional development; recruiting, hiring and training; marketing, philanthropy and pro bono activities; and transgender issues.

In addition to increasing awareness among legal professionals about LGBT issues, Brian has also worked to ensure that members of the LGBT community have access to skilled legal assistance. From 2006 through 2011, Brian served on the Board of Directors for the AIDS Legal Referral Panel. The AIDS Legal Referral Panel provides free and low-cost legal services to people living with HIV/AIDS in the San Francisco Bay Area.

Brian has also worked directly on various legal matters important to the LGBT community as a whole. For example, Brian worked on *Christian Legal Society v. Martinez*, Case No. 04-4484 JSW (N.D. Cal. 2004), a case that ultimately went to the U.S. Supreme Court. In *Christian Legal Society*, a student organization at Hastings Law School challenged Hastings' non-discrimination policy requiring student organization to allow students to participate in those organizations regardless of the student's religious beliefs or sexual orientation. Brian represented

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intervenor-defendant Hastings Outlaw, a student organization comprised mostly of LGBT students with a mission of educating the Hastings community about issues and concerns specific to LGBT students. Both co-defendant Hastings and Hastings Outlaw prevailed on summary judgment and were affirmed on appeal to the Ninth Circuit and the U.S. Supreme Court.

Finally, Brian serves as a link between Jones Day and the San Francisco LGBT community, and, as a result, he has become an important resource for both. For example, at Jones Day, Brian has maintained a Bay Area tradition first established at Heller Ehrman decades ago – the San Francisco BALIF Pride Breakfast. This event is held each year on the morning of the San Francisco Pride Parade and brings together members of the legal community, including Bay Area judges, lawyers, law students and staff. Brian was responsible for running this event at Heller Ehrman in 2006, 2007 and 2008. He then carried the tradition over to Jones Day, where he managed the Breakfast in 2009, 2010, 2011 and 2012.

Simply put, I think Brian would be an excellent choice for this prestigious award. If you have any questions, please feel free to contact me.

Very truly yours,

A handwritten signature in black ink, appearing to read "Travis F. Jackson", with a stylized, flowing script.

Travis F. Jackson