

June 3, 2013

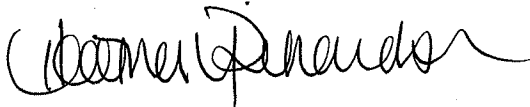
Dear Selection Committee:

I have been asked to write in support of Doug Champion's application for the National LGBT Bar Association's Best LGBT Lawyers under 40 Award. I am thrilled to have an audience to hear my praise for Doug, although I find it difficult to be brief.

Doug Champion has been a close friend and trusted colleague of mine for nearly 10 years. We attended third year of law school together, we were Summer Associates together at Gibson Dunn in 2005, we ran Gibson Dunn's Summer Associate Program together years later in 2011, and we have served on Gibson Dunn's Diversity Committee together. Although I am a litigator (and therefore our practices do not often overlap), I have repeatedly relied on Doug's keen business sense, good judgment, and thoughtful advice both personally and professionally over the years. Doug has an exceptional sense of integrity that permeates his decision-making, his interaction with others, and his own conduct. He is truly a model person, and a model lawyer.

There is no more obvious an example of Doug's incredible integrity than in the personal commitment he voluntarily makes to mentoring and encouraging young lawyers at Gibson Dunn. From his first day working at Gibson Dunn, he has made it a vocation to teach and guide young lawyers—in providing professional advice, in making them at-home and comfortable in a daunting "big firm" environment, and in encouraging them to grow as lawyers, professionals, and individuals. I unequivocally recommend Doug for this Award.

Very truly yours,



Heather L. Richardson,

HLR/lmj