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May 28, 2013

VIA E-MAIL

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

Re: Letter of Support for Marek Bute
Best LGBT Lawyers Under 40: Class of 2013

To The LGBT Review Committee:

I am honored to offer a letter of support for **Marek Bute**, an associate of Snell & Wilmer law firm, as a *Best LGBT Lawyer Under 40: Class of 2013*. As an attorney who has been helping his business clients for 8 years in the areas of business and commercial litigation, e-commerce and construction law, he also understands the importance of businesses and their employees giving back to the community, and I'm proud to share his story.

Marek began learning about giving back to the community at the tender age of three, while still living in Poland. Marek's dad, Richard Bute, a professional goalkeeper in Poland, immigrated to the United States in 1983 to pursue a professional soccer career and begin making a new life for his wife and young family. The struggles that followed in reuniting the Bute family are part of the story that Marek carries with him every day as he donates his time working as a pro bono attorney through the Legal Aid Center of Southern Nevada; a children's advocate through the Court Appointed Special Advocate (CASA) program; and as 2013 President of Aid for AIDS of Nevada (AFAN), an organization that serves 4,000 clients a year. The other part of the story is one of triumph and seeing the power of community when it comes together to help someone in need.

Living and working in Memphis at the time, Marek's parents were knocking on every legal and governmental door desperately trying to get their two-year old and eight-year old sons from Poland to the U.S. The doors kept closing until a huge swell of support and assistance came from literally every corner of the Memphis community – friends, the Major Indoor Soccer League, the City of Memphis and the U.S. Embassy in Poland, to name a few. Within a few months, and just a few months before his third birthday, Marek's immigration paperwork was

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approved, and he was reunited with his Dad, whom he hadn't seen since birth, and his Mom, whom he hadn't seen in a year. Needless to say, it was a tearful reunion and one with incalculable joy -- a reunion that was made possible with the help of a deeply caring community. It was a reunion that left a permanent imprint on the barely three-year old Marek. Marek's Mom and Dad still live in Memphis today, and they, too, will never forget the goodness of the community and how they "gave back" for his family.

Marek's contributions to the Las Vegas community began in 2005 when he moved here following graduation from law school. Since then, he routinely performs pro bono legal work through the Legal Aid Center of Southern Nevada. In one recent case, he donated 340 pro bono hours over a four-year time period helping an elderly, disabled gentlemen regain possession of his home. It was a rare and unique adverse possession case, and one in which his client was a victim of circumstance and had no knowledge his home was sold (on paper) out from underneath him.

Marek also serves as a Court Appointed Special Advocate (CASA) volunteer attorney. In one recent case, he donated 200 hours of pro bono legal services over a two-year period by being the voice, during the court proceedings, of three children whose mother was unable to care for them. He helped them through the process as two have been reunited with their mother and the third transitioned to a new home.

Since August 2012, Marek has also served as President of AFAN, which provides support and advocacy for adults and children living with and affected by HIV/AIDS in Southern Nevada. AFAN works to reduce HIV infection through prevention education to eliminate fear, prejudice and the stigma associated with the disease. Prior to his leadership role this year as President, Marek served on AFAN's Board of Trustees and its Executive Committee. Marek is very involved in overseeing the transition in leadership and making sure its signature Black and White Party and the AIDS Walk, which last year raised \$500,000 and drew 10,000 people, continues.

Marek began to understand struggle and hardship at an early age, but he also understands and lives for triumph. The love and support of community that was instilled in him at an early age -- he will never forget. And, I know that Marek will keep on giving and making a difference in the lives of so many people in our Southern Nevada community. Making this kind of difference is what makes Marek an excellent candidate for the Best LGBT Lawyers Under 40: Class of 2013.

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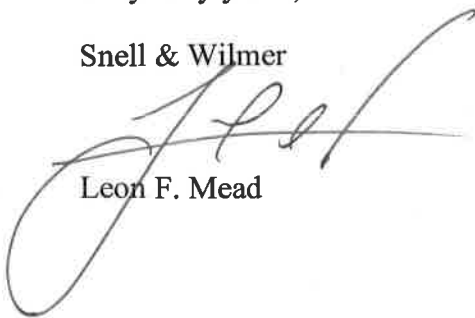
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I strongly support Marek Bute for this prestigious award from The National LGBT Bar Association. Please feel free to reach out to me if you have any questions.

Very truly yours,

Snell & Wilmer



Leon F. Mead

LFM: ktw