

June 3, 2013

Re: Paul Southwick

To whom it may concern:

I am writing this letter with regard to Paul Southwick's nomination for National LGBT Bar Association's Best LGBT Lawyers Under 40 Award. I have known Paul for five years. I first met him when he was a summer associate at our law firm. When he became a full time associate the next fall, I became the partner assigned as his mentor. I continue in that role to date. In the course of the last four years, I have worked closely with Paul on several legal matters and have come to know him very well personally.

Paul is an exceptionally bright and talented lawyer. His legal work is of a quality that I would expect in a lawyer with 15 or more years' experience. One of the cases I worked on with Paul was *Drollinger v. Mallon*, 350 Or. 652 (2011). Paul was appointed as a second year lawyer by the Oregon Supreme Court to represent an indigent petitioner for review. I will never forget the looks on the faces of the Oregon Supreme Court justices and experienced opposing counsel at oral argument as Paul conducted himself as if he had 15 or more years of experience! I am presently assisting Paul in litigation in which we represent the plaintiff alleging transgender discrimination by an institute of higher education. I chose the word "assisting" because that is what I am doing. Paul has taken charge of this case. His judgment, organization and temperament are very impressive -- again, skills typical of a far more experienced attorney.

Even more impressive, in my view, is Paul's leadership in advancing several issues of broad public importance. It is clear to me that Paul will not dedicate his career entirely to litigating cases for private clients. Paul thrives on public issues that advance his strong sense of justice and morality. Paul has a warm heart and is exceptionally tenacious when it comes to matters of justice.

I have mentored many bright and capable lawyers over my 30 years of practice. Many are still practicing law with great success. Others have gone on to significant non-legal endeavors. I am very proud of all of them, but Paul stands out. He has the brains, heart, temperament and tenacity to make a significant mark in the world. One way or another, Paul will be the person in charge of championing issues of great significance. I only hope he doesn't

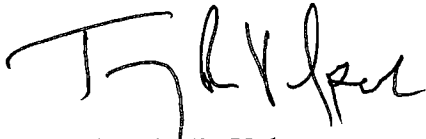
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forget about his old mentor when that happens! I am honored to be asked to support Paul's nomination for this award and I urge you to award it to him.

Sincerely,

Davis Wright Tremaine LLP

A handwritten signature in black ink, appearing to read 'T. Volpert', written in a cursive style.

Timothy R. Volpert