

March 20, 2017

The Honorable Charles E. Grassley, Chairman
Committee on the Judiciary
United States Senate
224 Dirksen Senate Office Building
Washington, D.C. 20510

The Honorable Dianne Feinstein, Ranking Member
Committee on the Judiciary
United States Senate
331 Hart Senate Office Building
Washington, D.C. 20510

Dear Chairman Grassley and Ranking Member Feinstein:

We are former female law clerks to Judge Neil M. Gorsuch. We have already informed the committee that we strongly support his confirmation as the next Associate Justice of the Supreme Court. We feel compelled now to write separately to convey our unanimous experience that Judge Gorsuch has treated us—as he has all his law clerks—with abiding respect during our clerkship years and beyond. He also has been an important mentor to each of us in our professional pursuits. Any suggestion that he would do anything less because of our gender is categorically false. The undersigned are every single one of the Judge's former female law clerks.

We each have lived long enough and worked long enough to know gender discrimination when we see it. Some of us have experienced it professionally on occasion. When we collectively say that Judge Gorsuch treats and values women fairly and without preference or prejudice based on their gender, we do not say that in a vacuum. We say it with the perspective of those who know that unfortunately, even in 2017, female lawyers are not always treated as equals. Judge Gorsuch by his conduct, his tone, his work assignments, his casual remarks, his advice, his mentorship, his humor, his pursuits, and even the most simple gestures, values and treats women equally. We simply cannot put it any more plainly than that.

Judge Gorsuch's mentorship has been instrumental in our professional careers, and set forth are some examples we think illuminating.

- Leah Bressack spent two years working for the judge. During that time, she never once felt that she was treated differently than her co-clerks due to her gender. She was in chambers consistently for two years and never heard a sexist remark made by anyone; the judge wouldn't have tolerated it. When introducing his law clerks to friends or colleagues visiting chambers, she remembers the judge always made a point of mentioning the accomplishments of all his clerks.

- Heather Kirby Lyons recalls his support for her choice to jump off the corporate ladder. Offered the opportunity to join a small family office as in-house counsel immediately after her clerkship with him, Judge Gorsuch patiently talked her through the potential career and family trade-offs of making an unorthodox choice early in her career, championing her decision either way. And several years later, when she decided to re-enter the full-time work force, he helped her brainstorm her reentry and sent her postings for opportunities he thought might be of interest to her particularly. Mrs. Lyons is now Senior Legal Counsel to a major orthopedics company.
- Jane Nitze recalls that it was Judge Gorsuch who encouraged her to become an associate at his former law firm in Washington, D.C., emphasizing in particular the firm's small size as well-suited to fostering professional development. She also recalls that it was the Judge who later persuaded her that she had a shot at a Supreme Court clerkship, and that only with his support and recommendation did that opportunity arise. Weeks ago, long before this letter was drafted, Ms. Nitze spoke publicly of the Judge as a valued mentor, noting that he is usually the first person she goes to for career advice. And that the first words he has for her when she does are: "What can I do to help you?"
- Allison Turbiville recalls that it was Judge Gorsuch who encouraged her to begin applying for jobs only two months after she started her clerkship, emphasizing in particular the importance of finding a position where she could obtain valuable professional development experiences early in her career. She also recalls that Judge Gorsuch encouraged her to take the time she needed to network and to travel to job interviews, and she was able to do so because Judge Gorsuch fostered a flexible working environment and distributed work among his clerks fairly.
- Theresa Wardon recalls seeking the Judge's advice when she was deciding between joining a trial boutique in Denver or going to a larger firm. Inspired and encouraged by the Judge, she sought to be a trial lawyer and chose the Denver firm. Since then, she's gotten seven trials under her belt and has made partner. Through these years, she continues to seek out Judge Gorsuch's wisdom and advice on her career and life. She has never doubted that she has a lifetime supporter and mentor in Judge Gorsuch.

As a female attorney in a law firm, one of the undersigned received unwanted advances from outside counsel—unbeknownst to any other attorney at the firm. She recalls that Judge Gorsuch was the first person she called for advice; not other attorneys at the firm, not her friends, and not even her family. The Judge treated the situation with compassion and care, and advised her appropriately. This story is telling, we hope, of the the Judge's character and the trust that we all have placed in his guidance.

Judge Gorsuch has also served as a model for us in the way he balances his personal and professional life. He is a devoted husband and loving father to two daughters. He works hard. But he also ensures that he is present for his family. The judge has spoken of the

struggles of working attorneys to juggle family with work obligations; not once have we heard him intimate that those struggles are, or should be, shouldered by one gender alone.

These are our personal experiences with Judge Gorsuch, with whom each of us worked day in and day out during our clerkships. We hope that they shed light on a man that we know values all persons equally—within and outside the workplace. We are available to speak to any member of the Senate or their staff about Judge Gorsuch.

Sincerely,

Leah Bressack
Clerk for Judge Gorsuch, 2009-11

Jessica Greenstone
Clerk for Judge Gorsuch, 2006-07

Tess Hand-Bender
Clerk for Judge Gorsuch, 2011-12

Jessica Black Livingston
Clerk for Judge Gorsuch, 2012-13

Heather Kirby Lyons
Clerk for Judge Gorsuch, 2006-07

Marissa Miller
Clerk for Judge Gorsuch, 2013-14

Jane Nitze
Clerk for Judge Gorsuch, 2008-09

Allison Jones Rushing
Clerk for Judge Gorsuch, 2007-08

Allison Turbiville
Clerk for Judge Gorsuch, 2015-16

Theresa Wardon
Clerk for Judge Gorsuch, 2008-09

Katherine Crawford Yarger
Clerk for Judge Gorsuch, 2009-10