September 23, 2026

The Honorable Chuck Grassley
Chair
Committee on the Judiciary
224 Dirksen Senate Office Building
Washington, D.C. 20510

The Honorable Dick Durbin
Ranking Member
Committee on the Judiciary
224 Dirksen Senate Office Building
Washington, D.C. 20510

Re: Bradford J. Kelley

Dear Members of the Judiciary Committee of the United States Senate:

I am a loyal citizen of the United States, a veteran of the United States Air Force, and a member in good standing of the State Bars of Texas and Colorado. I write this letter to express my wholehearted support for the nomination of my former colleague and friend, Bradford Kelley, to the U.S. District Court for the Eastern District of Louisiana.

Brad and I joined Littler on the same day in July 2023. Although we did not work in the same office, a colleague connected us because we were both veterans. Over the next three years, before I accepted a position as an in-house corporate attorney in July, Brad and I worked together extensively on litigation, scholarship, and other professional matters.

Brad is without question one of the most intelligent attorneys I have worked with. The first case we litigated together presented an opportunity to seek dismissal at the pleading stage, although the complaint was well drafted and the path to dismissal was not obvious. Brad developed a multi-pronged approach to a motion to dismiss, identifying arguments that reflected his command of the law and an ability to think creatively. The district court dismissed the case, and the court of appeals upheld the decision. His depth of analysis in that matter set a high bar for me in approaching challenging cases.

Brad and I also co-authored several articles published in outlets such as *Law 360* and the *National Law Review*. I wish I could claim equal credit for the ideas behind those articles, but the vast majority originated with Brad. He seemed to have more original ideas concerning our mutual areas of interest, including USERRA and artificial intelligence, than we had time to develop into articles. Brad has both wide-ranging intellectual curiosity and the ability to translate that curiosity into serious legal analysis.

Brad is also a person of high character. I interacted with him nearly every workday during my three years as an associate at Littler and regarded him as the most dependable, thoughtful, and conscientious shareholder I worked for. He is one of the hardest-working attorneys I know, too. Although he maintained a demanding billable workload, he simultaneously devoted substantial time to scholarship, speaking engagements, and other contributions to the profession.

One quality that distinguishes Brad is that his intellectual capacity is accompanied by open-mindedness and humility. When we first began writing articles together, Brad told me that he had "no pride of authorship." He had immense pride in ensuring that the work product was excellent, but little interest in whether a particular formulation was his or mine. The same quality carried over into our litigation work. On several occasions, he initially rejected suggestions I made, only to accept them after I returned with more thorough research and reasoning supporting my position. He cares more about reaching the right result than about having his initial view vindicated, and has the ability to disagree and be decisive without making it personal. Brad also has a passion for the law that I don't often see in someone more than decade into the profession.

I'd be remiss if I didn't also highlight Brad's abilities as a mentor. I had many mentors at Littler who pushed my career forward, but Brad was my strongest advocate. As one example, this year he included me in a proposal to speak at Littler's Executive Employment conference in Phoenix. The proposal was initially

accepted, but I was initially excluded from the panel because I was an associate and special justification was required for an associate to speak at the firm's flagship conference. Brad went to bat for me and ultimately persuaded the conference committee to include me as a speaker. That was one of many instances in which he invested his own time and credibility in my professional development. Brad played a significant role in the success I had at the firm, and if he is confirmed, I have no doubt Brad will help foster the careers of the new law school graduates who have the good fortune to serve as his law clerks.

Based on my three years working closely with Brad, I have the highest regard for his professional competence, integrity, and temperament, and I believe he possesses the qualities necessary to serve with distinction on the federal bench.

I respectfully urge you to advance Brad Kelley's nomination to the full Senate and confirm him to the bench.

Sincerely,



James McGehee