

Paul C. McLean  
2211 Green Valley Drive  
Billings, Montana 59102

April 26, 2017

U.S. Senator Steve Daines  
30 West 14<sup>th</sup> Street  
Helena, Montana 59601

Dear Senator Daines,

I am honored to write this letter in full and complete support for your selection of Kurt Alme to fill the pending position of U.S. Attorney for the District of Montana. I worked in the U.S. Court system for the District of Montana in Billings, Montana for 25 years as a U.S. Probation Officer and as a Probation Officer Supervisor for the last 11 of those years. I retired from my service to the U.S. Courts at the end of 2015. During my tenure with the federal government, I had the opportunity to work with Kurt for 12 years.

My intersection with Kurt began with my role as a U.S. Probation Officer, investigating and supervising criminal defendants during pre-trial and post-trial/plea deliberations, and his role as Assistant U.S. Attorney. In 2004 I became a U.S. Probation Supervisor and reviewed a large number of Pre-Sentence Investigations which Kurt handled on his end as a prosecutor. Kurt's work and attention to detail was impeccable. He always sought truth and balance in his cases, especially leading up to sentencing. Kurt was without a doubt the most professional prosecutor I encountered. Nobody surpassed his decorum. He was also very good and honest with my staff and worked diligently with them in our joint effort to administer justice. Seeking fairness, truth, and justice were the hallmarks of Kurt's work. It was not uncommon to observe Kurt working after hours in pursuit of a job well done. I never experienced an Assistant U. S. Attorney with the kind of work ethic, communication skills, attention to detail, and sensitivity to all parties like Kurt. He was also the most accommodating prosecutor to work with during my tenure. For example, he always made time to respond to my needs and the needs of my staff, often after a full workday. Kurt always worked honestly and fairly with my staff, which was reflected in how my staff spoke of him. They always expected a good working relationship with Kurt, and were confident he would responsibly tackle the issues at hand in an intelligent and noble manner. I know that Kurt also held this level of integrity with my colleagues in our Helena office where Kurt served from 1992-1994. Kurt has been a consistent professional for many years.

I have also known Kurt on a personal level since 2003. In light of the many talks we have engaged in, I can honestly tell you that his heart, vision, and love for justice is unsurpassed. He truly desires to see

justice met in the most complete and humane manner possible. Kurt has a sincere desire to impact true justice in our society, from top to bottom. For example, his passion for addressing the drug abuse and illegal distribution problem affecting our young people is immeasurable. He knows and has seen how the proliferating drug trade by many adult offenders has scourged the public, especially our kids in Montana. He sincerely wants to not only enforce federal law, but formulate unique approaches to educate and protect our youth. I know he has a strategic plan to address these and other issues in a new and fresh way, and I'm sure one which will bring much fruit to the cause of justice unseen as of yet. Please know that I am not making these statements lightly. I know this man. I experienced these attributes in Kurt personally and professionally. I believe fully he will carry these values out and bring his plans to fruition in his post as U.S. Attorney.

Kurt is truly a special servant of justice, and just as equally important, a unique person. I view his leadership qualities as distinct and exemplary, which is guided by his high intelligence and passion for a good and just society. Kurt demonstrated excellent discernment, was exceptionally decisive and highly organized in his cases as Assistant U.S. Attorney. He consistently talked about the greater picture of what we were all doing in the arena of justice and how important it was to keep this vision out in front of us. Having served in a leadership position, I know personally how important and critical these qualities are in defining an excellent and effective leader. Kurt truly understands that good and competent law enforcement is crucial in ensuring public safety and I know he will fully carry this belief to his position as U.S. Attorney.

Kurt's compassion for others runs deep, no matter their lot in life. His philosophy for a productive and lawful America is comprehensive. This is evidenced by not only his approach as a prosecutor, but in serving in his present capacity as President/General Counsel for the Yellowstone Boys and Girls Ranch, an intensive treatment facility in Billings for emotionally disturbed youth. His current career exemplifies Kurt's heart for unfortunate youth in need of compassion and assistance in making a positive social adjustment. His ability to be both prosecutor and compassionate advocate says a lot about his balance between justice and social consciousness, which is rare if not unparalleled, and so needed by our leaders today. For this and many other reasons too numerous to include in this writing, I believe that if Kurt is confirmed as U.S. Attorney for the District of Montana, we just may see the best one ever produced in the Treasure State. I state this with complete confidence. He has all of the qualities needed and more, to include superior intelligence, distinguished Harvard education, pertinent experience, exceptional passion, promising vision, and personal respectability. He is a solid family man, father, and husband, who has succeeded greatly not only as a professional, but as a responsible, caring, and dedicated human being. I know that many people who know Kurt respect him immensely.

Please know that I wholeheartedly endorse Kurt for this very important position in our state and this country. Kurt is a proven and brilliant candidate for the post of U.S. Attorney. He has the relevant experience, heart, and intelligence for the job. I believe he will exceed expectations as the leader of the highest level of law enforcement in our state. We desperately need an ambassador like Kurt in leading a highly efficient and effective Federal justice system in our land today. Believe me, he will plant a much needed legal and just footprint on the state of Montana that I'm confident will last for many years to come.

Please feel free to contact me at any time at the phone number listed below or by writing me if you need additional information regarding Kurt Alme.

Warm regards,

A handwritten signature in blue ink, appearing to read "Paul C. McLean". The signature is fluid and cursive, with a long horizontal stroke extending to the right.

Paul C. McLean  
Retired U.S. Probation Officer  
Billings, Montana  
(406) 698-9361