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CROWLEY | FLECK PLLP
ATTORNEYS

Peter F. Habein
490 N. 31st Street, Suite 500
P. O. Box 2529
Billings, MT 59103-2529
Telephone: 406.252.3441
Facsimile: 406.256.0277
phabein@crowleyfleck.com

April 7, 2017

The Honorable Steve Daines
U. S. Senator
30 West 14th Street, Suite 206
Helena, MT 59601

Via: *Email: Jason_Thielman@daines.senate.gov
and U.S. Mail*

RE: Kurt S. Alme
Recommendation for United States Attorney for Montana

Dear Senator Daines:

With great pleasure, I write this letter to recommend to you Kurt Alme for the position of United States Attorney for Montana. And not just pleasure at writing, but I type this letter with eager anticipation of the enthusiasm, professionalism, integrity, intelligence, and dignity Kurt will bring to the office of United States Attorney. I know of no person better prepared to represent the government in this state, no person.

I have known Kurt for nearly 23 years, first as an associate lawyer in our office. In those years, Kurt rapidly distinguished himself as a young lawyer with the knowledge, personality, and skill to be a great lawyer. His innate kindness and compassion endeared him to his clients. An aphorism has it that "clients will not care how much you know until they know how much you care." Kurt's clients knew immediately how much he cared because he devoted himself entirely to their cause, committing long hours of hard work, weekends and holidays, whatever the client required and whatever effort it took. Then he demonstrated his thorough command of the law on their behalf, achieving the objectives they set for him.

So when Kurt first became eligible for partnership in the firm, my partners and I never faced an easier decision, and we unanimously invited him to the partnership. And Kurt exceeded our expectations as our partner, redoubling his devotion to the firm's clients. But we certainly knew that Kurt had been hearing a persistent and loud call to public service and specifically to Republican Party service. When Governor Martz tabbed him as her Director of the Montana Department of Revenue, we knew that Kurt had to answer that call. Public service marks our firm's history and culture, going back to the firm's founding in 1895 by W. M. Johnston, to William J. Jameson, and James M. Haughey, who all served in the legislature, and to Jack Ramirez

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who served in the legislature and was the Republican Party's candidate for governor in 1980. We were and are thrilled to support Kurt in that long and esteemed line of public servants.

For the past 20 years or so, I have served our firm as general counsel, and for the last 10 years, I have served the bar as a member and now chair of the Ethics Committee of the State Bar of Montana. I hope, therefore, that when I say that Kurt is one of the most conscientiously ethical lawyers I know, it carries some weight. Kurt is scrupulous in his observance of ethical standards, both for himself and for the organizations he has led. His adherence to high ethical standards in no small measure contributes to the integrity and honesty for which he is universally admired.

That unblemished reputation for honesty and integrity will precede him to the office of United States Attorney, and it will precede him into court whenever he appears on behalf of the government. I stress here that Kurt's distinguished reputation crosses all boundaries, party lines, gender lines, age lines, race lines, and socio-economic lines. He possesses the unique capacity to engender esteem even among his opponents and even when he most zealously advocates for his clients. Kurt also understands that a lawyer is not only an advocate but also a counselor. And he is a superb counselor, keeping his clients' interests foremost in his mind, understanding the risks of every course of action, playing chess while staying four moves ahead of his opponent.

Finally and importantly, from my long friendship with Kurt, I would observe that four things guide him through each day and in every endeavor: his love for his family, his faith in God, his faith in his fellow man, and his love of country. With these as his guiding stars, he has never steered a false course. They will guide him as Montana's United States Attorney as surely as they have guided him to all he has accomplished already for the people of this state.

Should you have any questions about Kurt, his practice, or my personal and professional knowledge of him, I would be pleased to answer them.

Sincerely,

CROWLEY FLECK PLLP



PETER F. HABEIN

PFH:slc

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ATTORNEYS

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THE HON. STEVE DAINES
U.S. SENATOR
SUITE 206
30 WEST 14TH STREET
HELENA MT 59601

59601\$3390

