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To Whom it May Concern:

My name is John O'Neal. I am a partner in the commercial litigation group in the Phoenix office of Quarles & Brady, LLP. I have known Roger Spencer, both personally and professionally, for well over a decade. Mr. Spencer has provided his clients exceptional service, and has demonstrated unwavering commitment to his professional responsibilities as a member of the Arizona Bar.

I fully endorse Mr. Spencer to receive the highest recommendation your organization might bestow.

Very truly yours,

QUARLES & BRADY LLP



John Maston O'Neal

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