



OLDS • RUSS  
& ASSOCIATES, LLC

Edward A. Olds • Carolyn Spicer Russ • Jaimie L. George • Rebecca A. Olds

Regarding Attorney Michael Lorence

I have known Michael Lorence for over twenty years, and we have often worked together over that time.

Once, Michael assisted in a racial discrimination and hostile environment trial. He assumed responsibility for preparing our client to testify and handling direct testimony. This is one of the most significant trial stages. With his assistance, she was able to tell her story to the jury – as she testified, jurors were leaning forward in their chairs. I have been practicing employment discrimination law and trying cases for 30 years. Michael's examination of our client was the most dramatic hour I have ever spent in a courtroom.

Sincerely,

A handwritten signature in black ink, appearing to be 'E. Olds', written over a circular scribble.

Edward A. Olds

EAO/jm