

Montgomery Consulting Group, LLC

37 West Broad Street, Suite 970
Columbus, Ohio 43215

June 30, 2008

RE: Jonathan Bowman

To Whom It May Concern:

I have had the pleasure to know and work with Jonathan Bowman. When I was Attorney General, I hired Jonathan in our Crime Victims Section. He excelled there and was quickly promoted to Assistant Chief of the Civil Rights Section. Jonathan did a remarkable job in that section, which had long been plagued with inefficiencies as well as difficulties with the client. As a direct result of Jonathan's intellect, personality, and capacity to build collaborations, Jonathan revamped the ineffective investigation process and, as a result, sped up the ability of the state to review complaints and identify real problems which needed to be addressed quickly. That process still remains in effect today. This was an historic restructuring and has made a tremendous difference to the citizens of Ohio.

I am honored to recommend Jonathan as a lawyer, administrator, and counselor. His world view and the power of his personality have helped him be successful in the meaningful work he has undertaken. He has a story to tell, and a wealth of experience to illuminate that story. I would hire him again for any task for which he feels qualified. He is a good lawyer and a good man and I am proud to call him "friend".

Sincerely,



Betty D. Montgomery
Attorney At Law