

Dear Kathy,

Although I deeply regret that I am unable to be with you this day, for personal reasons that I know you understand, I want to express to you my pride in having worked with Robert for most of the six years that he spent at Covington & Burling, my pride in watching Robert blossom into an outstanding senior attorney.

I know how difficult this time is for you, and how difficult it will be in the days, months, and years ahead. Your loss is unfathomable to the rest of us, but we will do what we can to help you bear this loss. Each in our own way, we share your loss. And each in our own way we suffer a very personal loss. Robert was truly one of those rare persons who touched whomever he met in a very special way. May we each live our lives searching for men and women like Robert.

You found Robert as a soulmate, a lifemate, a caring, gentle, deeply devoted husband. You found him as the man who would stand by your side, knowing that a life with Robert would be a life of excitement and adventure, that Robert's choice would always be the one that would 'raise the bar', 'put a grin on your face', 'reveal a twinkle in his eye'. With Robert, you could never have predicted where your special road would ultimately take you. Robert's mind and emotions worked on too many levels simultaneously to predict the outcome.

We were here for the courtship, and shared much of Robert's happiness in those weekend flights to Chicago ... of course, we expected to see a few billable hours spent on the runway during the inevitable travel delays and while in the air. We had so looked forward to watching you grow as a couple, discovering the mysteries that continue to lie within, developing the trust and confidence that time brings to a marriage with so much potential. In losing Robert, we too have lost our ability to share that with you.

While you found Robert as a soulmate, we found Robert as the professional man, the selfless dedicated attorney who would work day and night...the many nights...to conclude successfully the matters at hand. And to conclude them with brilliance, creativity, finesse, and with sound judgment. Typically our work involved real estate deals: acquisitions, leases, contracts, development projects. Ed West and I, and our entire practice group, looked to Robert to shoulder significant responsibility and leadership. As Robert grew professionally, an increasing part of our practice rested on his desk. Robert led our many client development efforts, and achieved many successes. Though our practice group was small, Robert's efforts and successes were huge. Robert led our management of staff, and cared about each on a very personal level. He was the steady hand that trained the newest paralegal and debriefed the departing associate, so that the client's work would not miss a moment or a step.

I've told you this before, Kathy, at our wonderful dinner celebrating Robert's departure and new position. When Robert left for Radio Free Asia just a month ago, I felt that I was letting go of someone very special to me. Robert and I had worked in tandem these past years, serving so many clients. My first call in the morning. My last call late at

night. Emails at all hours. Solving complicated problems. Managing workloads among the many associates in our practice group who were junior to him. Developing plans for expanding the practice. Authoring our practice development submissions.

When Robert told me he was leaving, you know how sorry I was to see him go. But I immediately stepped back and applauded him for his stroke of brilliance in moving into a general counsel position with an organization that involved the interests of the Asian Pacific American community with which he so identified and about which he so cared. I saw this position as being ideal for a young attorney with his cultural roots, with so much talent and such strong aspirations. Robert and I had focused on developing his involvement in this community which I knew would serve him well as his career matured.

With the Firm's blessing this past year, he had jumped at the opportunity to serve the Organization of Chinese Americans pro bono as its general counsel. In this capacity, I had watched Robert the "legal generalist" undertake and begin to master the real art of corporate law practice. Robert more than led the negotiation of OCA's acquisition of its new national HQ (which I note proudly will include an important memorial to him, reflecting OCA's appreciation of his work). In doing so, Robert demonstrated the best that he had to offer...in solving complicated corporate governance issues, managing the diverse opinions of members of the OCA Board, negotiating among his many client representatives, and most importantly relentlessly and without tiring, preparing extensive communications to keep both adverse counsel and our own client fully apprised of concerns that he had with the acquisition. He viewed first and foremost that his job was to protect his client from any and all unreasonable risks in the deal. He negotiated hard, though in his quiet self-effacing manner, commanding the respect of opposing counsel who understood that Robert would not back off any material concerns until they were addressed. Robert, as the model general counsel, charming political operator, quarterback of legal and business strategy, was blossoming before my eyes.

So when Robert told me that it was time to move on, to take a front seat at the table rather than at my side, I knew that he was ready, and felt proud that I had had a small role in achieving this extraordinary milestone. For a 32-year old attorney, this was a giant of a position. And I told Robert that I had every confidence that this was but the second step in the evolution of his career...that we could not predict where his professional life would take him, but that with your continued support at home which he so obviously appreciated and needed, Robert's career was about to launch in a major direction. I told Robert that with his drive and skill set, with his intellect, his demonstrable people skills, and his broad vision to meld risk and opportunity, that I fully expected to see Robert as a leading corporate counsel in another dozen years.

So Robert's loss is heavy to us professionally, not only for the substantial achievements he has accomplished to date and the significant work that he handled for our many Firm clients, but for the yet unborn achievements that just one month ago I quietly predicted with confidence to you, Ed, Heather and Pat at Robert's celebration. Many many of our clients and others with whom we have worked closely have written to express their deep

sadness at our collective loss, as these were professionals who knew Robert to be among the finest attorneys that C&B has developed. You will undoubtedly recognize some of the organizations to whom Robert meant so much. In addition to OCA and Radio Free Asia, Robert skillfully guided both public interest organizations and our 'for-profit' clients in their real estate, employment and corporate work. Robert's commitment to the disadvantaged and to our community's diversity was reflected in his substantial work for organizations such as Community Connections, Latin American Youth Center, and the Cardoza High School students, all the while balancing a heavy workload for RREEF, 3DG Development Group, Association of American Railroads, American Trucking Associations and many others. And his public service work extended to his leadership in the Asian Pacific American Bar Association, where he was serving as President-elect of the DC chapter, and his service on an important national commission of the American Bar Association, in which he actively promoted clerkships and internships for minority lawyers. Robert also channeled his unceasing energy to the Virginia Governor's commission developing opportunities for community and national service. He was a man of many talents and interests whom we all admired.

From the bottom of my heart, Kathy, I regret for Robert that we had only begun to see the extraordinary professional man that was emerging from the young lawyer who just weeks ago sat by my side tirelessly, skillfully, and seemingly effortlessly handling whatever the day brought to his desk, all the while quietly radiating his trademark smile and setting the tone for the work at hand.

Bob

Robert Gage, Esq.
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