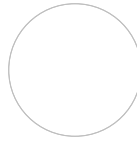


**CIVILITY AND THE ELIMINATION  
OF UNPROFESSIONAL CONDUCT  
TOWARDS WOMEN**



April 27, 2017  
Davis Wright Tremaine LLP  
505 Montgomery Street, Suite 800,  
San Francisco, CA 94105

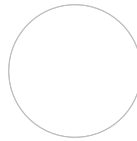
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