

EXHIBIT 3

DECLARATION OF SUZANNE CUMMINS

I, Suzanne Cummins, hereby declare that the following facts are true and correct under the penalty of perjury.

1. My name is Suzanne Cummins. I am an adult female and am competent to testify to the following facts based on my personal knowledge.
2. I was born in Phoenix, Arizona in January 1982. I was raised in Mesa, Arizona and currently reside in Chandler, Arizona.
3. I have worked in the restaurant industry for sixteen years. I have faced many struggles because of my sexual orientation. I have worked with other employees who decided not to come out after seeing the discrimination that I faced.
4. I have been in a committed, exclusive, intimate relationship with Holly Mitchell since April 2007. Holly and I live as a married couple though we do not have the same rights as married couples. We have joint finances, including previous vehicle loans, rental agreements and checking accounts.
5. I met Holly in 2007; we worked together at Jobing.com (now Recruiting.com). When Holly and I started dating, we kept our relationship confidential because we were concerned about repercussions from our co-workers.
6. Though we did not openly acknowledge that we were dating, our co-workers had suspicions about our relationship. There were many hateful notes left on my car. My car got "keyed" twice while we were working at Jobing.com. We could not prove that it was because of our relationship, but we did report it to our employer and the office building. I was told that my relationship and choice to have a family were not going to be supported by my co-workers.
7. We acknowledged our relationship to co-workers at Jobing.com only after I found another job. Eventually, because of the harsh criticisms from co-workers, Holly resigned from employment with Jobing.com as well.
8. In September 2009 we decided that we wanted to expand our family and raise children together. After a failed attempt to become pregnant via private sperm donor, we began the process to adopt children.
9. We finished the adoption/foster license process in November 2009 and received our first kinship placement in November 2009. We fostered my niece, Madisyn, and her half-sister, Jessica.
10. We later adopted Jessica and Madisyn. Though Holly and I were both foster parents for Jessica and Madisyn because foster care licenses are issued to the household in which a

family resides, we were told by the adoption agency only one of us could legally adopt the girls. We decided that, because of my kinship with Madisyn, our common surname, and our families' different attitudes toward our relationship, I would be the legal adoptive parent.

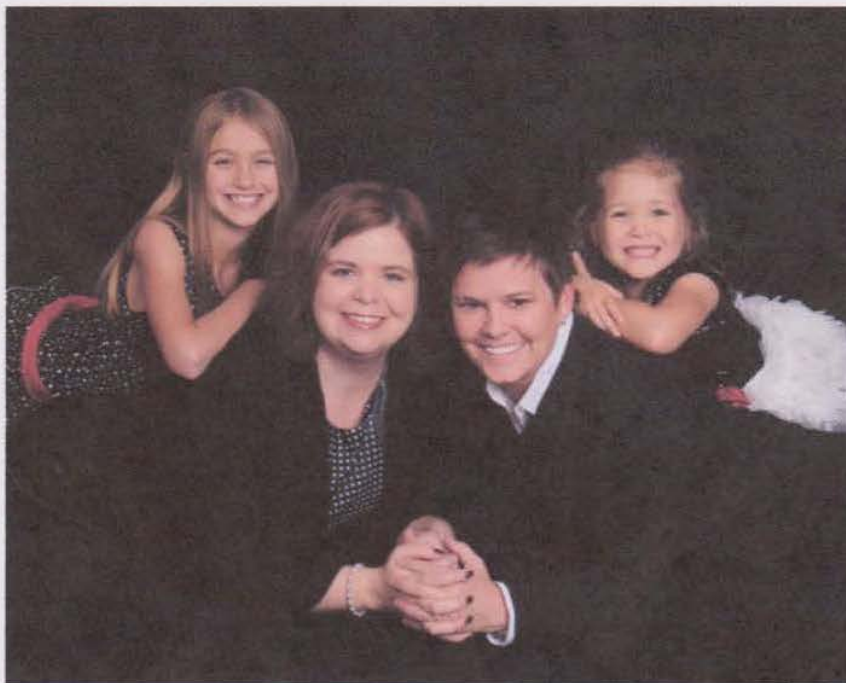
11. When I adopted Jessica in November 2010, my employer told me that I was eligible for leave under the Family Medical Leave Act, but advised me not to take it until business slowed down. I was also told that if I took longer than one month of leave, I could return to the same position, but the location could change. For fear of my job, I chose to return to work after only one month. Though I was told that my location might change if I chose to take leave for more than one month, I was transferred to a new location the day that I returned to work.
12. In July 2011, I adopted Madisyn Cummins. Because of the issues that I faced in taking leave when I adopted Jessica, and for fear of being transferred again, I only took one day off—the day that Madisyn was adopted. I was afraid to ask for more time off. This was an extremely difficult decision and was stressful for the entire family. We had to seek counseling to help us bond as a family.
13. Our daughter Madisyn was diagnosed with a rare disease called Linear Morphea in October 2013. Since I am Madisyn's legal parent, I take her to all appointments and treatments. Though Holly is as much Madisyn's parent as I am, Holly cannot make decisions regarding Madisyn's medical care and cannot take Madisyn out of school to attend doctor visits. I feel as if I am being forced to raise our children as a single parent. I am not a single parent. Holly is as much Jessica's and Madisyn's parent as I am.
14. Family is very important to me, and to Holly. We actively volunteer our time in various community childcare endeavors, including the local Purple Sage Chapter of the Girl Scouts of America. We also serve as foster parents and care mentors in Maricopa County.
15. Holly and I have consulted with lawyers and drawn up legal documents to protect our family, including living wills and living revocable trusts. However, I am concerned that we do not have sufficient legal documents to prove our relationship, to provide for our children and to establish our wishes and goals. This stress would be considerably alleviated if we were able to get married.
16. There are certain benefits of a legally recognized marriage that we cannot account for by drawing up legal documents. For example, we cannot file our taxes jointly and we are not eligible for certain tax deductions and financial benefits available to married couples. We are not able to jointly adopt our children. As a result, Holly is not eligible for certain legal protections and benefits for families and does not have automatic parental rights. Moreover, our children do not enjoy all of the legal protections extended to children of opposite-sex married couples.

17. Holly and I want to get married so that we can enjoy the same rights as heterosexual couples to ensure that our medical needs can be taken care of, our financial obligations are met, our children are properly cared for, and our relationship is recognized in our home, Arizona.

Pursuant to 28 U.S.C. § 1746, I declare under penalty of perjury that the foregoing is true and correct.

Executed on: March 24th, 2014

Suzanne Cummins
Suzanne Cummins



From left to right, Madisyn, Suzanne, Holly, and Jessica.