

2009 GAYLAW D.C. BAR ASSOCIATION CANDIDATE SURVEY

One of the most important issues in the legal community today is diversity, including appropriate recruitment, treatment, and retention of lesbian, gay, bisexual, and transgender (LGBT) legal professionals. Unfortunately, the legal community's response as a whole on this very important issue has not been impressive. Indeed, a 1999 D.C. Bar Association Task Force found that discrimination on the basis of sexual orientation and gender identity continues to permeate the ranks of the legal profession. The Task Force report may be found at the following website: www.dcbar.org/inside_the_bar/structure/reports/task_force/index.cfm.

This survey and your responses are part of GAYLAW's assessment of you and your candidacy. We are very interested in hearing from you.

Send survey responses to gaylaw@gaylaw.org. All responses must be received no later than Friday, May 1, 2009. Please note that when we publish our endorsement decisions on the GAYLAW website (www.gaylaw.org), we will also publish the survey responses that you submit to us. Since candidate survey responses are utilized in GAYLAW's endorsement process, we are unlikely to endorse candidates that do not respond to this survey.

1. How do you promote, encourage, and/or support the recruitment and retention of gay men, lesbians, bisexuals, and transgender individuals in your firm, agency, or organization?

My law firm, Gibson Dunn & Crutcher, has an active Diversity Committee that works aggressively to recruit and retain gay men, lesbians, bisexuals and transgender individuals. The firm has a number of out attorneys, including both partners and associates, and its website includes a video in which two partners talk about what it is like to be out at the firm. The firm's executive committee has in the past included openly gay lawyers. Insurance is available for the partners of our LGBT attorneys. The firm has a written policy forbidding discrimination on the basis of sexual orientation or gender identity. We have sponsored panels and programs for LGBT attorneys, including a recent OutLaw program held in our DC office. Pro bono efforts include work on behalf of LGBT causes. For example, the firm has prepared an amicus brief challenging California's Proposition 8.

2. Do you support the adoption of federal civil-rights legislation, including same-sex civil marriage, to protect gay men, lesbians, bisexuals, and transgender individuals from discrimination? If no, please explain.

Yes.

3. Which, if any, of the recommendations of the DC Bar's Task Force Report on Sexual Orientation and the Legal Workplace will you work to implement, and how will you do so?

I support the recommendations in the Task Force Report. The DC Bar should continue to promote the report, not just on its website, but also by reminding people about the report in other Bar publications. It should consider reaching out to law firms and in-house legal departments and encouraging them to improve their recruiting and retention efforts. Continuing legal education programs on LGBT issues can be very valuable. For example, the program recently held at Gibson Dunn in which a panel of attorneys talked about what it is like to be out in law firms was well-attended and well-received; there

is room for many more programs like this. The DC Bar leadership should take steps to ensure that there is gay and lesbian representation on Bar committees and task forces and in Bar leadership.

4. Will you work to ensure that all member benefit programs sponsored or endorsed by the D.C. Bar Ass'n (i.e., health insurance, life insurance, disability insurance) include benefits for domestic partners?

Yes.

5. Would you support a D.C. Bar policy that requires all companies with which the D.C. Bar contracts to prohibit discrimination on the basis of sexual orientation and gender identity?

Yes.

6. Please give up to three suggestions as to the role the D.C. Bar can and should play in addressing discrimination on the basis of sexual orientation and gender identity, and in promoting hospitable workplace environments for gay, lesbian, bisexual, and transgender legal professionals.

My answer to this question overlaps in part with my response to question 3. The DC Bar could sponsor continuing legal education on LGBT issues. It should help organize outreach efforts to recruiting departments at law firms to help them consider how best to recruit and retain LGBT attorneys. It should also help organize outreach efforts to in-house legal departments to ensure they are effectively recruiting and responding to the needs of LGBT attorneys. The Bar leadership should consider encouraging in-house legal departments to consider law firms' success in recruitment and retention of LGBT attorneys when they make decisions about what firms to hire. Because the Task Force Report is now ten years old, the Bar might also conduct a follow-up study on bias among legal employers to determine whether practices and attitudes are changing, and to measure whether improvements have occurred.

7. Please provide any additional information you care to offer our members in support of your candidacy.

I've attached a general statement explaining why I believe I could provide effective service on the board of governors, as well as a copy of my CV.

Thank you for taking the time to complete this survey.

GAYLAW
Board of Directors

GIBSON, DUNN & CRUTCHER LLP

LAWYERS

A REGISTERED LIMITED LIABILITY PARTNERSHIP
INCLUDING PROFESSIONAL CORPORATIONS

1050 Connecticut Avenue, N.W. Washington, D.C. 20036-5306

(202) 955-8500

www.gibsondunn.com

SIGlover@gibsondunn.com

April 29, 2009

Direct Dial

(202) 955-8593

Fax No.

(202) 530-9598

Client No.

GAYLAW

P.O. Box 34072

Washington, DC 20043

Dear GAYLAW:

I am writing to request GAYLAW's endorsement of my candidacy for the DC Bar Board of Governors. I believe that I have the commitment and talent to serve your members effectively.

If I am elected, I will endeavor to bring the same energy to Board of Governors matters that I have brought to all aspects of my professional life over the years. I plan to focus on the expansion of pro bono efforts by the bar, since I believe these efforts have enormous value to our community – and bring significant professional benefits and personal rewards to the lawyers providing the service. More generally, I plan to work to help ensure equal access to justice for all members of our community, which I believe should be a fundamental goal for our profession. Finally, I plan to focus on the continued growth of professional development activities and related member services. These activities are a critical part of what the DC Bar does, and they become particularly important in difficult economic times.

I have been strongly committed to the DC Bar's mission for many years. My work has included the following:

- Member and then co-chair of the DC Bar's Corporation, Finance and Securities Law Section.
- Member and then chair of the DC Bar's Community Economic Development Project. This project, which is part of the DC Bar Pro Bono Program, provides corporate counsel to non-profits and businesses that operate in or serve low income and disadvantaged communities.

GAYLAW

4/29/2009

Page 2

- Member of the DC Bar's Strategic Planning Committee, which has undertaken a far-reaching exercise under which it will consider how best to shape the DC Bar for the future.

Pro bono work has been a significant part of my professional life since I began practicing law. In recent years I have done this work in part through service on the Community Economic Development Project and in part by taking on a variety of pro bono matters. For example, I have served for many years as outside general counsel to Centronia, an organization located in Columbia Heights and Maryland that provides a wide range of services to families in need. I also serve as counsel on a pro bono basis to a number of other non-profits, community organizations and disadvantaged businesses and individuals.

My work for the bar and pro bono efforts have been recognized on several occasions.

- In 2004, I received the DC Bar's *Pro Bono Lawyer of the Year Award* for my work for Centronia.
- The Community Economic Development Project and the Corporation, Finance and Securities Law Section both received the DC Bar's *Frederick B. Abramson Award* for projects they undertook while I was chair.
- The Community Economic Development Project received two *Best Bar Project Awards* for projects that I helped lead.

I have been a lawyer in DC for 29 years. For the last nine years, I have been a partner at Gibson, Dunn & Crutcher. Before that, I was a partner and co-chair of the Corporate Department at the D.C. office of Fried, Frank, Harris, Shriver & Jacobson. I have a general corporate practice, advising public and private companies on a variety of transactional, corporate governance and business matters.

I clerked for Justice Thurgood Marshall on the U.S. Supreme Court, and before that for Judge Skelly Wright on the U.S. Court of Appeals for the D.C. Circuit. I graduated from Amherst College (1977) and Harvard Law School (1980), where I was managing editor of the Harvard Law Review.

I have served as an Adjunct Professor at Georgetown Law School, and have authored or co-authored and edited three books, including *Joint Ventures, Partnerships and Strategic Alliances*, *Business Separation Transactions*, and *The M&A Practice Guide*. I have also written more than 60 articles on various corporate law topics.

GIBSON, DUNN & CRUTCHER LLP

GAYLAW

4/29/2009

Page 3

I hope that my record helps persuade you that I have the commitment to provide effective service, and that you will decide to endorse my candidacy. In case it is helpful, I have attached a copy of my curriculum vitae. Please do not hesitate to contact me (at 202-955-8593; siglover@gibsondunn.com) if you have any questions.

Very truly yours,

A handwritten signature in black ink, appearing to read 'S. Glover', written in a cursive style.

Stephen I. Glover

SIG/orc

Enclosure

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STEPHEN I. GLOVER

GIBSON, DUNN & CRUTCHER LLP

1050 Connecticut Avenue, N.W.

Washington, D.C. 20036

(202) 955-8593

siglover@gibsondunn.com

Stephen I. Glover is a partner in the Washington, D.C. office of Gibson, Dunn & Crutcher and a member of the firm's Corporate Transactions Practice Group. He has an extensive practice representing public and private companies in complex mergers and acquisitions, joint ventures, equity and debt offerings and corporate governance matters.

Mr. Glover was named as a Leading Lawyer in US Mergers & Acquisitions in the 2008, 2007 and 2006 *IFLR 1000 Guide to the World's Leading Financial Law Firms*. In 2006, he was identified among "Ten of the D.C. Area's Top Deal-Making Attorneys" by *Legal Times*. He has been ranked one of the top four corporate/m&a attorneys in the District of Columbia by *Chambers USA America's Leading Business Lawyers* in each of the last four years. He was selected as the top Commercial/Corporate Transactions attorney in Washington, D.C. by *The Washington Business Journal* in their inaugural 'Top Washington Lawyers' Awards in September 2004 and was nominated for this award again in 2005 and 2007. He is the author or co-author of three books, including *M&A Practice Guide*; *Business Separations Transactions: Spin-Offs, Subsidiary IPOs and Tracking Stock*; and *Partnerships, Joint Ventures and Strategic Alliances*. He has written more than 60 articles and speaks frequently on corporate and securities law issues.

Mr. Glover previously practiced with Fried, Frank, Harris, Shriver & Jacobson in Washington, D.C., where he was Co-Chair of the Corporate Department. He is a member of the advisory board of BNA's *Mergers & Acquisitions Law Report* and a member of the editorial board of *The M&A Lawyer*. He has also served as D.C. representative to the New York Tribar Opinion Committee.

Mr. Glover was the DC Bar Pro Bono Lawyer of the Year for 2004. He is a member of the DC Bar's Strategic Planning Committee. He has served as a member and Chair of the Community Economic Development Project of the DC Bar Pro Bono Program, and a member and Co-Chair of the DC Bar Corporation, Finance and Securities Law Section. Two DC Bar projects led in part by Mr. Glover have won the Frederick B. Abramson Award, and two have won a Best Bar Project Award.

He is a member of the Securities Regulation Committee, the Negotiated Acquisitions Committee and the Venture Capital Committee of the American Bar Association's Business Law Section. He has served as chair of the Venture Capital Committee's

Government Regulation Task Force. Mr. Glover has also served as an Adjunct Professor at the Georgetown University Law Center.

Mr. Glover served as a law clerk to Justice Thurgood Marshall in the United States Supreme Court from 1981 to 1982 and to J. Skelly Wright, Chief Judge of the U.S. Court of Appeals for the District of Columbia Circuit from 1980 to 1981. He earned his law degree *cum laude* in 1980 from Harvard Law School, where he was Managing Editor of the *Harvard Law Review*. He received his undergraduate degree *summa cum laude* in 1977 from Amherst College.