

PAUL, WEISS, RIFKIND, WHARTON & GARRISON LLP

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WASHINGTON, DC
WILMINGTON

May 8, 2025

By Email

The Honorable Dave Min, et al.
c/o Leo Sheehan, Esq.
Counsel
Office of Congressman Dave Min
Washington, DC 20515

Dear Congressman Min, et al.:

I write in response to your April 24, 2025 letter regarding Executive Order 14237 of March 14, 2025 (Addressing Risks from Paul Weiss) and the subsequent agreement between this firm and the President. Thank you for the opportunity to provide additional context surrounding these events.

President Trump's executive order targeting our firm posed an unprecedented threat to our firm by constraining the ability of our lawyers to enter federal buildings or to interact with federal employees, by requiring our clients who are federal contractors to disclose to the Administration any business they do with Paul, Weiss, and by requiring all federal agencies that contract with our clients to review such federal contracts and, to the maximum extent permitted by law, to terminate such contracts. Because so many of the matters we handle on behalf of our clients, across practice areas, require productive interaction and engagement with the federal government—and because many of our clients also value a productive relationship with the federal government and have significant commercial relationships with the federal government—we immediately understood that the effects of the executive order would destroy the firm, even if we ultimately prevailed in court.

At the same time we faced this existential risk, we learned that the Administration would be open to negotiating a mutually agreed resolution. In making our decision to resolve this matter, we were guided by our fiduciary obligation to protect our clients' interests and to protect the livelihoods of the 2,500 lawyers and non-legal professionals who work at Paul, Weiss. At the same time, we were mindful of our legal and ethical obligations under the rules governing lawyers' professional conduct as well as federal and state law. We would never do anything to compromise our ability to advocate zealously on behalf of our clients, and we certainly reject any suggestion that any element of the agreement is contrary to law.

The Honorable Dave Min, et al.

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The agreement reached on March 20, 2025 has three primary components: (1) reiterating our commitment to viewpoint diversity; (2) committing to follow federal law with respect to our employment policies and practices; and (3) dedicating \$40 million in pro bono services over the next four years to assist our nation's veterans, to combat anti-Semitism, and to promote the fairness of the justice system—three areas in which Paul, Weiss already does significant pro bono work. Importantly, the agreement does not (and could not) permit the Administration to determine what matters we take on. Moreover, the resolution we reached with the Administration will have no material effect on our law firm's work, and will permit us to continue taking on the most significant matters for our clients.

I appreciate the opportunity to address this matter.

Respectfully,



Brad S. Karp
Chairman

cc: The Honorable Yassamin Ansari
The Honorable Becca Balint
The Honorable Nanette Diaz Barragán
The Honorable Sean Casten
The Honorable April McClain Delaney
The Honorable Maxine Dexter
The Honorable Lloyd Doggett
The Honorable Sylvia R. Garcia
The Honorable Henry C. Johnson, Jr.
The Honorable Susie Lee
The Honorable Sam T. Liccardo
The Honorable Frank Pallone, Jr.
The Honorable Shri Thanedar
The Honorable Rashida Tlaib
The Honorable Nikema Williams

A&O SHEARMAN

Allen Overy Shearman Sterling US LLP
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May 8, 2025

BY EMAIL

Dear Members of Congress listed below:

We write in response to your letter dated April 24, 2025 regarding the agreement that Allen Overy Shearman Sterling US LLP (the "Firm"), Kirkland & Ellis LLP, Latham & Watkins LLP, and Simpson Thacher & Bartlett LLP each reached with the administration on April 11, 2025 (the "Agreement"). We appreciate the opportunity to respond and clarify certain matters.

The Agreement was entered into in the context of resolving that same day, without any admission of wrongdoing or liability, a regulatory inquiry by the US Equal Employment Opportunity Commission (the "EEOC") regarding law firm diversity, equity, and inclusion ("DEI") practices (the "EEOC inquiry"). The EEOC inquiry posited that prevailing historical law firm DEI practices may have violated federal anti-discrimination laws and sought extensive information related to those practices. The EEOC's demands also included detailed personal information regarding the Firm's employees and applicants for attorney roles at the Firm, as well as extensive information related to the Firm's clients. As an organization responsible for the interests and information of thousands of employees and clients, the Firm determined that resolving the EEOC inquiry, including by entering into the Agreement, was the most prudent course.

The complete terms of the Agreement are as set forth in the four numbered paragraphs of the President's April 11, 2025 social media post. Our Firm has no other agreements other than the EEOC settlement agreement. Neither the Agreement nor the EEOC settlement agreement (which focuses only on employment law related matters) contains any limitations whatsoever on the Firm's ability to represent any existing or future client in any matter (whether paying or pro bono), including in matters adverse to the federal government. Nor could or would the Firm ever agree to such a limitation. Similarly, the agreements do not call for, or permit, the administration or any other person or entity to determine what clients and matters the Firm takes on, whether they be pro bono matters or otherwise. Our Firm alone chooses its clients and matters for the benefit of those clients, and no lawyer is required or expected to work on a pro bono matter they do not believe in.

Allen Overy Shearman Sterling US LLP is a limited liability partnership organized under the laws of the State of Delaware. Allen Overy Shearman Sterling US LLP is affiliated with Allen Overy Shearman Sterling LLP, a limited liability partnership registered in England and Wales with registered number OC306763 and with its registered office at One Bishops Square, London E1 6AD. It is authorized and regulated by the Solicitors Regulation Authority of England and Wales (SRA number 401323). The term partner is used to refer to a member of Allen Overy Shearman Sterling LLP or an employee or consultant with equivalent standing and qualifications. A list of the members of Allen Overy Shearman Sterling LLP and of the non-members who are designated as partners is open to inspection at its registered office at One Bishops Square, London E1 6AD. Allen Overy Shearman Sterling US LLP is an affiliate of Allen Overy Shearman Sterling LLP. Allen Overy Shearman Sterling LLP or an affiliated undertaking has an office in each of: Abu Dhabi, Amsterdam, Antwerp, Austin, Bangkok, Beijing, Belfast, Boston, Bratislava, Brussels, Budapest, Casablanca, Chicago, Dallas, Dubai, Dublin, Düsseldorf, Frankfurt, Hamburg, Hanoi, Ho Chi Minh City, Hong Kong, Houston, Istanbul, Jakarta (associated office), London, Los Angeles, Luxembourg, Madrid, Milan, Munich, New York, Paris, Perth, Prague, Riyadh, Rome, San Francisco, São Paulo, Seoul, Shanghai, Silicon Valley, Singapore, Sydney, Tokyo, Toronto, Warsaw, Washington, D.C.

The Firm's commitment to provide pro bono and other free legal services to clients solely of the Firm's choosing relates only to: (1) assisting veterans and other public servants, including, among others, members of the military, Gold Star families, law enforcement, and first responders; (2) ensuring fairness in our justice system; and (3) combatting antisemitism. Our lawyers already do pro bono work in each of these areas—indeed, much of our lawyers' current and historical pro bono work centers on fairness in the justice system, and we have long represented veterans and victims of religious discrimination. Our recognition that law firms should be open to representing persons of differing political viewpoints is also consistent with our values and the role of lawyers in our society. Our lawyers perform tens of thousands of pro bono hours every year for persons and organizations in need of a lawyer – whether they be an immigrant seeking asylum, an indigent person in need of criminal defense, a veteran, a charitable organization, an individual or group facing hatred or victimization because of their religion or background, or a person expressing an unpopular viewpoint. All such work is in service of the rule of law and is in no way constrained by the Agreement. Indeed, the Firm fully intends to continue its longstanding and extensive practice of zealously representing clients who find themselves adverse to the federal government, in both paying and pro bono matters.

Similarly, we believe a commitment to merit-based hiring, promotion, and retention and to not engaging in illegal discrimination (and to receive outside legal advice on and confirmation of such compliance) does no more than confirm our obligation to comply with applicable law in all jurisdictions where we practice. It is also consistent with our commitment to being a Firm of excellence, opportunity, and inclusion, where persons of all backgrounds, characteristics, experiences, and viewpoints are given every opportunity to thrive. That commitment is unwavering and in no way constrained by the Agreement or the Firm's settlement with the EEOC.

Our Firm fully supports the rule of law and has proceeded at all times in good faith. Our Firm has not agreed and would never agree to any commitment that could in any way conflict with its ethical or legal obligations. Furthermore, our Firm will never accept or entertain a request for pro bono representation, free legal advice, or any interpretation of the Agreement that is inconsistent with the Firm's ethical duties or the law.

Thank you again for your inquiry. Please direct any further communications on these subjects to the undersigned.

Respectfully submitted,



William E. White
Co-US General Counsel



William J.F. Roll, III
Co-US General Counsel

To: Hon. Yassamin Ansari
Hon. Becca Balint
Hon. Nanette Diaz Barragán
Hon. Sean Casten
Hon. April McClain Delaney
Hon. Maxine Dexter
Hon. Lloyd Doggett

Hon. Sylvia R. Garcia
Hon. Henry C. "Hank" Johnson, Jr.
Hon. Susie Lee
Hon. Sam T. Liccardo
Hon. David Min
Hon. Frank Pallone, Jr.
Hon. Shri Thanedar
Hon. Rashida Tlaib
Hon. Nikema Williams

Members of Congress

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WRITER'S EMAIL ADDRESS
andrewschapiro@quinnemanuel.com

May 8, 2025

VIA E-MAIL

The Hon. Dave Min
The Hon. April McClain Delaney
United States House of Representatives

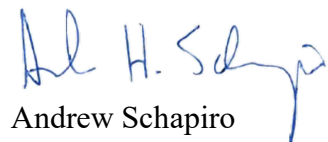
Re: April 24, 2025, Correspondence With Milbank LLP

Dear Reps. Min and McClain Delaney:

On behalf of Milbank LLP ("Milbank"), I write in response to the April 24, 2025 letter that you sent to Milbank on behalf of yourselves and a number of your colleagues. The letter asks a series of questions about the terms of and circumstances surrounding Milbank's April 2, 2025 agreement with the Trump Administration ("Agreement").

On April 2, 2025, Milbank's Chairman sent an internal email to firm personnel concerning the Agreement. That communication was picked up by the American Lawyer and continues to be available online. We respectfully refer you to that message, which we believe will provide the insight you seek regarding the circumstances of the Agreement and its specific terms. To the extent that your letter suggests Milbank may have engaged in or might in the future engage in any conduct that is unethical or unlawful, I can assure you that is not the case.

Respectfully,



Andrew Schapiro

cc: Abbie Chessler (*Via Email*)
General Counsel
Milbank LLP

quinn emanuel urquhart & sullivan, llp

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May 8, 2025

CONFIDENTIAL

The Honorable Dave Min	The Honorable April McClain Delaney
The Honorable Yassamin Ansari	The Honorable Sean Casten
The Honorable Rashida Tlaib	The Honorable Susie Lee
The Honorable Shri Thanedar	The Honorable Nanette Diaz Barragán
The Honorable Lloyd Doggett	The Honorable Nikema Williams
The Honorable Maxine Dexter	The Honorable Henry C. “Hank” Johnson, Jr.
The Honorable Sylvia R. Garcia	The Honorable Sam T. Liccardo
The Honorable Frank Pallone, Jr.	The Honorable Becca Balint

Re: Your letter to Skadden of April 24, 2025

Dear Representatives:

I write in response to your April 24, 2025, letter to Jeremy London, Executive Partner of Skadden, Arps, Slate, Meagher & Flom LLP (“Skadden” or the “Firm”).

The Firm rejects your suggestion that Skadden’s compliance with the Agreement reached with the Administration might constitute either legal or ethical violations. To the contrary, the Agreement is fully consistent with the Firm’s legal and ethical responsibilities, as well as its core values and employment practices. The Firm has a storied history of upholding the highest standards of the bar and is justifiably proud of its well-earned position and reputation in the legal community.

As we have previously shared with some of your Congressional colleagues, upon learning that the Trump Administration intended to issue an executive order directed at Skadden, the Firm chose to engage proactively and constructively with the Administration to align on a productive path forward without the issuance of an executive order. This was not an easy decision for the Firm, but it was guided by a determination to uphold the significant commitments and responsibilities the Firm has to its clients, its people, and to the broader communities and society it serves. In the end, Skadden entered into the



Agreement firmly believing that the negotiated resolution was in the best interests of its clients, its 3,500 employees and their families, and of Skadden itself.

The agreement that Skadden reached centered around Skadden's pro bono work and its commitment to legal compliance. The agreement provides that Skadden will:

1. Provide a total of at least \$100 million in pro bono legal services, during the current Administration and beyond, to causes that the Administration and Skadden both support in relation to the following areas: assisting veterans and other public servants, including members of the military, law enforcement, first responders and federal, state, and local government officials; ensuring fairness in our justice system; and combatting antisemitism. These causes have traditionally been supported by the Firm and have long been a cornerstone of Skadden's pro bono program.
2. Skadden's pro bono policy previously called for pro bono representation to be in the name of an individual Skadden lawyer. The Firm has changed its policy so that the Firm itself is now counsel of record in these cases to ensure that pro bono activities represent a broad spectrum of worthwhile causes.
3. Continue The Skadden Foundation's mission of providing pro bono legal services to a wide variety of deserving organizations and individuals. Skadden will fund no fewer than five Skadden Fellows each year dedicated to the following projects: assisting veterans; ensuring fairness in our justice system; combatting antisemitism; and other similar types of projects. Law graduates that receive Skadden Fellowships will represent a wide range of political views, including conservative ideals.
4. Affirm Skadden's commitment to merit-based hiring, promotion, and retention and agreeing to avoid engaging in illegal DEI discrimination and unlawful preferences. Skadden agreed to engage independent outside counsel to advise the Firm to ensure employment practices are fully compliant with law, including, but not limited to, anti-discrimination laws.
5. Not deny representation to clients, such as politically disenfranchised groups who have not historically received legal representation from major national law firms, including in pro bono matters and in support of non-profits, because of the personal political views of individual lawyers. However, this commitment does not obligate the Firm or any Skadden attorneys to take on any specific representation.



This agreement is consistent with the Firm's core values and allows Skadden to continue to fulfill its commitments to its people, its clients and its communities, now and into the future.

Respectfully submitted,

A handwritten signature in blue ink, appearing to read 'Richard Sauber', is positioned above the printed name.

Richard Sauber
Counsel to Skadden

C A D W A L A D E R

Cadwalader, Wickersham & Taft LLP
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www.cadwalader.com

May 8, 2025

VIA EMAIL

The Honorable David Min
United States House of Representatives
Washington, D.C.

The Honorable April McClain Delaney
United States House of Representatives
Washington, D.C.

The Honorable Yassamin Ansari
United States House of Representatives
Washington, D.C.

The Honorable Sean Casten
United States House of Representatives
Washington, D.C.

The Honorable Rashida Tlaib
United States House of Representatives
Washington, D.C.

The Honorable Susie Lee
United States House of Representatives
Washington, D.C.

The Honorable Shri Thanedar
United States House of Representatives
Washington, D.C.

The Honorable Nanette Diaz Barragán
United States House of Representatives
Washington, D.C.

The Honorable Lloyd Doggett
United States House of Representatives

C A D W A L A D E R

May 8, 2025

Washington, D.C.

The Honorable Nikema Williams
United States House of Representatives
Washington, D.C.

The Honorable Maxine Dexter
United States House of Representatives
Washington, D.C.

The Honorable Henry C. “Hank” Johnson, Jr.
United States House of Representatives
Washington, D.C.

The Honorable Sylvia R. Garcia
United States House of Representatives
Washington, D.C.

The Honorable Sam T. Liccardo
United States House of Representatives
Washington, D.C.

The Honorable Frank Pallone, Jr.
United States House of Representatives
Washington, D.C.

The Honorable Becca Balint
United States House of Representatives
Washington, D.C.

Dear Representative Min, Representative Delany, Representative Ansari,
Representative Casten, Representative Tlaib, Representative Lee, Representative
Thanedar, Representative Barragan, Representative Doggett, Representative

CADWALADER

May 8, 2025

Williams, Representative Dexter, Representative Johnson, Representative Garcia, Representative Liccardo Representative Pallone, and Representative Balint,

I am the Managing Partner of Cadwalader, Wickersham & Taft LLP (“Cadwalader” or the “Firm”). We have received and are responding to your letter dated April 24, 2025 which makes inquiries about President Trump’s announcement concerning certain commitments made by Cadwalader. As noted below, the commitments reflected in that announcement are consistent with the Firm’s long-standing principles and do not require any significant changes to our current practices. We believe that neither our Firm’s principles and practices, nor our actions in this situation, violate any state or federal statute, or ethical standard.

We believe that justice should be accessible to everyone.

Our commitment to *pro bono* work is a cornerstone of our Firm as we strive to support underserved communities and individuals facing legal challenges. Our pledge to provide \$100 million in *pro bono* services reaffirms our longstanding commitment to public service work. The Firm will continue to provide substantial *pro bono* services on a non-partisan basis representing eligible *pro bono* clients across the full political spectrum. We have not and will not restrict our *pro bono* activities or the positions we take on behalf of those clients.

We’re committed to attracting, retaining and nurturing the very best talent from all backgrounds.

Cadwalader remains committed to fostering a work environment that welcomes and supports the development and advancement of individuals of all backgrounds. Our commitment to this inclusive work environment contributes to creating a more productive, effective and dynamic work environment in our offices and throughout our communities.

The commitment reaffirms our long standing dedication to merit-based hiring, retention and promotion practices that comply with anti-discrimination laws. The Firm has not and will not engage in illegal DEI discrimination or preferences. The Firm will continue to rely on independent outside counsel to advise the Firm to ensure its employment practices are fully compliant with the law, including but not limited to, anti-discrimination laws.

We always put our clients’ interests first.

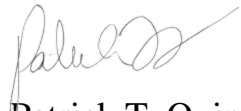
C A D W A L A D E R

May 8, 2025

Cadwalader confirmed its commitment to zealously and effectively advocate for all of our clients. Cadwalader does not and will not deny representation to clients or potential clients on the basis of political affiliation, and will, as it always has, continue to exercise its own authority as to what matters it handles.

Thank you for your public service.

Very truly yours,

A handwritten signature in cursive script, appearing to read "Patrick T. Quinn", written in dark ink.

Patrick T. Quinn

Simpson Thacher & Bartlett LLP

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E-mail Address

pgluckow@stblaw.com

BY E-MAIL
BY HAND

May 8, 2025

Re: April 24, 2025 Letter

The Honorable Dave Min
1034 Longworth House Office Building
Washington, D.C. 20515

The Honorable April McClain Delaney
1130 Longworth House Office Building
Washington, D.C. 20515

Dear Representative Min and Representative Delaney:

I am writing in response to your letter dated April 24, 2025, addressed to Alden Millard, Chair of the Executive Committee of Simpson Thacher & Bartlett LLP (“Simpson Thacher” or the “Firm”).

Background concerning the Firm’s decision to enter into the agreements referenced in your letter can be found in the attached email that Mr. Millard sent to all Firm personnel, which was subsequently published on Law.com.

As reflected in Mr. Millard’s email, Simpson Thacher sought to resolve the issues raised in the letter from the Acting Chair of the U.S. Equal Employment Opportunity Commission dated March 17, 2025 (the “EEOC Letter”), addressed to the Firm, and in the process, to eliminate any potential threat of an executive order. Contrary to the suggestions in your letter, it was the EEOC Letter that prompted the Firm to seek a resolution.

In any event, as Mr. Millard’s email explains, in making the decision, the Firm’s primary goal was to protect the best interests of the Firm, including our thousands of lawyers and business professionals, and our clients. We remain committed to merit-based hiring, promotion, and retention. We also remain committed to providing pro bono assistance to a wide range of underserved populations, ensuring fairness in the justice system, and safeguarding the rights of the country’s population under the Constitution and

The Honorable Dave Min
The Honorable April McClain Delaney

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May 8, 2025

our laws. The agreements do not dictate or restrict what pro bono matters we will take on moving forward.

Your suggestion that the Firm may have violated federal law, state law, and rules of professional conduct in entering into the agreements is wholly without merit. Simpson Thacher's decision to enter into the agreements was undertaken in good faith, and was entirely lawful and appropriate.

Respectfully Submitted,



Paul C. Gluckow
Partner and General Counsel

Attachment

cc: The Honorable Yassamin Ansari
The Honorable Sean Casten
The Honorable Rashida Tlaib
The Honorable Susie Lee
The Honorable Shri Thanedar
The Honorable Nanette Diaz Barragán
The Honorable Lloyd Doggett
The Honorable Nikema Williams
The Honorable Maxine Dexter
The Honorable Henry C. "Hank" Johnson, Jr.
The Honorable Sylvia R. Garcia
The Honorable Sam T. Liccardo
The Honorable Frank Pallone, Jr.
The Honorable Becca Balint



Simpson Thatcher & Bartlett Offices in Manhattan. Courtesy Photo

Simpson Thacher Chair: Making a Deal Was the 'Right Course of Action'

The firm "made a strategic decision to reach agreements with the Trump Administration and the EEOC that resolve the EEOC matter and remove any potential threat of an Executive Order against the Firm," chair Alden Millard wrote in an internal communication obtained by law.com.

April 11, 2025 at 12:14 PM

🕒 4 minute read

Government

By ALM Staff

Simpson Thacher & Bartlett was one of five firms to have deals announced with the Trump administration Friday. The below communication, obtained by law.com, from Simpson Thacher chair Alden Millard was circulated to the firm after the deal was announced.

All,

As you are aware, on March 17th we received a letter from the Equal Employment Opportunity Commission (EEOC) requesting detailed information concerning the Firm's DEI-related employment practices. In light of the EEOC request and the growing threat of Executive Orders against law firms, we made a strategic decision to reach agreements with the Trump Administration and the EEOC that resolve the EEOC matter and remove any potential threat of an Executive Order against the Firm.

In making this decision, our primary goal was to protect the best interests of the Firm, including our nearly 3000 lawyers and business professionals, and our clients.

We know and understand that this development may weigh heavily on some of you and that you may not agree with the path we have taken. We deeply respect your views, and we appreciate how unprecedented and challenging recent events in the legal industry have been. Given the broader implications for the Firm and our clients, we believe this is the right course of action.

The agreement provides that the Firm will:

1. Provide \$125 million in pro bono or other free legal services, during the Trump Administration and beyond, to causes that President Trump and Simpson Thacher support and agree to work on, including in the following areas: assisting veterans and other public servants, including, among others, members of the military, Gold Star families, law enforcement, and first responders; ensuring fairness in our justice system; and combatting antisemitism. We will take on a wide range of pro bono matters that represent the full political spectrum, including conservative ideals.

2. Affirm our commitment to merit-based hiring, promotion, and retention. We will not engage in illegal DEI discrimination and preferences and affirm it is our policy to give fair and equal consideration to job candidates, irrespective of their political beliefs, including candidates who have served in the Trump Administration, and any other Republican or Democrat Administration. We will engage outside counsel to advise us in confirming our employment practices are fully compliant with law,

including, but not limited to, anti-discrimination laws.

3. Affirm we won't deny representation to clients, such as members of politically disenfranchised groups and government officials, employees, and advisors, who have not historically received legal representation from major national law firms, including in pro bono matters and in support of non-profits, because of the personal political views of individual lawyers.

Under the agreement with the EEOC, the EEOC has withdrawn its letter to Simpson Thacher. The EEOC has also agreed it will not issue further similar requests for information to or take any other actions with respect to the Firm relating to the matters, employment decisions, and practices described in the letter and has released the Firm from any related potential claims.

We remain committed to providing pro bono assistance to a wide range of underserved populations, ensuring fairness in the justice system, and safeguarding the rights of the country's population under the Constitution and our laws. The agreement does not dictate or restrict what pro bono matters we will take on moving forward. As always, no attorney will be required to work on any particular pro bono matters (or any pro bono matter at all). Participation in pro bono work is voluntary.

If you receive questions from clients, please direct them to the appropriate relationship partner. In line with the Firm's Media Policy, if you receive any inquiries from the media or another third-party, please do not respond and instead forward it to [the firm's media email].

This decision does not change who we are as a Firm. As we move forward, we are grateful for your unwavering dedication to the Firm, our

clients and each other.

Alden

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You Might Like



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May 8, 2025

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lblalack@omm.com

VIA HAND DELIVERY

The Honorable Dave Min
The Honorable Yassamin Ansari
The Honorable Rashida Tlaib
The Honorable Shri Thanedar
The Honorable Lloyd Doggett
The Honorable Maxine Dexter
The Honorable Sylvia R. Garcia
The Honorable Frank Pallone, Jr.

The Honorable April McClain Delaney
The Honorable Sean Casten
The Honorable Susie Lee
The Honorable Nanette Diaz Barragan
The Honorable Nikema Williams
The Honorable Henry C. "Hank" Johnson, Jr.
The Honorable Sam T. Liccardo
The Honorable Becca Balint

United States House of Representatives
Washington, D.C. 20515-0001

Re: Response to April 24, 2025 Letter to Willkie Farr & Gallagher LLP

Dear Members of Congress:

I write in response to your letter to Thomas M. Cerabino, Chairman of Willkie Farr & Gallagher LLP ("Willkie" or the "Firm"), dated April 24, 2025 (the "Letter"). Willkie has engaged O'Melveny & Myers LLP to represent the Firm in connection with the inquiry described in your Letter and our client has asked us to respond on its behalf. Please direct all future correspondence and communications to my attention or the attention of my partner, Amanda Santella.

The Letter asks that Willkie provide you with an explanation of the Firm's motivations to reach an agreement with the Trump Administration ("Administration") to avoid issuance of an Executive Order regarding the Firm. The Letter asserts that the Administration's use of executive orders to target certain law firms may threaten those firms' abilities to represent and retain their clients and reflects a broader effort to dissuade other firms from accepting clients or matters that may be adverse to the Administration's priorities. In expressing the view that Willkie should repudiate its agreement with the Administration, the Letter further suggests that the agreement may require the Firm to violate the Rules of Professional Conduct and may expose the Firm and its attorneys to criminal liability. I write to assure you that this is not the case. Our client appreciates the opportunity to dispel certain misconceptions about the agreement Willkie reached with the Administration.

At the outset, it is important to emphasize that the agreement our client reached with the Administration is consistent with Willkie's practices and core values, including client service and

serving as a steward of the Firm's employees, its clients, and the broader community. Those commitments are reflected in Willkie's history of advocating for the interests of its clients and providing pro bono legal services to a broad range of underserved individuals, communities, and organizations. Nothing about the agreement with the Administration alters those Firm practices, values, and principles, or limits Willkie's right to control the client engagements that it accepts.

With respect to your specific inquiry, Willkie received outreach from the Administration in late March regarding the potential issuance of an Executive Order regarding the Firm and began discussions with the Administration about a potential alternative resolution. The Firm's leadership gave careful consideration to the implications of each possible course of action and ultimately determined that offering a proposed resolution to the Administration would best serve the interests of its clients, employees, and other Firm stakeholders. Willkie's decision to engage in discussions with, make a proposal to, and ultimately reach an agreement with the Administration was guided by three longstanding core principles at the Firm: First, Willkie will continue to follow the law related to its employment practices. Second, Willkie will continue to represent clients on both sides of the aisle and with a wide range of ideological views. Third, Willkie will continue to devote time and resources to its pro bono representations of underserved individuals and communities in areas that are important to the Firm and to the Administration, including representations of veterans, Gold Star families, and victims of religious discrimination.

We wish to emphasize today, as Willkie did after the agreement was first publicly disclosed, that nothing in the agreement will require our client to change course with respect to its values, its operations, or its commitment to professional responsibility. We also wish to allay your concern in the Letter that our client's agreement with the Administration could somehow expose the Firm to criminal liability or violate the Rules of Professional Conduct. To be clear, there is nothing about the agreement that could plausibly subject the Firm or its attorneys to criminal liability, including—but certainly not limited to—under the series of criminal statutes cited by the Letter. Moreover, the agreement is entirely consistent with the Firm's ethical obligations and its commitment to client service—as it avoids the very serious consequences that an Executive Order could cause the Firm's clients—and with Willkie's commitment to best preserve the enterprise for the benefit of its over 2,100 attorneys and staff, as well as the communities the Firm serves.

Thank you again for the opportunity to address these issues on behalf of my client.

Very truly yours,

A handwritten signature in blue ink that reads "K. Lee Blalack II" with a stylized flourish and the initials "caw" written below it.

K. Lee Blalack II
of O'MELVENY & MYERS LLP

cc: Amanda Santella, Esq.
O'Melveny & Myers LLP

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LATHAM & WATKINS LLP

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Madrid	

May 8, 2025

VIA EMAIL

Rep. Dave Min
U.S. House of Representatives

(additional recipients listed below)

Dear Representatives:

Thank you for your letter of April 24, 2025 to Latham & Watkins, LLP (“Latham”). We provide this response to clarify the issues raised in your letter.

On March 17, 2025, Latham (along with nineteen other law firms) received an extensive and detailed information and document request from the Acting Chair of the Equal Employment Opportunity Commission (“EEOC”), relating to our firm, our people and our clients. Latham engaged with the EEOC and, on April 11, 2025, resolved the inquiry by agreement with the EEOC and with the Administration. Pursuant to the resolution, the EEOC withdrew its March 17 letter and required no production of information from Latham. Our guiding principle in resolving the EEOC matter was to safeguard the interests of our people, our clients, and our firm.

Concurrent with the EEOC resolution, Latham committed to its long-held principles in continuing to provide pro bono legal services and compliance with law in the area of equal employment opportunity. Our commitment to pro bono is a hallmark of Latham’s culture, and has included providing pro bono legal services for a wide range of causes, including antisemitism, veterans, law enforcement, first responders and other public servants. For decades, Latham has been one of the world’s leading providers of pro bono legal services, and that commitment continues.

Latham continues to maintain its complete independence as to the clients and matters the firm takes on, whether in our pro bono or commercial engagements. We take seriously our commitment to complying with all applicable Rules of Professional Responsibility, including with respect to conflicts of interest and representing our clients zealously in all matters, in accordance with their direction.

Thank you for the opportunity to provide information in this matter.



Richard M. Trobman,
Chair and Managing Partner

Additional Recipients

Rep. April McClain Delaney
Member of Congress

Rep. Yassamin Ansari
Member of Congress

Rep. Sean Casten
Member of Congress

Rep. Rashida Tlaib
Member of Congress

Rep. Susie Lee
Member of Congress

Rep. Shri Thanedar
Member of Congress

Rep. Nanette Diaz Barragan
Member of Congress

Rep. Lloyd Doggett
Member of Congress

Rep. Nikema Williams
Member of Congress

Rep. Maxine Dexter
Member of Congress

Rep. Henry C. “Hank” Johnson, Jr.
Member of Congress

Rep. Sylvia R. Garcia
Member of Congress

Rep. Sam T. Liccardo
Member of Congress

Rep. Frank Pallone, Jr.
Member of Congress

Rep. Becca Balint
Member of Congress

KIRKLAND & ELLIS LLP

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May 8, 2025

The Honorable Dave Min
The Honorable April McClain Delaney
The Honorable Yassamin Ansari
The Honorable Sean Casten
The Honorable Rashida Tlaib
The Honorable Susie Lee
The Honorable Shri Thanedar
The Honorable Nanette Diaz Barragán
The Honorable Lloyd Doggett
The Honorable Nikema Williams
The Honorable Maxine Dexter
The Honorable Henry C. Johnson, Jr.
The Honorable Sylvia R. Garcia
The Honorable Sam T. Liccardo
The Honorable Frank Pallone, Jr.
The Honorable Becca Balint
Congress of the United States
Washington, DC 20515

Dear Members of Congress:

Thank you for your letter dated April 24, 2025 to Kirkland & Ellis LLP.

Kirkland enshrines the bedrock values of the legal profession in our firm's ethics and values in how we carry out our work. This approach has been fundamental to the longevity of our institution, and our continued ability to provide fierce and principled representation to our clients.

Under our agreement with the Administration, Kirkland will continue to provide pro bono and other legal services on a non-partisan basis to a wide range of underserved populations. The firm will determine which matters we take on—both pro bono and otherwise—consistent with our non-partisan mindset.

The resolution is consistent with our long-held ethos of prioritizing ability and opportunity, not politics. We are proud that our lawyers span every belief, ideology, and viewpoint; our only requirement is that they embody excellence and a fierce commitment to our clients.

KIRKLAND & ELLIS LLP

May 8, 2025

Page 2

Your letter raises several legal and ethical concerns regarding the agreement. We are comfortable that the agreement does not run afoul of the issues you raise in your letter. We firmly believe that the agreement is proper and appropriate. The agreement does not constrain the firm from continuing to provide excellent legal services to whatever clients it chooses to represent.

Yours sincerely,

A handwritten signature in black ink, appearing to read "W. Neil Eggleston". The signature is written in a cursive, flowing style.

W. Neil Eggleston