



Simpson Thacher has long been at the forefront of efforts to hire, retain and promote talented LGBT attorneys. Appreciation for people of all backgrounds, mutual respect and merit-based advancement are cornerstones of our Firm culture. On both a personal and a professional level, we know you will feel welcome here.

OUR PARTNERS AND SENIOR COUNSEL

Over the years, we have elected six openly gay or lesbian attorneys to the partnership. They have held influential positions within the Firm, and are recognized as leaders in their fields.

Our partnership presently includes:

- **Dan Clivner**, a partner in the Firm's Corporate Department. He serves as Managing Partner of the Firm's Los Angeles office and is a member of the Diversity Committee and the Finance Committee.
- **Jennifer Hobbs**, a partner in the Firm's Corporate Department. She serves on the Women's Committee, the Diversity Committee and the New Partners Committee. She was previously a Corporate Assigning Partner and served on the Personnel Committee.
- **Gary Horowitz**, a partner in the Firm's Corporate Department. He is a member of the Diversity Committee and the Executive Committee, and previously served as the Firm's Administrative Partner, the Co-Chair of the Personnel Committee, and a Corporate Assigning Partner. Gary is also a parent.
- **Joe Tringali**, a partner in the Firm's Litigation Department. He previously held the positions of Co-Chair of the Personnel Committee, Co-Chair of the Associates Committee and Litigation Assigning Partner and served on the New Partners Committee.

Our Senior Counsel include:

- **David Shevlin**, a Senior Counsel in the Firm's Exempt Organizations Group and a member of the Pro Bono Committee. Dave is also a parent.

ASSOCIATE LIFE

We pride ourselves on fostering a supportive environment in which LGBT attorneys can grow and thrive. On an informal level, we reach out to our LGBT associates from the very first day they arrive at the Firm to offer our friendship and guidance. More formally, we sponsor Affinity Group events to establish a support network for LGBT associates. Recent events include: a Firm-sponsored ACLU Summer Reception for LGBT attorneys and summer associates; Firm-sponsored tables at the Lambda Liberty Awards, GLAAD Media Awards and SAGE Awards dinners; a Firm-sponsored Pride Week reception at the New York City Bar Association; an annual dinner; a talk by Leslie Cooper, senior staff attorney at the ACLU, entitled: "Fighting Restrictions on Parenting by LGBT People: The Law and Social Science" as well as a talk by Rose Saxe, Senior Staff Attorney at the ACLU, entitled "Religious Refusals to Non-Discrimination Laws" as part of the Diversity Committee's Perspectives series. In July 2011, we hosted a city-wide reception for LGBT attorneys in our New York office.

Several of our LGBT associates serve on the Advisory Council to the Diversity Committee, which was created in 2008 to provide input to the Diversity Committee on various Firm initiatives.

Our attorneys are entitled to a generous package of benefits, including health insurance for domestic partners and same-sex spouses, as well as primary and secondary caregiver leave for the birth or adoption of a child. Effective April 1, 2011, Simpson Thacher will "gross-up" the paychecks of employees who enroll same-sex partners in the Firm's health benefits plans to offset the additional federal and any state and local income taxes paid on the value of the partners' benefits. Employees in non-US offices will be similarly "grossed-up" to ensure equal treatment with heterosexual spouses. We are continually working on ways to improve the quality of Firm life for LGBT attorneys, and we are always open to suggestions.



OUR PUBLIC SERVICE COMMITMENT

Simpson Thacher has a deep and abiding commitment to providing *pro bono* legal services on cases of importance to the LGBT community.

More than two decades ago, we worked to incorporate and obtain IRS recognition of tax exemption for The Gay & Lesbian Alliance Against Defamation (GLAAD), a groundbreaking organization dedicated to promoting and ensuring fair, accurate and inclusive representation of people and events in the media. We also provided a host of other *pro bono* advisory services to GLAAD.

In 1990, in partnership with the ACLU's Lesbian and Gay Rights Project, we undertook the representation of two gay men who were beaten and derided with homophobic epithets by several Drug Enforcement Agency officers. After two trials and a successful appeal in the Second Circuit, our clients won compensatory and punitive damages for the defendants' false arrests and use of excessive force. The case established for the very first time that a constitutional claim arises if a victim of excessive force was singled out because of his or her sexual orientation.

Over the years, we have worked with the ACLU Lesbian and Gay Rights Project, Lambda Legal, and Immigration Equality to safeguard the rights of LGBT individuals in employment, family law, immigration and constitutional matters. For example, we advocated in the Federal Circuit on behalf of a transgender civilian employee of the Air Force who was wrongfully terminated during her transition from male to female, and we represented a lesbian partner in a custody battle. Most recently, we succeeded in securing asylum for a Peruvian lesbian who had suffered a lifetime of persecution and for a gay man from Colombia who was threatened at gunpoint when his sexual orientation was exposed at the hospital where he worked, and successfully represented a gay man from Colombia who was persecuted because of his sexual orientation by a notorious Colombian terrorist group in an appeal in the Third Circuit.

In addition to representation of particular individuals facing discrimination on the basis of sexual orientation, the Firm took a leading role in the landmark efforts to secure marriage equality. We represented a number of civil rights groups, including the People for the American Way Foundation and the Vermont Freedom to Marry Task Force, as *amici curiae* in the appellate proceedings before the First, Second and Third appellate departments in New York, the New York Court of Appeals, and the New Jersey Supreme Court as part of a coordinated effort to secure equal access to the rights and responsibilities of marriage.

The Firm has also represented the interests of those with HIV/AIDS in history-making cases. In 1992, we worked with a team of Yale Law students to secure the release of a group of HIV-positive Haitian refugees who were being unlawfully held by the government at the U.S. Naval Base at Guantánamo. We recently successfully settled a lawsuit against the United States government under the Federal Torts Claim Act for inadequate medical care provided to an HIV positive detainee while in federal detention. In Addition, Simpson Thacher recently represented Immigration Equality, a nonprofit which advances the immigration rights of LGBT/HIV+ people, in its incorporation and qualification for 501(c)(4) status which enables it to engage in lobbying activity as a non-profit.

We also prevailed at trial on behalf of AIDS Project Los Angeles (APLA), a non-profit organization at the forefront of the fight against HIV/AIDS in Southern California, in a dispute concerning APLA's support of another non-profit, HIV/AIDS Legal Services Alliance. Dan Clivner serves on the Executive Committee of APLA's Board of Directors. Attorneys from our Personal Planning department run a monthly clinic at the AIDS Service Center in New York City to assist individuals in preparing wills and advance directives.

In 2009, Simpson Thacher lawyers and paralegals participated in an advanced directive legal clinic operated by SAGE, the nation's largest and oldest organization dedicated to serving and advocating for LGBT older adults. Our lawyers provided essential information to older LGBT adults regarding the necessity of advanced directives, such as healthcare proxies and living wills, as well as the opportunity for them to complete and file their own advanced directives. We plan to participate in this event again in the fall.

AN OPEN INVITATION

We invite you to learn more about practicing law at Simpson Thacher. Please feel free to contact any of us with your questions or concerns, or simply to talk further.

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