

April 3, 2025

Executive Partner Jeremy London  
Skadden, Arps, Slate, Meagher & Flom LLP  
One Manhattan West  
New York, NY 10001

Dear Jeremy:

As alumni of Skadden,<sup>1</sup> we write to express our profound disappointment and deep outrage regarding the firm's recent agreement with President Donald Trump. At a time when rule of law, freedom of speech, and the adversarial system collectively face existential threat, Skadden's agreement with President Trump emboldened him to further undermine our democracy. The deals Willkie Farr and Milbank struck with President Trump this week evinces the deeply disturbing behavior that Skadden helped normalize.

We were shocked to hear about Skadden's concessions, concessions given under the threat of an executive order whose substance had already been blocked by a federal court. The firm indoctrinates every Skadden employee who walks through the firm's halls into the legacy of Joe Flom, the firm's most esteemed founding partner. We were told that while other firms scorned hostile takeovers, Joe embraced them and relished his reputation as a maverick, a street fighter. We were told that his name evoked such terror on Wall Street that the firm was frequently paid retainer fees to prevent him from representing potential opponents. For a firm to take such pride in this rebellious tradition, it's embarrassing what Skadden did.

Not only was Joe a formidable adversary in mergers and acquisitions, he was a formidable defender of civil rights and underrepresented communities as well. Having faced discrimination himself, he championed diversity at the firm, being instrumental in hiring the firm's first female associate, and left an indelible mark on the public interest legal profession. In 1988, he founded the Skadden Fellowship Foundation, which since its establishment has provided opportunities for over 1,000 lawyers to advocate for marginalized communities on issues such as immigration and racial justice. During some of our tenure, the firm carried on Joe's philanthropic spirit and established the Immigration Impact Project, which many of us participated in, as an ostensible direct form of resistance against President Trump's "Muslim Ban" in his first term. In light of this history, we find Skadden's capitulation to Trump to be hypocritical, cowardly, and downright shameful.

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<sup>1</sup> We speak in our individual capacities only and do not represent the views of our current employers or any third party.

As attorneys, we all took an oath to uphold the Constitution of the United States. As one of the country's most powerful and most profitable law firms, Skadden's influence over the legal profession cannot be understated. In light of Skadden's position, it is outrageous and self-interested that rather than fulfilling the legal profession's oath and standing in solidarity with fellow law firms that were fighting to uphold the Constitution, Skadden caved to bullying tactics instead. Not only did Skadden's decision leave a painful stain on Joe's legacy and Skadden's reputation, but your decision also sent the country down an extremely dangerous path. During our tenure, we told clients we'd walk through walls for them. It is incredibly disappointing the firm won't do the same for the Constitution.

As alumni who have proudly represented Skadden in a variety of practice areas, we call on you to clearly affirm the firm's commitment to reject the administration's attacks on the judiciary, the Constitution, and rule of law before it's too late.

Signed,

Barbara Wrubel, Partner (New York), 1981-2010  
Robert H. Falk, Partner (New York), 1985-1993  
Sheila Birnbaum, Partner (New York), 1979-2013  
Avinash Ganatra, Counsel (New York), 1994-2007  
Carrie LeRoy, Counsel (Palo Alto), 2007-2015  
Patricia Sindel, Counsel (New York, Hong Kong, Sydney), 1994-2001  
Alexandra Farmer, Associate (Los Angeles and Palo Alto), 2018-2019  
Alex Vargas, Associate (New York), 2019-2025  
Alice Thai, Associate (Palo Alto), 2018-2021  
Amanda Bradley, Associate (Palo Alto), 2016-2019  
Barnaby Gibson, Associate (Palo Alto), 2011-2019  
Ben Miller, Staff Attorney (D.C.), 2006-2008  
Brenna Frey, Associate (D.C.), 2015-2021, 2024-2025  
Cameron Mabrie, Associate (Los Angeles), 2012-2016  
Chris Hooper, Associate (New York), 1998-2004  
Claire McCormack, Associate (Palo Alto), 2008-2019  
Deborah Guerra, Associate (Los Angeles), 1992-1999  
Deepa Vanamali, Associate (New York), 2015-2019  
Donald Wagda, Associate (Palo Alto), 2007-2010  
Edina Lee, Associate (Palo Alto), 2022-2024  
Erika Schmidt, Associate (Palo Alto), 2013-2017  
Freya K. Bowen, Associate (Los Angeles), 2003-2005  
Gene Kim, Associate (Palo Alto), 2021-2023  
Grace Grothouse, Associate (Palo Alto), 2015-2022  
Howard Edelman, Associate (New York, Sydney, Hong Kong), 1993-2000  
Irene Ten Cate, Associate (New York), 2003-2010

Jonathan Edelman, Associate (D.C.), 2021-2023  
Kate Merrill, Associate, 1999-2003  
Lily Fagin, Associate (New York), 2023-2024  
Logan Maley, Associate (Los Angeles), 2012-2014  
Mallory Craig-Karim, Associate (Palo Alto), 2018-2020  
Medum Choe, Associate (Palo Alto), 2015-2018  
Melanie Vinson, Associate (Los Angeles, Paris, Palo Alto), 1993-1999  
Melinda Hightower, Associate (D.C. and Palo Alto), 2011-2016  
Mona Oh, Associate (New York and Los Angeles), 1997-2003  
Nathan Marinoff, Associate (New York), 2000-2004  
Prue Brady, Associate (New York), 2022-2024  
Rachel Cohen, Associate (Chicago), 2022-2025  
Rachel Fleig-Goldstein, Associate (New York), 2018-2021  
Ramya Ravishankar, Associate (New York), 2014-2020  
Rochelle Boas, Associate (New York), 1998-2004  
Ryan Feeney, Associate (New York), 2021-2024  
Sam Burgess, Associate (Boston), 2021-2023  
Susan E. Sidd, Associate (Boston and New York), 1988-1990  
Tatum Ji, Associate (New York), 2014-2016  
Tatyana Shmygol, Associate (Palo Alto), 2009-2016  
Thania Charmani, Associate (New York), 2015-2022  
Thomas Sipp, Associate (New York), 2023-2025  
Peter Eliasberg, Legal Proofreader (New York), 1986-1990  
Alex Reed, HR Manager, West Coast (Los Angeles), 2017-2020  
Cecilia Maldonado, Legal Secretary (Los Angeles), 35 years  
Heather Knight, Executive Assistant (D.C.), 2000-2022

The following individuals wish to sign anonymously. They are listed by their terminal title, office and years at the firm:

Partner, New York, 33 years  
Partner, New York, 36 years  
Associate, New York, 2018-2021  
Associate, Palo Alto, 2018-2024  
Associate, Los Angeles, 2013-2015  
Associate, Palo Alto, 2005-2011  
Associate, D.C., 2021-2023  
Associate, Chicago, 2022-2024  
Associate, Palo Alto, 2018-2022  
Associate, New York, 2017-2020  
Associate, New York, 2018-2020; 2023-2025  
Associate, Chicago, 2023-2025  
Associate, New York, 2022-2025  
Associate, Palo Alto, 2006-2014

Associate, New York, 2017-2020  
Associate, New York, 2015-2021  
Associate, Los Angeles, 2016-2021  
Associate, New York, 15 years  
Associate, Palo Alto, 2018-2021  
Associate, Los Angeles, 1994-1995  
Associate, New York, 2018-2021  
Associate, New York, 2021-2023  
Associate, New York, 2008-2011  
Associate, Chicago, 2021-2023  
Associate, London, 2022-2024  
Associate, D.C., 2021-2023  
Associate, Palo Alto, 2017-2019  
Associate, Anonymous Office, 2021-2024  
Associate, Palo Alto, 2018-2019  
Legal Assistant, Palo Alto, 3 years  
Legal Assistant, New York, Palo Alto, San Francisco, 2007-2010