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June 18, 2025

The Honorable Bill Cassidy, M.D.
Chairman
Committee on Health, Education, Labor and Pensions
United States Senate
Washington, D.C.

RE: Equal Employment Opportunity Commission Nominee Andrea R. Lucas

Dear Chairman Cassidy:

We urge you to report favorably to the full Senate the nomination of Andrea R. Lucas to fill a Republican seat on the U.S. Equal Employment Opportunity Commission (EEOC). Mrs. Lucas has served on the EEOC since 2020, when she was nominated by President Trump during his first term and confirmed by the U.S. Senate as a Commissioner.

Mrs. Lucas's confirmation would bring a known and valuable asset to the Commission, as she is extensively familiar with both the substance of the matters under EEOC's jurisdiction, and how government operates as a result of her current service as Acting Chair of the EEOC and previously as a Commissioner of the EEOC.

Mrs. Lucas also has extensive employment law experience. Before her appointment to the EEOC in 2020, she was a member of the labor and employment and litigation practice groups of Gibson, Dunn & Crutcher LLP in the firm's Washington, D.C. office. While at Gibson Dunn, Lucas represented and advised employers and boards of directors on a wide variety of employment-related issues, including significant employment discrimination litigation, sexual harassment and other sensitive workplace investigations, and compliance with federal and state employment discrimination statutes.

Thank you again for your excellent leadership in having the Senate confirm qualified individuals to serve at the EEOC – we look forward to Mrs. Lucas's name being added to that list.

Sincerely,

A handwritten signature in black ink that reads "Claiborne S. Guy". The signature is written in a cursive style with a large, stylized "C" and "G".

Claiborne S. Guy
Director, Employment Policy & Practices