



Declaration of Candidacy

Candidates for election as Second Vice President, Secretary-Treasurer, or Director Elected Nationally must complete this form and submit it to the Chief Executive Officer at the principal headquarters of DRI by 5:00 PM (CDT) on July 1st of the year in which the election is held.

National Director Requirements - Directors Elected Nationally or by Region must be Individual Members of the Corporation admitted to the practice of law. Each such director must meet the following qualifications at the time of election: (a) The candidate shall have been a DRI member for a total of at least five (5) years, and (b) The candidate shall have been a member of at least one DRI substantive law committee for at least three (3) years, and (c) The candidate must have registered for and attended at least one (1) DRI Annual Meeting within the previous three (3) years, and, within the three (3) years prior to the final day of the Annual Meeting, the candidate must have 1) registered for and attended at least two (2) DRI seminars, or 2) registered for and attended one (1) DRI seminar and one (1) DRI Regional Meeting.

Please also see the DRI Board of Director and Officer Competencies, attached.

Position sought:

☒ Second Vice President* ☐ Secretary- Treasurer ☐ National Director

*If you have declared your candidacy for Second Vice President and are not the successful candidate, will you consider the Secretary - Treasurer Officer position?

☒ Yes ☐ No

Name Michael L. Dailey

Firm/Company Schmidt, Dailey & O'Neill, LLC

Address 300 East Lombard St, Suite 1440, Baltimore, MD 21202

Telephone (410) 783-1296 Cell Phone 443-286-5660

E-mail mdailey@sdolaw.com

How long have you been a member of DRI?

35+ years

Areas of practice: Civil Defense Litigation, workers' compensation and insurance coverage

Please provide your employment history in chronological order beginning with the current position.

001-Present, Founding member, Schmidt, Dailey & O'Neill, LLC, Baltimore, MD

1994-2001, Partner, O'Malley, Miles, Nylen & Gilmore, P.A., Calverton, MD

1991-1994, Associate, Law Offices of Harold McLaughlin, CIGNA in house attorneys, Baltimore, MD

1989-1991, Associate, Semmes, Bowen & Semmes, Baltimore, MD

Please describe your previous involvement in DRI, including but not limited to, leadership positions held, projects contributed to, committee memberships, presentations given, and written materials authored. Special accomplishments should also be noted.

I have been a contributing member of DRI's Workers' Compensation Committee for over fifteen years. I was the DRI Maryland State Representative from 2016-2019 and the Mid Atlantic Regional Director from October, 2022-October, 2025

List any significant leadership commitment and involvement within the legal field other than DRI, including but not limited to other legal organizations.

I have been a member of the Maryland Defense Counsel (MDC) from 1989-Present. I was the workers' compensation chair of the MDC for over 3 years, and have co-chaired the MDC legislative committee for 20 years, primarily testifying before the Maryland General Assembly on workers' compensation legislation that may impact Employers and Insurers. I was a member of the MDC executive committee from 2013-2016 and president of the MDC from 2015-2016.

In addition, I am a member of the Federation of Defense and Corporate Counsel and the Virginia Association of Defense Attorneys.

Why do you wish to join the board of directors or become an officer and what skills, abilities and attributes identified in the Board of Director/Officer Competencies can you bring to the role?

DRI is a part of my DNA as a defense attorney. This organization has taught me to be a better attorney, a better and more effective leader, and enriched my life personally with the incredible people that I would not had the opportunity to meet if it were not for DRI. I have been a member of DRI since 1989. Over the past 15 years when I became much more active within the organization, I realized what DRI for Life truly means. The friendships and business relationships I have been fortunate to establish and nurture during my time with DRI are the greatest and most rewarding part of my involvement with the organization. My experience as a board member and my involvement with SLDOs/NDOs including chairing of the SLDO/NDO Relationship Committee provides me with insight and a knowledge base that will contribute to and enhance my role as an officer of DRI.

What suggestions would you make to move the organization forward?

I recommend that DRI continue with increasing its efforts to combat third party litigation funding and provide more education and resources for our members to combat this new investment funding created by the plaintiff's bar. The sharing of discovery tools for our members to use in their practice targeting the third party funding issue is the type of functional resource that DRI can provide to our members to enhance their practice strategies. The potential harm that third party funding may inflict upon the legal community and specifically our defense clients is beginning to surface, and the damage if it continues and grows may be far more reaching and destructive then we have experienced to date.

In addition, I believe that DRI will benefit from expansion of the SLDO/NDO Relationship Committee efforts to enhance, build and grow those relationships.

Describe one transformational/defining experience in your professional life you have been involved with and what you learned from that experience.

One of the most truly transformational moments in my professional life occurred within the first year of becoming a Maryland attorney. I was working for a large firm in Baltimore, and my supervising partner asked me to author a brief for one of the firm's large insurer clients. The case had been tried in the lower court and the Plaintiff appealed to the appellate court, the Maryland Court of Appeals (Now the Maryland Supreme Court). I completed and filed our brief and my supervising partner was scheduled to present our oral argument. Two days prior to argument, and after I provided my supervising partner with an outline of the arguments for him to consider in support of our client's position, he handed the outline back to me and told me that I was the one who is prepared to present our case, and told me to handle the oral argument. Although I had gained confidence in my prior courtroom experience, and garnered the trust of the partners by litigating several bench trials within my first year as defense attorney, the thought of appearing before our highest court for

the first time was overwhelming. My training as a collegiate level division 1 gymnast taught me that preparation and practice is the key to victory. I spent the next two days presenting my argument to anyone in the office who would listen! After two sleepless nights, i appeared before the Court. Albeit nervous I was prepared, focused and ready to present our client's case. When the court published its decision in our client's favor, I knew that I was born to be a defense attorney and I have been a defense attorney from the first day I was licensed to practice law. I carry the memories of that case and the lessons that partner taught me in allowing me to trust myself and my preparation. This moment early in my legal career instilled in me the importance of mentoring and training young lawyers and even more seasoned colleagues who are in need of learning something new, and this was a gift that partner gave to me and one that I strive to pay forward each day with my associates and colleagues.

Describe the greatest challenges and opportunities that lie ahead for DRI over the next five+ years.

One of the primarily challenges facing DRI is organizational apathy that has impacted and reduced the number of SLDO/NDO members who are also members of DRI and actively participate in both organizations. DRI has untapped membership potential within the SLDO/NDOs and I have worked to expand our membership during my tenure as the Mid Atlantic Regional Director. I have met many members of my region's SLDO's who were prior DRI members but left for a variety of reasons. Engaging those prior members and reintroducing them to DRI is a challenge and opportunity. The key is having our regional directors and state reps attending the SLDO/NDO meetings and being actively involved on behalf of DRI. An aging membership roster without adding younger new members is a challenge we must face head on and continue to correct.

Recent attacks on corporations who maintain Diversity, Equity and Inclusion in their corporate identify and attacks on the judiciary are challenges facing our membership and organization. However, our unwavering commitment to ensuring the protection of our own DEI initiative and the protection of the judiciary including the NFJE and the amazing work done by the Center will be vital to our mission over the next five years.

DRI strives to be governed by a diverse board of directors—in terms of race, ethnicity, age, gender, religion, sexual orientation, disability, location, and/or professional level, and other facts that enhance diversity and inclusion --- who can and will help advance DRI's goals through the power of collaboration. In what ways have you demonstrated a commitment to Diversity, Equity and Inclusion in your work, and how will your DE&I experience inform your contributions as a Board member?

As a member of the LGBTQ community, and during my time serving on the Board, i was proud to share my time at many DRI meetings and events with my partner and we were welcomed with open arms. I strive to provide that same inclusion and equity to all members of the defense community. If i am provided that opportunity I will build on

the foundation and protection of DEI that is rooted in DRI's vision to be inclusive and welcoming to all. My personal diversity efforts is reflected in my firm's gender affirming decision making and our focus on inclusion that led to the selection of our female managing attorney, Jo Anna Schmidt. Jo Anna has held that position since 2001. In addition, although we are a small four attorney firm, with each new employee and associate, we focus on diversity in all of our hiring decisions and it has resulted in our office being able to provide top level defense expertise to our clients with a diverse group of attorneys that enhance our work environment and client relationships.

Is there anything else you would like to add that has not already been previously stated?