



Jefferson C. Glassie, FASAE

PARTNER

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BIOGRAPHY

Mr. Glassie represents associations and nonprofit organizations on a wide range of legal matters, including antitrust, tax, certification, accreditation, contracts, employment, merger, intellectual property and corporate issues. He has concentrated in the field of nonprofit membership organizations for over 30 years.

Mr. Glassie is a partner and co-chair of the practice at Whiteford. He received his law degree from the George Washington University School of Law in 1985, with honors, and is admitted in the District of Columbia and Maryland.

RECOGNITIONS

ASAE Fellow: American Society of Association Executives, 2014

Listed in *Best Lawyers in America*, 2013 - present

Recipient: Counsel Services Award, The Mississippi John Hurt Foundation, 2007

Recipient: International Section Excellence Award, ASAE, 1987

MEMBERSHIPS & ACTIVITIES

PRACTICES & INDUSTRIES

Nonprofit Organizations and Associations
Entity Formations
Governance/Fiduciary Duties
Joint Ventures and Subsidiaries
Labor and Employment Matters
Membership Programs
Nonprofit Corporate Services
Tax-Exempt Status Recognition
Unrelated Business Income Analysis
International

EDUCATION

George Washington University
School of Law, 1985, J.D., with
honors
University of Virginia, 1975, B.A.

ADMISSIONS

District of Columbia

Member: Board of Directors of the Council of Engineering and Scientific Specialty Boards

Maryland

Member: American Bar Association

Member: Maryland Bar Association

President: Jefferson Islands Club, 2009 to date

Former Chair: Legal Section Council, ASAE and the Annual Legal Symposium

Former Chairman: Greater Washington Society of Association Executives, Law and Legislative Committee

NONPROFIT ORGANIZATIONS AND ASSOCIATIONS

Provides a broad range of legal advice to nonprofit and tax exempt organizations, and to trade, professional, and membership associations

ENTITY FORMATIONS

Handle and advise on formation of many nonprofit nonstock tax exempt corporations, as well as limited liability companies, for-profit stock corporations; including providing advice on Articles of Incorporation, organizational matters, obtaining Employer Identification Numbers, organizational resolutions, and tax exemption applications, as well as state registration, doing business as/fictitious name applications, corporate registrations

GOVERNANCE/FIDUCIARY DUTIES

Counsels on Board of Directors, Executive Committee, governance matters, including Bylaws, policies such as conflicts of interest, as well as officer and director nominations, elections, removals, and ethical and fiduciary duty matters

JOINT VENTURES AND SUBSIDIARIES

Advises on establishing and maintaining joint ventures such as for trade shows and publications, as well as partnerships, limited liability companies, and both nonprofit and for-profit subsidiaries, affiliates, foundations, and other related organizations

LABOR AND EMPLOYMENT MATTERS

Provides advice on nonprofit organization and association employment matters, such as CEO employment agreements, employee hiring and termination, discrimination, Americans with Disabilities Act, and excess benefits safe harbor compensation issues

MEMBERSHIP PROGRAMS

Counsels on legal aspects of all manner of association and nonprofit organization membership programs, including trade shows and conferences, scholarly journals, newsletters, e-publishing, affinity programs, educational programs, examination preparation courses, certification, accreditation, and certificate programs

NONPROFIT CORPORATE SERVICES

Provides advice on services to members and the public offered by nonprofit organizations, including antitrust, contract, intellectual property, and tort liability

TAX-EXEMPT STATUS RECOGNITION

Advises on tax exemption issues, including applications, charitable contributions and grants, chapter and affiliate issues under group exemptions, including federal and state tax exemption

UNRELATED BUSINESS INCOME ANALYSIS

Counsels on UBIT issues, including advertising, corporate sponsorships, affinity programs, royalty and licensing agreements, non-dues revenue issues

INTERNATIONAL PRACTICE

Advises on wide range of nonprofit and association international issues, including opening offices in other countries, export controls, embargoes administered by Office of Foreign Assets Control, certification, copyrights, trademarks, affiliation agreements, taxation, etc.

PRESENTATIONS & PUBLICATIONS

Speaker: "HELP! I've been hacked!" ASAE Annual Meeting & Exposition, 2015

Panelist: "Is Your Association Doing All It Can to Protect Its Intellectual Property (IP) in the Electronic Age," ASAE Law Symposium, September 16, 2011,

Washington DC

Panelist: "Finding Your Pot of Gold: How to Identify New Revenue Sources,"
Institute for Credentialing Excellence, 2011 Annual Educational Conference
(New Orleans)

Co-author: "What Do Marijuana Laws Mean for the Workplace?" Associations
Now Plus, March 2017

Co-author: "Be on Guard for Cybersecurity Breaches." ICE Digest, March 2015

Co-Author: *Intellectual Property for Nonprofit Organizations and Associations*,
American Society of Association Executives, 2012

Author: *International Legal Issues for Nonprofit Organizations*, 2nd Edition,
American Society of Association Executives, 2010

Author: *Certification and Accreditation Law Handbook*, 2nd Edition, American
Society of Association Executives, 2004